



December 10 th		DAY 1
8.30-9.00	Arrival and registration of participants	
9.00-9.30	<p>Opening: Welcome and introductory speeches</p> <ul style="list-style-type: none"> • Mr. Bratislav Gašić, Minister of Defence of the Republic of Serbia • Ms. Tatjana Macura, Minister without Portfolio in charge of Gender Equality, Prevention of Violence against Women and Economic and Political Empowerment of Women • Ms. Nina Mitić, Assistant Minister for Anti-discrimination Policy and Promotion of Gender Equality, Ministry of Human and Minority Rights and Social Dialogue <p>Moderator: Assoc. Prof. Jovanka Šaranović, PhD, Defence Policy Sector, MoD, Serbia</p>	
9.30-9.40	Official photo	
9.40-10.10	Coffee break / Time for media statements	
10.10-11.40	<p>Panel I: In anticipation of the anniversary - 25 years since the adoption of UNSCR 1325 – Women, Peace and Security</p> <p>Exchange of knowledge, experiences and best practices in the implementation of the UNSCR 1325. Action plans as a tool to encourage accountability and a measure to help states fulfill their obligations in accordance with UNSCR 1325; their role in transformative changes in policies and systems that were not originally conceived to include women. Difficulties in practical application and the role of leadership in that process.</p> <p>Speakers:</p> <ul style="list-style-type: none"> • MAJ GEN Mirsad Ahmić, Deputy Chief of the Joint Staff of the Armed Forces of Bosnia and Herzegovina for Resources • CPT Styliani Kourgiantaki, Hellenic National Defence General Staff, Greece • Ms. Sanja Jevtović Čanović, PhD Gender Equality Office, MoD, Serbia • Ms. Danijela Djurović, UNDP SEESAC <p>Moderator: Assoc. Prof. Jovanka Šaranović, PhD, Defence Policy Sector, MoD, Serbia</p>	
11.40-12.00	Coffee break	

12.00-13.30

Panel II: The importance of career development for increased representation of women in uniform in leadership positions in the security sector

Discussion and exchange of information on improving work conditions and opportunities for career development of women with the aim of achieving transformative changes in the security sector. Gender sensitive policies in human resources management (attracting, hiring, retaining, advancement, balance between private and professional life, training programs on gender issues).

Speakers:

- **MAJ Aleksandar Ilić**, Human Resources Sector, MoD, Serbia
- **Ms. Miljana Vučetić**, Human Resources Sector, MoD, Serbia
- **Ms. Milena Nikolić**, Ministry of Interior, Serbia
- **CPT Mariya Krashevska**, Joint Forces Command, Bulgaria

Moderator: COL (Ret.) Ms Snezana Vasic, PhD, Serbia

13.30-14.30

Lunch

14.30-16.00

Panel III: Female leaders in peacekeeping and peacebuilding missions – challenges and lessons learned

Women participating in peacebuilding missions from the civilian and military perspective: challenges and lessons learned; The role of women in multinational operations; violence against women as a local and global issue; What should be done in order to improve the protection of women and girls?

Speakers:

- **COL Mirjana Milenković, PhD**, Serbian Armed Forces General Staff
- **LTC Goran Topalović**, Military Mission of the Republic of Serbia to NATO
- **LTC Damir Jeina**, Serbian Armed Forces General Staff

Moderator: Ms. Marija Mladenović, Defence Policy Sector, MoD, Serbia

December 11 th	DAY 2
8.30-9.00	Arrival and registration of participants
9.00-10.30	<p data-bbox="475 454 1316 517">Panel IV: The role of gender-responsible leadership in achieving zero tolerance for gender-based discrimination</p> <p data-bbox="421 539 1369 633">Persistence of gender-based stereotypes interferes with the full integration of women in the defence system. Discussion of strategies for removing institutional barriers to equal participation and the key role of leadership.</p> <p data-bbox="421 674 544 703">Speakers:</p> <ul data-bbox="469 712 1369 1108" style="list-style-type: none"> • Ms. Nina Mitić, Assistant Minister for Anti-discrimination Policy and Promotion of Gender Equality, Ministry of Human and Minority Rights and Social Dialogue • Ms. Tatjana Prijić, Acting Assistant Commissioner for Protection of Equality • MAJ GEN Mirsad Ahmić, Deputy Chief of the Joint Staff of the Armed Forces of Bosnia and Herzegovina for Resources • COL Velibor Bakrač, General Director for Human Resources in the Ministry of Defence, Montenegro • Ms. Daniela-Felicia Roman, Ministry of National Defence, Romania • Ms. Biljana Jovanović, Secretariat, MoD, Serbia <p data-bbox="421 1149 1050 1178">Moderator: Ms. Tatjana Višacki, PhD, UNDP SEESAC</p>
10.30-11.00	Coffee break
11.00-12.30	<p data-bbox="427 1288 1358 1350">Panel V: The responsibility of educational institutions in creating leaders for the 21st century</p> <p data-bbox="421 1373 1369 1529">Contemporary educational and professional development challenges in security and defence. Integration of gender perspective in military education and training. Systemic approach to the education of command staff. Acceptance of women as superiors and subordinates, social support for women, female solidarity, the role of women in shaping of organizational culture.</p> <p data-bbox="421 1570 544 1599">Speakers:</p> <ul data-bbox="469 1608 1369 1787" style="list-style-type: none"> • COL Adrian Lesenciuc, Henri Coanda Air Force Academy, Romania • COL Assoc. Prof. Dragan Trifković PhD, Military Academy, MoD, Serbia • Ms. Sanja Kolarević, PhD, Military Academy, MoD, Serbia • Ms. Ksenija Djurić-Atanasievski, PhD, retired • Ms. Tatjana Višacki, PhD, UNDP SEESAC <p data-bbox="421 1827 1369 1899">Moderator: COL Assoc. Prof. Srdjan Starčević, PhD, University of Defence, MoD, Serbia</p>
12.30-13.30	Lunch

13.30-15.00

Panel VI: Perspective of female leadership - leadership practices and development of resilience; barriers and opportunities for female leaders

Experiences from units. What was achieved and what remains to be done? How is gender equality in the military achieved, and why is it important? Barriers and solutions for better integration of women in the military and their career development.

Speakers:

- **LTC Saša Antanasijević**, Command of AF&AD, Serbian Armed Forces
- **CPT I Aleksandra Roglić**, 250th Air Defence Missile Brigade, Serbian Armed Forces
- **CPT I Andrea Vojnić Hajduk**, Training Command, Serbian Armed Forces
- **CPT Lorena-Adelina Nita**, Romanian Air Force Staff
- **2LT Lazar Milić**, Training Command, Serbian Armed Forces

Moderator: Assoc. Prof. Jovanka Šaranović, PhD, Defence Policy Sector, MoD, Serbia

15.00-15.15

Closing of the conference with reflection on key results and recommendations