



Montenegro
Ministry for Human and Minority Rights

EVALUATION
OF THE NATIONAL ACTION PLAN FOR GENDER EQUALITY 2013-2017 (NAP)

Podgorica, March 2017

The National Action Plan for Gender Equality (hereinafter: NAP) is a strategic document in Montenegro, which deals with gender mainstreaming and equal opportunities policies. This is the third document defining general and specific goals for achieving gender equality as well as measures and activities for ensuring equal rights and opportunities in different areas of life.

The NAP is a document adopted by the Government of Montenegro, but its implementation requires a multisectoral approach and coordination of the Ministry for Human and Minority Rights - Gender Equality Department with relevant ministries, state administration bodies, the Parliament of Montenegro and relevant parliamentary committees, public institutions, local authorities, civil sector and international organizations in Montenegro.

The implementation of the Action Plan for Gender Equality in Montenegro has been recognized as an activity in the implementation of the EU's Accession Program for the period 2014-2020, which is monitored through the annual report of the European Commission on Montenegro, quarterly and semi-annual reports of the Government of Montenegro on the overall activities of Montenegro's EU membership process, as well as the meetings of the EU and Montenegro Parliamentary Committee on Stabilization and Association.

The evaluation of the state of the undertaken measures and activities in the field of gender equality and the alignment of national legislation with the relevant UN and EU conventions, resolutions, treaties and recommendations, as well as the perception of institutions and agencies on gender equality during the implementation of the NAP has covered the period from 2013 to 2016, through desk research of relevant national, European and UN legislation, strategic documents and institutional framework, interviews with representatives of institutions and agencies implementing measures and activities from the NAP, as well as the questionnaire on gender equality perception (encompassing a number of relevant institutions and agencies of Montenegro). Using this methodology logic, we evaluated the relevance, effectiveness, efficiency, sustainability and impact of the activities from the strategic document in its nine areas (Improving human rights of women and gender equality; Gender Sensitive Education and Education; Gender Equality in Economics; Gender Sensitive Health Care; Gender-Based Violence; Media and culture; Equality in the decision-making process in political and public life; International politics and cooperation; Institutional mechanisms for the application of gender equality), in order to gain insight into good and bad practices and to develop a new strategic document with a focused set of activities and measures, measurable indicators and fulfillable goals and results.

Main conclusions

The Government of the Republic of Montenegro in the area of gender equality and the alignment of legislation and measures with EU, UN, Council of Europe regulations made a big step forward. This is seen through the adoption of relevant regulations and amendments to previous regulations affecting non-discrimination, gender equality and respect for women's human rights. In the forthcoming period, it will be necessary to concentrate on the implementation of relevant regulations, their monitoring and further education, which will influence the interpretation and understanding of regulations and public policies related to promoting gender equality, tolerance, non-discrimination at national level through all sectors involved in law enforcement and public policies, and continue with good practice at the local level (in some cases where it is possible even to replicate the activities of the previous NAP).

Women's Political Participation - A Good New Practice is the establishment of high-level cooperation between ministries and women's organizations on issues of promoting gender equality. This should also be supported in the future in order to ensure further development and transition of this initiative into permanent practice. As far as the political component is concerned, the recommendation is to continue cooperation between members of various parties within the Gender Equality Committee. This cooperation has been improved and new results have been achieved regarding the amendment of the electoral law. This practice should also be supported in the future by ensuring that the Committee deals with relevant topics and that the Committee gains insight into new policy agendas and strategies by establishing co-operation with gender equality committees from EU member states. Training of trainers has led to new political reasoning (of some of the parliamentarians), and it is recommended to provide support for further training, and to be mandatory for all parliamentarians, including men. It is recommended that both women's parties in the parties - as well as other delegates – are offered some kind of exchange with members in the EU countries for the purpose of obtaining new ideas. This does not necessarily mean that everyone should travel if there is no funding but cooperation could also be established through e-mail and / or inviting international experts on gender equality from different fields to inspire and point to some new approaches. It is also recommended to conduct gender awareness training of civil servants in public institutions and ministries, also due to the fact that the central mechanism for gender equality is rather weak because the Gender Equality Unit consists of three people who are all newly employed. It is also important to train at the local level, with the recommendation to develop and implement three different sets of trainings. First, train potential - and new - candidates about how to promote their policy, their professional outcomes, and how to ensure gender sensitization in their politics. Second, training all local politicians for the gender aspect of politics, planning, and budgeting. And third, training on gender equality of officials and their leaders.

The area of economic empowerment of women - continue with targeted education based on the needs of the market. At national level, it is also important to raise entrepreneurial awareness among women by emphasizing the importance of their position in relation to the national economy, and to ensure that the visibility of the women business's contribution is part of the official policy. This implies that women entrepreneurs play an important role in the development of the business sector at the political level and that their ideas and interests are taken into account, which could have a huge impact on the economic development of Montenegro. At national and local level, monitoring is also important, especially in terms of gathering information on the impact of local and national measures on increasing knowledge and improving entrepreneurial prerequisites.

The area of education, culture, media and health - continue education and raising public awareness of women and young people about gender equality, non-discrimination, tolerance, reproductive health, reduced stereotypes and creating positive values for women and women.

Security and Justice - training of specialists from the social work, police, judges, advocates in the area of prevention and prevention of violence against women etc. must be continued and developed. It is a recommendation to involve leaders in the training, because without leadership support, competences are neither recognized nor used in the correct way. Also, education and training for health workers is important, how to recognize violence, how to report about it, and how to approach a person suspected of being a victim.

It is also important to secure funding for the continuation of the **public awareness process**, but also through the education system, to lead to long-term changes in the perception of violence against women, even through the involvement of the male population in preventing and preventing violence against women.

A strong national monitoring mechanism is of great importance as well as a national database that will register cases of reported violence. The monitoring system must incorporate the influence of measures taken by the authorities as well as the results of the protection system on one hand, and the reported cases, on the other.