



Mechanisms of Support to Employees of the Ministry of Internal Affairs and the Ministry of Defence

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INTRODUCTION

The security sector reform implies multi-layered changes of security institutions, foremost of the Ministry of Internal Affairs and the Ministry of Defence, in strategic-doctrinary, normative and organizational sense. These changes, on one side, should ensure legal and non-discriminatory treatment of citizens, by the persons working for such institutions. On the other hand, they should enable persons employed within the sector, as “citizens-in-uniforms”, to enjoy equal human rights and freedoms as other citizens do, with certain restraints related to their work and employment. This also implies the protection of work-related rights, creation of healthy working environment, enabling adequate reimbursement (salaries) and health-care protection. The process of reforms imply the rationalization of the employee’s number, reduction of financial investments in the system, changes of authorities, procedures and work-assignment and have profound impact on MOI’s and MOD’s employees. Nevertheless, the question of reform’s assessment on the position of employees is very often marginalized. For example, there are no indicators that mechanisms established in Serbia for the employees’ protection against mobbing at the work place, give significant results, especially not in the institutions with commanding structure. Trade unions, sometimes important advocates for workers’ rights, lost both their power and significance, while the space for their involvement in this sector is limited. Not rarely, trade unions blame themselves to be an extended hand of political interests, and are being blamed to be so by the representatives of government. Additionally, the professional culture of masculinity within the army and police is being slowly adapted to an increase number of women within these systems. Within recent preparation of the new National Action Plan for the implementation of the UN SC Resolution 1325 “Women, Peace, and Security” the substantial discussion on mechanisms for the prevention of gender discrimination lacked, which was foreseen by the previous NAP.