



# GOVERNMENT OF MONTENEGRO

Ministry for Human and  
Minority Rights

Department for Gender Equality

# New APAGE 2017-2021

⦿ The Government of Montenegro adopted the **2016 Report on the Implementation of APAGE** in March 2017, prepared by the Ministry for Human and Minority Rights and the **Action Plan for Achieving Gender Equality 2017 - 2021 (third document) with Implementation program 2017-2018** – a development document for implementation of gender equality in Montenegro with a goal to ensure gender equality in the design and implementation of all national and local policies, and in the work of all entities at the state level.

⦿ Like the previous two, this document is also based on international and domestic legal framework that addresses the issue of gender equality.

⦿ Its successful implementation requires the cooperation and coordination of the Ministry for Human and Minority Rights, the Department for Gender Equality, with all the ministries, government authorities, Parliament of Montenegro, public institutions, local self-government bodies and civil society.

⦿ *Action Plan for Gender Equality (APAGE) 2017-2021 and the Implementation Program for the period 2017-2018* were created through a process led by the Ministry for Human and Minority Rights - Department for Gender Equality. The process was carried out in cooperation with the UNDP office in Montenegro, through which an expert from abroad was engaged, who conducted an external evaluation of the implementation of the previous APAGE; and an expert from Montenegro, who supported the process of drafting the Action Plan for Gender Equality (APAGE) 2017-2021 and the Program for implementation for the period 2017-2018.

◉ When we talk about the international legal framework, the Convention on the Elimination of All Forms of Discrimination against Women (1979), the Declaration on the Elimination of Violence Against Women (1993), the Beijing Declaration and Platform for Action (1995), the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women (1999), Security Council Resolution 1325 (2000) are just some of the documents on which strategic document for gender equality is based.

⊙ Out of 12 critical areas where gender inequality is the most pronounced by the Beijing Declaration, Montenegro has opted for the **eight areas** in which it intends to take action in the following period of time in order to achieve gender equality:

- Promoting gender equality and women's human rights;
- Gender-sensitive education;
- Gender equality in the economy;
- Gender-sensitive healthcare;
- Gender-based violence;
- Gender equality in the media, culture and sport;
- Equality in decision-making in political and public life and
- Institutional mechanisms for the implementation of gender equality policies and international cooperation.

⦿ Each area determines the strategic goal and defines the activities, holders, partners, time frame indicators, means of verification, and funds necessary for the implementation of the planned activities.

⦿ Implementation of the plan is the responsibility of all sectors, and the reporting should be implemented in accordance with the Law on Gender Equality and the obligations defined by this Law.

⦿ The relevant ministries are obliged to report annually to the Ministry of Human and Minority Rights - Department for Gender Equality on the implementation of the measures from this plan, as well as other activities aimed at ensuring gender equality.

⦿ If necessary, they are obliged to report to the Ministry of Human and Minority Rights - Department for Gender Equality in accordance with the indicators and the during the process of submitting regular reports to the European Commission and other international bodies.



⦿ UN Global Minimum Set of Gender Indicators and additional indicators defined in the program for implementation should be followed as a mechanism for reporting. Namely, the inter-agency and Expert Group on Gender Statistics within the UN Statistical Commission has established a minimum set of gender indicators for international compilation around the world, in order to provide a basis for monitoring gender issues at the global level (United Nations, 2014).

⦿ This global minimum set contains the minimum common denominator for statistics on gender equality and women's empowerment. It is expected for it to be the basis for regional and national indicator development exercises.

# CEDAW Report

⦿ After submitting II Periodic report on the implementation of CEDAW convention, additional questions and comments were submitted to Montenegro, on which the Ministry of Human and Minority Rights submitted the answers in a timely manner, in coordination with other competent institutions. Montenegro will present the above-mentioned report to the CEDAW Committee in July 2017.

## NATIONAL PLAN FOR THE IMPLEMENTATION OF UN RESOLUTION 1325

- ◉ The Government of Montenegro adopted the National Plan for the implementation of UN Resolution 1325 on "Women, Peace and Security" in February 2017.
- ◉ In the area no 7 of PAAGE: EQUALITY IN DECISION-MAKING IN THE POLITICAL AND PUBLIC LIFE, within of the strategic objective: *Equal participation of women and men at all levels of decision-making*, the subobjective is provided: *7.2. Implementation of Resolution 1325 of the UN Security Council - Women, Peace and Security.*
- ◉ The Ministry of Defence and the Army of Montenegro are nominated as partners in the implementation of those activities, in cooperation with the Ministry for Human and Minority Rights, Ministry of Interior, Ministry of Foreign Affairs, Ministry of Finance, Ministry of Culture, the Office for Combating Trafficking in Human Beings, civil society and international organizations: NATO, OSCE and UNDP.

# NEGOTIATION CHAPTERS

- APAGE 2017-2021 is harmonized with Action Plan for Negotiation Chapter 23 – Judiciary and Fundamental Rights and in Negotiation Chapter 19 – Social Policies and Employment.

