



**MONTENEGRO**  
**Ministry for Human and Minority Rights**

**REPORT ON IMPLEMENTATION OF THE IMPLEMENTATION  
PROGRAMME 2015-2016  
2016 Plan of activities for achieving gender equality**

**Podgorica, March 2017**

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## Abbreviations:

- MHMR – Ministry for Human and Minority Rights
- MHMR-GED – Ministry for Human and Minority Rights  
– Gender Equality Department
- PHRF – Protector of Human Rights and Freedoms
- MEdu – Ministry of Education
- MoJ – Ministry of Justice
- MoD – Ministry of Defence
- MoI – Ministry of Interior
- MF – Ministry of Finance
- MEcon – Ministry of Economy
- MC – Ministry of Culture
- PA – Police Administration
- MFAE –(before: Ministry of Foreign Affairs and European Integration,  
– now: Ministry of Foreign Affairs and Ministry of European Affairs)
- MOSDT – Ministry of Sustainable Development and Tourism
- MLSW – Ministry of Labor and Social Welfare
- MARD – Ministry of Agriculture and Rural Development
- MH – Ministry of Health
- MS – Ministry of Science
- MIS – (before: Ministry for Information Society and Telecommunications  
– reports: Ministry of Public Administration)
- IPH – Institute for Public Health
- GSG – Office – General Secretariat of the Government  
Office for Fight Against Trafficking of Human Beings
- EO – educational institutions
- CVE – Center for Vocational Education
- BES – Bureau for Education Services
- ITTA – Institute for Textbooks and Teaching Aids
- AEM – Agency for Electronic Media
- Committee for GE – Committee for Gender Equality of the Parliament of Montenegro
- Directorate HRF – Directorate for Promotion and Prevention of Human Rights and Freedoms to  
the Ministry for Human and Minority Rights
- MONSTAT – Statistical Office of Montenegro
- EA – Employment Agency of Montenegro
- DDSMSE – Directorate for Development of Small and Medium Sized Enterprises
- DYS – Directorate for Youth and Sport
- CC – Chamber of Commerce
- AIA – Administration for Inspection Affairs
- IDF – Investment and Development Fund
- PHI – Public Health Institution
- HRA – Human Resources Administration
- CTJSP – Centre for Training in Judiciary and State Prosecution  
(before: Center for Judicial Training)
- CSO – civil society organizations
- NGO – nongovernmental organizations
- IO – international organizations
- CWR – NGO „Women’s Rights Center”
- WSH – NGO „Women's Safe House”
- SOS NK – NGO „S.O.S. Hotline for Victims of Violence– Nikšić”
- SOS PG - NVO „S.O.S. Hotline for Victims of Violence – Podgorica”
- LAP – lokalni akcioni plan

- GE - gender equality
- LAPGE - local action plan for gender equality
- BSC - Business Center Start Up Bar
- AM - Army of Montenegro

## 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	Report
<p>1.1.1. Organize round table/conference on human rights of disabled women on International Day of Disabled Persons</p> <p><b> Holders of activity:</b> <u>MHMR-GED</u> and PHRF, CSO, media, MLSW</p> <p><b> Time framework:</b> continuously</p>	<p><b>Ministry for Human and Minority Rights</b> The Government of Montenegro adopted on 15 December 2016, a Strategy for protection of persons with disabilities from discrimination and promotion of equality for the period 2017-2021. The strategy represents a special document in Montenegro, which deals with the implementation of policies which protect the rights of persons with disabilities from discrimination and promote equality with others, and was prepared by the Ministry for Human and Minority Rights, in cooperation with relevant institutions. This document includes the promotion of anti-discrimination and equality of women with disabilities. Due to preparing such a document, the Ministry has not yet organized a separate event on this topic.</p> <p><b>Capital City Podgorica</b> The Council for issues of persons with disabilities was established in 2014 in the capital city Podgorica. Council considers issues pertaining to:</p> <ul style="list-style-type: none"> <li>• the creation of conditions for organized and quality commitment and taking action to help people with disabilities and raising standards in the quality of their life and work,</li> <li>• initiating measures and activities aimed at promotion of the rights of persons with disabilities,</li> <li>• informing the public about the rights, opportunities and needs of disabled, and</li> <li>• provide or to improve conditions of life for these individuals with the acts of the Assembly of the Capital City.</li> </ul> <p><b>Municipality of Herceg Novi</b> Workshop on "Challenges and problems of women entrepreneurship" was organized on 3 September 2016 in the Municipality of Herceg Novi and is one of the activities of the Association of Entrepreneurs of Montenegro within the study visit to the Association of Entrepreneurs in Bulgaria. The purpose of this workshop is to empower young women and men from less employable category and persons with disabilities.</p> <p><b><u>STATUS OF THE MEASURE: partly implemented</u></b></p>
<p>1.1.2. Organize round table/conference on human rights of women members of</p>	<p><b>Ministry for Human and Minority Rights</b> A workshop was organized in Podgorica by the Ministry for Human and Minority Rights on the topic: Education for Young Members of National Minorities and Other Minority Communities, primarily Roma and Egyptians, in order to strengthen them to deal with politics. The main objectives of the Ministry for Human and Minority Rights was the full integration of minorities in social life with further</p>

national minorities, particularly RE population

**Holders of activities:** MHMR-GE and PHRF, CSO, media

**Time framework:** continuously

preservation and development of their national and cultural features, and improving their legal rights and freedoms. Montenegro has recognized the problems of Roma and Egyptian community and is actively working to increase the social and economic integration of these communities into the Montenegrin society. So far, certain measures and activities which were undertaken aiming at improving the position of Roma and Egyptians in Montenegro, primarily through the implementation of the Decade Action Plan in Montenegro and two previous Strategies to improve the situation of Roma and Egyptians, have resulted in very significant positive changes. The workshop was held on 28 December 2016 in Podgorica.

In May 2016, a conference on "The rights of minorities in the Montenegrin society - reality or illusion" was held, which marked the completion of the project "Willing and Able - Education of Muslim Women", whose implementation was entrusted to Montenegro Business Women Association. The conference was opened by Head of the Department for Gender Equality. The "Willing and Able" project, supported by the Ministry for Human and Minority Rights – Department for Gender Equality and the Fund for the Protection and Realization of Minority Rights and was created with special care so that its activities were based on the conservation, regeneration and prosperity of Muslim culture. The project enabled the networking of Muslim women at the local, regional, national and international level and to promoting their culture and traditions in this area. It has also promoted gender equality, which implies equal participation of women and men in all spheres of public and private sector, equal status and equal opportunities to exercise all rights and freedoms and use of personal knowledge and skills for the development of society, as well as equally benefit from the results of the work.

#### **Capital City Podgorica**

The first regional Convention of Women from the Western Balkans called "She is here," was held from 25 to 27 May in Podgorica, in the new building of the Municipality, in cooperation with the Capital City Podgorica, the International Women's Club of Montenegro, the Montenegrin National Theater, with the support of the Ministry of Science of the Government of Montenegro, as well as numerous organizations, companies, institutions and media companies that have recognized the importance of this event for the strengthening of the rule of law in our region. "She is here" is the answer of women from the Western Balkan countries to the challenges and dilemmas that all women are facing with today in all parts of the globe. The development path of the Western Balkans in the democratic socio-political context is the development path of woman from the Western Balkans into an enhanced, self-conscious woman with an initiative. Participants of the conference: <http://www.womenconvention.me/me1/agenda.html>.

#### **Municipality of Nikšić**

A workshop was held in February 2016 on the topic: Preventing Early Forced Marriages, organized in cooperation with the Ministry for Human and Minority Rights and the OSCE Mission. Workshop participants: representatives of all institutions at the local level.

A workshop and a lecture were held in March 2016 on the topic: Gender Equality - Concepts and Theories (mixed group). The aim was to familiarize students with the concepts: gender equality, gender, gender and gender roles.

#### **Municipality of Herceg Novi**

A workshop on the topic "Prevention of early forced marriages among vulnerable groups" within the project implemented by the Ministry of Human and Minority Rights, in cooperation with the OSCE Mission was held in March 2016. Workshop participants: representatives of all institutions at the local level.

**STATUS OF THE MEASURE: implemented continuously**

<p>1.1.3. Organize round table/conference/event on the International Day of Rural Women, 15 October</p> <p><b>Holders of activities:</b> <u>MARD</u>, local self-governments, CSO</p> <p><b>Time framework:</b> continuously</p>	<p><b>Ministry for Human and Minority Rights</b></p> <p>The Ministry for Human and Minority Rights provides continuous support to the economic empowerment of women, especially when it comes to women from rural areas.</p> <p>On the occasion of the International Day of Rural Women a free mammogram for interested rural women was organized at the clinic „Feneks Medical“.</p> <p>There is intensive cooperation with the NGO "Center for Roma Initiatives" - Niksic and O.C. "Bona fide" - Pljevlja in the field of economic empowerment of women belonging to minority nations and other minority communities, with a special focus on women members of RE population, through continuous monitoring of the project "For the active inclusion and the rights of Roma women in the Western Balkans II", implemented by the international organization "Care International", financed by the Austrian Development Agency.</p> <p><b>Municipality of Bar</b></p> <p>At the request of female citizens of Ostros, where marking this date at the state level began for the first time in Montenegro 5 years ago, a two-month course on Montenegrin language was launched (in accordance with LAPGE Bar), and on that day the closing activities of the Business Center Bar's project "Social Entrepreneurship – Step towards better social inclusion" was also launched. Holders of those activities are: local self-government, the Ministry for Human and Minority Rights Department for GE, OSCE, BC Bar, and local community "Ostros", and the users were women from the area of Ostros and Vladimir, and members of the NGO "Kranjania".</p> <p><b>Municipality of Bijelo Polje</b></p> <p>On the occasion of several internationally significant dates, 15 October - International Day of Rural Women, 16 October - World Food Day, 17 October - World Day against poverty in local communities Ravna Rijeka and Majstorovina in cooperation with the Secretariat for Rural Development organized the public stand. Representatives of the Secretariat presented the program of three lines of credit for the development of entrepreneurship, which is intended for this population. Representatives of this office emphasized the need for greater commitments on women in diversification of capacity for services to rural tourism, because the preparation of the ski trails on Bjelasica is in the course in this area. On this occasion promotional material for breast self-examination was distributed because October is the month of prevention of fight against breast cancer. The stands were attended by around 20 women.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>1.2.1. When developing and implementing national policies (programs and strategies) the</p>	<p><b>Ministry for Human and Minority Rights</b></p> <p>Evaluation of PAAGE 2013-2017, which was prepared by an external evaluator contracted by the UNDP Office in Montenegro within the framework of the project "Support to anti-discrimination and gender equality policies IPA 2014", indicates the degree of the implementation of this measure<sup>1</sup>. <a href="http://www.minmanj.gov.me/ministarstvo">http://www.minmanj.gov.me/ministarstvo</a></p>

