

MINISTRY OF HUMAN AND MINORITY RIGHTS, PUBLIC ADMINISTRATION AND LOCAL SELF-GOVERNMENT

Human and Minority Rights Administration

The Palace of Serbia

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INFORMATION

IMPLEMENTATION OF THE SECOND PHASE OF THE WORLD PLAN OF ACTION ON EDUCATION IN THE FIELD OF HUMAN RIGHTS

The second phase of the world plan of action relating to education in the field of human rights is implemented in competent state and provincial bodies and independent state bodies for protection and improvement of human rights. Those bodies conduct training in the scope of their regular and project activities. The training on human rights is also conducted by relevant civic associations.

A) Civil servants

a) Human resource Management Service of the Government of the RS

Human resource Management Service of the Government of the RS prepares on a yearly basis and in accordance with the Law on Civil Servants, the Proposal of the Programme of general vocational training of state servants employed in state administration and Government service. It also organizes trainings in accordance with the programme adopted by the Government.

Six yearly programmes of general vocational training have so far been adopted dealing in different ways with the human rights area. The programme for the year 2010 did not entail specific area related to the field of human rights. However, it enabled the development of the culture of observance of human rights and freedoms in the scope of other thematic fields. The example may be the training "Equal opportunities for all", in the scope of thematic field "Civil service system". It aimed at introducing civil servants with the relevant provisions of the Law on Civil Servants, Law on Labour, Code of Conduct of Civil Servants as well as adopted Law on Prohibition of Discrimination and enabling their more successful implementation in practise.

Owing to this programme the realization of the on-line course "Social inclusion and poverty decrease: Approximation to the EU social process" was also planned. The mentioned course presented an integral part of the following yearly programmes as well. Thematic field "The protection of human rights and secrecy of data" presented the part of the programme of general vocational education for the year 2011. It encompassed the following trainings: gender equality, protection against discrimination-legislation and practise, protection of personal data, which have been realized in accordance with the schedule of the yearly programme.

b) Ministry of Human and Minority Rights, Public Administration and Local Self Government

Human and Minority Rights Administration of the Ministry of Human and Minority Rights, Public Administration and Local Self Government conducted trainings for employees in the local self-government units and for the representatives of civil society organizations in the scope of the European Commission 2007 IPA programme during 2010. Over 300 participants from the territory of over 35 local self-governments attended the trainings. Trainings focused on international and regional standards for protection and improvement of human and minority rights with regard to the current situation in the Republic of Serbia.

The project Youth Internship Programme- intended for the representatives of national minorities in the state institutions in Serbia has been conducted as of September 2011 by the Human and Minority Rights Administration of the Ministry of Human and Minority Rights, Public Administration and Local Self Government with the financial support of the Embassy of the United Kingdom and in partnership with the OSCE Mission to the Republic of Serbia. The project aims at greater participation of the members of Roma, Bosniak and Albanian nationality in the public life and their increased inclusion into the state institutions in Serbia.

Human and Minority Rights Administration of the Ministry of Human and Minority Rights, Public Administration and Local Self Government allocated funds for the best projects of 11 associations. It was done based on the public competition for the allocation of funds to the associations for the projects aiming at the improvement and protection of human rights in the Republic of Serbia, that is stimulation of positive conduct and acting of community with regard to vulnerable groups of citizens (such as: persons with disabilities, children and youth, persons vulnerable based on their sex, gender identity and sexual orientation and other vulnerable groups of citizens). The project goals that have been approved are: breaking stereotypes on disabled persons; developing tolerance and observance of differences; support to inclusive education, support to Roma children returnees in their education and integration; education of Roma children on their rights; making the staff of the Social Welfare Center aware of the characteristics of the LGBT population; development of tolerance inside the family towards the members of the LGBT population; professional rehabilitation and employment of young people with intellectual disabilities on the open labour market; emancipation and education of girls in the field of gender-based violence and working on SOS hotline. The projects were implemented in the period July-December 2011.

2011 IPA Project of the European Commission „*Implementation of Anti-Discrimination Policies*“ should commence to be implemented in the second half of 2012 in the Human and Minority Rights Administration of the Ministry of Human and Minority Rights, Public Administration and Local Self Government. The purpose of the project is to implement antidiscrimination policies efficiently and effectively in accordance with European standards and good practice examples.

The project IPA 2011 should enable the strengthening of various mechanisms for efficient implementation of antidiscrimination legislation and training of the representatives of relevant state institutions aiming at the improvement of the observance of tolerance, equality and differences. The project also envisages the activities aimed at capacity building of the service of the Commissioner for the Protection of Equality.

