



Montenegro
GOVERNMENT OF MONTENEGRO
Ministry for Human and
Minority Rights

ACTION PLAN FOR ACHIEVING GENDER EQUALITY 2013-2017

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ACTIVITY PLAN FOR ACHIEVING GENDER EQUALITY (2013-2017)

1. Introduction

Action Plan for Achieving Gender Equality in Montenegro represents a development document for the implementation of gender equality policy. It is based on international and national legal documents dealing with gender equality issue. Gender policy cannot be separated from equal recognition, enjoyment and protection of human rights, realization of social justice, social inclusion and achieving sustainable development. Also, gender equality is on the legal, political and on the level of real life a necessary precondition which makes Montenegro closer to the European integration and the circle of the European Union countries, but also to the fulfilment of the existing obligations as a member state of the United Nations and the Council of Europe.

Action Plan for Achieving Gender Equality in Montenegro, hereinafter APAGE, is profiled so to fit in the system of Montenegro in ideological, political and legal sense. Basic idea of APAGE is balanced and stable development of Montenegro aimed at the European integration. Political dimension of APAGE is clearly reflected in its relations to other adopted development documents, strategies, policies, and in many segments it represents their realization. Legal framework comprises the existing international obligations and national laws. All of this shows the realism of this document which contains strategic goals, development goals and measures whose implementation is possible in a period of four years for which it is adopted. APAGE is adopted by the Government of Montenegro, but its successful implementation requires cooperation and coordination of the Ministry for Human and Minority Rights and Gender Equality Department and relevant ministries, administration bodies, MPs, public institutions, local self-government bodies and civil sector.

APAGE is adopted for the period of four years for the fields defined in accordance with the Beijing Declaration and Platform for Action. Of 12 critical areas in which gender inequality is most pronounced in the Beijing Declaration, Montenegro has opted for nine areas in which it intends to take actions in the forthcoming period in order to achieve gender equality. In the process of developing APAGE, national, regional and global experiences in drafting and implementation of similar documents were used. Development of this document was based on the context of the EU accession of Montenegro, recommendations of the Committee on the Elimination of Discrimination against Women (CEDAW) and national priorities in the field of gender equality.

2. Legal Framework

APAGE is based on the national legislation and international instruments for human rights, legal documents of the United Nations, the Council of Europe, the European Union and international organizations specialized for equality between women and men. It is important to emphasize that APAGE included commitments and recommendations of the Regional Declaration on cooperation of institutional mechanisms for gender equality of Bosnia and Herzegovina, Serbia, Montenegro and Macedonia (2005).

2.1. International Sources

- **UN Standards for Achieving Gender Equality**

The need for establishing gender partnership in political life between women and men stems from international documents: the Universal Declaration of Human Rights (1948), the Convention on the Political Rights of Women (1952), the Convention against Discrimination in Education (1960), the Covenant on Civil and Political Rights (1966), the Covenant on Economic, Social and Cultural Rights (1966), the Declaration on the Elimination of All Forms of Discrimination against Women (1967), the Declaration on the Protection of Women and Children in Emergency and Armed Conflict (1974), the Convention on the Elimination of All Forms of Discrimination against Women (1979), the Declaration on the Elimination of Abuse of Women (1993), the Beijing Declaration and Platform for Action (1995), the Universal Declaration on Democracy (1997), the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women (1999), Security Council Resolution 1325 (2000) and the UN Millennium Declaration/8 Millennium Development Goals (2000-2015). The eight MDGs are: 1. Eradicate extreme poverty and hunger. 2. Achieve universal primary education; 3. Promote gender equality and empower women; 4. Reduce child mortality; 5. Improve maternal health; 6. Combat HIV/AIDS, malaria and other diseases; 7. Ensure environmental sustainability; 8. Develop a global partnership for development; Resolution 17/19 on human rights, sexual orientation and gender equality adopted by the Human Rights Council, Resolution 66/129 on improving the situation of rural women adopted by the General Assembly.

- **EU Standards for Achieving Gender Equality**

Right of women to equal treatment is above all a fundamental human right. Discrimination is recognized as politically unacceptable, economically unprofitable and legally sanctioned. In this way, gender equality becomes one of the main elements of the reform process. Gender equality as a legal principle in domestic law is often not in line with the European Union law. One of prerequisites for harmonization of national standards with the EU standards is to respect human rights of women and to establish anti-discriminatory mechanisms. Compliance with these principles is expected from each member state, but also from the countries that wish to become members of the European Union.

The importance of human rights within the strategy of social and economic development is clearly defined the 1997 **Amsterdam Treaty**, by which the Union transformed from economic to a political union. This Treaty legally regulates human rights, in particular the principle of equal treatment of men and women and prohibition of gender-based discrimination. The Treaty binds the Union to pursue the elimination of inequalities and to promote equality between men and women.

The protection and promotion of women's rights and gender equality are enshrined in the legal acts adopted by the Union, that is, regulations, directives and decisions that are binding, and resolutions and recommendations that define objectives of the Union. Member States are advised to implement specific measures.

- **Legal acts of the European Union which refer to gender equality and equal treatment of women and men**

EU Roadmap for Achieving Gender Equality 2006-2010 (Economic independence for women and men; Reconciling work, private and family life; Equal participation of women and men in decision-making processes; Elimination of all forms of violence based on gender and trafficking; Elimination of gender stereotypes in society; Promoting gender equality outside the European Union). Strategy for Gender Equality 2011-2015 contains five priorities: economy and labour market; equal wages; equality at managerial positions; gender-based violence; promotion outside the EU; Strategy 2020.

- Council Directive 79/7/EEC of 19 December 1978 on the progressive implementation of the principle of equal treatment of men and women in the field of social protection;
- Council Directive 92/85/EEC of 19 October 1992 on the introduction of measures to encourage the improvement of health and safety at work of pregnant workers and workers who have recently given birth or are on maternity leave;
- Council Directive 96/34/EEC of absence from work for child care;

- Directive 2002/73/EC of the European Parliament and of the Council amending and supplementing Council Directive 76/207/EEC on the application of the principle of equal treatment of men and women in relation to access to employment, vocational training, promotion at work and working conditions (text relevant to the European Economic Area);
 - Council Directive 2004/113/EC implementing the principle of equality between men and women in the production and supply of goods and provision of services;
 - Council Decision 95/593/EC of 22 December 1995 on mid-term Community action program on equal opportunities for women and men;
 - Council Decision 2001/51/EC: launching a program in conjunction with the Framework Strategy on Gender Equality (2001 to 2005);
 - Decision no. 1554/2005/EC of the European Parliament and of the Council amending the Council Decision 2001/51/EC on starting a program relating to the Community framework strategy on gender equality and Decision No. 848/2004/EC of starting a Community action program to promote organizations active at the European level in the field of equality between men and women;
 - In order to improve availability of European legislation, the “modified” Directive 2006/54/EC consolidates into a single legal text six directives (75/117/EZ, 76/207/EEC, 2002/73/EC, 86/378/EEC, 96 / 97EZ and 97/80/EC) which were abolished on 15 August 2009;
 - Directive 2010/41/EU of the European Parliament and of the Council of 7 July 2010 on implementation of the principle of equal treatment of men and women engaged in the activity in the framework of self-employment and repealing the Council Directive 86/613/EEC (OJ L 18015.7.2010.);
 - Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation;
 - Resolution of the European Parliament of 12 March 2008 on the position of women in rural areas of the EU;
 - Council Recommendation 84/635/EEC of 13 December 1984 on the promotion of positive action for women;
 - Council Resolution of 27 March of 1995 on balanced participation of women and men in decision-making process.
- **Legal acts of the Council of Europe which refer to gender equality and equal treatment of women and men:**

Key legal documents on gender equality of the Council of Europe are: the European Convention for the Protection of Human Rights and Freedoms, the European Social Charter, as well as a series of recommendations of the Committee of Ministers and Declaration on Gender Equality as a prerequisite for democracy (Recommendation R (2003) 3 on balanced participation of women and men in political and public decision making; Recommendation R (90) 4 on the Elimination of Sexism from Language; Recommendation R (85) on Violence in the Family; Recommendation R (98) 14 on the integration of gender aspects of public policy; Declaration on the policy of opposing violence against women in democratic Europe (Rome III European Ministerial Conference); Declaration on equality between women and men as a fundamental criterion of democracy, Resolution, Declaration and Programme of Action adopted at the Fifth European Ministerial Conference on Equality between men and women (Skopje, January 2003); Recommendation R (2000) 11 on action against trafficking in human beings for sexual exploitation; Recommendations adopted at the seminar “Men and Violence against Women” (October 1999); Recommendation R (91) 11 concerning sexual exploitation, pornography and prostitution and trafficking in children and youth; Recommendation 1325 (1997) of the Parliamentary Assembly on trafficking in women and forced prostitution; Recommendation R (96) 5 on reconciling work and family life; Recommendation R (2002) 5 on the protection of women against violence; Recommendation R (2003) 3 of the balanced participation of women and men in decision-making; Convention on preventing and combating violence against women and domestic violence, the so-called the Istanbul Convention signed in Istanbul on 11th May 2011; Recommendation 1921 (2010) – “Gender Budgeting as a means to preserve the health of women”; Recommendation 295 (2010) - Social time, free time: what is the right time for policy planning?; Recommendation 288 (2010) – “Achieving sustainable gender equality in local and regional politics”; Resolution-“Bridging the gap between *de jure* and *de facto* equality with a view to achieving true gender equality”; Resolution 1715 (2010) – The wage gap between women and men; Resolution 1751 (2010) - Resolution of the Parliamentary Assembly of the Council of Europe “Combating sexist stereotypes in the media”; Recommendation CM / Rec (2010) 5 of the Committee of Ministers of member states on measures to combat discrimination based on sexual orientation or gender identity (adopted by the Committee of Ministers on 31 March 2010 at the 1,081 meeting of deputy ministers); Resolution 1728 (2010) - Discrimination based on sexual orientation and gender; Recommendation (2008) 1 of the Committee of Ministers to member states on the inclusion of gender differences in health policy; Declaration of achieving true gender equality; Resolution of the Council of Europe –“Achieving gender equality: a challenge for human rights and a prerequisite for economic development”; Parliamentary Assembly: Recommendation 1700 (2005), Discrimination against women as workforce in the workplace; Congress of local and regional authorities: “Resolution 176 (2004) on the introduction of the principle of equality at the local and regional level: the strategy of promoting equality between women and men in cities and regions” (Strasbourg, 25 May - 27 May); Congress of local and regional authorities: “Recommendation 148 (2004) on the introduction of the principle of equality at the local and regional level: Strategy of promoting equality between

women and men in cities and regions” (Strasbourg, 25 May - 27 May 2004); Parliamentary Assembly: Recommendation 1555 (2002), depiction of women in the media.

2.2. National Legal Sources

The Constitution of Montenegro (“Official Gazette 1/2007) in Chapter Human Rights and Freedoms defines that the state assures equality between women and men and develops the policy of equal opportunities. For achieving gender equality stipulations of the Constitution are of particular importance by which ratified and published international treaties and generally accepted rules of international law are an integral part of domestic legal order and take precedence over domestic law and directly apply when regulating relations differently from domestic legislation. Prohibition of any direct or indirect discrimination on any grounds is a new constitutional principle. Introduction of special measures (positive action aimed at gradual elimination of historically conditioned inequality) will not be considered discrimination. Also, it should be noted that introduction of gender equality in the Constitution and other constitutional principles and stipulations were given new meaning, that is, they convey a dimension of gender equality, and must be interpreted so in practice. A key constitutional stipulation that provides enjoyment and protection of all rights and freedoms and equality of all citizens in the exercise of these rights and freedoms is the provision of Article 17 of the Constitution which establishes that rights and freedoms are exercised under the Constitution and ratified international agreements, as well as the principle that all are equal before the law, regardless of any special or personal characteristic. It can be concluded, and this is confirmed by the adoption of a significant set of laws on human rights and freedoms as of the day of the adoption of the Constitution until today, that the Constitution of Montenegro, at the level of general principles and guarantees, gives political support and creates legal prerequisites for introduction of the standard of gender equality and prevention and elimination of gender-based discrimination in all fields and at all levels.

Guarantees given in highest legal act of Montenegro have been elaborated by a series of laws which regulate labour relations, employment, pension and disability insurance, education, health and social protection, occupational health and safety, family relationships, criminal acts etc.

The Law on Gender Equality (Official Gazette of Montenegro 46/07) was adopted in July 2007. The Law establishes a government body responsible for tasks referring to achieving gender equality and that is the Ministry for Human and Minority Rights. The Law on Gender Equality prescribes mechanisms for achieving gender equality. In order to eliminate gender discrimination and achieve gender equality, the Law establishes obligation of the government bodies, public administration bodies

and local self-government bodies, public institutions, public companies and other legal persons which exercise public authority. The Law highlights the role of civil society and significant room is given to participation of non-governmental organizations in the overall efforts to achieve gender equality.

Positive legislation in Montenegro contains normative guarantees which express administrative policy of Montenegro on equal access to legal and political processes, social services, health and medical care, education, programs for the development of literacy, employment, ownership of property, and social services. No law contains explicit discriminatory norms for women or for men; on the contrary, all the rights and obligations refer equally to men and women. However, such a normative approach of the so-called neutral norms in applying leaves room for discrimination which requires prescribing additional guarantees for the prevention or elimination of discrimination which is pointed at by the a/m international documents and generally accepted rules of international law.

As it was stated before, the existing valid laws in Montenegro do not make discrimination between men and women in the exercise of their rights. Regardless of that formal and legal equality in regulations, in practice women usually do not have equal treatment and equal opportunities to exercise all rights as men, which is most obvious in the presence of women in key positions in politics and decision-making positions. Also, women are much less present at better-paying positions in the private and public sectors, which suggests that women are not paid for their work as well as men. To eliminate gender discrimination and achieve gender equality of particular importance are provisions of amendments to the Labour Law, the Law on Prohibition of Discrimination and the Law on Protection against Domestic Violence.

The Labour Law (Official Gazette of Montenegro 49/08, 59/2011)

Having in mind the fact that labour is one of the most important spheres of social relations, it is natural that the Labour Law contains provisions that provide stronger guarantees to equality between men and women and to the prevention and elimination of discrimination in exercising the right to work and gender-based discrimination. The Law prohibits direct and indirect discrimination against persons seeking employment, and discrimination of employees with respect to their gender, birth, language, race, religion, colour, age, pregnancy, medical condition or disability, national origin, marital status, family responsibilities, sexual orientation, religion, political or other opinion, social origin, property, membership in political and union organizations, or other personal characteristics. Direct discrimination in the sense of this Law shall include any action caused by any of the grounds for discrimination based on which a person seeking employment or an employee is disadvantaged in relation to other persons in the same or a similar situation. Indirect discrimination in the sense of this Law exists when a certain provision, criterion or practice disadvantages or would disadvantage a person seeking employment or an employee in relation to other persons, because of certain

characteristics, status, affiliation or beliefs. Prohibition of discrimination concerns the following: conditions of employment and selection of candidates to perform specific jobs, working conditions and all rights coming from employment, education, training and additional training, promotion at work and termination of employment contract. Legal consequences of these prohibitions are: the Law stipulates that provisions of the employment contract which establish the existence of discrimination on any grounds including gender-based discrimination shall be void.