<sup>1</sup> When conducting the evaluation for three days in the period from 19 to 21 October 2016 13 meetings were held during which interviews with persons from key institutions that participated in the preparation and implementation PAAGE 2013 -2017 were conducted. The institutions that were involved were: High Magistrates Court, Magistrates' Court in Podgorica, Supreme State Prosecutor's Office, Supreme Court, Chamber of Commerce, Commission for PAAGE (Ministry of Interior, Ministry of Justice, Ministry of Economy, Ministry of Labour and Social Welfare, Ministry of Health, Ministry of Education, Ministry of Culture, Ministry of Defence), the Centers for Social Work Podgorica, Institute for Social and National Assembly, local self-government - Municipalities of Pljevlja, Tivat, Capital City Podgorica, Employers Union and the Association of Business Women, the NGO Women's Rights Center. All participants expressed their opinion that more progress was made in the field of gender equality within the institutions and in the acceptance of gender language; Creation of jobs that include gender equality/contact person; the position for gender equality coordinators at the local levels with addition of jobs of social inclusion of disabled persons and LGBT (3 municipalities). Development of gender action plans at the

<p>segment of gender equality should be included</p> <p><b>Holders of activities:</b> <u>MHMR-GED, Committee for GE</u> and ministries and state administration institutions</p> <p><b>Time framework:</b> continuously</p>	<p><b>Parliament of Montenegro – Committee for Gender Equality</b></p> <p>In accordance with the Action Plan for strengthening the legislative and oversight role of the Parliament of Montenegro, the Committee adopted the Action Plan for gender-responsive Parliament of Montenegro, September 2016 - September 2018. Implementation of the Plan should influence on raising awareness of gender equality issues and the importance of the integration of gender equality policies and the establishment of mechanisms for achieving gender equality in the Parliament. In order to obtain technical assistance for the preparation of the Plan and consideration of comparative experiences, the Committee requested the support of the OSCE Mission in Montenegro. Recognizing the significant development of this document for achieving gender equality in Montenegro, OSCE Mission to Montenegro supported the work of the Committee by engaging experts of the Office for Democratic Institutions and Human Rights (ODIHR), who drew up guidelines, which served as a guide for making this plan.</p> <p><b>Ministry for Human and Minority Rights</b></p> <p>A new institutional mechanism was established in 2016 for the implementation of gender equality policies – National Council for Gender Equality. With the Decision of the Minister for Human and Minority from May 2016, the Council for Gender Equality at the national level was formed as an expert advisory body to discuss issues of implementation of gender equality policy at national and local level, and the application of regulations relating to gender equality and evaluation of these regulations on the status of women and men. The Council held a constitutive session in October 2016 and adopted Rules of procedure and the committees for specific areas were set up.</p> <p>Continuing with activities in the implementation of gender equality policy, the Ministry for Human and Minority Rights - Department for Gender Equality and the OSCE Mission to Montenegro held a meeting in March 2016 with the representatives of local self-governments in Montenegro and the network of coordinators for Gender Equality - 22 participants. Also (two-day) training for newly appointed coordinators in the field of gender equality at the local level was jointly organized on 29 and 30 September 2016. The activity is part of the project "Support to the process of gendering in Montenegro", which is implemented within this partnership. The topic of the training are the basic principles of gender equality. Target group: newly appointed coordinators for gender equality. The Commentary of the Law on Gender Equality was presented in Podgorica in November 2016. The event brought together numerous representatives of Montenegrin institutions and civil society organizations dealing with gender equality - 40 participants.</p> <p>The Ministry for Human and Minority Rights gave opinions on several proposals for legal and strategic documents in 2016: Strategy for Youth, V Final Report on the Implementation of the Millennium Development Goals, Action Plan for implementation of UNSCR 1325 on "Women, Peace and Security", etc. . In all these documents the gender aspect was analyzed, inter alia.</p> <p><b>Property Administration</b></p> <p>When making internal documents, strategies, regulations and letter the use of gender sensitive language is taken into account.</p> <p><b>Municipality of Bar</b></p>
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local level, and the creation of relevant Strategies at the national level (Strategy for Women's Entrepreneurship, Strategy for combating domestic violence, the Strategy for inclusion of persons with disabilities, etc.).



	<p>When creating the Local Action Plan for achieving gender equality Bar (LAPGE) for the period 2015-2017, several workshops for representatives of NGOs, public companies, state agencies, local authorities and the media, and educational institutions were organized, where special attention was paid to gender mainstreaming all policies, programs and strategies in the future.</p> <p><b>Municipality of Pljevlja</b> In the strategic documents and decisions of the Municipality of Pljevlja the segment of gender equality is included through the Parliamentary Council for Gender Equality.</p> <p><b>Municipality of Bijelo Polje</b> The preparation of a draft decision on the collection and recording of data on the basis of sex in accordance with the Law on Gender Equality and Article 3 which stipulates this obligation is ongoing. Professional assistance for creating this Decision is provided to the Office by expert Vlahovic.</p> <p><b>STATUS OF THE MEASURE: implemented continuously</b></p>
<p>1.2.2. Conduct monitoring report on implementation of the Law on Gender Equality in the area of use of gender sensitive language in the documents from state institutions and the media <b>Holders of activities:</b> <u>MHMR-GED, MC</u> and ministries and state institutions, AEM, CSO <b>Time framework:</b> continuously</p>	<p><b>Ministry for Human and Minority Rights</b> Evaluation of PAAGE 2013-2017, which was prepared by an external evaluator contracted by the UNDP Office in Montenegro within the framework of the project "Support to anti-discrimination and gender equality policies IPA 2014", indicates the degree of the implementation of this measure. <a href="http://www.minmanj.gov.me/ministarstvo">http://www.minmanj.gov.me/ministarstvo</a>.</p> <p>The Commentary of the Law on Gender Equality was presented in Podgorica in November 2016, which was prepared by trainers for Gender Equality Nada Drobnjak and Slavica Bajic. The Ministry of Human and Minority Rights sent a letter to all ministries and public administration bodies on 28 July 2016 in relation to the mandatory provisions of the Law on Gender Equality and the necessity of their implementation.</p> <p><b>Human Resources Administration and the Center for Vocational Education, with the support from Ministry for Human and Minority Rights</b> organized a round table in November 2016 on the topic: Education of employees on gender equality, where the Law on Gender Equality was presented.</p> <p><b>General Secretariat of the President of Montenegro</b> U skladu sa Zakonom o izmjenama i dopunama zakona o rodnoj ravnopravnosti ("Službeni list CG, br.35/15"), odnosno članom 13a, kojim je propisana upotreba rodno senzitivnog jezika u dokumentima, rodno osjetljivi jezik se koristi u izradi dokumenata, službenoj prepisci i komunikaciji.</p> <p><b>Ministry of Defence</b> Gender-sensitive language is in use at the Ministry of Defense and the Army of Montenegro, through the adoption of regulations, documents and individual legal act. Formation of the Army is written in gender sensitive language.</p> <p><b>Property Administration</b> When making internal documents, strategies, regulations and letters the use of gender sensitive language is taken into account.</p>

	<p><b>Secretariat for developmental project</b> In all the documents and redulation of the Secretariat for developmental project, gender sensitive language is put into use. U svim dokumentima i aktima Sekretarijata za razvojne projekte koristi se rodno osjetljivi jezik.</p> <p><b>Municipality of Bar</b> In all the official documents of the Municipality of Bar, gender sensitive language is put into use.</p> <p><b><u>STATUS OF THE MEASURE: not implemented</u></b></p>
<p>1.3.1. Conduct research on the level of knowledge of the employees in state administration on the human rights of women and gender equality <b>Holders of activities:</b> <u>MHMR-GED, HRA</u> and academic community, CSO <b>Time framework:</b> III quarter of 2015/IV quarter of 2016</p>	<p><b>Ministry for Human and Minority Rights</b> Evaluation of PAAGE 2013-2017, which was prepared by an external evaluator contracted by the UNDP Office in Montenegro within the framework of the project "Support to anti-discrimination and gender equality policies IPA 2014", indicates the degree of the implementation of this measure<sup>2</sup>. For the purpose of this evaluation, a questionnaire was created about the level of knowledge of employees in state administration about the human rights of women and gender equality, which is sent to all contact persons for gender equality in public institutions and whose results can be found in the document: <a href="http://www.minmanj.gov.me/ministarstvo">http://www.minmanj.gov.me/ministarstvo</a>.</p> <p><b>Human Resources Administration</b> Human Resources Administration has not implemented the research as such. Human Resources Administration, in proceedings under its jurisdiction, continuously keeps records that give the option of reporting by requested parameters, especially when it comes to the gender structure.</p> <p><b><u>STATUS OF THE MEASURE: implemented</u></b></p>
<p>1.3.2. Organize training on gender equality for state employees <b>Holders of activities:</b> <u>MHMR-GED, HRA</u>, CSO <b>Time framework:</b> IV quarter of 2015/IV quarter of 2016</p>	<p><b>Ministry for Human and Minority Rights</b> The Ministry for Human and Minority Rights and Gender Equality Office of the Municipality of Bijelo Polje organized a seminar in May 2016 on the topic: Presentation of Amendments to the Law on Gender Equality for directors in local government and representatives of the Municipal Council for Gender Equality. Number of participants: 20°. In cooperation with the Department of Education a one-day seminar was organized on 17 May 2016 on the topic of gender equality in education with special emphasis on gender-based violence. The target group were teachers from different disciplines of primary and secondary schools, especially teachers of civic education – the number of participants: 35 In cooperation with the OSCE Mission to Montenegro, the second two-day workshop was held on 30 and 31 May 2016 from the VI cycle of training on the prohibition of discrimination, promotion of equality and respect for the principles of equality, on the topic: The prohibition of discrimination on grounds of gender identity for representatives of all social work centers – a total of 34 participants.</p>

<sup>2</sup> For the purpose of evaluation a questionnaire was created and was sent to all contact persons for gender equality, as well as the participants of the interviews and all stakeholders – the questionnaire was sent to more than 150 addresses in order to get information about awareness of gender equality and implementation of the Law on Gender Equality as well as knowledge of the human rights of women – in the attachment of the Report.