The Human and Minority Rights Administration of the Ministry of Human and Minority Rights, Public Administration and Local Self Government conducted a public competition for the projects of the associations aimed at improvement and protection of human rights in the Republic of Serbia for the programme “The Calendar of Human Rights 2012“. The programme implies that every month of the year is dedicated to, i.e. characterised by a number of activities to contribute to the improvement of the status of a certain group/minority, promotion of values and principle of inalienability of fundamental human rights. The selection of field/topic is associated with international holidays of the United Nations, as well as other holidays celebrated at an international level. Project activities also encompass the education of certain groups of citizens, primarily young people, on the topic dealt with in a certain month of the year.

With the aim of implementing Recommendation CM/Rec (2010)5 adopted by the Committee of Ministers of the Council of Europe on the measures for combat against discrimination on the basis of sexual orientation or gender identity, Human and Minority Rights Administration launched an initiative for the participation in the realization of the project of the Council of Europe “Combat against Discrimination on the basis of sexual orientation or gender identity“. This initiative has been accepted, making the Republic of Serbia one of the partner states on the mentioned project (jointly with Albania, Italy, Latvia, Montenegro and Poland). The Human and Minority Rights Administration of the Ministry of Human and Minority Rights, Public Administration and Local Self Government is especially interested in focusing, *inter alia*, on activities related to the education of the representatives of relevant state institutions and raising awareness of citizens regarding the prohibition of discrimination based on sexual orientation and gender equality during the realization of the said project which is predicted to last until the end of 2013.

c) Ministry of Labour and Social Policy

The Ministry of Labour and Social Policy commenced the process of introducing the accreditation system of training programme of the employees in the field of human rights and fundamental freedoms in the year 2007, through projects, with a clear plan to define legally the issue related to the training of employees through a defined accreditation process of training programme. The requests according to which the training programmes submitted for accreditation ought to be harmonised with contemporary concepts for the protection of human rights of social protection beneficiaries are defined by the development of guidelines and standards for the said process.

Owing to the adoption of the Law on Social Welfare in the year 2011 the accreditation process has become an important step in the establishment of the quality system. Rulebook on Accreditation, a by-law that is currently in the phase of development, defines precisely organizational structure of the accreditation system, standards for the programme accreditation, as well as procedures and acts encompassed by accreditation process.

Accreditation of training programme, or programme related to the provision of services, according to the law, is “a procedure estimating whether the training programme or the programme related to the provision of services intended to professional workers and expert assistants fulfils defined accreditation standards”.

Accreditation of the training programme for employees in Social Welfare Centres is performed by the Republic Bureau for Social Welfare through Accreditation Committees.

So far 110 programmes in the field of the social welfare system have been accredited. Owing to the fact that some programmes have not renewed accreditation in the meantime the current number of accredited trainings is currently 97.

The largest number of accredited training programmes contains topics related to the observance of human rights and fundamental freedoms, overview of available instruments, promotion of understanding, tolerance, equality, social inclusion of especially vulnerable groups and groups of beneficiaries of services at risk.

In accordance with the area of social welfare the contents of the training refer to, the programme encompasses: the protection of adults and elderly people, protection of youth, protection of disabled people, support of marginalised groups, support to the families, and development of general competences in the social protection.

The total number of trainees having attended accredited programmes until 2012 amounts to 6.157, out of which there were 2.769 trainees just in the year 2011.

The data on accredited programmes are kept in printed and electronic form and regularly entered into the data base. They are available to all interested parties on the website of the Republic Bureau for Social Welfare - www.zavodsz.gov.rs

d) Ministry of Health

The Project of the Ministry of Health “Implementation of the Special Protocol on Child Protection against Abuse and Neglect”, has been implemented in cooperation and having the financial support of UNICEF in 2010 and 2011.

In the scope of the project the activities to have as a result improved education of medical staff and their associates in this area being directly involved in work with children and families in health institutions at primary and secondary level of health care have been realized.

The programme of one-day team trainings has been realized in the scope of primary and secondary health care relating to the protection of children from abuse and neglect having been accredited by the Health Council of Serbia. Four regional teams of expert trainers have been established (34 persons) in Novi Sad, Belgrade, Nis and Kragujevac which are qualified for the implementation of uniform education. During 2012 the Manual for the Implementation of Special Protocol on Child Protection against Abuse and Neglect has been printed in 500 copies. Twenty-four teams have been qualified in health institutions in 4 regions (Novi Sad, Belgrade, Nis and Kragujevac) and 133 medical workers and their associates have been trained for the implementation of special protocol (doctors, nurses, psychologists, social workers and special pedagogues). Basic capacities have been built owing to this for the implementation of special protocol in 24 health institutions. A special working group within the Ministry of Health was formed with the aim of implementation of Special Protocol (15 experts).

In the scope of the project within the Ministry of Health called “Provision of improved services at the local level” (Delivery of improved local services – DILS), financed by the World Bank with the participation of 42 health centres, numerous activities have been organized including those relating to the education of medical workers and their associates and the representatives of local self-governments in the field of patients’ rights.