# REPORT FOR 2016

## APAGE 2013-2017

- ◉ **Report on implementation of the Implementation Programme 2015-2016 APAGE 2013-2017** for 2016 indicates the degree of improvement of legislative and institutional mechanisms, both at national and local level, as well as significant progress in three priority areas: political participation, economic empowerment and combating violence against women.
- ◉ A large number of activities in this Report, is incorporated in the reports on implementation of action plans for negotiating chapters – Chapter 23: Judiciary and Fundamental Rights and 19: Social policy and employment, which showed that the measures provided for in this action plans are being implemented as planned.

⊙ After the parliamentary elections in October 2016, in the current session of the Parliament of Montenegro (26<sup>th</sup> convocation) out of 81 deputies 19 are women or 23.46%, which represents an increase if compared to the 25<sup>th</sup> convocation when there were 15 women, or 18.5%. This is the best result in the history of Montenegrin parliamentarism.

⊙ The executive branch in the newly formed government of Montenegro after the parliamentary elections in October 2016 had four female ministers out of 19 or 21,05%. (Minister of Science, Minister of Economy, Minister of Public Administration and the Minister without Portfolio).

# ACTIVITIES:

◉ During 2016, the Gender Equality Department conducted a number of campaigns and trainings to raise awareness on the importance of gender equality and equal opportunities and the implementation of the Law on Gender Equality. These activities included a large number of direct actors dealing with gender equality issues. The focus of activities were those activities that are specifically related to training on national and international anti-discrimination legislation, greater political participation of women, better economic status of women and the fight against all forms of violence against women.

◉ In September, the Ministry for Human and Minority Rights and the Statistical Office of Montenegro signed a Memorandum of cooperation on the project related to the development of "Gender Equality Index in Montenegro and other joint activities in the field of anti-discrimination, gender equality and minority rights". Planned index will measure gender equality in the range from 1 (complete inequality) to 100 (complete equality) in six areas: knowledge, work, income, health, time and power. The project will be promoted in 2017.



⦿ In September 2016, a video conference was organized with the representatives of the European Commission on "Implementing the Action Plan for Achieving Gender Equality 2013 - 2017". The focuses of the conference were the issues of social protection and the status of women in the labor market within the negotiating Chapter 19 "Social Policy and Employment".

⦿ In November 2016, the campaign 16 Days of Activism Against Gender-Based Violence was marked with the following events - conference, workshops for the network of coordinators at the local level, a workshop for the media and public appearances.

⦿ In December 2016, the Ministry of Human and Minority Rights, in cooperation with the UNDP office in Montenegro and partner organizations, organized a conference in Budva on enhancing gender equality in the countries of the Western Balkans and Turkey, which brought together more than 100 participants of the mechanisms for gender equality.

# COOPERATION WITH NGO-S

- The Ministry for Human and Minority Rights has a continued cooperation with the NGO sector. Regular meetings are held with the NGOs dealing with human rights, gender equality, combating violence against women and domestic violence, women's economic position and etc.

# INTERNATIONAL ORGANIZATION

- ◉ **Support is given by the international organizations - UNDP and the OSCE Mission in Montenegro, as well as the Delegation of the European Union to Montenegro.**

# COOPERATION with OSCE

- ◉ The activities within the project: "Promoting gender equality at the local level" are continuously carried out and implemented by the Ministry of Human and Minority Rights, in cooperation with the OSCE Mission in Montenegro - in 2016, two municipalities have adopted the Decision on gender equality, while one formed the Council for gender equality. The network of coordinators formed at the local level has been very active in 2016 and it has 21 members.
- ◉ The previous results of implementation of gender equality policies indicate the following: Ministry for Human and Minority Rights, in cooperation with the OSCE, signed a memorandum of cooperation with all 23 municipalities in Montenegro. Out of these, 11 municipalities, including the capital city Podgorica, adopted local action plans for gender equality. Councils for gender equality were formed in 12 municipalities, and five municipalities have offices for gender equality. 7 municipalities positioned funds in the budget for the implementation of gender equality policy within their budget and the decisions on gender equality were adopted In 15 municipalities.

◉ The conference organized in Podgorica on 25 November 2016 by the Ministry for Human and Minority Rights in cooperation with the OSCE Mission to Montenegro on the occasion of the International Day for the Elimination of Violence against Women brought together 50 participants. A video on gender-based violence was presented at the conference, and during the campaign video clips stations with messages about gender-based violence (total 12) were shown on Montenegrin TV for about 20 seconds - videos were made in Montenegrin, Albanian and English.

# *PROGRAMME „SUPPORT TO GENDER AND ANTIDISCRIMINATION POLICIES“*

◉ Within 2014 IPA project „Support to implementation of the Anti-discrimination and gender equality policies in Montenegro“, implemented by the Ministry for Human and Minority Rights in cooperation with UNDP office in Montenegro, and financed by the EU Delegation continues to implement activities in the following areas: anti-discrimination, capacity building, political empowerment, economic empowerment and combating violence against women and domestic violence.