	<p>Human Resources Administration and the Centre for Vocational Education organized a round table in early November 2016 on the topic: Education of employees in the field of gender equality, where the Head of the Department for Gender Equality presented the Law on Gender Equality.</p> <p><b>Human Resources Administration</b> In the period from 1 January to 31 December 2016, the Human Resources Administration organized 2 trainings for 32 civil servants, of which 25 were women and 7 men, on the topic of "Gender Equality."</p> <p><b><u>STATUS OF THE MEASURE: implemented</u></b></p>
<p>1.3.3. Create a manual on gender equality for state employees. <b>Holders of activities:</b> <u>MHMR-GED</u> and CSO <b>Time framework:</b> I quarter of 2016</p>	<p><b>Ministry for Human and Minority Rights</b> The Commentary of the Law on Gender Equality was presented in Podgorica in November 2016. The event gathered numerous representatives of Montenegrin institutions and civil society which deals with gender equality – 40 participants.</p> <p><b><u>STATUS OF THE MEASURE: implemented</u></b></p>
<p>1.4.1. Organize training for judiciary on the topic of implementation of international and national standards for the promotion of women's rights <b>Holders of activities:</b> <u>MHMR-GED, CTJSP</u> and PHRF, Committee for GE <b>Time framework:</b> III quarter of 2015/III quarter of 2016</p>	<p><b>Ministry for Human and Minority Rights</b> The training program which the Ministry for Human and Minority Rights developed in partnership with the Center for the Training of the Judiciary and State Prosecution refers to the domestic and international documents in the field of gender equality, with a special focus on the importance of CEDAW and its licensing in progress. The mentioned program will be discussed at the next session of the Program Council of the CTJSP. Another program developed by the NGO "Women's Rights Center" in collaboration with the Ministry for Human and Minority Rights and UNDP Office in Montenegro, was implemented in partnership with the CTJSP and the Ministry. This program focuses on the application of the Istanbul Convention. In relation to this program, the Ministry for Human and Minority Rights and the NGO "Women's Rights Center" signed a Memorandum to intensify cooperation in order to undertake further strategic measures to ensure the prevention of domestic violence and violence against women, and ensure high-quality, effective and credible mechanisms for protection of the victims and prosecution of crime offenders to reduce the tolerance of violence both by individuals, whether they are perpetrators or victims, as well as the relevant institutions and the society as a whole. Based on the training program for judges and prosecutors and police officers on the topic of violence which was prepared by the NGO "Women's Rights Center" in cooperation with the Ministry for Human and Minority Rights, a first two-day training on domestic violence and violence against women for judges in CMOs in Montenegro and representatives of the police was conducted on 28 and 29 December 2016 in Podgorica. The training was organized with the support of the Supreme Court of Montenegro, UNDP and UNICEF and the support of the CTJSP, which approved this program and included it in the regular training of the judiciary. The training for police officers was supported by the US Embassy in Podgorica.</p> <p><b><u>STATUS OF THE MEASURE: implemented</u></b></p>

1.4.2. Regularly report to the international organization on the implementation of the international instruments on women's human rights protection, including the periodical report of the CEDAW Committee

**Holders of activities:** MHMR-GED, Committee for GE, and MFAEI, other ministries, state institutions, local self-governments, PHRF, CSO

**Time framework:** continuously

#### **Ministry for Human and Minority Rights**

In February 2017, the Ministry for Human and Minority Rights, in coordination with the relevant institutions, has prepared and sent to the CEDAW Committee answers to the list of issues relating to the second periodic report for Montenegro, which was delivered in December 2016. The report will be discussed for a period of 3 to 21 July 2017 in Geneva, at the sixty-seventh session of the Committee.

This Ministry reports regularly on the current requirements regarding the monitoring of international instruments for the protection of human rights, including obligations under Accession Program and Action Plans for chapters 19 and 23.

Montenegro became the 29th member of the initiative "Partnership for Equal Future" in May 2016, which is dedicated to the economic and political empowerment of women at the national and global levels. The mentioned initiative is the promotion of national projects and policies, especially the promotion of national policy on gender equality. The special website of the initiative "Partnership for Equal Future": <http://www.equal-futures.org/country/montenegro>. Information on the integration of the gender equality policy in Montenegro was prepared by the Ministry for Human and Minority Rights.

#### **Parliament of Montenegro – Committee for Gender Equality**

The Committee reviewed and endorsed the Second Report on the Implementation of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in November 2015, adopted by the Government of Montenegro and submitted to the CEDAW Committee of the United Nations. The working group for drafting the II Periodic report included the representative of the Committee for Gender Equality. The Committee endorsed the Second Report on the Implementation of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), noting that activities in certain areas are not fully implemented and recommended to the Ministry for Human and Minority Rights that special attention is paid to these activities in the future.

#### **General Secretariat of the President of Montenegro**

Special attention in the planned seminars/meetings for coordinators in government agencies who are partners of holders of activities should be paid to the education of coordinators on indicators of the implementation of international instruments for the protection of human rights of women. It is also necessary to provide training of coordinators on the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and Optional Protocol (IP) in order to achieve efficient reporting on their implementation, as defined by the Plan of action to achieve gender equality 2013-2017. In this sense, it is necessary to implement the activity under measure 8.1.1. - regularly inform the government bodies/institutions and the general public about international obligations in the field of women's human rights, in particular the UN and the EU, and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and its Optional Protocol.

#### **Protector of Human Rights and Freedoms of Montenegro**

Protector continuously carries out this activity in cooperation with the relevant Ministry and regularly, if necessary, reports to the international organizations on the implementation of international instruments for the protection of human rights of women, as well as to the CEDAW Committee.

#### **Municipality of Bar**

Secretariat for Social Affairs of the Municipality of Bar regularly reports to the relevant Ministry, the Ministry for Human and Minority Rights - Department for GE, as well as international organizations, the media and citizens on the activities carried out in the area of protection of human rights within their jurisdiction.

	<p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>1.4.3. Organize promotion of women's human rights and history of women's movement on the International Women's Day, 8 March</p> <p><b> Holders of activities:</b> <u>MHMR-GED, Committee for GE, local offices for gender equality</u> and ministries and state institutions, local self-government bodies, CSO</p> <p><b>Time framework:</b> I quarter of 2015/I quarter of 2016</p>	<p><b>Ministry for Human and Minority Rights</b></p> <p>The Ministry for Human and Minority Rights is carrying out activities to promote women's human rights. The Ceremony to mark the 70th anniversary of obtaining voting rights for women in Montenegro was organized in June 2016, as part of activities to promote women's political participation. This event was also a contribution to the celebration of a decade of restoration of independence and a thousand years of statehood of Montenegro.</p> <p>The Ministry of Human and Minority Rights, in cooperation with the UNDP Office in Montenegro and partner organizations in the country, the region and Europe, has organized in December 2016 in Budva a major two-day conference on improving gender equality in the countries of the Western Balkans and Turkey, which gathered over 100 individuals of the mechanisms for gender equality from the Balkans, Turkey and Europe. The second day of the conference was dedicated to combating violence against women and the implementation of the Istanbul Convention. The aim of this conference was to create a regional platform for gender equality, which will bring together representatives of all gender mechanisms and generate momentum for the fulfillment of obligations related to gender equality in the EU accession process, which were undertaken by these countries in accordance with the requirements of EU and international treaties, in particular the global objectives of sustainable development. On the sidelines of the conference on the promotion of gender equality in the countries of the Western Balkans and Turkey, the Minister for Human and Minority Rights met and spoke to Cihan Sultanoglu, Assistant Administrator and Director of the Regional Bureau for Europe and the Commonwealth of Independent States.</p> <p><b>Parliament of Montenegro – Committee for Gender Equality</b></p> <p>Gender Equality Committee of the Parliament of Montenegro organized the <i>fifth session of the Women's Parliament</i> on International Women's Day in order to promote women's human rights in Montenegro and the need for greater participation of women in political and public life, and, through dialogue between the Parliament, the Government and civil society, provide an overview of the situation in the field of gender equality and identify areas that need further efforts in order to achieve significant results, with the aim of promoting women's human rights in Montenegro. Members and representatives of Government of Montenegro responded to 15 questions of the representatives of women's groups of parliamentary parties, trade unions and non-governmental organizations, and the 12 questions of students from the University of Montenegro, University of Donja Gorica, University of the Mediterranean and the participants of the "School of non-violence and tolerance" established by the NGO "SOS Hotline for women and children victims of violence – Podgorica". The respondents were the president of the Supreme Court Vesna Medenica, president of the Constitutional Court Desanka Lopičić, a former member of the Executive Council and a member of the Presidency of the Republic of Montenegro Olga Perovic, first female Deputy Prime Minister Gordana Djurovic, first female president of the Municipality of Kotor Vida Kaščelan, Minister without portfolio and the first woman president of a political party Marija Vučinović, Minister of Labor and social Welfare Zorica Kovačević and Minister of Science Sanja Vlahovic.</p> <p>For participants of "Women's Parliament" an exhibition of handicrafts by the NGO "Association of Women of Ostros" was also held.</p> <p><b>Municipality of Bar</b></p> <p>On the occasion of International Women's Day on 8 March, the representatives of this municipality and NGO "Kranjania" from Östros as well as the president of the Red Cross of Montenegro and the coordinator of the team for the implementation of LAPGE took part in the work of the "Women's Parliament" in the Parliament of Montenegro.</p>