Also, the Law prohibits sexual harassment and harassment at work and in connection with work. Definitions of these forms are given and it is provided that an employee shall not suffer harmful consequences in the case of reporting that is witnessing about harassment at work and in connection with labour. In addition, amendments to the Labour Law add a new Article which stipulates that any form of harassment at work (mobbing) is forbidden, that is any behaviour against the employee or a group of employees by the employer which is repeated and whose aim is or represents violation of dignity, reputation, personal and professional integrity, position of the employee which causes fear or creates a hostile, humiliating or offensive environment, deteriorates working conditions and leads to the isolation of the employee or leads the employee to terminate his/her employment contract at his/her own initiative.

In case of discrimination on any grounds, a person seeking for employment or an employee, if s/he believes to be a victim of discrimination, has the right to initiate adequate legal action before the court as follows: criminal- if s/he wants harassment, sexual harassment or any other form of discrimination to stop and the one who practices harassment or discriminates him/her in another way to be sanctioned; or civil litigation - if s/he has suffered damage (tangible or intangible) which can be redeemed in accordance with the Law. It comes from the Law that discrimination, including gender-based discrimination, by itself represents a cause for initiation of legal action, but it can also be pointed at in the procedure initiated for the violation of right.

The Law on Prohibition of Discrimination (Official Gazette of Montenegro 46/10)

The Law on Prohibition of Discrimination gives stronger institutional support to the implementation of the Law on Gender Equality and other laws whose provisions directly and indirectly refer to equality between men and women and protection against gender-based discrimination. Namely, this Law gives an overall definition of discrimination with details about what direct or indirect discrimination is, special forms of discrimination are defined which are not regulated by other laws such as segregation, discrimination based on health condition, political discrimination, discrimination in the provision of public services, discrimination based on age, discrimination in the field of work, among other things payment of unequal earnings that is fees for work of equal value to a person or a group of persons on the grounds stipulated by this Law, discrimination based on religion or belief, discrimination against persons with disabilities, discrimination on the basis of gender identity and sexual orientation, and

institutional mechanisms for the protection such as Protector of Human Rights and Freedoms, judicial protection and inspection protection.

The Law on Protection against Domestic Violence (Official Gazette 46/10)

The Law on Protection against Domestic Violence defines domestic violence as any act or omission of an act by a family member that endangers physical, psychological, sexual or economic integrity, sanity and serenity of another member of the family regardless of the place where it was performed. Violence is manifested through the forms of physical, emotional and sexual abuse and negligence. Victim of violence has the right to psychosocial and legal assistance and social and medical care in accordance with law. Protection of victim is also provided by imposing measures of protection.

The victim who is a child, elderly person, a person with disabilities and who is not able to take care of him/herself enjoys special assistance and protection in accordance with law. Such coverage, bearing in mind the prescribed protection measures ensures fuller protection of victims of domestic violence in practice. This especially applies to the protection of women, given that women are most often the victims of domestic violence. That is why most of the international documents that obligate the state to provide protection against domestic violence refer primarily to the violence against women or the so-called gender-based violence. The Law prescribes reporting domestic violence which includes the responsible person in a government body, in another organ or service, in medical, educational and other institutions, health care and social worker, teachers, educator or another person when they find out that violence has been committed while they were performing their professional tasks and duties. The Law also stipulated the obligation of the police, the bodies in charge of misdemeanour procedures, the state prosecutor's office, the Centre for Social Welfare or other institutions of social and child protection, health care institutions and other bodies and institutions dealing with protection, to provide complete and coordinated protection to victims of domestic violence.

2.3. Strategies of the National Policy

APAGE relies and is connected to the already adopted development documents, strategies, policies and currently developed documents and above all the following:

- National Program for Integration of Montenegro into the EU 2008-2012;
- National Strategy for Sustainable Development with the Action Plan 2011-2012;
- National Strategy of Employment and Human Resource Development 2012-2015;
- Strategy for the Protection against Domestic Violence 2011-2015;

- Strategy to Combat Human Trafficking 2012-2018;
- Strategy for the Improvement of the Position of the Roma and Egyptians in Montenegro with the Action Plan 2012-2016;
- Strategy for Integration of People with Disabilities in Montenegro; and
- Strategy for Preservation and Improvement of Reproductive Health.

2.4. Institutional Mechanisms for Gender Equality

In Montenegro two institutional mechanisms for achieving gender equality have been established so far.

Committee for Gender Equality of the Parliament of the Republic of Montenegro was established 11 July 2001 which in accordance with its competences discusses proposals for laws, other regulations and general acts which refer to the establishment of the principle of gender equality, particularly in the area of the right of the child, family relations, employment, entrepreneurship, decision-making processes, education, health care, social policy and information; it takes part in the preparation, development and harmonization of laws and other acts with the standards of the EU legislation and programs of the European Union which refer to gender equality: promotes signing of international documents dealing with this issue and monitors their applying; cooperates with adequate working bodies of other parliaments and NGOs in this field. Also, the Committee monitors and evaluates harmonization of the laws of Montenegro with *Acquis* and based on the Government reports monitors and evaluates applying of laws particularly the laws from which obligations harmonized with *Acquis* stem.

The Government of Montenegro established the **Office for Gender Equality** at the meeting held on 27 March 2003. According to the Law on Gender Equality the Ministry for Human and Minority Rights is in charge of the tasks related to achieving gender equality. In April 2009 the Gender Equality Department becomes an integral part of the Ministry for Human and Minority Rights. Responsibilities of the Department are as follows:

- Coordinates activities aimed at establishing gender equality and participates in the preparation and adoption of action plans for the establishment of gender equality at all levels;
- Monitors implementation of international documents and conventions as well as the accepted international standards in the field of gender equality, undertakes measures for their implementation in the legal system of Montenegro and creates high-quality monitoring of the compliance with these documents;
- Prepares Action Plan, proposes its adoption and monitors its implementation;

- Develops programs for implementation of the Action Plan based on the reports of bodies for the areas of their competence;
- Organizes research and analysis on the status of gender equality and analysis necessary for the Action Plan implementation, and collects data in the framework of cooperation at the national and international level;
- Prepares reports on the fulfilment of international commitments by Montenegro in the field of gender equality;
- Cooperates with local self-governments and provides support to the establishment of mechanisms for the establishment of gender equality at the local level;
- Establishes cooperation with non-governmental organizations;
- Undertakes and stimulates activities of education about gender equality and organizes issuing adequate publications aimed at promoting gender equality;
- Acts upon complaints of citizens presenting direct or indirect gender-based discrimination, takes stands and give opinions and recommendations, and if necessary informs the Protector of Human Rights and Freedoms about the existence of gender-based discrimination;
- Submits annual report to the Government about implementation of the Action Plan;
- Performs other tasks related to achieving gender equality in accordance with this Law”.

Protector of Human Rights and Freedoms (Ombudsman) is an independent and autonomous institution in Montenegro established by a special Law passed by the Parliament of the Republic of Montenegro on 10 July 2003.

Ombudsman individually and independently undertakes measures, while observing the principles of justice and fairness, to protect human rights and freedoms when they have been violated by an act, action or omission of an action by the public authority bodies, and measures to prevent torture and other forms of inhuman or degrading treatment or punishment and measures of protection against discrimination.

Ombudsman can be contacted by any person who believes that his/her rights or freedoms have been violated by an act, action or omission of an action. If the rights of the child have been violated, complaint may be filed by the child’s parent or guardian or legal representative. If it happens that the child’s rights have been violated by one of the a/m persons, a complaint in this case may be filed by the organ or organization which deals with protection of the rights of the child. In addition, Ombudsman may initiate the proceedings on his/her own initiative when s/he learns that a right or freedom has been violated, but in this case s/he must have the consent of the damaged party. Person deprived of liberty has the right to file a complaint in a closed envelope, which the prison

authorities are not allowed to open, and is also entitled to a confidential conversation with Ombudsman. Proceedings before Ombudsman are free of charge and his/her work is public unless specified otherwise by the law.

Ombudsman is authorized to deal with complaints concerning the work of courts in case of delays in proceedings, abuse of procedural authorities or non-execution of court decisions.

Ombudsman is required to submit by 31 March of the current year to the Parliament the annual report about his/her activities for the previous year, which in particular contains a general overview of cases s/he acted upon, statistics and evaluation of the status of human rights and freedoms in Montenegro, recommendations and measures that Ombudsman proposes to improve human rights and eliminate detected deficiencies as well as the evaluation of the situation in the field of discrimination.

Pursuant to the Law on Gender Equality, ministries and administration bodies have appointed civil servants to perform duties of **coordinators of activities concerning the issues of gender equality** within their competence and to participate in the preparation and implementation of the Action Plan.

In addition to institutional mechanisms at the national level, mechanisms at the local level have also been established in cooperation with 14 Montenegrin municipalities. Councils for Gender Equality have been established in these municipalities within the local parliaments while in the executive power bodies coordinators for gender equality issues have been appointed. Office for Gender Equality at the local level operates in the Royal Capital Cetinje, municipality of Pljevlja and municipality of Bijelo Polje is in the process of establishing it.

3. Overview of the State of Gender Equality

3.1. Introduction – Demographic Overview

As of the 1920s when 311,341 people lived in the territory of the present-day Montenegro, by the mid 20th century the number of people increased by approximately one hundred thousand and in the last sixty years by 47%. Such increase can be partly attributed to a relatively high population growth particularly in the inter-census period (1950-1968). Migrations also had great impact on demographic changes. Changes in gender structure mainly moved in the direction of the increased share of female population. In 2011 the population of Montenegro was 620,029 of which 313,793 were women. In 2011 the ratio of men versus women was 100 men versus 102 women. A larger number of women versus men is a common situation in most of the countries in the world, except in those least developed, and is the result of lower mortality rates of women versus men i.e. their life expectancy is longer. On the other hand, in all human populations, and thus in Montenegro, boys are born more often than girls. So in 2011, 3,809 boys were

born and 3,609 girls, where the girls represented 48.6% of all births. However, during life, mortality first tends to equalize the number of women and men in the same generation (cohorts) and then to increase the number of women versus men.

The lowest rate of masculinity in the last fifty years was recorded in 2003 when it totalled 969 men versus 1,000 women. Due to the increase in life expectancy in Montenegro and decrease in birth rates, the number and share of the population of elderly is rapidly growing. In the youngest age group of the population there are more boys (52%), while in the oldest age group of the population over 65 years of age there are more women (57.6%). The number of men in the city areas in 2011 compared to 2003 increased by 3.7%, while the number of women increased by 4%. The analysis of gender structure of the population by age shows the dominance of male population up to the age of 29, and then due to differences in the level of mortality by age and gender and the structure of migrants by gender and age, women are becoming more numerous.

The aging index is moving towards a constant decrease of youth share with simultaneous increase of the share of elderly. This trend is particularly pronounced among the female population. About 80 percent of the population of Montenegro live in Montenegro from their birth, while one fifth are immigrants from other countries. In the past half century, the largest number of migrants was recorded in the 1990s since from 1990 to 1999 nearly 42,000 of the current inhabitants of Montenegro actually migrated to Montenegro. For family reasons more women than men immigrated, while the largest gender difference was recorded among the migrants for economic reasons, 64 percent of men stated this as the reason for leaving their previous place of residence. The total number of residents who migrated within the borders of Montenegro in 2011 was 4,394 of which 53.2% were women and 46.8% were men. Women make this majority mostly because they make the population aged 15-34. In every town in northern Montenegro a negative migration trend was recorded. The biggest difference between those who settled in and those who left particular place was recorded in Podgorica, while the cities with positive population growth are in those in the southern region.

According to the census from 2001, within the subpopulation of the population over 15 years of age, over one half of the population is married (55%) and one third has never married (33%). Equal number of married men and women is in the age group of 40-49 while the population over 50 years of age predominantly consists of married men. Every tenth inhabitant is a widower or a widow, and every thirtieth citizen is divorced. In the subgroup of the population older than 15 years of age, more than a half (55%) are married. There are three times more widows above the age of 60 than widowers. Within the subgroup of the population aged 20-29, share of the people who have never married is 71%, while in the group of 30-39 years of age that percentage is 31%. When compared to the data in recent years, it is evident that there are fewer marriages and more divorces.

In the 1980s, more than 4,000 couples said “yes” per year, and last time when this happened in Montenegro was in 2007. Average age of brides and grooms getting married officially for the first time is increasing; from 1960 to 2010 average age of grooms increased by 15% while that percentage of women was 21%. In Montenegro more boys are born than girls and data show

that in 2011 there were more women than men in Montenegro. There are slightly more men than women in the total population because on average women live longer (in 2011 on average they lived by 2.4 years longer than men). Population growth rate in Montenegro in 2011 was 2.2 per mille, which means that the population increased by two persons per 1,000 people. The biggest difference was registered in 1954 when the number of live births was higher by 10,566 compared to the number of deceased persons. The latest data indicate a decrease in positive natural growth. In 2011 birth rate was 1,328 and the lowest birth rate so far was recorded in 1950. ¹

3.2. Education

Montenegro has a positive tradition in education of young and teenage girls. “Until 1887 in Montenegro there were already eight schools and three hundred boys attended them, and together with boys there were 12 girls attending the school in Cetinje. In 1871/72, Montenegro had 38 schools with 2,000 students among which there were 108 girls” (Filipović, CID 2003: 145). First Girls’ High School in Montenegro was established in 1869. It was the Girls’ Institute of Empress Maria Aleksandrovna in Cetinje (Filipović, CID 2003: 101).

The census from 2011 shows that when it comes to the level of education screened by gender of the population aged 15 and above, there is a larger share of women in the population with no education, with partially completed elementary education or with only elementary education completed. According to the 2011 census, there were 1,559 illiterate men and 6,590 illiterate women in Montenegro. In the age groups over 70 there were ten times more illiterate women than illiterate men. Average age of illiterate women was 66 and of illiterate men 44. Every fifth women enrolled in 2007/08 graduated in 2010, while in the same period every seventh men graduated. The number of those with master’s degree increases since 2006; in the period from 2006 to 2010 growth rate of men with master’s degree was 488%, while the growth rate of women with master’s degree was 688%. From 2000 to 2010 the number of men with PhD degree grew by 200%, while the number of women with PhD degree grew in the same period by 500%.

In education, segregation of educational profiles is present, which means that women are still studying for predominantly “female” occupations and men for “male” occupations. However, due to the trend of feminization especially at the university level, segregation is reduced but not extinguished.

At all levels of education, more women than men are employed, except in the case of higher education, where the number of employed men is significantly higher than the number of woman. Every 134th women employed in education is a director, while

¹ Publication “Women and Men in Montenegro 2012”, Statistical Office of Montenegro

every 18th man is a director. The number of women who received scholarships in 2011 compared to 2010 decreased by 69%, while the number of men who received scholarships decreased by 46%. Gender structure shows that it is the same number of computer-literate women and men. However, if we observe only women older than 15 years of age, 34% are computer literate, 16 % are partially computer literate and 50 % cannot use computer. The data show a high level of computer illiteracy in Montenegro.