As of November 2010 in the scope of the DILS project, the pilot project “Implementation of the protection of patients’ rights at the level of local self-government” has been implemented. Owing to that, the citizens at the level of local self-government get possibility to resolve their legal problems in the field of health care and health insurance. Expanding of these activities to the level of local self-government enables more efficient identification of problems related to the exercising

of patients' rights as well as more comprehensive analysis of the most frequent problems to which beneficiaries of health care draw attention, increased control over the legality of work of medical workers and their transparency, whereas impartiality and objectivity in observation and resolving the patients' problems are improved.

There were 8 educational workshops in the scope of mentioned pilot project in 2010 and 2011 in the field of patients' rights relating to health care and health insurance for 9 legal advisors in local self-government units, procedures for the activities of legal advisors have been developed, indicators for the successfulness of pilot projects have been defined, 8 visits to municipalities and cities have been realized aimed at the preparation of the promotion of a new service for citizens in the territory of local self-government, 8 visits to municipalities and cities have been realized promoting a new service for the citizens (press conferences, radio and TV appearances).

During 2012 activities related to the continuation of media promotion of new service at the level of local self-government aimed at informing citizens in 9 municipalities and cities (participants in pilot projects), preparatory meeting with the representatives of remaining municipalities and cities (33) aimed at expanding project activities to their participants in DILS project and preparations for planned 8 workshops and trainings for legal advisors have been implemented. Preparations for the creation and development of printed material (posters, brochures, leaflets), media promotion aimed at informing citizens on the new service in remaining municipalities and cities, education of legal advisors relating to the communication in the media aimed at continuing promotion of the new service at the level of local self-government, education of remaining participants in the pilot project relating to enhancing communication skills with the media, as well as preparation of the survey related to the satisfaction of citizens by new service in the territory of local self-government are underway.

In addition to this, in the scope of DILS project education was conducted in the scope of accredited programmes for medical staff and their associates in health centres, dealing to some extent with patients' rights area. 207 medical workers working in GP service from 39 health centres participated in the programme "Health system adjusted to the young"- how to get to know and understand young people, their health needs, characteristics and rights so as to provide them with better, efficient and adjusted health care at primary level. Education for 43 medical workers from 11 health centres called "Sensibility of health workers"- Roma culture and history, communication, problems with legally invisible Roma, chronic non-contagious diseases of Roma, Law on the Prohibition of Discrimination, jointly with the programme "Improvement of communication with Roma population"- getting to know cultural specificities of Roma, additional sensibilisation relating to the needs of Roma, improvement of communication and raising awareness on the importance of multisectoral linkage was conducted in Belgrade.

Additional 5 programmes have been accredited for which the education is planned to be conducted in 42 health centres during 2012: "Basics of geriatrics" – demographic characteristics of ageing, principles relating to the care of elderly persons; "Prevention of violence against elderly people"- getting information on the existence and consequences of discrimination and violence against elderly people, including getting familiar with theoretical approaches and national and international documents dealing with the rights of elderly persons, recognizing the symptoms of violence, role of medical staff; "Training of medical staff relating to the "Implementation of the Special Protocol on Child Protection against Abuse and Neglect", - making participants familiar with the contents of Special Protocol and the manner of its implementation and raising of knowledge of employees relating to the protection of children against abuse and neglect; "Organisation of health community" –what healthy community is, what the legal framework supporting the organization of the health community is, what is vulnerability and how it is estimated; "Improvement of support to disabled children and their families in primary health care"- improving skills relating to the implementation of efficacy and diagnostics for early revealing of psychomotor disorders, criteria for referring children having early revealed psychomotor disorders to specialist health institutions, communication skills.

“Economic analysis of the cost-effectiveness of introducing Roma health mediators into the system of public health institutions of Serbia” has been drafted in 2011 in the scope of the project “Health mediator” by the Institute of Economic Sciences from the funds which the Ministry of Health received based on the Agreement with the Open Society Fund.

At the end of 2011, the project “Health Mediator” commenced, implemented by the Ministry of Health having the support of the UNICEF and the project Peace Building and Inclusive Local Development in 13 municipalities of Peinja and Jablanica districts. In addition to mediators, doctors and nurses employed in health centres will participate in the project relating to the education on the decrease in the discrimination to Roma. The course has been accredited by the Health Council of Serbia.

The working version of the Action Plan for the implementation of the Strategy for the Improvement of the Status of Roma in the Republic of Serbia for the period 2012-2014 has been drafted. The activities relating to the organization of the education relating to the rights of Roma in the field of health care have been planned with the aim of increasing availability, accessibility and quality of health care for Roma population. Those are: seminars for the employees of the Republic Fund for Health Insurance on the specific position of Roma in the system of mandatory health insurance; seminars and workshops for medical staff and their associates organized with the aim of introducing them with specific needs of Roma population, establishing better communication and understanding, education of Roma on their rights to health care and improvement of work of home nursing service.

e) Ministry of Justice

The Training and Vocational Training Centre of the Administration for the Execution for Criminal Sanctions in the Scope of Ministry of Justice conducts regular training programmes for trainees in the security service, employees in the security service, employees being the candidates for commissioners for the execution of labour sanctions in the public interest and conditional sentence with protective supervision, other employees in the Administration and judicial wardens. The training and specialization are conducted through basic, supplementary and specialist courses, as well as other forms of trainings.

