

Friday, 11 June 2021

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## A gender perspective is a prerequisite for a transparent and fair recruitment process

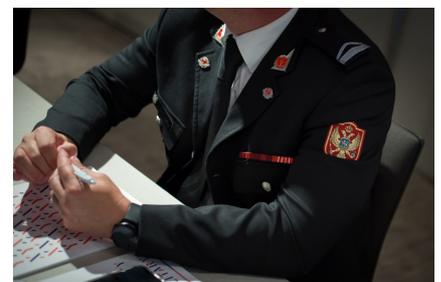
### Two-day training to selection commissions members of the Ministry of Defence and Armed Forces of Montenegro conducted

Ten representatives from the Ministry of Defence and Armed Forces of Montenegro actively participated in a two-day seminar on how to ensure that the selection procedures reflect the highest standards of transparent practices and that gender equality principle are consistently integrated into all elements selection process. The seminar was organized upon the request of the Ministry of Defence of Montenegro, based on Training Needs Assessment Questionnaire that was filled out by the representatives of selection commissions of the MoD and Armed Forces of Montenegro. The seminar aimed to enhance the capacities of selection commission members, essential for the establishment of a gender-sensitive approach to the selection process. Gender-balanced recruitment teams and the use of gender-sensitive language in recruitment processes were highlighted as prerequisites for gender-sensitive procedures.

During the training, practical knowledge about stereotypes and how they can cause discrimination was presented, preventing gender-based discrimination, and what selection commissions can do to ensure no discrimination in the hiring process.

Participants were informed about the ongoing *Regional Youth Perception Survey – Values and Attitudes while considering future profession with specific emphasis on gender-related aspects focusing on the career in the military in the Western Balkans: Bosnia and Herzegovina, Montenegro, Republic of North Macedonia and Republic of Serbia*. The survey is conducted by SEESAC in close cooperation with MoDs and will enable better insight into the younger generation's interest in the military profession.

This seminar is one of the small-scale projects implemented within the scope of *Strengthening of Regional Cooperation on Gender Mainstreaming in Security Sector Reform in the Western Balkans* project, financed by the governments of Norway and the Slovak Republic. The project provides the Ministries of Defence and Armed Forces with a platform to exchange ideas and develop policies that ensure long-term and sustainable inclusion of the gender perspective in defense policies and practices.



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