62.3% of women have never used a computer, while for men this percentage is slightly lower – it is 56.8%. Data show that Montenegro is still in the IT transition and that 60% of men have never used the Internet, while that percentage of women is 66%.²

Coverage of RAE children with the pre-school education is 13.81%, which is twice as less than the coverage of children at the state level (26.65%). Data on the coverage of boys and girls suggest that the number of covered girls is slightly higher - 15.02% compared to the boys - 12.69%. In elementary schools in Montenegro in the school year 2009/10 there were 1,434 pupils of RE population and in 2010/11 1,582 pupils of RE population. Through the program organized by the Rome Scholarship Foundation last year's final elementary literacy test 14 of the total of 18 persons who attended the course successfully passed it. Through the program of the Red Cross of Montenegro, the course of functional literacy was passed by 28 adults of both genders, while the handicraft training was passed by 31 of them.³

Despite the great progress, it is necessary to continue work on increasing the share of the Roma and Egyptian population in educational system and implement measures to prevent outflow of Roma girls and boys from primary and secondary schools. Also, it is necessary to educate teachers at all levels about gender equality and make continuous analysis of curricula and textbooks from the aspect of gender equality.

3.3. Health

In all countries in transition health of population is threatened by the increasing poverty and unemployment on one hand and by deterioration of the health system on the other hand. In transition women “fill” with their own resources places that institutions should take. They are increasingly engaged in the treatment and care for their beloved ones while often neglecting themselves. Low level of general health care culture and life under stress because of constant changes threaten the health of both women and men. Men often turn to addictions and unhealthy lifestyles, and women additionally “sacrifice” themselves as nurturers and “home protectors”. Traditional culture in Montenegro imposes shame and withdrawal on women when it comes to health, particularly

² Publication “Women and men in Montenegro” 2012, Statistical Office of Montenegro

³ Responses to additional questions of the initial report on implementation of the Convention of Elimination of All Forms of Discrimination of Women

reproductive health. Dual sex morality disables women to have control of her own body which entails neglecting her own health and the increased risk of sexually transmitted diseases.

Main causes of morbidity and mortality, according to the latest official statistical reports of the Institute of Public Health are tumours, endocrine glands diseases, nutrition and metabolism, cardiovascular diseases, respiratory diseases, etc. The total number of deaths is 5,708 of which 2,982 accounts for men and 2,726 accounts for women. The number of cancer patients was 920 of which 557 were men and 363 were women. Women usually get breast cancer, ovarian and cervical cancer. The number of deaths from breast cancer is 76, and the number of deaths from ovarian cancer and cervical cancer 17. In order to reduce mortality rate of women and of the total population from tumours, the National Cancer Control Program has been prepared which is aimed at reducing morbidity and mortality from malignant disease, extend life, improvement of quality of life through systematic implementation of all activities aimed at prevention, early detection, diagnostics, treatment, and palliative care for cancer patients. In accordance with this Program the National Program for Early Detection of Colon Cancer has been prepared as well as the National Program for Early Cervical Cancer Detection. For the prevention and early detection of breast cancer the month of October was declared the month of voluntary mammography screening, which gave good results in terms of prevention and early detection.

A girl born in Montenegro in 2009 can expect to live to be 76.5, while a boy born in the same year can expect to live to be 71.7. In 2011 the number of deceased babies aged up to one year per 1,000 live births was the lowest in the past 50 years. The total number of live births declines and share of boys in the number of live births is slightly increasing. In Montenegro there are about 11% of people who have problems in performing everyday activities due to long term illness, disability or age. Out of the total number, 12% of women have problems in performing daily activities, while the percentage for men is 10%. Analysis of gender distribution of the deceased by age groups shows that men live significantly shorter than women.⁴

In the area of health it is needed to continue the ongoing work on the implementation of already planned programs and to work on the planning of new programs and their implementation. For more effective implementation of the Law on Gender Equality in the health sector it is needed to work on a specific education of health workers. The existing programs of preventive actions, which cover all population groups should be amended and made gender sensitive. It is necessary to initiate and implement gender-sensitive research to monitor indicators of health condition of the population of both genders and based on the obtained results to do and implement programs of prevention and health promotion.

3.4. Violence against Women

⁴ Publication "Women and men in Montenegro" 2012, Statistical Office of Montenegro

Violence against women includes any act of gender-based violence that results in, or could have result in physical, sexual or psychological harm or suffering of women, including threats of such acts, restriction or arbitrary deprivation of liberty, regardless of whether it occurs in the sphere of public or private life.

According to the study on domestic violence and violence against women in Montenegro, which was conducted by the CEED Agency for the needs of IPA project for gender equality, which was conducted on the sample of 1,103 respondents in 17 Montenegrin municipalities, the following results were obtained:

92% of the respondents believe that there is domestic violence in Montenegro. However, only 13% of respondents were willing to talk about their personal experience of violence. Every fourth person believes that there are situations in which violence is justified. Respondents perceived the following factors as causes of domestic violence: abuse of power by family members (29%), addictions (22%), economic crisis (21%), patriarchal society (18%). Victims of domestic violence are mostly women and children, while men are identified as bullies. Respondents were not sufficiently familiar with institutions dealing with the protection of victims of violence because they believe that they should contact police and social welfare centres, ignoring the role of courts and prosecutors' offices. Also, they are equating the role of non-governmental organizations and social welfare centres in the protection of victims of violence. The fact that only 3.5% of the respondents believe that violence is often reported, shows that the number of reported cases of violence does not reflect the actual number of cases and that this negative social phenomenon needs to be reported more frequently.

According to the report of the Police Administration in 2012 (1 January -30 June) the number of registered crimes of violence in the family or extended family is smaller in comparison to 2011 by 71 (95). These offenses were prosecuted to the competent prosecutors with 71 (105) criminal complaints, which included 75 (98) males, among whom 13 (36) persons who were repeatedly prosecuted offenders. There were 77 (105) victims of violence in the family and extended family of which 61 (72) were female. Minor is recorded in 1 (12) case as a victim of domestic violence.

According to the Misdemeanour Council in 2011 most cases of domestic violence were recorded in the territory of Podgorica - 314 cases of which 223 were solved, unlike Kolašin where there was only one case of domestic violence recorded. In the manner of resolving cases fines are predominant - 177, then suspended sentences - 109, 51 warnings, while there were 32 imprisonments. There were 13 protective measures of removal by force from the apartment while there was the highest number of prohibiting from approaching the victim – 36.

This indicates that in this area it is necessary to continue work on a more efficient implementation of the Law on Protection against Domestic Violence and strengthen interdepartmental cooperation in order to achieve complete protection of victims against violence through the implementation of the Protocol on the procedure in cases of domestic violence.

3.5. Economy

Women in Montenegro are exposed to various barriers that result in horizontal and vertical occupational gender-based segregation, which occurred primarily under the influence of stereotypes in the selection of educational and career choices, traditional gender roles of women, prejudice, and lower occupational aspirations of women compared to men.

Gender inequality is reflected in the inherited priorities in career choices. There is still a predominant division to “male” and “female” occupations and women are usually employed in jobs that require patience and attention (technician, preschool teacher, school teachers or activities related to the provision of health or social services).

They are traditionally referred to jobs which are not highly ranked when it comes to career development, since prestigious jobs generally require extra-hours work, frequent travels and long absences from home, which is an obstacle for the balance between family and work. The inherited inferiority of women continues in the new transitional conditions in Montenegro in the situation when economic efficiency of the new trends in employment sets requirements that are difficult to fulfil with inherited stereotypes about the place of women in family.

Because of the above mentioned presence of women is missing in managerial positions and other prestigious jobs that bring higher profits and social power, and the willingness to start up their own business and deal with entrepreneurship. Further, through the educational system that is selection of occupation influenced by stereotypes, gender segregation is transferred to the labour market and therefore to the female entrepreneurship which remains among the less profitable and market-saturated activities.⁵

Service industry is the one with the largest number of working men and women – 147,900 with equal participation of women and men. Minimum employment for both men and women is in the real estate sector. Across all age groups, activity rates are higher for men than for women. Activity rates are highest in the age group of 25-49 and amount to 81.3% for men and 69.9% for women. Unemployment rates in all age groups were higher for women than for men. The highest unemployment rate is with the age group of 15 to 24 and is 39.3% for women and 35.6% for men. Of the total number of employees, 30.4% work in companies that belong to the state or municipality. Most workers are employed in private enterprises, less than 56% of which 54.9% are women and 56.9%

⁵ Report on Women’s Entrepreneurship 2012, IPSOS Strategic Marketing

are men. Of the total number of the employed in 2011 according to their employment status, majority are employed workers (163,800) of which 87.1 thousand are men and 76.7 thousand are women. There are least family workers - only 1.9 thousand.⁶

On the farms the total of 98,949 persons are engaged of which 39,155 are women that is 39.57%. Of the total number of persons working on the farms, the largest share of workforce is aged over 65 i.e. 23.45%. Data show that men are often holders of family farms - 87.13%. Other household members who work on the farm in the largest number are women – 32,593 or 66%.⁷ Percentage of owners of businesses in Montenegro is small, only 9.6%. In Austria that percentage is 33.9%, in Bulgaria 37.7%, in Estonia 35%, in France 28%, in Iceland 21%, in Italy 24%, in Lithuania 31.3%, in Germany 31%.⁸

According to the latest data, there are 2,275 persons with disabilities registered with the Employment Agency (disabled workers and categorized persons), of which 724 are women or 31.8%.

From the above mentioned it can be concluded that it should be worked more intensively on the improvement of the position of women in the labour market as well as on encouraging entrepreneurship among women since the data show that a small number of women have their own companies in Montenegro. Empowering women through supporting their entrepreneurial potential and creation of a favourable business environment for the inclusion of women in entrepreneurship, contributes to job creation and development of small and medium-sized enterprises and entrepreneurship and in the long run influences the change of social values. Also in this area it is necessary to implement activities to improve the status of women in rural areas through the implementation of the Program for better employability and income of rural women.

3.6. Politics and Decision-Making

Under the Constitution the Parliament of Montenegro has 81 representatives of the people. In the current mandate the Parliament has 81 MPs of which 14 women or 17.2%, which is an increase compared to the previous mandate of the Parliament when there were 13.5% women. President and Vice Presidents of the Parliament are men. In the government of Montenegro women are heads at three ministries: the Ministry of Science, the Ministry of Defence and there is one Minister without Portfolio. Women are predominantly present at assistant positions among which mostly as assistant ministers with 40.3% and assistant directors with 44.8%. In Montenegro there are 21 municipalities. Only in one a woman is Mayor while in two municipalities women are Presidents of local parliaments.

⁶ Publication "Women and Men in Montenegro" 2012, Statistical Office of Montenegro

⁷ Agriculture Census, 2010, Statistical Office of Montenegro

⁸ Agriculture Census, 2010, Statistical Office of Montenegro

In diplomatic and consular missions there is a total of 64 persons of which 31 are women or 48.4% while there are 33 men or 51.5%. When it comes to the data about the share of women and men in the defence system of Montenegro, from the total of 2,079 employees there are 238 women or 11.5%, while in the Army of Montenegro there are out of the total of 1,879 employees 166 women or 8.8%.

Data clearly show that in the future it is necessary to work on increasing the share of women in decision-making positions, both at the national and local level. Furthermore, it is important to work on the implementation of Resolution 1325 of the UN Security Council and accordingly to work on increasing the share of women in the defence system and introduction of gender perspective in security sector.

3.7. Media and Culture

Men are predominantly employed in the decision-making positions in both media and cultural institutions in Montenegro. Although women are well represented in journalistic profession (although there are no data available about the exact share of women in journalism), the higher decision-making position the lower their representation, regardless of the type of the media.

Neither men or women journalists are sufficiently sensitized to gender equality issues and are prone to sensationalism which has an adverse effect on public opinion when it comes to gender equality. Problems of violence and sexual abuse of women are particularly susceptible to these forms of abuse, which turns like a boomerang against victims. Media contents are often misogynistic, full of prejudices and stereotypes about women. Globalization of media, unfortunately, does not contribute to the increase of their quality, but often to their deterioration. Not only that women are viewed as sexual objects but the media have become the centre of spreading ageism (discrimination based on age) against women. Women who appear in the media, regardless of the function and role in which they appear, must meet the standards of beauty and youth imposed by entertainment industry.

However, thanks to the activities of the Gender Equality Department and non-governmental organizations in Montenegro, the media have become sensitized to a certain degree to gender issues. The increased number of headlines, extended topic and taking part in public campaigns show that feminization of the media opens their door to the problems of women. Gender sensitive language is not still fully used by all the media even though the situation improved in the last several years.

Therefore, it is necessary to establish specific measures that would be directed towards the promotion of women's creativity in the field of culture and science. Also, women in Montenegro's history who had been neglected or forgotten and whose achievements have permanent value must be incorporate in curricula.

4. Action Plan

Action Plan as a basic document for achieving gender equality has a provided time framework for action for a period of four years. In order to ensure implementation of the Action Plan for Achieving Gender Equality 2013-2017, a Program for implementation for the period of two years i.e. for 2013 and 2014 was developed. In every area one strategic goal is set, as well as the objectives and measures to be taken. Holders of activities have also been defined as well as partners, the time frame, indicators, reporting and necessary financial resources for implementation.

After assessing the state of gender equality in Montenegro the areas in which actions should be taken have been identified: **Improving human rights of women and gender equality; Gender-sensitive upbringing and education; Gender equality in economy; Gender-sensitive health care; Gender-based violence; Media and culture; Equality in decision-making process in political and public life; International politics and cooperation; and Institutional mechanisms for the implementation of gender equality policies.**

1. Improving human rights of women and gender equality

Improving human rights of women and gender equality is a continuous task to prevent violations of human rights of women and it is necessary to accelerate processes based on their protection. The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) provides the basic principles according to which women's human rights are inalienable and are an inseparable part of general human rights. In order to make the Activity Plan effective it is necessary to respect legal framework which requires application, monitoring and regular evaluation and continuous cooperation of all authorities involved in achieving gender equality.

Strategic goal:

Establish society of equal opportunities and elimination of all forms of gender-based discrimination

Objectives:

- 1.1. Improved human rights of women through a consistent implementation of international instruments for their protection
- 1.2. Ensuring application of anti-discriminatory legislation with the assessment of performance, quality and level of application of regulations
- 1.3. The principle of gender equality integrated in drafting and implementation of all national policies (programs and strategies) and actions of state bodies
- 1.4. Increased knowledge about the human rights of women and gender equality in civil service
- 1.5. Improved social status of women belonging to particularly vulnerable groups: women with disabilities, members of ethnic minorities (especially RE), rural women, single mothers, elderly women, displaced women and refugees

2. Gender-sensitive upbringing and education

A prerequisite for achieving non-discriminatory views in a society is to eliminate stereotypes by introducing gender-conscious upbringing and education in the overall education system. Gender sensitive education is the precondition for economic and democratic progress of the whole society.

Strategic goal:

Introduce gender-sensitive education at all levels of education

Objectives:

- 2.1. Gender equality curricula introduced in the entire system of education with special emphasis on peaceful resolution of conflict and suppression of all forms of gender discrimination
- 2.2. The employed in the education system trained on gender equality
- 2.3. Achieved gender balance in the choice of professions in secondary and higher education institutions
- 2.4. Increased levels of education and involvement of the RE population and members of other excluded groups in the educational system
- 2.5. Increased computer literacy of women, particularly those belonging to the RE population, women in rural areas and

other less employable categories

2.6. Encourage the introduction of gender studies in institutions of higher education

2.7. Provided an equal position of women in sports.

3. Gender equality in economy

Approach to the position of women in labour market given the difficulties in finding employment and lower wages requires a multiple approach. It is actually the employment of women and their economic independence that is the foundation of greater equality between women and men in society. That is why one of the most important tasks of achieving gender equality is reducing unemployment of women with their economic empowerment and elimination of all forms of discrimination in labour market.