The Centre has realized a number of basic and specialist courses for trainees and employees in the security service in the cooperation with the OSCE Mission to Serbia. Training programme includes the treatment towards convicted persons, training with regard to the adequate and lawful usage of coercive measures, bases of the execution of the system of penal institution sanctions and penology and bases of constitutional law including fundamental human and minority rights guaranteed by the Constitution of the Republic of Serbia, as well as the European Convention for the Protection of Human Rights and Fundamental Freedoms, International Covenant on Civil and Political Rights, European Prison Rules and practise of the European Court for Human Rights. In addition to the training for the members of the security service, the Centre expanded its activities to the training of the representatives of re-education service, lawyers, medical staff, trainers, heads of the penal institutions and heads of departments.

f) Provincial Secretariat for Labour, Employment and Gender Equality

The Provincial Secretariat for Labour, Employment and Gender Equality has implemented the Strategy on the Protection against Violence and other Forms of Gender-based Violence in AP Vojvodina as of 2009. The project aims at: building capacities of employees in the institutions for implementing efficient and coordinated measures for prevention and protection against gender-based violence, as well as raising awareness of the public on the unacceptability of violence

against women. As for the implementation of the first objective, the following results have been achieved in the period 2010-2012, relating to the education in the field of human rights:

-311 employees in the Social Welfare Centres in the territory of AP Vojvodina have been through a large number of basic and specialist trainings in the field of family violence and violence against women (the basic level of training includes 3 seminars: Family Violence and Institutional Support, Organization of the case conference related to the protection against family violence, Development of Coordinated Action of Local Community in the Prevention and Protection against Family Violence) as well as several specialist seminars: Counselling and Therapy with the Victims of Violence in the Social Welfare Centres, Work with Violators in the Social Welfare Centres, Initiation of Court Proceedings by Social Welfare Centres);

-192 persons employed in health care have attended either the mentioned basic training or the specialist seminar "Health Effects of Partner Violence";

- 114 persons employed in educational institutions (teachers, pedagogues, psychologists) have attended the basic level of training;

- 163 police officers have attended the basic level of training or especially organized expert meetings "Standards of Police Actions with regard to the Family Violence";

All the programmes were accredited by the Republic Bureau for Social Welfare. All the trainings were conducted by an association "Autonomous Women Centre" with the participation of experts from relevant fields. Implementation of the Strategy was supported by the UN Fund to End Violence against Women.

In the period 2010-2011 the Provincial Secretariat for Labour, Employment and Gender Equality realized the project "Towards the Policy of Gender Budgeting in Vojvodina- Second Phase". During the project 21 persons got the job in the provincial state authorities (Provincial Secretariat for Demography and Social Policy, Provincial Secretariat for Education, Administration and National Communities, Provincial Secretariat for Sport and Youth and Fund for Refugees and Displaced Persons). They acquired basic knowledge on gender equality, domestic and international standards relating to gender equality and improved knowledge on gender analysis, introduction of gender equality in public policies and gender budgeting.

g) Independent state authorities for protection and improvement of human rights

Employees in the service of the Commissioner for the Protection of Equality conducted the seminar dealing with discrimination for the representatives of local/municipal offices for the provision of legal aid within the project of cooperation with the UN Entity for Gender Equality and the Empowerment of Women (UNWOMEN) in November 2011.

The Commissioner for the Protection of Equality will conduct two trainings in the organization of the Human Resource Management Service of the Government of the RS in the scope of the Programme of General Vocational Training of Civil Servants employed in the state administration and Government service: Cooperation among independent state authorities and state administration in the field of the protection of human rights and Protection against Discrimination.

During 2010 and 2011 the Provincial Ombudsman conducted various forms of trainings within his competences related to the realization and observance of human rights, he organized and participated in counselling and campaigns for informing public on the issues important for protection and improvement of human rights and initiated and stimulated education on human rights in all areas of life. The Ombudsman also conducted the following trainings on human rights of provincial civil servants and employees in local self-governments:

- Training on the Law on the Equality of Sexes and obligations of the local self-governments regarding deputies and employees in the city administrations of Zrenjanin and Pancevo;
- Public discussions “Gender equality at the local level and Provisions of the Anti-discrimination Code of officials and employees”-lectures for deputies and employees of the municipal administration of Becej, and city administration of Zrenjanin and Subotica;
- Public discussion “Gender equality at the local level” – lecture given to deputies and employees of municipal administration of Vracar;
- Lecture on gender equality at the local level that is on the possibilities of protection and improvement of human rights for the representatives of local mechanisms aimed at achieving gender equality (city and municipal civil servants from the territory of AP Vojvodina);
- Training related to gender equality, prohibition of discrimination of women at the local level for the representatives of municipal administration and civilians in Zrenjanin;
- The training of local mechanisms aimed at achieving gender equality for members of the Commissions and employees in charge of gender equality in local self-government units of AP Vojvodina;
- Several public discussions on the role of the Provincial Ombudsman in the field of gender equality protection in municipalities: Kovin, Kula, Pecicni, Sid, Novi Knezevac, Secanj, Bac and Mali Idjos;
- Several public discussions on the prohibition of discrimination for deputies and local self-government units in the municipalities: Alibunar, Backa Topola, Nova Crnja, in cooperation with the Assembly of AP Vojvodina;
- Lecture dealing with the hate speech and discrimination in the media and on the Internet for the members of the Youth Office and the representatives of the civilian sector in Ruma;
- Seminar “Provision of improved services at the local level“ – lecture on human rights and the protection of patients for employees in health institutions in the city of Novi Sad;
- The role of Provincial Ombudsman between the citizens and the administration in the field of the protection of rights of national minorities- lecture given to the participants in the trainee programme for the representatives of the national minorities from the south of Serbia in the state institutions in the organization of the OSCE Mission in Belgrade;
- The role of Provincial Ombudsman between the citizens and the administration in the field of gender equality- lecture given to the participants in the trainee programme for the

representatives of the national minorities from the south of Serbia in the state institutions in the organization of the OSCE Mission in Belgrade.

- Several lectures given to the national councils of national minorities: provision of observance and protection of national minorities: example of Vojvodina- lecture given to the representatives of national councils and civil society organizations dealing with the rights of national minorities; national councils and gender equality- two lectures for the representatives of several national councils and presentation of the research on the representation of women in the leading positions in national councils, provincial ombudsman and gender equality- lecture given to the Russian National Council; capacity building of the national councils in the field of gender equality and rights of women- lecture given to the representatives of the several national councils in the organization of the National Council of Slovak National Community and Belgrade Centre for Political Excellence;

B) Police

a) Ministry of the Interior

In accordance with the Vocational Training Programme of police officers of the Ministry of the Interior for the year 2011, and based on the composed plans for the realization of one-day seminars, Directorate for Police Education, Professional Training, Development and Science-Centre for Specialized Training and Professional Development has organized and realized directly or through organizational units of the Ministry of the Interior one- day seminars in the regional police headquarters.

In additional areas within the competence of the Ministry, one-day seminars have been organized and realized in the field of human rights dealing with the “Torture in the Police”, and the “Law on the Prevention of Harassment at the Workplace- new challenge in the protection of dignity”. Seminar “Torture in the Police” was attended by 246 police officers, whilst the seminar “Law on the Prevention of Harassment at the Workplace- new challenge in the protection of dignity” was attended by 356 police officers.

In the period 2005-2010, 1752 police officers were trained in the field of treatment to juveniles in accordance with the Law on Juvenile Criminal Offenders and Criminal Protection of Juveniles primarily in the organization of the association “Centre for Children’s Rights” and then Judicial Academy in Belgrade, in the cooperation with the Ministry of the Interior and the UNICEF Office. According to the said Law training is mandatory.

Starting with 1 June 2010, UN Agencies (IOM, UNHCR and UNODC), under the auspices of UNGIFT, have been implementing the Joint programme for Combat against Human Trafficking supported by the Government of the RS, headed by the Ministry of the Interior.

Eight trainings dealing with the human trafficking were implemented in 2011 in the scope of the said project and in cooperation with the Judicial Academy in Nis, Kragujevac, Belgrade and Nis. Judges, persecutors and police officers from the area of Appellate Courts having headquarters in those cities participated in the trainings. Presenting one of especially significant topics in the scope of the teaching field “etiology and phenomenology of criminal acts related to human trafficking”, the topic “Human trafficking and Violation of Human Rights” has been dealt with aiming at promotion and protection of human rights of human trafficking victims.

This topic has also been dealt with in other training units dealing with investigation and treatment of potential victims of human trafficking, primarily in the training unit “definition of human trafficking and measures of counteracting human trafficking in international documents (UN Convention, Council of Europe Convention on Action against Trafficking in Human Beings and Council of Europe Directives)” and “Identification of Victims and Victim as a Witness” where training units “Basic Principles and Examples of Good Practice of Treatment to Victims of Human Trafficking” and “Definition of the Civil Party Claim of the Victim and Treatment in accordance with it” were covered.

In cooperation with the association “Belgrade Centre for Human Rights”, the Ministry of the Interior conducted several workshops in the year 2011 dealing with the following topics: the prohibition of abuse and treatment of persons deprived of liberty, during detention in the police, police work and prohibition of torturing, inhuman or degrading treatment or punishment.

The workshop called “treatment of police officers towards persons deprived of liberty in detention facilities” is especially significant in terms of development of the Regulatory Act of the Ministry of the Interior which ought to regulate matters in this area.