	<p><b>Municipality of Berane</b> In the period of three (3) months (January - March), preparation activities for the adoption of important documents for the development of the 2015 Draft Local Plan for achieving gender equality of the Municipality of Berane.</p> <p><b>Municipality of Žabljak</b> We mark the 8 March at the local level in cooperation with other actors (gatherings and events).</p> <p><b>Municipality of Pljevlja</b> A Women Entrepreneurship Fair was organized on 7 and 8 March 2016.</p> <p><b>Municipality of Bijelo Polje</b> On the occasion of March 8, International Women's Day, in accordance with the Action Plan for achieving gender equality in the field of sport and culture, recreational club for women in the local community Nikoljac was opened, and will work in the premises of club Elite. 30 new participants that are organized into three groups signed up. Classes are led by teacher of Physical Education Sandra Drabnjak.</p> <p><b>Municipality of Nikšić</b> On the occasion of International Women's Day March 8 - Cycling Club Perun Nikšić under the auspices of the Foundation Petrovic Njegos, and the support of the Ministry for Human and Minority Rights, the municipality of Niksic and company: "Cosmetics Market" organized sports and recreational competition <i>Veterans of Montenegro in darts, long jump and spraying circuits</i>. Participants came from 17 towns in Montenegro. Department of information and gender equality financially helped for medals, trophies and special thanks.</p> <p><b><u>STATUS OF THE MEASURE: implemented</u></b></p>
<p>1.5.1. Organize national campaign of introducing the public with the mechanisms of protection from gender-based discrimination</p> <p><b>Holders of activities:</b> <u>MHMR-GED and Directorate for HRF and PHRF, Committee for GE</u></p> <p><b>Time framework:</b> once a year</p>	<p><b>Ministry for Human and Minority Rights</b> Promotion of anti-discriminatory behavior and practices related to the implementation of media campaigns aimed at raising awareness of the Montenegrin public, especially the most vulnerable categories of the population, with the objective of respect for all human rights, the creation of a supportive and tolerant environment, and respect for diversity of the others. Media campaign on non-discrimination and the promotion of anti-discriminatory behavior in 2016 had as a subject to raise the level of awareness of the general population in relation to discrimination, the creation of a tolerant environment and sensitize the public especially to the Roma minority, minority peoples, persons with disabilities, LGBT population, and discrimination based on gender identity and other commonly discriminated social groups, members of minority peoples. As part of these ongoing activities, a media campaign was carried out (on TV and radio stations, newspapers and billboards) as: "Is there a difference? - Support equality." The campaign includes designing visual identity and includes: broadcasting TV video clip, broadcasting radio jingles, newspaper ad that promotes non-discrimination, tolerance and respect for diversity, inserting flyers through the circulation of daily newspapers (adapted for the visually impaired + certain amount of flyers printed in Albanian language), the promotion of non-discrimination, tolerance and respect for diversity through billboards on the most frequent places in Montenegro, while in municipalities with a significant population of Albanian ethnicity, the billboards were placed in Albanian (Ulcinj, Tuzi, Rozaje).</p> <p><b>Municipality of Bar</b></p>

	<p>Representatives of the team for Gender Equality of the Municipality of Bar continuously participate in radio broadcasts that are dedicated to familiarizing the public with the mechanisms for the protection of human rights, or are held on the occasion of important dates.</p> <p><b><u>STATUS OF THE MEASURE: implemented</u></b></p>
<p>1.5.2. Collect data on cases of gender-based discrimination and their final results  <b>Holders of activities:</b> <u>MHMR-GED</u> and PHRF, judiciary, CSO  <b>Time framework:</b> IV quarter of 2015/IV quarter of 2016</p>	<p><b>Ministry for Human and Minority Rights</b>  According to the Law on Amendments to the Law on Gender Equality of 2015, the complaints procedure for cases of discrimination based on sex within the jurisdiction of the Ministry for Human and Minority Rights is transferred to the jurisdiction of the Protector of Human Rights and Freedoms.</p> <p><b>Protector of Human Rights and Freedoms</b>  Relevant information on the treatment of the Protector upon complaints of citizens, as well as statistical data in the area of discrimination obtained from the courts, inspectorates, police and prosecutors are submitted on a regular basis and, if necessary, at the request of ministries and international organizations (the final statistical data and assessment of the previous year are given in the annual report on the work of the Ombudsman to be submitted to the Parliament by 31 March). The data are available on the website of the Ombudsman <a href="http://ombudsman.co.me/izvjestaji.php">http://ombudsman.co.me/izvjestaji.php</a>.</p> <p><b>Supreme Court of Montenegro</b>  There were no civil cases related to discrimination against women based on sex before the Montenegrin courts.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>1.5.3. Conduct research on the degree of implementation of the Law on gender Equality in state administration institutions  <b>Holders of activities:</b> <u>MHMR-GED</u>, Committee for Gender Equality, ministries and state administration institutions, CSO  <b>Time framework:</b> IV quarter of 2015</p>	<p><b>Parliament of Montenegro – Committee for Gender Equality</b>  Third research on the knowledge and application of the Law on Gender Equality in Montenegro, in order to wait for a time distance from the beginning of the implementation of the Law (as amended in July 2015), the Committee will carry out during 2017.</p> <p><b>General Secretariat of the President of Montenegro</b>  The General Secretariat of the President of Montenegro ensures the continuous application of anti-discrimination legislation and employees are familiar with the legal acts regulating gender equality – the Constitution of Montenegro, as the highest legal act, Article 18: The state guarantees the equality of women and men and develops equal opportunities policy, Law on Gender Equality ("Official Gazette of Montenegro, No. 46 / 07"), the Law on Amendments to the Law on gender equality ("Official Gazette of Montenegro, No. 35 / 15"), the Law on Prohibition of Discrimination ("Official Gazette of Montenegro No. 46 / 10 "), the Law on Amendments to the Law on Prohibition of Discrimination ("Official Gazette of Montenegro, No. 18 / 14 "). For the purpose of effective implementation PAAGE, a special attention at the planned seminars/meetings for coordinators in state authorities who are partners of holders of activities should be paid to the education of coordinators on the indicators of the Law on Gender Equality.</p> <p><b>Property Administration</b></p>

Property Administration as a body which is obliged to act in accordance with the regulations governing gender equality (Gender Equality Law, Labor Law, Law on Prohibition of Discrimination, the Law on Protection from Domestic Violence, etc.), in all phases of planning, making and implementing decisions and taking action within its competences, evaluates and values the impact of these decisions and activities on women and men. In regards to this, special attention was paid to the introduction of gender-sensitive language, when a variety of documents were created, as well as in the daily official communication. Also, in the process employment, the implementation of the policy of equal opportunities for all is taken into account by the Administration. All employees have equal opportunities for employment.

**STATUS OF THE MEASURE: not implemented**



## 2. GENDER-SENSITIVE UPBRINGING AND EDUCATION

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

Activities	Report
<p>2.1.1. Conduct analysis of curriculum programs and textbooks in primary and secondary schools from the aspect of gender equality and provide recommendations for the purpose of gendering</p> <p><b>Holders of activities:</b> <u>MEdu</u>, <u>BES</u>, <u>ITTA</u>, <u>CVE</u> and <u>MHMR-GED</u>, academic community, CSO</p> <p><b>Time framework:</b> IV quarter of 2015/IV quarter of 2016</p>	<p><b>Ministry of Education</b> The Center for Vocational Education conducted an analysis of education programs for occupational training, which were adopted in 2015 and found to have complied with the principles of gender equality. The Center regularly regulates gender-sensitive database for pupils/students in vocational education by municipalities, schools, direction, language teaching and classroom.</p> <p><b>Bureau of Education Services</b> An analysis of the curricula of primary and secondary schools in terms of gender equality. Recommendations aimed at gendering can be found in the curriculum for this subject within the context of inter-field <i>Education for Sustainable Development</i> in the topic <i>Z. Education for and on Human Rights</i>. <a href="http://www.zzs.gov.me/naslovna/programi/osnovno">http://www.zzs.gov.me/naslovna/programi/osnovno</a></p> <p><b>STATUS OF THE MEASURE: implemented</b></p>
<p>2.1.3. Production and publishing of the manual: „<i>Guide for Teachers through inter-field area – gender equality for elementary school</i>“.</p> <p><b>Holders of activities:</b> <u>BES</u>, <u>ITA</u> and <u>MEdu</u> and <u>MHMR-GED</u></p> <p><b>Time framework:</b> II quarter of 2016</p>	<p><b>STATUS OF THE MEASURE: not implemented</b></p>
<p>2.2.1. Organize training on gender equality for the teachers at the level of preschool and primary school education</p> <p><b>Holders of activities:</b> <u>MEdu</u>, <u>BES</u>, <u>higher education institutions</u> and <u>MHMR-GED</u>, CSO</p> <p><b>Time framework:</b> continuously</p>	<p><b>Ministry for Human and Minority Rights</b> In cooperation with the Bureau for Education a one-day seminar was organized on 17 May 2016 on the topic of gender equality in education, with special emphasis on gender-based violence. The target group were teachers from different fields of primary and secondary schools, especially teachers of civic education - number of participants: 35.</p> <p>Human Resources Administration and the Center for Vocational Education organized a round table in early November 2016 on the topic: Education of employees in the field of gender equality, where the Head of the Department for Gender Equality presented the Law on Gender Equality.</p> <p><b>STATUS OF THE MEASURE: implemented continuously</b></p>