Strategic goal:

Increase employment of women and eliminate all forms of discrimination of women in labour market

Objectives:

- 3.1. Harmonize national legislation with the *Acquis Communautaire* for the Chapter 19 - Social policy and employment
- 3.2. Reduce unemployment
- 3.3. Eliminate discrimination against women in labour market
- 3.4. Encourage female entrepreneurship and self-employment
- 3.5. Achieved a high degree of compliance of professional and family responsibilities of women and men
- 3.6. Ensure effective implementation of laws and encourage women to use the existing complaint mechanisms in cases of discrimination in the labour market
- 3.7. Reduce the gap in earnings between men and women

4. Gender-sensitive health care

The World Health Organization defines health as “a state of complete physical, mental and social well-being and not merely the absence of disease and disability”. In approaching this field, recommendations from the European Strategy for improving health

and sexual rights and reproduction are included, which requires member states of the Council of Europe to make influence through the national strategies on better education on sexual and reproductive health and to create conditions for quality and systematic collection of relevant data classified by gender.

Strategic goal:

Provide quality and available gender-sensitive health care

Objectives:

- 4.1. Improved methodology of collecting statistical data about health of the population by gender
- 4.2. Improved prevention and early detection of malignant disease (cancer, female reproductive organs, colorectal, prostate ...)
- 4.3. Improved prevention of sexually transmitted diseases and increase the level of personal responsibility to self and others
- 4.4. Improved measures to preserve the reproductive health of women
- 4.5. Provided better access to health care, especially for vulnerable groups of women (women in rural areas, disabled women, women belonging to ethnic minorities (especially RE), women refugees and displaced persons, victims of human trafficking)
- 4.6. Improved sensibility and level of knowledge of health care workers about gender-sensitive health care
- 4.7. Enhanced work of counselling in preventive health care

5. Gender-based violence

Violence against women is one of the gravest violations of human rights of women. Violence occurs in many forms, as a physical, psychological and sexual violence, violence in partnership relationships, violence at workplace, collective violence and trafficking in women. Measures to combat domestic violence are contained in the Strategy for Protection against Domestic Violence 2011 - 2015, while the activities and measures to combat trafficking in women are contained in the National Strategy for Combating Trafficking in Human Beings. In accordance with Recommendation (2002) 5 of the Committee of Ministers of the Council of Europe to the member states on the protection of women against violence, the Action Plan and measures to prevent all other forms

of violence against women have been defined.

Strategic goal:

Prevent all forms of violence against women and domestic violence and improve position and protection of the right of victims of all forms of violence

Objectives:

- 5.1. Established efficient system of monitoring of the implementation of measures from the Strategy for Protection against Domestic Violence 2011-2015
- 5.2. Established efficient system of monitoring of the implementation of measures from the Strategy to Combat Trafficking in Human Beings 2012-2018
- 5.3. Improved system of statistical data management and regularly conducted research on the causes, impact and consequences of violence against women and domestic violence
- 5.4. Developed awareness of public officials responsible for law enforcement, health and social workers about all forms of violence against women and domestic violence
- 5.5. Strengthened system of social and other support and protection of all victims of domestic violence
- 5.6. Improved access to justice for women victims of violence
- 5.7. Increased information and awareness of the public about occurrence and consequences of gender-based violence

6. Media and culture

It is a small number of women involved in editorial policy of the media in Montenegro which are extremely important in addition to the culture for the affirmation of the value of the policy of gender equality. It is necessary to introduce the policy of gender equality in the media and cultural programs.

Strategic goal:

Prevent gender stereotypes and introduce gender equality policy in the media and culture

Objectives:

- 6.1. Increased media visibility of the implementation of gender equality policy
- 6.2. Increased knowledge of employees in the media on gender equality
- 6.3. Establishing gender equality in the field of culture
- 6.4. Improved media promotion of successful women
- 6.5. Encourage publication of literature which promotes gender equality

7. Equality in the decision-making process in political and public life

Women represent majority of the total population, but in the distribution of political functions at the national and local level they are underrepresented. Since democracy which excludes a large number of its citizens from a decision-making process cannot be a true democracy, it is necessary to increase substantially political representation of women at all levels of decision-making.

Strategic goal:

Equal participation of both women and men at all levels of decision-making

Objectives:

- 7.1. Achieved balanced representation of women and men in the legislative and executive authorities at all levels
- 7.2. Increased participation of women in the executive branch, as well as at decision-making positions appointed by the Government and take care of gender balance in appointments and elections
- 7.3. Political parties strengthened for the introduction of gender equality in their programs and statutes
- 7.4. Increased number of women members of ethnic minorities, particularly the RE population in political life

7.5. Implementation of Resolution 1325 of the UN Security Council - Women, Peace and Security

8. International politics and cooperation

In implementation of gender equality at international level, Montenegro has a proactive attitude. As a candidate country, Montenegro needs to fully adopt the fundamental principle of gender equality.

Strategic goal:

Integration of gender equality policy in all international processes and relations

Objectives:

- 8.1. Raised awareness among women and general public about the basic rights of women stemming from the UN and EU legal documents and national legislation
- 8.2. Inclusion of European standards of gender equality into national legislation and integration of gender equality in the process of EU accession negotiations
- 8.3. Increased knowledge and awareness of the implementation of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Optional Protocol
- 8.4. Enhanced cooperation with institutional mechanisms in the countries of the region

9. Institutional mechanisms for the implementation of gender equality policies

In line with the previously mentioned, it is necessary to continue work on strengthening institutional mechanisms by introducing measures for strengthening and networking national and local mechanisms of gender equality. It is also necessary in accordance

with the processes of improving the implementation of gender equality policies in the EU to encourage the application of statistical analysis and scientific research and the development of guidelines for the assessment and adoption of gender-sensitive budget.

Strategic goal:

Creation of sustainable mechanisms for achieving gender equality

Objectives:

- 9.1. Strengthened mechanisms for the implementation of gender equality at the national level and improvement of their coordination
- 9.2. Established new and strengthened the existing local mechanisms for gender equality
- 9.3. Strengthened capacities of the Gender Equality Department for the implementation of gender equality policies
- 9.4. Strengthened capacities of the Protector of Human Rights and Freedoms to act upon the complaints for gender-based discrimination
- 9.5. Improved cooperation with NGOs
- 9.6. Introduce gender-based budget management

5. Funds for APAGE implementation

Funds will be provided from the budget revenues of the holders of activities and from donations.

6. Manner of reporting about APAGE implementation

Annual report on the implementation of APAGE will be prepared by the Ministry for Human and Minority Rights based on the reports of responsible persons. The report should contain assessment of the state of gender equality in specific areas, the results of implemented measures, details of funds spent, and recommendations to improve the situation.

The report also includes reports of non-governmental organizations involved in the implementation of measures.

The Ministry for Human and Minority Rights submits to the Government annual report on the implementation of APAGE.

Annual report will be made public after the adoption by the Government on the website of the Ministry and it will be available to the public.

ACTION PLAN FOR ACHIEVING GENDER EQUALITY IN MONTENEGRO 2013 - 2017

IMPLEMENTATION PROGRAM FOR 2013 – 2014

Podgorica, January 2013

1. Improving human rights of women and gender equality

Strategic goal: Establishing society of equal opportunities and elimination of all forms of gender discrimination

Activities	Holders of activities	Partners	Time framework	Indicators	Reporting	Necessary funds
a. Improved human rights of women via consistent implementation of international instruments for their protection						
1.1.1. Regularly report to international organizations about the implementation of international instruments for the protection of women human rights	Ministry for Human and Minority Rights (Gender Equality Department)	Ministries and bodies of public administration, bodies of local self-government, NGO	Continuous	Number of reports	Annual	Regular funds
1.1.2. Continue implementation of education for the holders of judicial functions about the application of international and national	Ministry for Human and Minority Rights (Gender Equality Department)	Centre for Education of the Holders of Judicial Functions	Two seminars in 2013 and two in 2014	80 judges and prosecutors trained	Annual	14,000.00

standards to improve the rights of women within the framework of the Training program for the holders of judicial function						
1.1.3. Provide training for lawyers about the application of international and national legislation on the protection of women's rights	Ministry for Human and Minority Rights (Gender Equality Department)	Bar Chamber	III quarter 2013	20 lawyers trained	Annually	3,500.00 (donations)
b. Ensured application of anti-discrimination legislation with assessment of performance, quality and level of application of legal regulations						
1.2.1. Collect data on cases of gender-based discrimination and their results	Ministry for Human and Minority Rights (Gender Equality Department)	Protector of human Rights and Freedoms Judiciary NGO	Continuously	Collected data Number of cases	Annually	Funds not needed

1.2.2. Conduct a survey of the knowledge about and the degree of implementation of the Law on Gender Equality in state bodies and institutions	Ministry for Human and Minority Rights (Gender Equality Department)	Committee for Gender equality Parliament of Montenegro Ministries and public administration organs	II quarter 2013	Conducted research with recommendations Research results	Annually	12.000 (donations)
1.2.3. Organize a public awareness campaign about anti-discrimination legislation and mechanisms of protection against gender-based discrimination	Ministry for Human and Minority Rights (Gender Equality Department) Department for Human Rights)	Protector of Human Rights and Freedoms Committee for Gender equality Parliament of Montenegro NGO Media	III quarter of 2013	Organized campaign Number of appearance in the media Number of events Number of print materials	Annually	20.000

1.2.4. Celebrate the International Women's Day – the 8 th of March	Ministry for Human and Minority Rights (Gender Equality Department)	Ministries and public administration bodies, Bodies of the local self-government Committee for Gender equality Parliament of Montenegro Media NGO	Once a year	Celebrated the 8 th of March Number of appearance in the media Number of events Number of print materials	Annually	2.000
c. The principle of gender equality integrated in drafting and application of all national policies (programs and strategies) and actions of government bodies						
1.3.1. At the development and implementation of all national policies (programs and strategies) include a segment of gender equality	Ministry for Human and Minority Rights (Gender Equality Department)	Ministries and public administration bodies	Continuously	Number of national policies	Annually	Regular funds

1.3.2. Continue and strengthen the use of gender-sensitive language in national documents, state agencies and the media	Ministry for Human and Minority Rights (Gender Equality Department)	Ministries and public administration bodies NGO Media	Continuously	Degree of use of gender-sensitive language State bodies documents	Annually	Regular funds
1.3.3. Initiate the increase of funds from the budget of the Commission for distribution of part of the revenues from games of chance for the implementation of the NGO's projects in accordance with APAGE and define as a special filed gender equality	Ministry for Human and Minority Rights (Gender Equality Department)	Commission for distribution of part of income from games of chance NGO	2013	Initiative accepted Number of approved projects in accordance with APAGE	Annually	Regular funds

and domestic violence						
d. Improved knowledge about women's human rights and gender equality in public administration						
1.4.1. Organize trainings about gender equality for civil servants	Ministry for Human and Minority Rights (Gender Equality Department) HRMA	NGO	Twice a year	80 employees trained	Annually	2,000
1.4.2. Organize trainings about specific topics concerning improvement of women's rights	Ministry for Human and Minority Rights (Gender Equality Department) HRMA	NGO	Twice a year	80 employees trained	Annually	2,000

1.4.3. Develop a manual on gender equality for civil servants	Ministry for Human and Minority Rights (Gender Equality Department) HRMA	Committee for Gender equality Parliament of Montenegro NGO	By the end of 2014	Developed manual Distributed to civil servants	Annually	3,000
1.5. Improved social position of women belonging to particularly sensitive groups: women with disabilities, members of national minorities (particularly RE), rural women, single mothers, elderly women, displaced women and refugees						
1.5.1. Celebrate the International Day of Persons with Disabilities with special emphasis on women and organize roundtables /	Ministry for Human and Minority Rights (Gender Equality Department) Ministry of Labour and Social Welfare	Committee for Gender Equality Parliament of Montenegro NGO Media	Once a year	Number of events Number of participants	Annually	1,500

conferences on human rights of women with disabilities						
1.5.2. Organize roundtables / conferences on human rights of women belonging to ethnic minorities, particularly RE population	Ministry for Human and Minority Rights (Gender Equality Department)	Committee for Gender Equality Parliament of Montenegro NGO Media	Once a year	Number of events Number of participants	Annually	1,500
1.5.3. Celebrate the International Day of Rural women on 15 th October	Ministry for Human and Minority Rights (Gender Equality Department) Ministry of Agriculture and Rural Development	Committee for Gender Equality Parliament of Montenegro NGO Media	Once a year	Number of events Number of participants	Annually	1,500

1.5.4. Organize roundtables / conferences on human rights of women refugees and displaced persons	Bureau for the care of Refugees Ministry for Human and Minority Rights (Gender Equality Department)	Committee for Gender Equality Parliament of Montenegro NGO Media	Once a year	Number of held round tables /conferences Number of participants	Annually	1,500
1.5.5. Establish information centre for education, research about the status of single parents (especially mothers)	Ministry of Labour and Social Welfare Ministry for Human and Minority Rights (Gender Equality Department)	Academic community NGO	By the end of 2014	Formed info centre Number of single parents Number of provided assistance	Annually	Regular funds

2. Gender-sensitive upbringing and education

Strategic goal: Introducing gender-sensitive education at all levels of education

Activities	Holders of activities	Partners	Time framework	Indicators	Reporting	Necessary funds
2.1. Programs of gender equality introduced in the overall educational system with special emphasis on peaceful resolution of conflicts and prevention of any form of gender-based discrimination						

2.1.1. Develop curriculum for the introduction of cross-curricular program for gender equality in primary schools	Bureau for Educational Services Institute for textbook publishing and teaching aids	Ministry of Education Ministry for Human and Minority Rights (Gender Equality Department)	IV quarter of 2013	Program adopted Number of primary schools where the program is implemented Number of students who choose the subject	Annually	2,000
2.1.2. Organize a workshop for writing manuals for teachers and include teachers of different subjects	Ministry for Human and Minority Rights (Gender Equality Department) Bureau for Educational Services	Ministry of Education	IV quarter of 2013	organized workshops Number of participants / ca A proposal for the development of the manual	Annually	3.500
2.1.3. Develop and publish a manual for primary school teachers - cross-curricular area called Guide for teachers through cross-curricular areas - gender equality	Bureau for Educational Services Institute for textbook publishing and teaching aids	Ministry of Education Ministry for Human and Minority Rights (Gender Equality Department)	I quarter of 2014	Textbook developed Distributed to teachers	Annually	3,000

<p>2.1.4. Prepare a textbook for Civic Education - an elective course in high school</p>	<p>Ministry of Education Bureau for Educational Services Institute for textbook publishing and teaching aids Centre for Vocational Education</p>	<p>Upbringing and educational institutions Academic community NGO</p>	<p>III quarter of 2013 IV quarter of 2014</p>	<p>Number of hours of lessons Number of pupils Success in this subject</p>	<p>Annually</p>	<p>3,500</p>
<p>2.1.5. Organize seminars at the preschool, elementary and secondary education level on gender equality, preventing all forms of violence (against children, women, domestic violence, incest, and so on)</p>	<p>Ministry of Education Ministry for Human and Minority Rights (Gender Equality Department) Bureau for Educational Services Centre for Vocational Education</p>	<p>Upbringing and educational institutions Bureau for the Care of Refugees NGO</p>	<p>Continuously</p>	<p>Number of held seminars Number of participants</p>	<p>Annually</p>	<p>14,000</p>