The education of traffic police officers is performed in the scope of vocational training, in accordance with the Vocational Training Programme of the Ministry of the Interior of the RS by covering training units primarily dealing with the implementation of the Regulatory Act on the Manner of Executing Control and Direct Regulating of Traffic and keeping mandatory records on the implementation of special measures and powers defining in more detail the behaviour of police officers when controlling drivers, treatment to foreign drivers and treatment to persons enjoying diplomatic immunity.

This Directorate is the member of TISPOL (organization of traffic police forces in Europe). In that respect, the representatives of the Traffic Police Directorate attend conferences, meetings of the emergency response group and seminars dealing with improvement and exchange of experiences in the field of improving traffic safety in accordance with regulations and standards in the European Union. Certain thematic fields in the stated conferences and seminars also deal with the area of human rights based on the European Code of Police Ethics.

In the following period this Directorate will undertake measures within its competence and implement reform processes and contribute to the development of traffic police of the Republic of Serbia primarily through the education of police officers and their education in the field of human rights aiming at the harmonisation of domestic with European legislation and implementation of the European Code on Police Ethics.

b) Independent state authorities for the protection and improvement of human rights

During 2010 and 2011 the Provincial Ombudsman conducted the trainings of civil servants (with the participation of the representatives of local security and police forces) dealing with the following topics:

- Status of women in the society in terms of security issues – lecture on the violence against women in the family and the role of institutions in the protection of human rights;

- Gender equality and security at the local level- lecture given to the representatives of police forces, local authorities and judiciary in the cities of Zajecar and Kraljevo in the organization of Standing Conference of Towns and Municipalities, Belgrade Centre for Security Policy and OSCE Mission to Serbia;

- Functioning of the network “Life without Violence” and lecture on the importance of prevention in the protection of human rights and the role of Provincial Ombudsman;

- Experience of Provincial Ombudsman in the strengthening of intersectoral cooperation in the field of family violence- lecture given to the representatives of police forces, local authorities and judiciary in the cities of Novi Pazar and Tutin in the organization of the OSCE Mission to Serbia.

C) Members of the Ministry of Defence and Army

a) Ministry of Defence

National Security Strategy of the Republic of Serbia and Defence Strategy of the Republic of Serbia

In the year 2009 the National Assembly of the Republic of Serbia adopted the National Security Strategy of the Republic of Serbia and Defence Strategy of the Republic of Serbia. The both documents emphasize the importance of the observance of human rights.

The National Security Strategy of the Republic of Serbia is focused on the sovereignty and territorial integrity of the Republic of Serbia, economic prosperity, social stability, development of democracy and the rule of law, observance of human and minority rights, European foreign policy orientation and improvement of cooperation with the most influential subjects of international community and countries in the region.

Representatives of the Strategic Planning Directorate within the Ministry of Defence conducted several trainings aiming at introducing the representatives of the Ministry of Defence and Serbian Army, general public of the Republic of Serbia as well as representatives of other countries (during bilateral and multilateral meetings), with the contents of stated documents. These topics are dealt with during the mandatory training of the members of the Ministry of Defence and Serbian Army. They are also contained in the syllabus of higher military schools.

National Action Plan for the implementation of the Resolution 1325 of the UN Security Council- Women, peace and security (2010-2015) in the Republic of Serbia

National Action Plan for the implementation of the Resolution 1325 of the UN Security Council in the Republic of Serbia was adopted at the end of 2010.

The National Action Plan deals with the resolution of general and specific goals deriving from the Resolution 1325 of the UN Security Council, in the five-year period (2010-2015), during which the yearly analysis of realized results will be performed. Based on the NAP clearly defining all gender issues, annual plans for the implementation of the NAP are drafted in the Ministry of Defence and Serbian Army.

The Minister of Defence adopted a decision on the implementation of measures within the competence of the Ministry of Defence and Serbian Army defined by the NAP and approved the Plan of Activities for the year 2011 for the implementation of the NAP in the Ministry of Defence and Serbian Army. The plan of activities of the Ministry of Defence and the Serbian Army for the implementation of the NAP for the year 2012 has been drafted and approved, according to which all competent organizational units of the Ministry and the Army should act.

During the implementation of the NAP, the Ministry of Defence and the Serbian Army realize important cooperation with domestic and foreign partners including: UNDP, UN Women, Democratisation Department of the OSCE Mission to Serbia, Belgrade Fund for Political Excellence and Belgrade Centre for Security Policy.