<p>2.2.2. Organize training for teachers for conducting classes on gender equality within the elective courses Civic Education and Healthy Lifestyles  <b>Holders of activities:</b> <u>MEdu, BES, CVE, higher education institutions</u> and MHMR-GED, CSO  <b>Time framework:</b> continuously</p>	<p><b>Ministry of Education</b>  Center for Vocational Education in cooperation with "SOS telephone for women and children victims of violence – Podgorica" prepared a "Program of education of employees in educational institutions on the treatment, prevention and protection of children and young people from violence in the family", which was adopted on second session of the National Council for Education on 30 June 2015. SOS phone organized in several cycles training of employees in educational institutions on the treatment, prevention and protection of children and young people from violence in the family. The training was organized for representatives of educational institutions and teachers working in educational institutions, as well as principals of educational institutions.  The Bureau of Education Services organized a seminar as part of an elective course Healthy Lifestyles (29 and 30 October 2015, 34 participants - teachers, pedagogues, psychologists) and two seminars as part of an elective course Civic Education (6 March and 23 April 2015 in Podgorica, a total of 61 participants - teachers).  Three counselings were organized on the implementation of the curriculum of inter-field areas (including gender equality) in Berane, Budva and Podgorica. Consultations were organized for principals and teachers of primary schools.</p> <p><b>Buerau of Education Services</b>  During 2016, A seminar was organized during 2016 as a part of an elective course Healthy Lifestyles in Kolasin on 7 and 8. April. The participants included teachers of biology, physical education, school counselors and psychologists who are licensed to teach this subject.</p> <p><b><u>STATUS MJERE: realizuje se kontinurano</u></b></p>																										
<p>2.3.1. Conduct an analysis of gender structure at the level of pupils/students/employees in secondary and high education  <b>Holders of activities:</b> <u>MONSTAT, MEdu, MHMR-GED</u>, universities, higher education institutions  <b>Time framework:</b> IV quarter of 2015/IV quarter of 2016</p>	<p><b>Ministry of Education</b>  According to the data of the Ministry of Education in 2015-2016 the gender structure is as follows:  Students – total 28086, men - 14500 (51,63%), women - 13586 (48,37%);  All employees – total 3215 (34,65), men - 1114 (34,65), women – 2101(65,35);  Prinicpals – total 50, men - 35(70%), women – 15(30%)  Note: All employees of educational centers in Savnik and Pluzine are counted, as well as all staff in secondary music schools, which are also the primary music schools. The data also includes private schools.</p> <p>Structure of students enrolled in the first year of studies divided by gender:</p> <p>Universities  Structure of students enrolled in the I year of studies</p> <table border="1" data-bbox="573 1150 1912 1422"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">Gender structure</th> </tr> <tr> <th>Men</th> <th>Women</th> </tr> </thead> <tbody> <tr> <td>Faculty for Business and Tourism- Budva</td> <td>22</td> <td>33,85% 43</td> </tr> <tr> <td>FDES</td> <td>/</td> <td>32,44% / 67,56% / 40,50% / 59,50%</td> </tr> <tr> <td>Faculty for Mediterranean Business Studies-Tivat</td> <td>12</td> <td>22,22% 42</td> </tr> <tr> <td>Faculty for Business Management- Bar</td> <td>18</td> <td>15,52% 98</td> </tr> <tr> <td>Faculty for Business Economy- Bar</td> <td></td> <td>/21,05% / 78,95% / 48,42% / 51,58%</td> </tr> <tr> <td>Faculty for Tourism, University Mediterranean</td> <td>10</td> <td>14,49% 59</td> </tr> <tr> <td>Law Faculty, University Mediterranean</td> <td>45</td> <td>37,50% 75</td> </tr> </tbody> </table>		Gender structure		Men	Women	Faculty for Business and Tourism- Budva	22	33,85% 43	FDES	/	32,44% / 67,56% / 40,50% / 59,50%	Faculty for Mediterranean Business Studies-Tivat	12	22,22% 42	Faculty for Business Management- Bar	18	15,52% 98	Faculty for Business Economy- Bar		/21,05% / 78,95% / 48,42% / 51,58%	Faculty for Tourism, University Mediterranean	10	14,49% 59	Law Faculty, University Mediterranean	45	37,50% 75
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<p>2.3.2. Conduct campaign for encouraging women and men to educate for profession in which they are not traditionally represented, which are lacking in the job market</p> <p><b> Holders of activities:</b>  <u>universities, MEdu, CVE, high education institutions, EA and MHMR-GED</u></p>	<p><b><u>STATUS OF THE MEASURE: not implemented</u></b></p>																																				

<p><b>Time framework:</b> II quarter of 2016</p>	
<p>2.3.3. Marking International Day of Girls in the ICT Sector  <b>Holders of activities:</b> <u>MIS</u> and MHMR-GED  <b>Time framework:</b> once a year</p>	<p><b>Ministry of Public Administration</b>  At the Faculty of Visual Arts – University of Mediterranean a lecture was held about graphic design intended for high school students from Podgorica.  Professor of the Faculty of Visual Arts spoke about the combination of visual communications, art, and information and communication technologies, as well as the advantages of study and careers in the field of visual arts and graphic design.  The prize for the best graphic design for the poster contest was awarded to the winners, which was published on the occasion of the International Day of Girls in ICT, and th students of primary and secondary schools received tablets as awards.</p> <p><b>STATUS OF THE MEASURE: implemented</b></p>
<p>2.4.1. Conduct the analysis on the enrollment in classes of the representatives of less represented groups of women (particularly group of disabled women and children and Roma and Egyptiansi).  <b>Holders of activities:</b> <u>MEdu</u> and MHMR-GED, MONSTAT  <b>Time framework:</b> IV quarter of 2015/IV quarter of 2016</p>	<p><b>Ministry of Education</b>  The principle of integration and support for early childhood development dominates for children of Roma and Egyptian population. In addition to regular kindergardens, for the fourth consecutive year the preparatory activity is carried out in 8 kindergartens of public preschools: Podgorica, Niksic, Berane, Tivat, Herceg Novi, Ulcinj, Bar and Bijelo Polje. Activities involve contact with families, RE community, local government, local Red Cross, social welfare centers, schools which children will attend. Burau of Education conducted a training and support engagement of RE mediators.  In the past year the number of RE children in primary education increased. Illustrative is the fact that in the school year 2014/15 there were 1883 students.  Dissegregated education of RE children from camps Konik 1 and 2 takes place in 6 elementary schools in Podgorica: "Bozidar Vukovic", "Marko Miljanov", "21 May", " Savo Pejanović ", " Vladimir Nazor "and" Vuk Karadzic". Activities are a prelude to closing the Regional School "Božidar Vuković". In the school year 2015 the teaching in the regional unit takes place only in the framework of the fourth grade with 34 students, and all the other children are integrated into the aforementioned 6 city schools. To support the inclusion about 300 students take daily transport to school. For this purpose we have provided two mini buses (capacity 13 + 1 seats from the so-called Russian debt) to make transport sustainable through procurement from donations of minibuses (15 + 1 places - HELP) and buses (some 60 places – donations of Japanese Government). For all children of RE population free textbooks are provided (I, II, III grade in partnership with the Ministry for Human and Minority Rights, and for the older classes only the Ministry of Education).  Children at risk of dropping out are regularly monitored, and we propose measures to overcome the problem, visit families and have a direct contact with them (teachers, professional associates of the city schools). A form on children at risk of dropping out is being kept and thus the records by departmental elders and summarized by the school coordinators for the education of RE pupils (pedagogues/psychologists). At the regular monthly meetings of school coordinators, representatives of the Ministry of Education,</p>

	<p>Bureau of Education, local partners (Center for Social Work, Red Cross) school activities in this direction are analysed, and/or measures are proposed in cooperation with partners. Six RE mediators take into account that children attend school regularly, collaborate with teachers and expert services in schools to ensure their success. The project "Providing scholarships and mentoring support for RE students of secondary schools in Montenegro" is being implemented. Mentoring team follows success, conducts tutoring classes, communicates with parents. Schools grant access to take the final exams under special conditions to the interested Roma and Egyptians, and by the principle of affirmative action enrolls them in vocational schools.</p> <p><b>Municipality of Herceg Novi</b> In cooperation with the NGO „Mladi Romi“ an analysis on attendance of RE population in classes was conducted.</p> <p><b>STATUS OF THE MEASURE: implemented</b></p>
<p>2.4.2. Organize campaigns in order to encourage a greater number of members of excluded groups women (in particular from the group of children and young people with disabilities and Roma and Egyptian) for enrolling into kindergarten, elementary, high school and university. <b>Holders of activities:</b> <u>MEdu</u> and MHMR-GED, CSO <b>Time framework:</b> continuously</p>	<p><b>Ministry of Education</b> Center for Vocational Education in cooperation with the Chamber of Commerce of Montenegro organized a conference in Milocer from 7 to 9 July 2015 on the topic "Education of women in Montenegro in the function of gender equality". Participants of the conference were representatives of: relevant ministries, the Parliament of Montenegro, universities, educational institutions, businesses and UNDP. Support for the organization of this event was provided by the Hans Seidel Foundation from Germany. CVE organized the event " XIV Days of education of the adults" from 29 September to 9 October 2015, indicating the importance of education and learning and promotion of the educational offer for adults in order to improve the quality of life of citizens. The Ministry of Education has approved several projects for this purpose: NGO "Association of Egyptians", Tivat, for the project "Assistant moderator", with the expert opinion of the Bureau of Education, as well as the necessary assistance to RE mediators in overcoming language barriers in schools where children from RE population are enrolled; NGO "Children First", Podgorica, for the project "Partnership for reconciliation through early education and development" in kindergartens in Podgorica and Niksic, in order to build peace and acceptance of religious, ethnic and linguistic diversity in children and adults and support for mutual understanding and respect for diversity, etc; NGO "Center for Creative Communication Logos", Budva, for the project "Debate Program in Montenegro" for high school students as a contribution to the democratization of society, promoting culture of dialogue, encouraging critical thinking and facilitating communication cooperation among Montenegrin students from different backgrounds; NGO "Montenegrin Women's Lobby", in collaboration with International Society for Prevention of Child Abuse and Neglect to the research and creation of the appropriate database with the participation of the Bureau of Education Services in the design and implementation of the questionnaire.</p> <p><b>Municipality of Bijelo Polje</b> As a support of the Local administration the Office provided the premises for the purpose of holding meetings lasting several days, which were organized by the OSCE Mission to Montenegro, under the implementation of the project "Prevention of early forced marriages among vulnerable groups." As part of the implementation of the mention, the visits to six municipalities are envisaged and</p>