<p>2.1.6. Conduct analysis of the curricula with recommendations related to gender equality</p>	<p>Bureau for Educational Services Institute for textbook publishing and teaching aids Centre for Vocational Education</p>	<p>Ministry of Education Ministry for Human and Minority Rights (Gender Equality Department) Academic community NGO</p>	<p>III quarter of 2013 and III quarter of 2014</p>	<p>Analysis conducted Recommendations prepared</p>	<p>Annually</p>	<p>3,000</p>
<p>2.1.7. Conduct analysis of textbooks in primary and secondary schools in terms of gender equality, and make recommendations</p>	<p>Ministry of Education Bureau for Educational Services Centre for Vocational Education</p>	<p>Institute for textbook publishing and teaching aids Ministry for Human and Minority Rights (Gender Equality Department) Academic community NGO</p>	<p>III quarter of 2013 – II quarter of 2014</p>	<p>Analysis conducted Recommendations made</p>	<p>Annually</p>	<p>3,000</p>

2.1.8. Organize presentation of the conducted research on representation of gender equality in educational system	Ministry of Education Bureau for Educational Services Institute for textbook publishing and teaching aids Centre for Vocational Education	Ministry for Human and Minority Rights (Gender Equality Department) Academic community NGO Media	After the realization of research	Presentation held Number of participants	Annually	Regular funds
2.2. Employees of educational system educated about gender equality						
2.2.1. Organize training for teachers for teaching electives <i>Civic education and Healthy Lifestyle</i>	Ministry of Education Ministry of Health Centre for Vocational Education Bureau for Educational Services	Ministry for Human and Minority Rights (Gender Equality Department) Upbringing and educational institutions NGO	Once a year	Number of trained teachers Number of held trainings	Annually	7,000

2.2.2. Organize training for teachers for implementing the program of professional guidance	Bureau for Educational Services	Ministry of Education Centre for Vocational Education Upbringing and educational institutions	Once a year	Number of trained teachers Number of held trainings	Annually	7,000
2.3. Achieved gender balance in choosing profession in high school and higher education institutions						
2.3.1. Develop and implement a program of professional orientation at the level of secondary and higher education	Bureau for Educational Services Universities Upbringing and educational institutions	Employment Agency International organizations NGO	Continuously	Number of implemented programs Number of students	Annually	3,000
2.3.2. Encourage women and men to educate for professions in which they are not traditionally represented	Bureau for Educational Services Universities Upbringing and educational institutions	Ministry of Justice and Ministry for Human Rights (Gender Equality Department) Media NGO	Continuously	Number of women at predominantly male studies	Annually	Regular funds
2.4. Increased level of education and inclusion of RE population and members of other excluded groups in educational						

system						
2.4.1. Conduct the analysis of inclusion and lessons attendance by the members of excluded groups in educational system (especially Egyptians and Roma, refugees and IDPs)	Ministry of Education	Bureau for Educational Services Centre for Vocational Education Bureau for the Care of Refugees Ministry for Human and Minority Rights (Gender Equality Department) Statistical Office Institute for Social Inclusion	Continuously	Analysis conducted Data collected and published	Annually	4.000 Donations
2.4.2. Define and organize the work of “Roma assistants” and mediators to support RE students	Ministry of Education Ministry For Human and Minority Rights	Centre for Vocational Education Institute for Social Inclusion NGO	II quarter of 2013	Number of engaged assistants and mediators	Annually	7,000

<p>2.4.3. Develop gender-sensitive databases at all levels of education, with special emphasis on the RE population</p>	<p>Ministry of Education</p>	<p>Bureau for Educational Services Statistical Office Centre for Vocational Education Upbringing-educational institutions Bureau for the Care of Refugees Institute for Social Inclusion</p>	<p>Continuously</p>	<p>Collection and published data</p>	<p>Annually</p>	<p>5.000 Budgetary funds and donations</p>
<p>2.4.4. Organize continuous workshops, panels and seminars with Roma and Egyptian parents about the importance of girls' education</p>	<p>Ministry for Human and Minority Rights (Gender Equality Department)</p>	<p>Ministry of Education Committee for Gender equality Parliament of Montenegro NGO Media</p>	<p>Twice a year</p>	<p>Number of seminars Number of parents who attended seminars Number of enrolled girls and Number of girls who graduate from school</p>		<p>7,000</p>

2.4.5. Organize campaigns in order to encourage a greater number of the Roma and Egyptian for enter into kindergarten, elementary, high school and university	Ministry for Human and Minority Rights (Gender Equality Department)	Ministry of Education and Sports Committee for Gender Equality Parliament of Montenegro NGO Media	Once a year	Number of events Number of appearance in the medias Number of enrolled girls and Number of girls who graduate from school	Once a year	10,000
2.5. Increased computer literacy of women, particularly of the members of RE population, rural women and other hard-to-employ categories						
2.5.1. Organize computer training for the members of RE population, women refugees and displaced persons	Ministry for Information Society and Telecommunications Centre for Vocational Education	Ministry for Human and Minority Rights (Gender Equality Department)	Once a year	Number of held educations Number of female participants of RE population	Once a year	3,000

2.5.2. Organize IT training for women from hard-to-employ category	Ministry for Information Society and Telecommunications Centre for Vocational Education	Employment Agency Ministry for Human and Minority Rights (Gender Equality Department) NGO	Once a year	Number of held educations Number of female participants from hard-to-employ categories	Once a year	3,000
2.5.3. Develop and implement a standard of occupations and training programs for social inclusion	Employment Agency Centre for Vocational Education	NGO	Continuously	Number training programs Report on the development and preparation of standards of occupations	Annually	5,000
2.6. Encourage introduction of gender studies in higher education institutions						
2.6.1 Conduct a poll on the existence, possibilities and interest in introducing gender studies	Higher education institutions Ministry of Education	Ministry for Human and Minority Rights NGO International organizations	IV quarter of 2014	Number of higher education institutions implementing the program Number of students and successfulness of completion of studies Number of	Annually	2,000 Budgetary funds and donations

				employees in their profession		
2.6.2. Conduct the analysis on the application of gender-sensitive language in official records (diplomas, certificates and the like).	Higher education institutions Ministry of Education	Ministry for Human and Minority Rights (Gender Equality Department) NGO	IV quarter of 2013 III quarter of 2014	Analysis conducted Statistical data	Annually	2, 000
2.6.3. Organize seminars and workshops for students on gender equality	Higher education institutions Students organizations	Ministry of Education Ministry for Human and Minority Rights (Gender Equality Department) NGO International organizations	Twice a year	Number of held seminars and workshops Number of participants Number of included institutions of higher education Number of publication, flyers and the like on	Annually	4,000

				this topic		
2.6.4. Conduct the analysis of the program in terms of representation of gender-sensitive language and introducing standard of gender-sensitive language in curricula	Higher education institutions Relevant bodies and services of higher education	Ministry of Education and Sports Ministry for Human and Minority Rights (Gender Equality Department)	Continuously	Conducted analysis Number of programs Statistical data and recommendations	Annually	2,000
2.6.5. Initiate and support research in priority areas Identity (all gender-equality related studies)	Ministry of Science	Licensed scientific-research institutions	Continuously	Number of co-financed projects Number of co-financed scientists dealing with these research Number of promotional events	Annually	5,000

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2.7. Provided equal position of women in sports						
2.7.1. Conduct analysis of the application of gender equality in sports	Ministry of Education Bureau for Sports	Sports associations a	Continuously	Conducted analysis and presentation tot eh public with recommendations	Annually	2,000
2.7.2. Increase the share of women in managerial positions in sports associations and organizations	Ministry of Education Bureau for Sports	Sports associations and organizations NGO	Continuously	Statistical data	Annually	Regular funds

2.7.3. Organize the conference “Women and Sport”	Ministry for Human and Minority Rights (Gender Equality Department) Bureau for Sports	Committee for Gender Equality of the Parliament of Montenegro NGO Media	I quarter of 2014	Organized conference Number of participants Recommendations for the improvement of the position of women in sports	Annually	3,000
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3. Gender equality in economy

Strategic goal: Increase employability of women and eliminate all forms of discrimination of women in labour market

Activities	Holders of activities	Partners	Time framework	Indicators	Reporting	Necessary funds
e. Harmonize national legislation with Acquis, Chapter 19 – Social policy and employment						
3.1.1. Harmonize national legislation with the Acquis Communautaire for Chapter 19 (the Labour Law of Montenegro; the Law on Social and Child Protection; the Law on Vocational	Ministry of Labour and Social Welfare Employment Agency Ministry of Education Ministry for Human and Minority Rights (Gender Equality	Committee for Gender Equality Parliament of Montenegro NGO Media International organizations	Continuously	Reports from institutions – holders of activities on the degree of harmonization of legislation – Report of working group for negotiations on the accession to the EU for Chapter 19	Annually	Regular funds

Rehabilitation and Employment of Persons with Disabilities)	Department)						
3.1.2. Monitor implementation of the National Strategy for Employment and Human Resources Development (2012-2015) and Action Plan	Ministry of Labour and Social Welfare Agency Ministry of Education and Sports Ministry for Human and Minority Rights (Gender Equality Department)	Committee for Gender Equality Parliament of Montenegro NGO Media International organizations	Until 2015	Reports of institutions – holders of activities Number of events Medial appearance	Annually	Regular funds	
f. Reduce unemployment							
3.2.1. Continuously collected, pool and process statistical data by gender on employment-	Employment Agency Ministry of Labour and Social Welfare Statistical Office	Ministry for Human and Minority Rights (Gender Equality Department)	Continuously	Reports of institutions – holders of activities classified b gender	Annually	Regular funds	

unemployment in the labour market						
3.2.2. Implementation of active employment policy measures (especially hard-to-employ categories of women, members of RE population, refugees and displaced persons)	Employment Agency Ministry of Labour and Social Welfare Ministry of Finance	Ministry for Human and Minority Rights (Gender Equality Department) Local self-governments Media	Continuously	Reports about Number of persons by gender included in the measures of active employment policy	Annually	Regular funds
3.2.3. Conduct a survey study among women from rural areas about their needs and reasons for migration	Ministry of Agriculture and Rural Development Ministry of Sustainable Development and Tourism Ministry for Human and Minority Rights	Local self-government NGO Media International organizations	By the end of 2013	Conducted poll and research Poll and research presented to the public	Annually	3,000

	(Gender Equality Department)					
3.2.4. Conduct training of rural women with special reference to ownership in household	Ministry of Agriculture and Rural Development Ministry of Sustainable Development and Tourism Ministry for Human and Minority Rights (Gender Equality Department)	Local self-government NGO Media International organizations	Continuously	Number of seminars and educations Percentage of real estate owned by women in rural areas	Annually	10,000
3.2.5. Actively implement measures to combat grey economy and illegal employment with gender-	Directorate for Inspection Affairs	Ministry of Finance Ministry of Economy Trade Union Organizations NGO	Continuously	Number of processed cases	Annually	Regular funds

sensitive statistics						
3.2.6. Introducing tax incentives and benefits for employers who employ women from particularly vulnerable groups (RE population, refugees and displaced persons)	Ministry of Labour and Social Welfare Ministry of Economy Ministry of Finance	Ministry for Human and Minority Rights (Gender Equality Department) NGO Media International organizations	Continuously	Number of decisions /measures on incentives	Annually	Regular funds and donations
3.2.7. Develop a program for the economic empowerment of single parents (especially mothers)	Ministry of Labour and Social Welfare Ministry of Economy	Ministry for Human and Minority Rights (Gender Equality Department) NGO International organizations	Until the end of 2014	Program developed and adopted	Annually	Regular funds and donations
g. Eliminate discrimination of women in the labour market						

<p>3.3.1. Training of labour inspectors and judges responsible for monitoring and control of the Labour Law, the Law on Prohibition of Discrimination Act and other laws</p>	<p>Ministry for Human and Minority Rights (Gender Equality Department) Directorate for Inspection Affairs</p>	<p>NGO Media International organizations</p>	<p>Once a year</p>	<p>Number of realized trainings Number of labour inspectors and judges who passed the training</p>	<p>Annually</p>	<p>7,000</p>
<p>3.3.2. Continuously collected, pool and process statistical data by gender about discrimination against women in the labour market</p>	<p>Directorate for Inspection Affairs Ministry for Human and Minority Rights (Gender Equality Department)</p>	<p>Judiciary Agency for Peaceful Resolution of Labour Disputes Trade Union Organizations NGO Media International organizations</p>	<p>Continuously</p>	<p>The number and comprehensiveness of the analysis, research and report</p>	<p>Annually</p>	<p>Regular and donation funds</p>
<p>3.3.3. Reporting about implementation of targeted controls by labour inspection</p>	<p>Directorate for Inspection Affairs</p>	<p>Trade Union Organizations NGO</p>	<p>Continuously</p>	<p>Number of reported cases of discrimination</p>	<p>Annually</p>	<p>Regular funds</p>

<p>3.3.4 Organize awareness campaigns in order to break cultural and social barriers and achieve equal opportunities to work in all sectors</p>	<p>Ministry for Human and Minority Rights (Gender Equality Department) Employment Agency Ministry of Labour and Social Welfare Centre for Vocational Education Ministry of Education Ministry of Science Directorate for Small and Medium Enterprises</p>	<p>Committee for Gender Equality Parliament of Montenegro Trade Union Organizations NGO Media International organizations</p>	<p>2014</p>	<p>Number of public events Print materials Media representation</p>	<p>Annually</p>	<p>10,000 donations</p>
<p>h. Encourage women entrepreneurship and self-employment</p>						

3.4.1. Develop a strategy for women's entrepreneurship	Directorate for Small and Medium Enterprises	Ministry for Human and Minority Rights (Gender Equality Department) Chamber of Economy Union of Employers NGO International organizations	2013	Adopted strategy	Annually	Donations
3.4.2. Create and develop a comprehensive database on women's entrepreneurship	Directorate for Small and Medium Enterprises Statistical Office Chamber of Economy Union of Employers	Ministry for Human and Minority Rights (Gender Equality Department) NGO International organizations	2014	Established data base	Annually	Donations

3.4.3. Initiate and establish a favourable credit lines for women	Employment Agency Investment-Development Fund Directorate for Small and Medium Enterprises	Ministry for Human and Minority Rights (Gender Equality Department) NGO International organizations	Continuously	Number of established credit lines Number of approved loans for women within the existing credit lines under favourable conditions	Annually	Regular funds
3.4.4. Initiate introduction of tax incentives for self-employed women, women entrepreneurs and women employed in agriculture	Ministry for Human and Minority Rights (Gender Equality Department) Ministry of Economy Ministry of Agriculture and Rural Development Ministry of Finance Ministry of Labour and Social Welfare	NGO International organizations	Continuously	Type and number of tax reliefs	Annually	Regular funds