In cooperation with the mentioned partners, the following trainings were conducted in the year 2011:

- Seminar Introduction of Gender Perspective into the Reform of Security Sector, realized in the organization of the OSCE Mission to Serbia in cooperation with the Belgrade Fund for Political Excellence and Belgrade Centre for Security Policy in the scope of the project Consolidation of the Democratization Process in Security Sector in Serbia, took place in Kovacica from 16 to 18 February 2011,
- Seminar from the cycle Introduction of Gender Perspective into the Reform of Security Sector, realized in the organization of the OSCE Mission to Serbia in cooperation with the Belgrade Fund for Political Excellence and Belgrade Centre for Security Policy in the scope of the project Consolidation of Democratization Process in Security Sector in Serbia, took place in Nis from 16 to 18 March 2011,
- Seminar Indicators in the area Women, Peace and Security realized in the organization of UNWomen Entity at the Institute for Strategic Research of the Sector for Defence Policy of the Ministry of Defence took place in Belgrade from 1-2 June 2011.

The following trainings have been planned in the scope of the implementation of the NAP for the year 2012: trainings conducted for persons to educate “trustworthy persons”, “a trustworthy person” in the Ministry of Defence and Serbian Army, leaders in the Ministry of Defence and Serbian Army, members of the Analytical Group of the Ministry of Defence and Serbian Army, personnel departments relating to gender responsible records of personnel, financial experts on gender-responsible budgeting, gender equality advisors, gender advisors to national contingent commanders in multinational operations responsible to work under gender- responsible principles and procedures for acting in multinational operations.

As of 2012, the Ministry of Defence has participated in the regional project “Support to the Integration of the Principle of Gender Equality in the Reform of Security Sector in the Western Balkans” realized by the UNDP aiming at integrating the issue of gender equality into the processes related to the reform of security sector and thus contribute to the greater efficacy of security sector.

Owing to the beginning of the realization of the project “Support to the Integration of the Principle of Gender Equality in the Reform of Security Sector in the Western Balkans” at the meeting organized by the UNDP in cooperation with the Ministry of Defence in Belgrade in March 2012, the joint declaration of the representatives of the Ministries of Defence from Bosnia and Herzegovina, Montenegro, and Serbia on cooperation related to the strengthening of the

reform process of security sector in the Western Balkans through the integration of gender perspective into the policies and security and defence institutions was signed.

LGBT population

The members of the Ministry of Defence and the Serbian Army participated in the realization of the project “Vulnerable groups and reform of security sector; case study on LGBT population”, organized by the Public Policy Research Centre, in cooperation with Democratization Department of the OSCE Mission to Serbia.

The mentioned project deals with the relations between the security sector institutions (Ministry of the Interior and the Ministry of Defence) of the Republic of Serbia and the members of the LGBT population. Bearing in mind that the legal framework prohibiting all sorts of discrimination and violence to LGBT members has been established, the stated project has been realized with the aim of improving communication and cooperation between the two communities, bearing in mind that the reform of security sector should encompass all aspects of security, security needs of all citizens, inclusive of the members of the LGBT population.

The findings of the research have been published in the publication “LGBT population and reform of the security sector in the republic of Serbia”. There was a round table in Belgrade and in Nis. The representatives of the Ministry of Defence and Serbian Army participated in all the relevant activities, which contributed to the establishment of direct communication with the representatives of LGBT population and raising the level of mutual trust.

b) Independent state authorities for the protection and improvement of human rights

During 2011 and 2012 employees in the service of the Commissioner for the Protection of Equality conducted the following trainings:

- Seminar “Mechanism of support to women in the security sector“, that is lecture given to women in security structures on the notion and the mechanisms of protection against discrimination, was realized in October 2011, in the organization of the Belgrade Centre for Security Policy;
- Seminar on the phenomenon and sorts of discrimination organized for the members of analytical groups working on the implementation of the NAP of the Serbian Army relating to the resolution of the UN Security Council No. 1325, taking place in the Guard House of the Serbian Army;
- Training given to gender advisors/national contingent commanders in multinational operations dealing with gender- based discrimination, taking place in the beginning of April 2012.

D) Judges and prosecutors

a) Judicial Academy

The training on human rights in the judiciary is conducted in the Judicial Academy. Judicial Academy conducts the training programme for the professional training of judges and prosecutors relating to the European Convention for the Protection of Human rights and Fundamental

Freedoms. The aim of organizing activities is implementation of additional training for judges, as well as professional training and improved implementation of acquired knowledge and skills of all judges and prosecutors of all prosecutions relating to the European Convention for the Protection of Human rights and Fundamental Freedoms.

The programme is implemented through the following forms of activities: seminars for all judges and prosecutors and publishing of the work material needed to all judges and prosecutors and publication of material needed to lecturers and judges, with the aim of harmonising quality and contents of standing programmes and enabling judges and prosecutors to have permanent access to the contents of programmes.

Centres for the Organization of Seminars are regional courts as well as the premises of the Judicial Academy. In the scope of the seminar, discussion is anticipated apart from the lectures as well as the activities using examples from the practise. Seminars are realized in accordance with the European Convention for the Protection of Human rights and Fundamental Freedoms.

Organizing work material from the seminars and printing brochures and publications with the aim of equalizing the quality of trainings encompasses the European Convention for the Protection of Human Rights and Fundamental Freedoms and translations of relevant sentences of the European Court of Human Rights.