**RESULT 1: ANTI-DISCRIMINATION FRAMEWORK IS KNOWN, UNDERSTOOD, AND IMPLEMENTED ESPECIALLY TOWARDS ROMA, LGBTI, PERSONS WITH DISABILITY, WOMEN AND MINORITIES**

- ◉ **Addressing discriminatory perceptions and attitudes**
  - **Study on the scope and types of discrimination against persons with disabilities in Montenegro**
  
- ◉ **Strengthening of the national institutional capacity to address the performance on human rights and gender equality**
  - **Gender Mainstreaming Training and**
  - **Project Design and Project Management Training and Gender Analysis of Sectorial Operational Programs**
  - **National action Plan for Gender Equality Evaluation**
  - **Development and adoption of new National Action Plan for Gender Equality (2017-2020)**



## **RESULT 2: AN EFFICIENT AND EFFECTIVE SYSTEM FOR ACCOMPLISHMENT OF GENDER EQUALITY AND WOMEN'S EMPOWERMENT STANDARDS IS ESTABLISHED**

### **⦿ Addressing violence against women and violence in family**

- Work on violence against women and violence in family has been designed to strengthen system of multidisciplinary support to victims of violence in accordance with standards and provisions assumed with ratification of Istanbul Convention and provided support to the Government in reaching the goals of the Strategy on Violence in Family (2017-2020). In addition, AD Programme builds on results achieved in previous Gender Programme IPA and has been embedded on same work approach that assumes consultative and participatory processes to assure information flow and know how transfer among stakeholders. This work combined interventions from strategic and legal framework levels based on evidence collection to specific activities related to awareness raising initiatives.

## Activities:

- Awareness Raising One billion rising
- Mapping Victims of Violence Support Services
- Amendments to the Law on Protection from Violence in Family
- Regional Conference on Regional Cooperation, Political Participation of Women and Istanbul Convention
- Study on Violence against women and Violence in family
- Coordination meeting with the institutions linked with national SOS Line for victims of violence in family
- Awareness raising event - Theatre Play *She is to blame*

## ◉ Political empowerment of women

- Work on political empowerment of women is organised around parliamentary political parties to assure that women in politics are supported through capacity development programme and influenced creation of enabling environment within political parties to integrate gender aspects into internal political party decision-making processes and developed capacities of women politicians to advance their political careers. On the top of this Program is working towards improvement of legal framework for enhanced affirmative measure in the Electoral Law. Last year was the year of general elections and therefore programmatic intervention was oriented towards capacity development support for women in political parties that were facing elections and supposed to either take part in electoral process as candidates or support staff in campaigns. Therefore, educational interventions were primarily provided to women's groups in parliamentary political parties and to trainers from parliamentary political parties as pillars of the capacity development support.

## Activities:

- Three-day trainings for Women's Organisations in Parliamentary Political Parties
- Two five day Training for Trainers for Gender Equality from Political Parties and two advance trainings for the group of women politicians from previous Gender Programme
- Assessment on gender sensitivity of political parties and media
- Solemn Academy on the occasion of 70 years since women gained political rights in Montenegro
- Work on creating women`s political network

## ◉ Addressing women's entrepreneurship at the local level

- Work within this segment of the AD Program has been focused on women's entrepreneurship empowerment work in Podgorica and Niksic, as two biggest municipalities in Montenegro.
- Driven by previous experience from Gender Programme, we have gathered around this initiative many partners as the strategy was two-fold. On one side, programme will work at grass roots level with NGOs to mobilise women interested to enter entrepreneurship, while women will get experts support by local consultants and knowledge based NGO in this area that will provide learning opportunities. This will respectively create bottom-up initiative towards institutions to address in more systematic level women's entrepreneurship. At the same time, we will work in close cooperation with national consultants hired to help women but also to assure link and local institutional responsiveness, but more importantly, based on ongoing processes we will work strategically to addressed top-dawn response and regulatory frameworks adjustments of local institutions but also Investment Development Fund as state owned fund.

## **Activities:**

- Open Call for NGOs working on women's entrepreneurship and consultants recruitments for Niksic and Podgorica
- Promotion and engaging women from Podgorica and Niksic
- Training Programme for Women Entrepreneurs
- Development of web portal for women entrepreneurs
- Intensive work with municipal structures in Podgorica and Niksic on building their capacities to support women entrepreneurs.

# UPCOMING ACTIVITIES:

- Public presentation of the research results, and follow up work with the institutions on revising the Protocol on Action in cases of Domestic Violence and tailor made trainings, based on the research results
- Trainings for women councillors at the local level, and strengthening of women`s political network
- Continuation of mentorship support to women entrepreneurship and advocacy work on removing barriers to women in business, as well as making institutional structures more gender sensitive

◎THANK YOU  
FOR YOUR ATTENTION!!!!





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