3.4.5. Implement training programs and seminars for women starting private business or are owners of SMEs, with special training for women from hard-to-employ category	Directorate for Small and Medium Enterprises Ministry for Human and Minority Rights (Gender Equality Department)	Chamber of Economy Union of Employers Bureau for the Care of Refugees NGO International organizations	Once a year	Number of trainings and seminars Number of participants	Annually	10,000 Donations
3.4.6. Organize fair of female entrepreneurship	Directorate for Small and Medium Enterprises Ministry for Human and Minority Rights (Gender Equality Department)	Chamber of Economy Union of Employers Media NGO International organizations	Once a year	Held fair Press clipping	Annually	Donations
3.4.7. Encourage diversification of rural economies (development of traditional crafts, souvenirs,	Ministry of Agriculture and Rural Development Ministry of Sustainable Development	Local self-government NGO Media International organizations	Continuously	Number of women-entrepreneurs in rural areas Products offered in the market	Annually	Regular funds

products, handicrafts, etc.), exchange of experiences	and Tourism Ministry for Human and Minority Rights (Gender Equality Department) Directorate for Development of Small and Medium Enterprises					
3.4.8. Promote activities of rural women through the media, selection of the most successful entrepreneurs in rural areas	Ministry of Agriculture and Rural Development Ministry of Sustainable Development and Tourism Ministry for Human and Minority Rights (Gender Equality Department) Directorate for Development of Small and	Local self- government NGO Media International organizations	Continuously	Number of events Press clipping	Annually	5,000 Donations

	Medium Enterprises					
3.4.9. Financial support for agricultural activities of women and funding projects headed by rural women	Ministry of Agriculture and Rural Development Investment-Development Fond Ministry of Economy	NGO Media International organizations	Continuously	Number of women – entrepreneurs in rural areas Approved credit funds to the women from rural areas	Annually	Donations
3.4.10. Celebrating International Day of Women Entrepreneurs - 3 Friday in May	Ministry of Economy Directorate for Development of Small and Medium Enterprises Ministry for Human and Minority Rights (Gender Equality Department)	Chamber of Economy Union of Employers NGO Media International organizations	Once a year	Organize events Press clipping	Annually	Donations

3.4.11. Provide assistance in launching crafts and handicrafts with the possibility of forming craft cooperatives, especially for harder- to - employ women	Ministry of Agriculture and Rural Development Ministry of Economy Employment Agency	Bureau for the Care of Refugees Craft cooperative NGO International organizations	Continuously	Number of established craft cooperatives	Annually	Regular funds
i. Achieved high level of synchronization of labour and family obligations of men and women						

<p>3.5.1. Synchronization of working time of parents with kindergarten, school, etc.</p>	<p>Ministry of Education Ministry of Labour and Social Welfare</p>	<p>Union of Employers Educational institutions Ministry for Human and Minority Rights (Gender Equality Department) NGO Media International organizations</p>	<p>Continuously</p>	<p>Synchronization of working time and attitudes of parents Introducing flex time</p>	<p>Annually</p>	<p>Regular funds</p>
<p>3.5.2 Starting initiative to change the law and introduce flex time</p>	<p>Ministry of Labour and Social Welfare Ministry for Human and Minority Rights (Gender Equality Department)</p>	<p>Committee for Gender Equality Parliament of Montenegro NGO Media</p>	<p>2013</p>	<p>Introducing flex time</p>	<p>Annually</p>	<p>Regular funds</p>

<p>3.5.3. Encourage opening of kindergartens and institutions for children with adequate quality control services. Expansion of the existing capacities of institutions for care of children</p>	<p>Ministry of Education</p>	<p>Educational institutions Local self-government Ministry for Human and Minority Rights (Gender Equality Department) NGO Media International organizations</p>	<p>Continuously</p>	<p>Number of newly opened institutions for care of children Expand services and children covered with services</p>	<p>Annually</p>	<p>Regular funds</p>
<p>3.5.4. Promotion of flexible work arrangements and work from home</p>	<p>Ministry of Labour and Social Welfare</p>	<p>Union of Employers Ministry for Human and Minority Rights (Gender Equality Department) Committee for Gender Equality Parliament of Montenegro Academic community</p>	<p>Continuously</p>	<p>Number of appearance in the medias Number of employees using these arrangements</p>	<p>Annually</p>	<p>Regular funds</p>

		NGO Media International organizations				
3.5.5. Continuously organize campaigns on equal distribution of household and family duties	Ministry for Human and Minority Rights (Gender Equality Department)	Committee for Gender equality Parliament of Montenegro NGO Media International organizations	Continuously	Media events Press clipping	Annually	20,000 Donations
3.5.6. Opening institutions for the care of elderly and expansion of the system of measures for the care of elderly	Ministry of Labour and Social Welfare Centres for Social Welfare	Local self-government NGO Media International organizations	Continuously	Number of opened institutions for permanent care of elderly Number of opened daily care centres for elderly	Annually	Regular funds and donations

j. Ensure efficient application of laws and enhance women to use the existing mechanisms for lawsuits in cases of discrimination in labour market						
3.6.1. Organize round tables, conferences, study visits to exchange experiences about good practices and application of international and national anti-discrimination legislation	Ministry for Human and Minority Rights (Gender Equality Department)	Committee for Gender Equality Parliament of Montenegro NGO Media International organizations	Continuously	Number of round tables, conferences, study visits Media presentations	Annually	5,000
3.6.2. Provide free legal assistance in cases of violations of labour rights and seeming from labour	Ministry for Human and Minority Rights (Gender Equality Department) Ministry of Labour and Social Welfare	Trade Union Organizations Bar Association NGO Media	Continuously	Number of provided legal assistance	Annually	Regular funds
k. The decrease in the gender pay gap						

3.7.1. Improve the collection, processing, analysis and dissemination of statistical data about the gap in earnings between men and women	Statistical Office Ministry for Human and Minority Rights (Gender Equality Department) Ministry of Finance HRMA	Ministries, state bodies, organs of the local self-government NGO Media International organizations	Continuously	Periodical reports MONSTAT Publication “Women and Men in Montenegro”	Annually	Donations
3.7.2. Organizing activities to raise awareness of the importance of the principle of equal wages for the work of equal value and application of Labour Law	Ministry for Human and Minority Rights (Gender Equality Department)	Committee for Gender Equality Parliament of Montenegro NGO Media International organizations	Continuously	Press clipping Number of events	Annually	Donations

4. Gender-sensitive health care

Strategic goal: Provide quality and accessible gender-sensitive health care

Activities	Holders of activities	Partners	Time framework	Indicators	Reporting	Necessary funds
4.1. Improve methodology of collecting statistical data about health of the population by gender						

<p>4.1.1. Establish systematic recording of data concerning health statistics by gender with regular monitoring, processing and publishing</p>	<p>Institute for Public Health Statistical Office</p>	<p>Health care facilities</p>	<p>Continuous collecting Publish annually</p>	<p>Established health care records Published health indicators by gender</p>	<p>Annually</p>	<p>Regular funds</p>
<p>4.1.2. Initiate the development of the program of records and registry of monitoring changes in gender-sensitive health status of vulnerable groups (poor women, women with disabilities, rural women, Roma, refugees and internally displaced</p>	<p>Ministry of Health Institute for Public Health</p>	<p>Health care stations NGO</p>	<p>Initiate development of the program and registries in the first year Continuous monitoring</p>	<p>Started initiative of the development of the program Number of free medical checks of women from risky groups</p>	<p>Annually</p>	<p>Regular funds</p>

women, victims of trafficking, sex workers)						
a. Improve prevention and early detection of malignant diseases (breast cancer, women reproductive organs, colon, prostate...)						
4.2.1. Continuously develop and implement a national program for early detection of malignant disease (reduction of risk factors, develop healthy lifestyles, develop personal responsibility for one's health)	Institute for Public Health Health care stations	Clinical Centre General hospitals	Continuously	Developed national program Implemented preventive programs Printed – distributed flyers and brochures Number of medical checks	Annually	Regular funds

<p>4.2.2. Organize activities and media programs on the occasion of the International week against malignant diseases with special emphasis on raising public awareness of the need for prevention and early detection of breast cancer</p>	<p>Ministry of Health Institute for Public Health</p>	<p>Health care stations Media NGO</p>	<p>Twice a year</p>	<p>Conducted campaigns Number of media programs and texts</p>	<p>Annually</p>	<p>5.000</p>
<p>b. Improved prevention of sexually transmitted diseases and increase the level of personal responsibility to</p>						

oneself and others						
4.3.1. Implement program for the prevention of STDs (aligned with compatible programs for prevention of HIV/AIDS, infectious diseases, etc.) and provide implementation according to the planned schedule	Ministry of Health Institute for Public Health	Health care stations Clinical Centre General hospitals NGO	Develop a program in 2013 Continuously apply and monitor	Program developed Number and type of realized activities	Annually	Regular funds
4.3.2. Conduct research on a representative sample of young people's knowledge, attitudes and behaviours related to STDs, to see	Institute for Public Health	Statistical Office	2013	Research conducted and published Number of media presentations	Annually	12,000

clearly the situation and trends						
4.3.3. Continuously implement activities planned by the program: make people aware and raise the level of knowledge of young people about sexually transmitted diseases, the need for prevention and ways of timely and effective protection	Institute for Public Health	Health care stations	Continuously	Printed informative materials Number of lectures in schools	Annually	Regular funds
c. Improve measures for preservation of reproductive health of women						
4.4.1.	Ministry of	Clinical Centre	Adopt program in	Developed	Annually	Regular funds

Provide conditions for all the women for human and natural childbirth and humanization of birth	Health care stations through adequate counselling for reproductive health	Gynaecological –Obstetric clinic General hospitals – maternity wards International organizations	the first year Continuous realization and quality monitoring	program and guidelines		
4.4.2. Implement programs to support all women after childbirth regarding breastfeeding, baby care and concern about their health	Health care stations – paediatric service, nursing service, Gynaecological – Obstetric service	General hospitals Institute for Public Health	Continuously	Number of educations and counselling Number of users	Annually	Regular funds
4.4.3. Implement programs of education of young people and women about opportunities	Health care stations – counselling for young people, counselling for reproductive health	Clinical Centre General hospitals Institute for Public Health	Continuously	Number of educations, public debates and counselling Number of participants in training	Annually	5,000

for family planning and contraceptive use, with special attention to vulnerable groups (the poor, the uneducated, Roma ...)						
d. Provide more quality accessibility to health care particularly to more vulnerable women (rural women, women with disabilities, women members of national minorities (particularly RE), women refugees and displaced persons, victims of trafficking in humans)						
4.5.1. Develop and implement programs of prevention and education of young people of both sexes about of multiple hazards of underage marriage and pregnancy, particularly for	Ministry of Health Health care stations – counselling Institute for Public Health	Clinical Centre - Clinic for Gynaecology and Obstetrics General hospitals – gynaecological – obstetric services	Continuously	Number of available health care stations Number of provided services	Annually	Regular funds

women's health						
4.5.2. Provide an ongoing prevention and specialist controls of reproductive health for the displaced, refugees and Roma	Ministry of Health Health care stations – gynaecological-obstetric services	Clinical Centre-Clinic for Gynaecology and Obstetrics General hospitals-gynaecological – obstetric services	Continuously	Number of realized preventive programs (lectures, workshops, educational material ...) Number of users of educational program	Annually	Regular funds
4.6 Increased sensibility about gender-sensible health care						
4.6.1. Increase the level of knowledge of health workers about the concept of gender equality and the importance of	Ministry of Health Institute for Public Health-Centre for the Promotion of Health	Health care facilities Ministry For Human and Minority Rights (Gender Equality Department) NGO	Two seminars per year with 30 persons each	Number of held seminars Number of participants	Annually	14,000

gender-sensitive health care and possibilities of its continuous implementation						
4.6.2. Continuously work on educating health care workers about patients' rights and obligations of health workers, particularly about good communication throughout the duration of pregnancy and childbirth as well as violence against women.	Ministry of Health Institute for Public Health	Ministry of Health Health care facilities Ministry of Internal Affairs Ministry For Human and Minority Rights Ministry of Labour and Social Welfare Ministry of Culture	Two seminars per year with 30 persons each	Number of held seminars Number of participants	Annually	14,000

4.7 Enhance the work of counselling in the preventive health care						
4.7.1. Enhance the work of the existing counselling (youth, reproductive health, sexually transmitted diseases) and open new ones in municipalities where they do not exist	Ministry of Health Health care stations – counselling for young people	Institute for Public Health	Continuously	Evaluation forms Number and type of provided services Number of counselling	Annually	Regular funds

<p>4.7.2. Supplement counselling programs for pregnant women with content regarding the rights and obligations regarding parenting, childbirth and neonatal care</p>	<p>Ministry of Health Health care stations – Counselling for pregnant women Paediatric services</p>	<p>Clinical Centre- Clinic for Gynaecology and Obstetrics Institute for Public Health</p>	<p>Continuously</p>	<p>Number of type of provided services Number of counselling Number of persons visiting counselling</p>	<p>Annually</p>	<p>Regular funds</p>
<p>4.7.3. Make available voluntary, confidential counselling and HIV testing to all interested parties in the territory of the state</p>	<p>Institute for Public Health– Counselling for voluntary, confidential counselling and HIV testing Health care stations – voluntary, confidential counselling and HIV testing</p>	<p>NGO</p>	<p>Continuously</p>	<p>Number and type of provided services Number of persons visiting counselling</p>	<p>Annually</p>	<p>Regular funds</p>

5. Gender-based violence

Strategic goal: Prevent all forms of violence against women and domestic violence and improve the position and protection of rights of victims of all forms of violence

Activities	Holders of activities	Partners	Time framework	Indicators	Reporting	Necessary funds
5.1 Established efficient system of monitoring of implementation of measures from the Strategy for Protection against Domestic Violence 2011-2015						
5.1.1. Define indicators and make a plan of the Strategy monitoring and evaluation	Ministry of Labour and Social Welfare Ministry For Human and Minority Rights Police Administration	Judiciary Misdemeanour bodies Non-governmental organizations	II quarter of 2013	Developed plan of monitoring and evaluation Strategies with certain roles and responsibilities of all the sectors	Annually	2,500
5.1.2. Conduct evaluation of implementation of the Strategy for the Protection against Domestic Violence	Ministry of Labour and Social Welfare Ministry For Human and Minority Rights	Committee for Gender equality Parliament of Montenegro Non-governmental organizations	Once a year	Developed annual reports for every year of duration of the Strategy	Annually	Regular funds
5.2 Established efficient system of monitoring of application of measures from the Strategy for Fight against Trafficking in Human Beings 2012-2018						

5.2.1. Provide evaluation of implementation of the Strategy for Fight against Trafficking in Human Beings	Ministry of Internal Affairs (Office for fight against trafficking) Police Administration	Judiciary Committee for Gender Equality of the Parliament of Montenegro Non-governmental organizations	Continuously, and at least twice a year	Report on implementation of the Strategy for Fight against Trafficking in Human Beings	Annually	5,000
5.2.2. Organize public debates, conferences, lectures on violence against women – victims of trafficking	Ministry of Internal Affairs (Office for fight against trafficking) Ministry For Human and Minority Rights (Gender Equality Department)	Committee for Gender Equality of the Parliament of Montenegro Red Cross of Montenegro NGO	Twice a year	Number of organized events Number of participants	Annually	6,000
5.3 Enhanced system of keeping statistical records and regularly conducted research on causes, impacts and consequences of violence against women and domestic violence						
5.3.1. Develop unique integrated procedures and forms for collecting data on gender-based violence among the relevant institutions	Ministry of Internal Affairs Police Administration Ministry of Health Ministry of Labour and	Ministry For Human and Minority Rights International and domestic non-governmental organizations	2013-2014	Developed procedures at the level of all relevant institutions	Annually	6,000 IPA funds