The Judicial Academy organizes seminars on a yearly basis dedicated to basic international treaties on human rights dealing with the following topics: UN system and standards of human rights, Convention on the Rights of the Child, Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment and International Convention on the Abolition of all Kinds of Racial Discrimination.

Judicial Academy has also introduced into its syllabus for Criminal and Civil Law the covering of thematic units relating to human rights issues, including standards during the implementation of specific investigative actions in the criminal law and observance of private and family life in the implementation of the family law. As for the specialist training of judges and prosecutors acting in cases where the minor is the criminal offender or there is a child as a victim of a criminal act a special thematic field has been introduced on the international standards of human rights relating to minors and children victims.

b) Provincial Secretariat for Labour, Employment and Gender Equality

In the scope of the implementation of the Strategy on the Protection against Violence and other Forms of Gender-based Violence in AP Vojvodina, the Provincial Secretariat for Labour, Employment and Gender Equality conducted the training for 254 representatives of judicial bodies (courts and prosecution). Trainees attended the basic training as well as specialist training related to legal protection against family violence.

c) Civic Associations

The civilian sector also deals with the education in the field of human rights. The schools of human rights are organized for future lecturers, judges, prosecutors, public attorneys and lawyers, as well as the school for future decision makers. The training is performed through seminars, conferences and lectures.

E) Higher education

Police Academy

The Police Academy has several subjects containing, inter alia, the topic of human rights. In the third year of basic academic studies there is a subject called Human Rights. In addition to this, human rights issues are also studied to greater extent in the scope of the subjects Constitutional Law and International Public Law. In the first year of basic academic studies, the field of human rights is studied in the scope of the subject Constitutional Law and the Protection of Human Rights. The subject called Police and Human Rights is studied in master academic studies. Apart from this, human rights are studied fragmentarily in the scope of other legal scientific disciplines.

In addition to school subjects, human rights issues are studied in the scope of scientific research projects carried out by the Police Academy. In the period 2009-2011, Academy realized the project "Police in the Role of Protecting Human Rights". Out of the current projects realized in the period 2012-2015 two programmes are specific as their subject-matter is directly connected with human rights. Those are the following projects: The Status and the Role of the Police in Democratic Legal State and Violence in Serbia-Causes, Forms, Consequences and Social Reaction.

Human rights issues are also discussed during the conferences organized by the Academy. On 4 May 2011, the Academy organized the Annual Conference of the Association of European Political Colleges whose working name was "Police training for becoming professionals respected by the society". In cooperation with the Hanns Seidel foundation, Academy should organize an international scientific conference "Police and Human Rights" in the period 19-21 June 2012.

Based on the Agreement with the Ministry of Labour and Social Policy made in March 2011, the Academy conducted 15 seminars dealing with "Gender Equality and Gender-based Violence". As a result of the activities during the seminars, teachers of the Academy developed a manual that should serve to trainers during the following trainings in the field of gender equality. Based on the same Agreement, the Academy considers the possibility to introduce into the curriculum the subject "Gender Equality and Gender-based Violence" in the scope of the following accreditation cycle.

Military Academy

The Military Academy has the subject the "Right of Defence and International Humanitarian Law", partly dealing with human rights issues. There are 45 classes for this subject on a yearly basis, i.e. 30 classes of lectures and 15 classes of practical work.

The participation of officers-teachers and cadets in the seminars, courses and competitions organized in the country and abroad in the field of humanitarian law and human rights is also important

Seminars in the scope of higher education conducted by the Provincial Ombudsman

Provincial Ombudsman conducted the following trainings within his competences during 2010 and 2011:

- The role of the Institution of Provincial Ombudsman and the Protection of Rights of National Minorities –lecture given to students of journalism and sociology in the Faculty of Philosophy in Novi Sad;
- Gender equality, human rights of women and the role of Provincial Ombudsman- lecture given to students and lecturers in the Centre for Interdisciplinary Gender Studies in Novi Sad;
- Gender equality, discrimination of women and the role of Provincial Ombudsman - lecture given to students of business law in the Faculty of Philosophy in Novi Sad;
- Discrimination, harassment and mobbing at University – lecture given to students and lecturers at the University of Novi Sad;
- Discrimination, gender equality and possibility of protection in the institution of Provincial Ombudsman – two trainings for participants in the internship (students and graduates) in provincial state authorities;
- Academic discussion on LGBT population and the right to public gathering, that is the right to summon gay parade- lecture given to students of the Faculty of Philosophy in Novi Sad;
- Violence against Women and reporting of the Media – lecture given to students of journalism and art (Faculty of Philosophy and Academy of Art in Novi Sad);
- Violence against Women in the Family, lecture given to teachers and students of the Faculty of European Law Studies, Singidunum University in Novi Sad;
- Provincial Ombudsman and the media – lecture and discussion on the freedom of the media and human rights with students of journalism in the Faculty of Philosophy in Novi Sad.