	<p>include the municipality of Bijelo Polje. The expert team held meetings with representatives of local governments, competent and relevant institutions in order to analyze the needs of municipal institutions, as well as the Roma and Egyptian communities. The representatives of the Office participated in a working meeting and presented their previous work and experience with the Roma population.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>2.5.1. Organize training on gender equality for students and employees of high education institutions</p> <p><b>Holders of activities:</b> <u>MHMR-GED, high education institutions,</u> and MEdu, student organizations, CSO</p> <p><b>Time framework:</b> II quarter of 2016 (within the school year 2015 - 2016)</p>	<p><b>Ministry for Human and Minority Rights</b> In cooperation with the BES on 17 May 2016 a one-day seminar on the topic of gender equality in education was organized, with special emphasis on gender-based violence. The target group were teachers from different fields of primary and secondary schools, especially teachers of civic education – number of participants: 35.</p> <p><b>Municipality of Nikšić</b> A workshop and a lecture held in March 2016 on the topic: Gender equality - concepts and theories (mixed group). The aim was to familiarize students with the concepts: gender equality, gender, gender and gender roles.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>2.5.2. Conduct analysis on the implementation of the gender sensitive language in official records in the high education institutions (diplomas, certificates, certificates, etc)</p> <p><b>Holders of activities:</b> <u>high education institutions,</u> and MEdu, MHMR-GED</p> <p><b>Time framework:</b> I quarter of 2016</p>	<p><b>Ministry for Human and Minority Rights</b> The Ministry sent a letter indicating the obligation to use gender-sensitive language in official records in June 2016 to all institutions, state authorities and local government.</p> <p><b>Municipality of Pljevlja</b> An official letter was sent to all local government bodies, enterprises and institutions on the provisions of the Law on Gender Equality, which relate to the implementation of gender-sensitive language.</p> <p><b><u>STATUS OF THE MEASURE: not implemented</u></b></p>
<p>2.5.3. Conduct analysis of the program from the aspect of presence of gender sensitive language and introduction of the standard of gender sensitive language into the curriculum at the university level</p> <p><b>Holders of activities:</b> <u>high education institutions,</u></p>	<p><b>Ministry for Human and Minority Rights</b> Use of gender-sensitive language is improved in accordance with the Law on Gender Equality. The Ministry sent a letter indicating the obligation to use gender-sensitive language in official records in June 2016 to all institutions, state authorities and local government.</p> <p><b><u>STATUS OF THE MEASURE: not implemented</u></b></p>

<p>relevant bodies and services of <u>high education institutions</u> and MEdU, MHMR-GED, CSO  <b>Time framework:</b> II quarter of 2016</p>	
<p>2.5.4. Conduct research on the existence, possibilities and interest for introducing gender studies at universities  <b>Holders of activities:</b> <u>high education institutions</u>, MEdU and MHMR-GED, CSO  <b>Time framework:</b> III quarter of 2016</p>	<p><b><u>STATUS OF THE MEASURE: not implemented</u></b></p>
<p>2.6.1. Organize conference „Women and sport“  <b>Holders of activities:</b> <u>DYS, MEdU</u> and MHMR-GED, the Commission for women and sport to the Olympic Committee of Montenegro, sport associations and organizations  <b>Time framework:</b> I quarter of 2016</p>	<p><b><u>STATUS OF THE MEASURE: not implemented</u></b></p>
<p>2.6.2. Organize training for vocational education for sport administrators  <b>Holders of activities:</b> <u>MEdU, DYS, CVE</u> and the Commission for women and sport to the Olympic Committee of Montenegro, sport associations and organizations  <b>Time framework:</b> II quarter of 2016</p>	<p><b><u>STATUS OF THE MEASURE: not implemented</u></b></p>
<p>2.6.3. Publishing the report „Sport and gender equality in Montenegro“  <b>Holders of activities:</b> <u>DYS, MEdU</u> and MHMR-GED  <b>Time framework:</b> IV quarter of 2016</p>	<p><b><u>STATUS OF THE MEASURE: not implemented</u></b></p>





### 3. GENDER EQUALITY IN ECONOMY

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

Activities	Report
<p>3.1.1. Harmonize Law on Gender Equality with the following directives: Council Directive 79/7/EEC of 19 Decemera 1978, Directive 2006/54/EC of the European Parliament and of the Council, Directive 2010/18/EU of 8 March 2010</p> <p><b>Holders of activities:</b> <u>MHMR-GED</u> and MLSW, Committee for GE</p> <p><b>Time framework:</b> III quarter of 2016</p>	<p><b>Ministry for Human and Minority Rights</b></p> <p>Law on Amendments to the Law on Gender Equality was adopted in the Parliament of Montenegro in June 2015</p> <p>The Law is harmonized with EU directives related to gender equality and equal treatment of women and men: Council Directive 79/7/EEC of 19 December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security; Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation; Council Directive 2004/113/EC implementing the principle of equal treatment between men and women in the access to and supply of goods and services; 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; Directive 2010/41/EU of the European Parliament and of the Council of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Council Directive 86/613/EEC</p> <p>The drafting of the Labor Law will also be aligned with the EU directives related to the elimination of gender discrimination in the labor market, and should be adopted by the end of 2017. Member of the Working Group is also a representative of the Ministry for Human and Minority Rights with a goal to monitor compliance with EU directives.</p> <p><b>STATUS OF THE MEASURE: implemented</b></p>
<p>3.2.1. Continuously collect, consolidate and process statistical data based on gender on employment-unemployment in the labor market</p> <p><b>Holders of activities:</b> <u>EA, MLSW, MONSTAT i MHMR-GED</u></p> <p><b>Time framework:</b> continuously</p>	<p><b>Employment Agency of Montenegro</b></p> <p>EA edits and updates weekly, monthly and annual statistical bulletin. Statistical bulletin includes statistical reports which are the basis for analyzing trends in unemployment and employment in the labor market. The bulletin presents data on registered unemployment, job vacancies and employment in Montenegro. Data in the bulletins are sorted by gender.</p> <p>Website of the Employment Agency of Montenegro provides information on the activities of the Agency, developments in the field of employment and labor market policies, laws and regulations and provides information to the unemployed and the employers' association on supply and demand in the labor market.</p> <p>Employer Survey is a regular annual activity of the EA whose implementation it receives detailed information about the needs of Montenegrin employers, about their problems in securing necessary personnel, as well as the situation on the labor market and employment – opportunities and prospects for employment, surpluses, deficits and the quality of the workforce, needed occupations, skills and competences, seasonal employment. Employer Survey for 2015/16 has been completed and can be found at: <a href="http://www.zzzcg.me/wp-content/uploads/2016/12/Anketa-poslodavaca-2016.pdf">http://www.zzzcg.me/wp-content/uploads/2016/12/Anketa-poslodavaca-2016.pdf</a>.</p> <p><b>Municipality of Bar</b></p>

	<p>Bar Municipal Assembly adopted the Decision on the management of statistical data, and collection of data disaggregated by gender, where it introduced the obligation of municipal authorities, public services and businesses to sort all the data by sex.</p> <p><b>Municipality of Pljevlja</b> The data on unemployment collected and disaggregated by sex.</p> <p><b>Municipality of Nikšić</b> Data on entrepreneurs registered in the regional unit Niksic collected in March and April 2016 (name, activity, field).</p> <p><b>Municipality of Herceg Novi</b> Regular collection, compilation and processing of statistical data by sex on employment, unemployment from the Employment Bureau Herceg Novi.</p> <p><b>STATUS OF THE MEASURE: implemented continuously</b></p>
<p>3.2.2. Implementation of active employment policy measures (especially hardto-employ categories of women, members of RE population, refugees and displaced persons) <b>Holders of activities:</b> EA, MLSW, MF and MHMR-GED, local self-governments, media <b>Time framework:</b> continuously</p>	<p><b>Employment Agency of Montenegro</b> Employment Agency implemented <b>education and training programs</b> for 454 unemployed during 2016. Females which participated in these programs were represented with 59%. Employment Agency implemented a <b>training program for working with the employer</b> in 2016. This program included 250 long-term unemployed, who have not been employed in the last 12 months, because their knowledge and skills were not enough employment. 46% or 114 participants were females. In order to mitigate the effects of long-term unemployment, the Employment Agency implemented a <b>training program for independent work</b> in 2016. The training program for independent work was carried out for 71 unemployed persons with acquired secondary education, less than two years ago, with no experience in the educational level. Females were represented with 42% (30 people). <b>Public works</b> were conducted in cooperation with ministries, local governments, public institutions, NGOs, employers and other entities, through social protection programs, environmental, educational, cultural and other similar programs based on socially beneficial and non-profit work which do not create unfair competition in the market. The public works persons were employed for a definite period, with the average duration of six months, 1,096 difficult to employ, unemployed persons from the registry of with the Agency. Females participated in these programs with 69%. The program "<b>Youth are our potential, give them a chance</b>" covers 60% of females. This program includes persons aged up to 30 years, with high education, work experience in education level, advanced computer skills and English. Pilot program of training and employment of youth in order to prevent gray economy "Stop the grey economy" 100 persons were engaged from the registry up to 29 years of age with high education and work experience in the education level. 56% of the persons employed are females.</p> <p>During 2016, <b>the vocational rehabilitation measures</b> included 210 persons (205 persons with disabilities and five other less employable persons). Of the total number involved, 118 were women (56.19%).</p> <p>In 2016, the <b>measures counseling, motivating and encouraging people with disabilities to actively seek employment, and determining the remaining working capacity</b> included 120 people with disabilities (70 women). During 2016, the <b>measures: analysis of a specific job and working environment of persons with disabilities, development of a plan of adjustment of the workplace and working environment for persons with disabilities, development of a plan of necessary equipment and resources to the disabled person</b> included 39 persons (23 women). The <b>measures: assistance in accepting the disability and exploring the possibilities of involvement in training and work, help in choosing the appropriate professional goals and developing social skills and skills</b> included 45 persons with disabilities (26 women) in the reporting period. The <b>measure of vocational training in work place</b> included two women with</p>