	Social Welfare Ministry of Education Judiciary Misdemeanour Council					
5.3.2. Develop unique integrated database on gender-based violence (by gender, by age, by type of violence, the number of charges filed, by number of indictments, by number of court verdicts and pronounced protective measures, etc.)	Ministry For Human and Minority Rights Ministry of Internal Affairs Police Administration Ministry of Health Ministry of Labour and Social Welfare Ministry of Education Ministry of Health Judiciary Misdemeanour Council	Statistical Office International and on-governmental organizations	2014	Established unique integrated data base	Annually	8,000 IPA funds

<p>5.3.3. Systematically collect and publish statistics of all relevant institutions on issues of violence against women</p>	<p>Ministry For Human and Minority Rights Ministry of Internal Affairs Police Administration Ministry of Labour and Social Welfare Ministry of Health Police Administration Judiciary Misdemeanour Council</p>	<p>International and non-governmental organizations</p>	<p>Continuously</p>	<p>Data systematically collected and published in the media once in 6 months</p>	<p>Annually</p>	<p>Regular funds</p>
<p>5.3.4. Conduct research on violence against women and domestic violence and to include information from state institutions</p>	<p>Ministry For Human and Minority Rights Ministry of Internal Affairs Police Administration Ministry of Health Ministry of Labour and</p>	<p>International and non-governmental organizations</p>	<p>Continuously</p>	<p>For the purpose of monitoring the situation 1 research conducted per year Research published in minimum of 1,000 copies per research Organized</p>	<p>Annually</p>	<p>16,600 at the annual level (2 research 6,000 each, printing 3,000, 2 public promotions 800 each) Donations</p>

	Social Welfare Ministry of Education Judiciary			minimum 2 public presentations per year of the research results		
5.4 Developed awareness of civil servants responsible for application of law, health and social workers of all forms of violence against women and domestic violence						
5.4.1. Publish and promote the Council of Europe Convention on the elimination of violence against women and domestic violence	Ministry For Human and Minority Rights (Gender Equality Department) Ministry of Labour and Social Welfare Ministry of Internal Affairs Police Administration	Protector of Human Rights and Freedoms Political club for the fight against domestic violence NGO International organizations	II quarter of 2013	Number of appearance in the media	Annually	1,000
5.4.2. Education of professionals working in the field of domestic violence in all state agencies to identify, prevent and competent	Ministry For Human and Minority Rights (Gender Equality Department)	HRMA Centre for Education of the Holders of Judicial Functions Protector of Human Rights and	Continuously	Minimum 100 professionals trained at the annual level Training program developed	Annually	50,000 IPA funds

taking actions in cases of domestic violence	Ministry of Labour and Social Welfare Ministry of Internal Affairs Police Administration Ministry of Health Ministry of Education	Freedoms Domestic and international NGOs				
5.5 Strengthened system of social and other support and protection of all victims of domestic violence						
5.5.1. Conduct the analysis of the situation and identify key issues in social and other protection of victims of domestic violence and conduct an assessment of capacities necessary to effectively support victims of domestic violence	Ministry of Labour and Social Welfare	Ministry For Human and Minority Rights (Gender Equality Department) Ministry of Internal Affairs Local self-government NGO	2013	Developed the analysis of the situation and the needs and recommendations for the improvement of quality of the existing and designing of new services of victim support Conducted the analysis of the existing capacities in the government	Annually	2,000

				and NGO sector Conducted the analysis of the existing capacities and determined optimal capacities for the placement of victims of domestic violence		
5.5.2. Provide funds for work of multidisciplinary teams	Ministry of Labour and Social Welfare	Ministry For Human and Minority Rights (Gender Equality Department) Ministry of Internal Affairs Ministry of Health Ministry of Education Local self-government NGO	2013-2014	Provided funds	Annually	45,000
5.5.3. Provide supervisory support for the work of multidisciplinary teams	Ministry of Labour and Social Welfare	Ministry For Human and Minority Rights Ministry of Internal Affairs Police Administration	Continuously	Support provided	Annually	12,000 donations

		Judiciary Misdemeanour Council Local self- government Non-governmental organizations Media				
5.5.4. Establish counselling for marriage and family as a specialized institution for assistance to victims of domestic violence within the Social Welfare Centres and the Centre for Mental Health	Ministry of Labour and Social Welfare Ministry of Health	Ministry For Human and Minority Rights NGO	2013/2014	3 counselling services established by the end of 2014	Annually	Regular funds
5.5.5. Establish a free and unique SOS hotline to report cases of domestic violence with a 24-hour	Ministry For Human and Minority Rights (Gender	Telecommunication companies Local self-government International and non-governmental	By the end of 2013	Established unique SOS hotline for victims of domestic violence with	Annually	Regular funds and donations

duty service	Equality Department) Ministry of Labour and Social Welfare Ministry of Internal Affairs Police Administration	organizations		NGOs as holders of activities		
5.5.6. Establish specific support programs for women victims of domestic violence (self-support programs, empowerment, socialization ...)	Ministry of Labour and Social Welfare Ministry of Health	Institute for Public Health Non-governmental organizations	Continuously	Established minimum 3 programs of support and self-support	Annually	12,000
5.5.7. Strengthen the capacity of social services and NGOs to implement the institute of “the person of trust” in accordance with the Law on Protection from Domestic Violence	Ministry of Labour and Social Welfare	Ministry of Justice and Human Rights Gender Equality Department Non-governmental organizations	Continuously	Trained minimum 60 persons by the end of 2013 (20 from the southern, 20 from the northern and 20 from the central part of Montenegro)	Annually	12,000

5.5.8. Establish a sustainable model of funding support services of support for the victims of domestic violence	Ministry of Labour and Social Welfare Ministry For Human and Minority Rights (Gender Equality Department) Local self-governments	International and non-governmental organizations	2013-2014	Provided technical and special conditions for NGOs which provide services of support for the victims of domestic violence	Annually	30,000
5.6.Improved access to justice for women victims of violence						
5.6.1. Equip the space for conducting interviews with victims of domestic violence, child-friendly rooms in the police stations, and in courts equip special waiting rooms for victims witnesses separated from the defendant	Ministry of Labour and Social Welfare Ministry of Internal Affairs Police Administration	Judiciary Misdemeanour Council Local self-governments International and domestic NGOs	Continuously	Adequately equipped rooms	Annually	Regular funds and donations
5.6.2. Make informative flyers and educational	Ministry of Labour and Social Welfare	Judiciary Misdemeanour Council	2013-2014	Printed informative flyer and	Annually	Donations

materials about the mechanisms of protection of victims of domestic violence which will be available in all institutions in order to provide full information to victims and employees in these institutions	Ministry fir Human and Minority Rights (Gender Equality Department) Ministry of Internal Affairs Police Administration	Local self-governments International organizations NGOs Media		educational material and available in all institutions		
5.6.3. Regularly monitor enforcement of regulations in the area of domestic violence	Ministry of Justice Ministry of Labour and Social Welfare Ministry for Human and Minority Rights	Ministry of Internal Affairs Police Administration Ministry of Health Judiciary Misdemeanour Bodies Committee for Gender Equality of the Parliament of Montenegro	Continuously	Reports on enforcement adopted by the Government	Annually	Regular funds
5.7 Increased information and awareness of citizens of the phenomenon and consequences of gender-based violence						
5.7.1. Develop and license program and educational material on gender-based	Ministry For Human and Minority Rights	NGO	2013	Developed and licensed program	Annually	3,000 IPA funds

violence, non-violent forms of behaviour and conflict resolution	(Gender Equality Department) Ministry of Education Bureau for Educational Services					
5.7.2. Based on the licensed program educate teachers of civic education in elementary schools	Ministry For Human and Minority Rights (Gender Equality Department)	Bureau for Educational Services Upbringing and educational institutions NGO	By the end of 2014	Trained 100 teachers of civic education	Annually	20,000 IPA funds
5.7.3. Organize awareness campaigns to educate the public about the problem of domestic violence, with a focus on the campaign of 16 days of activism for fight against violence against women	Ministry For Human and Minority Rights (Gender Equality Department) Ministry of Education Ministry of Labour and Social Welfare	Local self-governments Committee for Gender Equality of the Parliament of Montenegro Protector of Human Rights and freedoms Political club for Fight against Domestic Violence International and domestic NGOs	2013-2014 Continuously	Conducted two annually campaigns “ 16 days of activism for fight against violence against women” and one thematic campaign per year	Annually	Donations

<p>5.7.4. Develop and update a special website and a Facebook profile for presenting programs and conducted for the protection against domestic violence</p>	<p>Ministry for Human and Minority Rights (Gender Equality Department) Ministry of Labour and Social Welfare</p>	<p>Political club for the fight against domestic violence International and domestic NGOs</p>	<p>2013-2014 Continuously</p>	<p>Developed and continuously updated website</p>	<p>Annually</p>	<p>Donations</p>
<p>5.7.5. Organize campaigns in Roma settlements on the problem of violence against women and forced marriages of RE girls</p>	<p>Ministry for Human and Minority Rights</p>	<p>Roma Council Red Cross Committee for Gender Equality of the Parliament of Montenegro Political club for the fight against domestic violence Non-governmental and international organizations</p>	<p>Once a year</p>	<p>Conducted campaigns</p>	<p>Annually</p>	<p>10,000</p>

6. Media and culture

Strategic goal: Prevent gender stereotypes and introduce gender equality policy in the media and culture

Activities	Holders of activities	Partners	Time framework	Indicators	Reporting	Necessary funds
6.1. Increased media visibility of application of gender equality policy						
6.1.1. Publish and promote the Action Plan for Achieving Gender Equality in Montenegro (2013-2017)	Ministry for Human and Minority Rights (Gender Equality Department) Ministry of Culture	Local self-government Committee for Gender Equality of the Parliament of Montenegro Media NGO	I quarter of 2013	The Plan printed and presented to the public and submitted to most important interest groups Number of appearance in the medias	Annually	2,000
6.1.2. Organize quarterly press conference of the Gender Equality Department	Ministry for Human and Minority Rights (Gender Equality Department)	Media Local self-government	4 times a year	Number of held press conferences Number of present media Number of media presentation about the topic	Annually	Funds not needed

6.1.3. Conduct the analysis of media reporting from the perspective of gender equality Continuously monitor media coverage	Ministry for Human and Minority Rights (Gender Equality Department)	Media NGO	II quarter of 2013 and continuously	Conducted analysis and presented to the public Monitoring Report	Annually	5,000
6.2. Improved knowledge of employees in the media about gender equality						
6.2.1. Organize educative workshops for the employees in media on gender equality (presenting legal and strategic framework, contemporary problems in the field, the importance of representation in	Ministry For Human and Minority Rights (Gender Equality Department) Ministry of Culture	Respective ministries (coordinators for gender equality) HRMA Agency for Electronic Media Media Institute NGO	Two seminars per year	4 organized workshops 80 media representatives trained	Annually	14,000

the media, the use of gender-sensitive language ...)						
6.2.2. Initiate keeping statistics by gender of the employees in media	Ministry For Human and Minority Rights (Gender Equality Department) Ministry of Culture	Agency for Electronic Media Media Montenegro Media Institute NGO	Continuously	Collected and published data classified by gender	Annually	Regular funds
6.2.3. Print, present and distribute a brochure about the role of the media in promoting gender equality	Ministry of Culture Ministry For Human and Minority Rights (Gender Equality Department)	Media and publishing houses Media Academic community NGO	2014	Printed brochure Brochure presented to the public Brochure distributed to the interest groups	Annually	1,500 Donations

6.3. Establishing gender equality in the area of culture						
6.3.1. Co-finance quality cultural-artistic programs and projects which promote gender equality	Ministry of Culture	Local self-government Government of Montenegro – Commission for Co-financing NGO	Continuously	Number of co-funded projects	Annually	Regular funds
6.3.2. Organize educational workshops for employees in local self-governments on the importance of gender equality in the field of culture	Ministry of Culture Ministry for Human and Minority Rights (Gender Equality Department)	Ministry of Culture HRMA Local self-government	Once a year	Number of held educational workshops Number of participants	Annually	Regular funds

6.3.3. Organize educational workshops on the importance of gender equality in Montenegrin cultural institutions	Ministry for Human and Minority Rights (Gender Equality Department)	Ministry of Culture Public cultural institutions, Local self-government NGOs	Once a year	Number of held educational workshops Number of participants	Annually	Regular funds
6.3.4. Organize the Week of Women's Cultural Creativity (ŽENES)	Ministry for Human and Minority Rights (Gender Equality Department) Ministry of Culture	Local self-governments Media International and domestic non-governmental organizations	I quarter of 2014	Number of events Number of appearance in the medias Number of artists	Annually	Regular funds
6.4. Enhanced media promotion of successful women						
6.4.1. Encourage the introduction of continuous programs that promote successful women (regardless of their education, political, sexual,	Ministry of Culture	Ministry For Human and Minority Rights (Gender Equality Department) Media NGO	Continuously	Number of programs	Annually	Regular funds

ethnic or religious affiliation) in electronic and printed media						
6.4.2. Promote and support through the media women in old crafts and skills	Ministry of Culture	Government of Montenegro - Commission for Co-Funding NGOs Local self-government Individuals NGOs	Continuously	Number of shown TV and radio programs Number of participants at fairs, workshops and performances	Annually	Regular funds
6.4.3. Promote successful women in science	Ministry of Science Ministry For Human and Minority Rights (Gender Equality Department)	PRONA NGO Media	Continuously	Number of presented TV shows Number of articles in print media Number of organized promotional events Award given to the most successful	Annually	Regular funds

				women in science		
6.5. Stimulate publishing of literature which promotes gender equality						
6.5.1. Participate in the book fair with literature on gender equality	Ministry for Human and Minority Rights (Gender Equality Department) Ministry of Culture	Countries of the region International and domestic non-governmental organizations	II quarter of 2013	Stand at the book fair Number of exhibited publications	Annually	Regular funds

7. Equality in decision-making process in political and public life

Strategic goal: Equal participation of women and men at all the levels of decision-making

Activities	Holders of activities	Partners	Time framework	Indicators	Reporting	Necessary funds
7.1. Achieved balanced representation of women and men in legislative and executive power at all levels						

7.1.1. Consider redefining quota of 30% in the Law on Election of Councillors and MPs in a way to introduce the obligation that every third person on the list is a member of a less represented gender	Ministry for Human and Minority Rights (Gender Equality Department)	Committee for Gender Equality of the Parliament of Montenegro NGOs Media	Buy the end of 2014	Developed proposal for the amendment	Annually	Regular funds
7.1.2. Organize activities to raise public awareness of the Council of Europe Resolution Rec (2003) on the balanced participation of women and men in political and public decision-making	Ministry for Human and Minority Rights (Gender Equality Department)	Parliament of Montenegro NGO	Continuously	Number of events Number of appearance in the media	Annually	3,000
7.1.3. Organize annual gatherings and publish statistics on women and men in the bodies of legislative and executive power at the state and local level	Ministry for Human and Minority Rights (Gender Equality Department)	Ministries and state bodies , organs of the local self-government	One a year	Developed and publicly presented annual report with recommendations	Annually	Regular funds