	<p>disabilities in the course of 2016. The <b>measure tracking persons with disabilities in the workplace after employment</b> included 21 persons with disabilities (10 women) during 2016. Contractors of vocational rehabilitation in 2016 have conducted <b>performance evaluation of the rehabilitation process for each person with disabilities</b> (measure 13) for 20 persons with disabilities (8 women). On the day 31 December 2016, 144 employers have exercised <b>the right to subsidized wages</b> for 222 employees with disabilities (94 women). During 2016, the <b>active employment policy programs</b> included 22 members of the <b>Roma and Egyptian populations</b> (8 women, or 36,36%).</p> <p><b>Capital City Podgorica</b> The Capital City Podgorica has implemented the following activities:</p> <ul style="list-style-type: none"> <li>• Project of the Bureau for Economic Cooperation and Support to the Business Community in collaboration with the Multidisciplinary Training Center Pamark and company Jugopetrol AD – the objective of the project is to improve conditions for the establishment of a better, higher quality and more comprehensive approach in the areas of active work on labor and social integration of people with disabilities;</li> <li>• Signed an Agreement with the Association of Entrepreneurs of Montenegro for a period of two years. Based on it, the future entrepreneurs will have free accounting services in the first year of operations.</li> </ul> <p><b>Municipality of Tivat</b> Municipality of Tivat is continuously included in the active employment policy in cooperation with the Bureau of Labor Tivat, although it was planned that 2017 "Literacy of women from RE population" to be held in cooperation with the Training Center for training.</p> <p><b>Municipality of Bar</b> On several occasions, the Municipal Secretariat for Social Affairs organized trainings for less employable categories – women in rural areas (Ostros and Virpazar), training for computer work from basic to advanced courses, sewing, weaving, making of wool, making souvenirs in the decoupage technique, and basic English language course in order to facilitate the use of advanced technology, in collaboration with the Ministry for Human and Minority Rights – The Gender Equality Department, Business center Bar and Bureau of Labor Bar.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>3.2.3. Regularly report to the public on the implementation of the Programme for improvement of the employment of women in rural areas of Montenegro 2013-2016 <b>Holders of activities:</b> <u>MARD</u> and MSDT, MHMR-GED, local administration <b>Time framework:</b></p>	<p><b>Municipality of Bar</b> Municipal Secretariat for Social Activities Bar regularly participates in shows dedicated to the issues of gender equality, with a focus on the empowerment of women in rural areas, which are in a regular program schedule of Radio Bar.</p> <p><b>Municipality of Herceg Novi</b> Workshop on "Challenges and problems of women entrepreneurship" was organized on 3 September 2016 in the Municipality of Herceg Novi and is one of the activities of the Association of Entrepreneurs of Montenegro within the study visit of the Association of Entrepreneurs in Bulgaria. The purpose of this workshop is to empower young women and men from less employable category and persons with disabilities.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>

continuously	
<p>3.2.4. Actively implement measures for combating grey economy and illegal employment with gender-sensitive statistics</p> <p><b>Holders of activities:</b> AIA and MF, MEcon, CSO</p> <p><b>Time framework:</b> continuously</p>	<p><b>Agency for Inspection Affairs</b></p> <p>In 2016, the Agency for Inspection Affairs has continuously implemented activities and undertaken measures within its jurisdiction in order to combat the gray economy in the labor market, or working “under the table”, as its manifestation, in all sectors, especially in tourism and hospitality, construction, trade, transport and agriculture, both when it comes to illegal employment (persons who are engaged in work - nationals and foreigners, with whom the employer has not concluded contracts before the entry into operation and reported them to the compulsory social insurance), and work "under the table" of the persons who are formally employed (unpaid work in the area of labor rights and labor-based - payment of wages and the payment of contributions for compulsory social insurance, overtime, night work, work during national and religious holidays).</p> <p>The actions of the AIA by citizen initiatives, trade unions, NGOs and employees contributed to efficient suppression of "under the table" work, which in 2016 was at 1,806 in the field of labor relations and employment (applicants: 585 men, 449 women and 772 anonymous) and all were related to work "off the books" in all its forms.</p> <p>The engagement and joint control of labor inspectors and inspectors for foreigners of the Police of the Ministry of the Interior contributed to combating illegal employment of foreigners, which during 2016 was at 277 persons.</p> <p>In the reporting year 1,977 persons were found to be in the illegal operation (839 Montenegrin citizens and 1,138 foreigners, of whom 1,444 men and 533 women), and after the measures taken by the AIA them 757 (502 mužkaca and 255 women) set up a working relationship in the accordance with the Labor Law and the Law on Foreigners. Of this number, 501 Montenegrin citizens (314 men and 187 women) and 256 foreigners (188 men and 68 women) were legally employed.</p> <p>It should be noted that the increased supervision of the AIA during the season (from 1 June to 1 September 2016), when the number of employers was significantly increased as well as the number of workers engaged in seasonal jobs, both Montenegrin citizens and foreigners in the region. In this period there were 1,171 persons working informally (59% persons of the total number of entities caught in the “under the table” type of work), and the measures the AIA introduced 482 persons into the legal framework (64% of total number people during the year), and their legal status was regulated in accordance with the Labor Law and the Law on Foreigners.</p> <p>As part of its regular activities, the AIA recorded 12 cases of engagement of children in informal work and, mostly, during the season on the coast during the reporting year, of which 6 were males and 6 females, aged 15 to 18 years. In these cases, inspectors have taken measures within their competences in a way that employers are fined with instituting measures to obtain the necessary documentation (medical certificate and parental consent), in order to meet the legal conditions for the work of these persons. It should be noted that children are not caught in difficult and dangerous jobs, that these were jobs of sellers or auxiliary workers in commercial buildings and other outlets for selling fruit, toys and jewelry.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>3.2.5. Introducing tax benefits for employers which employ women from vulnerable groups (single mothers, older</p>	<p><b>Ministry for Human and Minority Rights</b></p> <p>The Government of Montenegro adopted the Decree on subsidies for employment of certain categories of unemployed persons ("Official Gazette of Montenegro", no. 080/15 of 31 December 2015, 077/16 of 13 December 2016).</p> <p>Decree on subsidies for employment of certain categories of the unemployed aims to encourage the employment of less employable persons registered as unemployed, which among others relate to single mothers, older women, women of RE population.</p> <p>Decree identifies subsidies for employers who hire certain categories of unemployed persons that are registered as unemployed.</p>

<p>women, women of RE population)  <b>Holders of activities:</b>  <u>MF</u> and <u>MHMR-GED</u>,  CSO  <b>Time framework:</b> I  quarter of 2016</p>	<p>So an employer can obtain a subsidy if they employ:  - A person of older than 50 years of age or a person living as a single person with one or more dependants;  - A person who was not employed in the previous six months;  - Who has not completed secondary education or vocational qualification;  - A person who belongs to Roma and Egyptian population;  - A person who participates in public work programs.</p> <p><b><u>STATUS OF THE MEASURE: implemented</u></b></p>
<p>3.3.1. Training of work inspectors and judges in charge for following and control of the implementation fo the Labor Law, Law on anti-discrimination and others  <b>Holders of activities:</b>  <u>AIA</u>, <u>MHMR-GED</u> and  CSO  <b>Time framework:</b>  continuously</p>	<p><b>Agency for Inspection Affairs</b>  - 21 April 2016 - participation of representatives of the AIA, the Labor Inspection (2 labor inspectors/coordinators in the field of labor relations and employment and the protection of health and safety at work and one labor inspector in the field of labor relations and employment) in the process of evaluation of MOR in the Western Balkans  - 27 July 2016 - roundtable "Social work and non-discrimination", organized by EKVISTA - the Center for Anti-Discrimination (chief labor inspector took part)  - 22 September 2016 - participation of labor inspectors - Coordinator for Safety and Health at work, at a round table organized by UZNRCG within the project "Capacity building and strengthening the role of regional civil society organizations in improving working conditions through dialogue with public institutions" (Balkan Network for Safety at Work BALcanOSH)  - 30 September 2016 - seminar "Health and safety in the construction sector," implemented by the Construction Trade Union and IGM CG (participation of labor inspectors - Coordinator for Safety and Health at Work)  - 06, 07, 11, 12, 20 and 21 October 2016 - participation in seminars on the theme: "The role of the Centers for Social Work and inspection services in the fight against trafficking in human beings", organized by the Office for Combating Trafficking in Human Beings (attended by 16 labor inspectors)  - 21 October 2016 - Round table "Labor disputes and judicial practice", organized by UFTUM with the support of Freidrich Ebert Foundation (chief labor inspector took part)  - 26-28 October 2016 - International Symposium in Ohrid "Safety and Health at Work through the inspection oversight - regional cooperation" (participants: chief labor inspector, the labor inspectors - Coordinator for the area of Health and Safety and Health at Work)  - 04 November 2016 - round table "Building a strong and effective labor inspection", organized by UFTUM (participants: chief labor inspector, labor inspector - coordinator for the area of labor relations and employment, and 3 labor inspectors for labor relations and employment)  - 01, 02, 14 and 15 December 2016 - seminars "Presenting the New General Administrative Procedure Act" (25 labor inspectors), organized by the Human Resources Administration.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>3.3.2. Continuously collect, consolidate and process statistical data</p>	<p><b>Supreme Court of Montenegro</b>  There were five criminal cases of violations of labor rights during 2016 before the competent courts (Articles 224-232 of the Criminal Code), and in which women appear as victims, of which:</p>