7.2. Increase participation of women in executive authorities and in decision-making positions appointed by the Government – pay attention to gender balance in the event of appointing and selecting candidates						
7.2.1. Collect and publish data on the participation of women in executive and decision-making positions appointed by the Government	Ministry for Human and Minority Rights (Gender Equality Department)	Ministries and state bodies , organs of the local self-government	I quarter of 2013	Data collected and published	Annually	Regular funds
7.2.2. Based on an analysis of data collected with the recommendations which will be submitted to the Government for adoption	Ministry for Human and Minority Rights (Gender Equality Department)	Ministries and state bodies, organs of the local self-government	II quarter of 2013	Conducted analysis with recommendations Analysis proposed to the Government for adoption	Annually	Regular funds

7.2.3. Apply CEDAW recommendation concerning the effective implementation of Article 10 of the Law on Gender Equality	Government of Montenegro Parliament of Montenegro	Ministry for Human and Minority Rights (Gender Equality Department) State bodies, Bodies of the local self-government NGOs	Continuously	Recommendation applied	Annually	Regular funds
7.3. Political parties empowered to introduce gender equality in their programs and statutes						
7.3.1. Hold meetings with parliamentary parties on international and domestic legal obligations in terms of achieving gender equality	Ministry for Human and Minority Rights (Gender Equality Department)	Parliamentary political parties	5 meetings per year	Meetings held	Annually	Regular funds

<p>7.3.2. Organize a seminar for members of the Committee for Gender Equality and the Committee for Human Rights of the Parliament of Montenegro on gender equality</p>	<p>Ministry for Human and Minority Rights (Gender Equality Department)</p>	<p>Committee for Gender Equality of the Parliament of Montenegro NGOs</p>	<p>One a year</p>	<p>Two seminars held 20 Committee members trained</p>	<p>Annually</p>	<p>10,000 IPA funds</p>
<p>7.3.3. Organize roundtables/conference on the need for the increased participation of women in political and public life</p>	<p>Ministry for Human and Minority Rights (Gender Equality Department)</p>	<p>Committee for Gender Equality of the Parliament of Montenegro NGOs Media</p>	<p>Once a year</p>	<p>Number of round tables Number of participants</p>	<p>Annually</p>	<p>3,000</p>

7.4. Increased number of women members of national minorities, particularly of the RE population in political life						
7.4.1. Organize trainings for young female members of ethnic minorities and Roma women in order to empower them to engage in politics	Ministry for Human and Minority Rights (Gender Equality Department)	Committee for Gender Equality of the Parliament of Montenegro Roma and other NGOs	Once a year	Number of educations Number of participants	Annually	7,000
7.4.2. Organize media campaign for the promotion of women, members of minority population to engage in politics	Ministry for Human and Minority Rights (Gender Equality Department)	Committee for Gender Equality of the Parliament of Montenegro Roma and other NGOs	II quarter of 2014	Number of appearances in the media Number of video and printed materials	Annually	10,000
7.5. Implementation of Resolution 1325 of the UN Security Council – Women, Peace and Security						

<p>7.5.1. Include gender perspective in the training of employees in the sector of security, particularly for peacekeeping missions</p>	<p>Ministry of Defence Ministry of Internal Affairs</p>	<p>Ministry for Human and Minority Rights (Gender Equality Department) Ministry of Foreign Affairs and European Integration NGOs</p>	<p>Continuously</p>	<p>Number of trainings Number of participants</p>	<p>Annually</p>	<p>7,000</p>
<p>7.5.2. Develop propaganda material on the Resolution 1325 of the UN Security Council - Women, Peace, Security and campaigns enforcement</p>	<p>Ministry of Defence Ministry of Internal Affairs</p>	<p>Ministry of Foreign Affairs and European Integration Ministry for Human and Minority Rights (Gender Equality Department) NGO Media</p>	<p>III quarter of 2013</p>	<p>Developed material Number of appearances in the media</p>	<p>Annually</p>	<p>20,000 (donations)</p>

7.5.3. Organize education of the Army on the Resolution 1325 of the UN Security Council	Ministry of Defence	Ministry for Human and Minority Rights (Gender Equality Department) NGO	Once a year	50 members of the Army of Montenegro trained	Annually	7,000
7.5.4. Organize education of the members of security sectors about gender-based violence	Ministry for Human and Minority Rights (Gender Equality Department) Ministry of Defence	NGO	Once a year	50 members of the security sector trained	Annually	7,000
7.5.5. Organize Regional Conference on application of R 1325	Ministry for Human and Minority Rights (Gender Equality Department)	Ministry of Defence Ministry of Internal Affairs Ministry of Foreign affairs and European Integration Police Administration NGO International organization	II quarter of 2013	Number of participants at the conference Report with recommendations	Annually	10.000 (donations)

7.5.6. Improve database on representation of women and men in the Army and Police	Ministry of Defence Police Administration	International and non-governmental organizations, media and UNDP/SEESAC and MD of the countries signatories of the project	Continuously	Improved data base	Annually	20,000 (donations)

<p>7.5.7. Realization of the program of MD activities pertaining to implementation of components of the Regional Project “Strengthening regional cooperation for the integration of a gender perspective in the reform of security sector in the Western Balkans”</p>	<p>Ministry of Defence</p>	<p>UNDP/SEESAC and MD of the countries signatories of the project</p>	<p>2013-2015</p>	<p>Project realized Number of realized activities Recommendations</p>	<p>Annually</p>	<p>Donations</p>

7.5.8. Apply guidelines for the introduction of gender-sensitive police practices	Police Administration	Ministry for Human and Minority Rights (Gender Equality Department) International and domestic non-governmental organizations	Continuously	Number of recommendations applied in practice	Annually	Regular funds
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8. International politics and cooperation

Strategic goal: Integration of gender equality policy in all international processes and relations

Activities	Holders of activities	Partners	Time framework	Indicators	Reporting	Necessary funds
8.1. Raised awareness among women and general population of basic rights of women coming from the UN and EU legal documents and national legislation						
8.1.1. Regularly inform the public about international obligations concerning the protection of women's human rights, particularly those stemming from the UN and EU	Ministry For Human and Minority Rights (Gender Equality Department)	Ministry of Foreign Affairs and European Integration Committee for Gender Equality of the Parliament of Montenegro	Once a year	Number of appearances in the media Number of video and printed material	Annually	5,000

		International organizations Media				
8.1.2. Translate and print the UN and EU documents in the field of gender equality	Ministry For Human and Minority Rights (Gender Equality Department)	Ministry of Foreign Affairs and European Integration International organizations Media	By the end of 2014	Translated and printed publication	Annually	5,000 Donations

8.1.3. Organize a public debate at the faculties about international obligations concerning protection of women's human rights	Ministry for Human and Minority Rights (Gender Equality Department)	Ministry of Education Higher education institutions Ministry of Foreign Affairs and European Integration	III quarter of 2013 II quarter of 2014	5 public debates organized Number of participants	Annually	2,500
8.2. Inclusion of European standards of gender equality in national legislation and integration of gender equality in the process of negotiations on accession to the EU						
8.2.1. Conduct the analysis of compliance of national legislation with the EU Acquis in the field of gender equality	Ministry for Human and Minority Rights (Gender Equality Department)	Ministry of Foreign Affairs and European Integration Ministries and public administration bodies Committee for Gender Equality of the Parliament of Montenegro NGO	Continuously	Conducted analysis with proposal for modification of regulations	Annually	Regular funds

8.2.2. Monitor integration of the issues of gender equality through all the Chapters of the EU accession	Ministry for Human and Minority Rights (Gender Equality Department)	Ministry of Foreign Affairs and European Integration Ministries and public administration bodies Committee for Gender Equality of the Parliament of Montenegro NGO	Continuously	Action plans for Chapters	Annually	Regular funds
8.2.3. Take care about a balanced representation of women and men in negotiation teams	Ministry for Human and Minority Rights (Gender Equality Department)	Ministry of Foreign Affairs and European Integration Ministries and public administration bodies NGO	Continuously	The number of women and men in negotiation teams	Annually	Regular funds
8.3. Raising awareness and knowledge about the application of the Convention on Elimination of All Forms of Discrimination against Women (CEDAW) and Option Protocol						

<p>8.3.1. Regularly inform the public about CEDAW and OP and their application</p>	<p>Ministry for Human and Minority Rights (Gender Equality Department)</p>	<p>Ministries and public administration bodies Committee for Gender Equality of the Parliament of Montenegro Media NGO</p>	<p>Continuously</p>	<p>Number of appearances in the media Number of reports</p>	<p>Annually</p>	<p>5,000</p>
<p>8.3.2. Have regular meetings with judges and lawyers about direct application of CEDAW in practice</p>	<p>Ministry for Human and Minority Rights (Gender Equality Department)</p>	<p>Centre for Education of the Holders of Judicial Functions</p>	<p>Once a year</p>	<p>Number of meetings Conclusions</p>	<p>Annually</p>	<p>Regular funds</p>
<p>8.3.3. Report to the CEDAW Committee on the implementation of concluding comments and recommendations relating to paragraphs 19-23</p>	<p>Ministry for Human and Minority Rights (Gender Equality Department)</p>	<p>Ministry of Foreign Affairs and European Integration Ministries and public administration bodies NGO</p>	<p>III quarter of 2014</p>	<p>Report prepared and adopted by the Government Forwarded to the Committee</p>	<p>Annually</p>	<p>Regular funds</p>

8.4. improve cooperation with institutional mechanisms in the countries of the region						
8.4.1. Have regular meetings of regional mechanisms for gender equality	Ministry for Human and Minority Rights (Gender Equality Department)	Ministry of Foreign Affairs and European Integration Countries of the region International organizations	Once a year	Number of held meetings Number of participants Conclusions, recommendations	Annually	5,000
8.4.2. Participate in regional and international meetings important for gender equality	Ministry for Human and Minority Rights (Gender Equality Department)	Ministry of Foreign Affairs and European Integration Committee for Gender Equality of the Parliament of Montenegro Countries of the region International organizations	Continuously	Number of held meetings Number of participants Conclusions, recommendations	Annually	5,000

8.4.3. Organize study visits for the employees of mechanisms for gender equality for specific topics important for achieving gender equality in the region	Ministry for Human and Minority Rights (Gender Equality Department)	Committee for Gender Equality of the Parliament of Montenegro Countries of the region International organizations	Once a year	Number of organized study visits	Annually	10,000 (donations)
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9. Institutional mechanisms for the implementation of gender equality policies

Strategic goal: Create sustainable mechanisms for achieving gender equality

Activities	Holders of activities	Partners	Time framework	Indicators	Reporting	Necessary funds
9.1. Strengthen mechanisms for applying gender equality at the national level and improving their coordinated effects						
9.1.1. Form the National Commission for monitoring implementation of gender equality policies	Ministry for Human and Minority Rights (Gender Equality Department)	Ministries and public administration bodies	I quarter of 2013	Commission formed	Annually	Regular funds

9.1.2. Have regular meeting with coordinators about for gender equality issues in government bodies	Ministry for Human and Minority Rights (Gender Equality Department)	Coordinators for gender equality issues in the ministries public administration bodies	Three meetings per year	Number of meetings Number of participants Reports from the meetings	Annually	Regular funds
9.1.3. Include in coordinators' job description gender equality issues	Ministry for Human and Minority Rights (Gender Equality Department)	Ministries and public administration bodies	By the end of 2014	Number of employees whose job description includes gender equality	Annually	Regular funds
9.1.4. Organize seminars for coordinators in order to strengthen their capacity for the implementation of gender equality in their daily work	Ministry for Human and Minority Rights (Gender Equality Department) HRMA	Ministries and public administration bodies	Once a year	Organized two seminars Number of employees	Annually	7,000
9.2. Establish new and strengthen the existing local mechanisms for gender equality						

9.2.1. Establish cooperation with the remaining 6 municipalities (Podgorica, Andrijevica, Plav, Rožaje Plužine and Šavnik) and sign Memorandum of Cooperation	Ministry for Human and Minority Rights (Gender Equality Department)	Municipalities	By the end of 2014	Signed Memorandum of Cooperation with 6 municipalities	Annually	5,000 (donations)
9.2.2. Provide ongoing support to municipalities with which cooperation on the development and implementation of local action plans for gender equality has been established	Ministry for Human and Minority Rights (Gender Equality Department)	Municipalities	Continuously	Number of LAPs Number of realized activities	Annually	20,000 (donations)

9.2.3. Conduct joint activities and campaigns of the Gender Equality Department and municipalities in order to raise awareness on gender equality issues	Ministry for Human and Minority Rights (Gender Equality Department)	Municipalities	Twice a year	Number of organized activities Number of appearances in the media	Annually	20,000 (donations)
9.3. Strengthening capacities of the Gender Equality Department for the implementation of gender equality policy						
9.3.1. Reinforce the Gender Equality Department with personnel	Ministry For Human and Minority Rights	Ministry of Finance	Continuously	By the end of 2014 two persons employed	Annually	Budgetary funds
9.3.2. Financially reinforce the Gender Equality Department	Ministry For Human and Minority Rights	Ministry of Finance	Continuously	Increased budget of the Office	Annually	Budgetary funds
9.4. Additional strengthening of capacities of the Protector of Human Rights and Freedoms to act upon complaints for gender-based discrimination						

9.4.1. Regular meetings of the Gender Equality Department with the Protector of Human Rights and Freedoms	Ministry for Human and Minority Rights (Gender Equality Department)	Protector of Human Rights and Freedoms	Twice a year	Number of held meetings Reports from the meetings	Annually	Regular funds
9.4.2. Organize additional education of employees in the office of the Protector of Human Rights and Freedoms on the application of international and national instruments of protection against gender discrimination	Ministry for Human and Minority Rights (Gender Equality Department)	Protector of Human Rights and Freedoms	Once a year	20 employees trained	Annually	3,000
9.5. Strengthening cooperation with non-governmental organizations						

9.5.1. Forum for Dialogue should have regular meetings with representatives of civil society	Ministry for Human and Minority Rights (Gender Equality Department)	Committee for Gender Equality of the Parliament of Montenegro Civil sector Media	3 times a year	Number of held meetings Number of participants	Annually	2,500
9.5.2. Organize joint activities aimed at the full implementation of APAGE	Ministry for Human and Minority Rights (Gender Equality Department)	Commission for distribution of share of revenues from games of chance	Once a year	Number of approved projects in accordance with APAGE	Annually	12,000
9.6. Introduce budgetary funds management by gender						
9.6.1. Translate and print methodological guide of the Council of Europe on budgetary funds management from gender aspect	Ministry for Human and Minority Rights (Gender Equality Department)	Ministry of Finance NGOs	2014	Translated, printed and distributed Manual	Annually	3,000 Donations

9.6.2. Organize education for gender sensitive budgetary funds management	Ministry for Human and Minority Rights (Gender Equality Department)	Ministries and public administration bodies Committee for Gender Equality of the Parliament of Montenegro Municipalities NGO	Twice a year	80 people from municipalities trained	Annually	14,000 Donations
9.6.3. Conduct an analysis of the budget in four selected municipalities and one ministry from the aspect of gender equality	Ministry for Human and Minority Rights (Gender Equality Department)	Selected Ministry and 4 municipalities	By the end of 2014	Conducted analysis with recommendations	Annually	3,000 Donations