<p>by gender on the discrimination of women at work  <b>Holders of activities:</b>  <u>AIA</u> and MHMR-GED, judiciary, Agency for peaceful settlement of disputes, CSO  <b>Time framework:</b>  continuously</p>	<ol style="list-style-type: none"> <li>1. Total two cases before the Basic Court in Kotor R.no. 77/15/14 for a criminal offense under Article 224 of the Criminal Code of Montenegro (violation of labor) and R.no. 404/15/15 for a criminal offense under Article 229 of the criminal Code of Montenegro (violation of social insurance), both judgments rendered in these cases became final as follows: in the first case judgment R.no. 77/15/14 of 20 November 2015 became final on 19 April 2016, and this second case the judgment R.no. 404/15/15 of 11 May 2016 became final on 09 May 2017. A suspended sentence was pronounced in both judgments.</li> <li>2. Before the Basic Court in Rozaje one criminal case R.no. 59/16 for a criminal offense of violation of labor rights under Art.224 Par.1. CC (violation of labor), which was completed and rendered a verdict in which the defendant was acquitted of the charges and the verdict became final 4 October 2016.</li> <li>3. Before the Basic Court in Cetinje there were two cases of this kind, R.no. 84/14 for the criminal offense under Art. 224 and 229 CC (violation of labor rights and the violation of social security), which is still ongoing, and the case R.no. 143/15 for the criminal offense under Art. 224 and 229 CC which was completed with acquitting decision.</li> </ol> <p><b>Agency for Inspection Affairs</b>  Labor Inspection recorded three (3) cases of reported discrimination in 2016 (2 women, one of which is addressed the Inspection twice and 1 man), pertaining to: disability to performing the tasks for which the contract was signed and termination of employment and declaring redundant, deployment to another position and the reduction of wages, working conditions and schedule the appropriate jobs. Only one complaint had legal basis, which concerned the violation of labor rights (men – disability to perform the tasks for which contract was signed, with elements of mobbing, due to not imposing the intermediary). After the inspection supervision irregularity was eliminated. The applicants were informed in writing about the course and outcome of the inspection supervision, and were referred to potential protection from discrimination (in the cases where the Labor Inspectorate found no violation of on the basis of labor) to the Protector of Human Rights and Freedoms and the competent court.</p> <p>Four (4) initiatives related to mobbing (3 males and 1 female) were submitted to the Labor Inspectorate in the reporting year, that were related to: not imposing intermediary for mobbing, non-performance in the workplace ("empty chair" mobbing). In cases of not imposing the intermediary the Inspection responded by pointing to the legal obligation of the employer, and sent the rest to the Protector of Human Rights and Freedoms, and the possible protection of the rights before the Agency for peaceful settlement of labor disputes and competent court.</p> <p>The Labor Inspectorate is not authorized to conduct the procedure examining whether in the actions and behavior of at work of potential mobbing (this can be an employer or other employees) there are elements of mobbing, because it is being established in the procedure at work (and then in court or before the Agency for peaceful resolution labor disputes), and the Inspector shall take measures only until the legal conditions for conducting such a procedure with the employer are created, in accordance with the provisions of the Law on prohibition of workplace harassment.</p> <p>Of course, if it any right arising from employment is violated or denied, inspectors comply with their legal obligations, as well as in other initiatives in which mobbing is not mentioned.</p> <p><b>Municipality of Pljevlja</b>  Office for gender equality continuously collects and processes the data.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
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<p>3.3.3. Conducting campaigns aiming at removing cultural and social barriers and reaching equal work opportunities in all departments</p> <p><b>Holders of activities:</b> <u>CVE, MEdu, DDSME and MHMR-GED, MS, CSO</u></p> <p><b>Time framework:</b> continuously</p>	<p><b>Ministry for Human and Minority Rights</b></p> <p>Promotion of anti-discriminatory behavior and practices related to the implementation of media campaigns aimed at raising awareness of the Montenegrin public, especially the most vulnerable categories of the population, with the objective of respect for all human rights, the creation of a supportive and tolerant environment, and respect for diversity. Media campaign on non-discrimination and the promotion of anti-discriminatory behavior in 2016, aimed at raising the level of awareness of the general population in relation to discrimination, the creation of tolerant environment and sensitizing the public especially to the Roma, minority peoples and persons with disabilities, LGBT population, discrimination based on gender identity and other commonly discriminated social groups, members of minority peoples. As part of these ongoing activities, a media campaign was carried out (on TV and radio stations, newspapers and billboards) as: "Is there a difference? - Support equality." The campaign includes designing visual identity and comprises of: broadcasting TV video clip, broadcastin radio jingles, newspaper ad that promotes non-discrimination, tolerance and respect for diversity, inserting flyers through the circulation of daily newspapers (adapted for the visually impaired + certain number of copies printed in Albanian language), the promotion of non-discrimination, tolerance and respect for diversity through billboards in the most effective places in Montenegro, while in municipalities with a significant population of Albanian ethnicity the billboards were placed in Albanian (Ulcinj, Tuzi, Rozaje).</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>3.4.2. Create and develop comprehensive database on women entrepreneurship</p> <p><b>Holders of activities:</b> <u>DDSME, MONSTAT, CC, Employers' Union and MHMR-GED, CSO</u></p> <p><b>Time framework:</b> I quarter of 2016</p>	<p><b>Municipality of Pljevlja</b></p> <p>Database on women entrepreneurship and database of NGOs which deal with women is formed.</p> <p><b><u>STATUS OF THE MEASURE: implemented partially</u></b></p>
<p>3.4.3. Continuous promotion of favorable credit line for women</p> <p><b>Holders of activities:</b> <u>EA, IDF, DDSME and MHMR-GED, CSO</u></p> <p><b>Time framework:</b> continuously</p>	<p><b>Employment Agency of Montenegro</b></p> <p>One of the programs implemented by the EA that aims at encouraging entrepreneurship is Innovated programme for continuous stimulation of employment and entrepreneurship in Montenegro (Innovated self-employment program). In 2016, 18 loans were given to the unemployed worth in total € 100,000, whose implementation has enabled the creation of 20 new jobs. Of these, 6 loans were granted to unemployed females in the amount of 30,000 €.</p> <p><b>Investment and Development Fund</b></p> <p>Given the importance of women's entrepreneurship and economic empowerment of women, during 2016 two programs to support the development of businesses led by women were implemented.</p> <p>This is a basic program of support for women in business, as well as special Programme to support women in business, which is implemented in cooperation with the Ministry for Human and Minority Rights and UNDP. Through these programs, the IDF financed 38 projects in 2016 worth 1,068,298.09 euros.</p> <p>The above-mentioned basic <i>Program of financial support for women in business UNDP</i> aims to stimulate and support women's entrepreneurship in a way that women who initiate or further develop their business can access funds amounting to 200,000 euros (for entrepreneurs up to</p>

	<p>50,000 euros), with an interest rate of 3, 5%, or 3% if the project is implemented in northern Montenegro or less developed municipalities - Niksic, Ulcinj and Cetinje, and the repayment period up to 12 years, including the ability to use the grace period up to 4 years. IDF assets that were approved in the past year on the basis of the mentioned Program, were intended to be for capital expenditures, tangible and intangible assets as well as for working agents (up to 30% of the total amount of credits). On the basis of this program in 2016, IRF has funded 14 projects in the amount of 866,448.09 euros, of which 8 from their own credit potential, and through banks - 6 projects.</p> <p><i>Program to support women in business UNDP</i>, which is implemented in cooperation with the Ministry for Human and Minority Rights of Montenegro and UNDP from 2015, all interested women in addition to the financial support of the IDF, are given the possibility of education or training in the field entrepreneurship. Conditions for financial support of the IDF, as defined by this program, involved in 2016 a credit funds in the amount of up to 10,000, at an interest rate of 2.5% and 2%, if the project is conducted in the north or in less developed municipalities - Niksic, Ulcinj and Cetinje, and the repayment period up to 6 years, including a grace period of up to one year. As part of this program, which includes funding solely from the credit potential of the IDF, 24 projects were supported in 2016 in the amount of 201,850.00 euros.</p> <p>IDF will continue with the implementation of programs to support businesses which are led by women in 2017 as well, taking into account the current situation and the objectives to be achieved when it comes to the development of women entrepreneurship in Montenegro. In this regard, we emphasize that the IDF predicted for 2017 a redefinition of the aforementioned program and credit conditions, and to announce that they will be more favorable than the previous ones.</p> <p>For the purpose of informing and animating this target group, the IDF will pay special attention to cooperation with all state institutions and other entities involved in the project for economic empowerment of women through the launch and development of their business.</p> <p><b>Capital City Podgorica</b> Secretariat for Labor, Youth and Social Welfare of the Capital Podgorica announced a competition for the award of loans to stimulate entrepreneurship and agriculture, which were made public on 8 June 2016. 7 entrepreneurs applied of which <b>3 were women (42,8%)</b>, (42.8%), while 53 agricultural producers applied for the agricultural credits, of which <b>16 were women (30,2 %)</b>.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>3.4.4. Initiate introduction of custom benefits for self-employed women, women entrepreneurs and women employed in agricultural sector <b> Holders of activities:</b> ME, MARD and MHMR-GED, MLSW <b>Time framework:</b> I quarter of 2016</p>	<p><b>Municipality of Bijelo Polje</b> On the occasion of several internationally significant dates, 15 October - International Rural Women's Day, 16 October - World Food Day, 17 October - World Day Against Poverty local community Ravna Rijeka and Majstorovina in cooperation with the Secretariat for Rural Development organized public stands. Representatives of the Secretariat of the program presented three lines of credit for entrepreneurship development that is intended for this population. Representatives of the Office have pointed to the need for greater involvement of women in diversification capacity to service rural tourism, because the works on ski trails on Bjelasica are ongoing. The stands was attended by about 20 women.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>



3.4.5. Conduct training programs for women which start private business or are owners of SMEs, with special training for women from less employable categories

**Holders of activities:**  
MEcon, MF, DDSME, PC, Employers' Union and MHMR-GED, CSO

**Time framework:** II and IV quarter of 2015 and 2016

#### **Ministry for Human and Minority Rights**

The Ministry for Human and Minority Rights, in cooperation with the UNDP Office in Montenegro, with the financial support of the EU Delegation to Montenegro, through the project "Support to anti-discrimination and gender equality", pays particular attention to women's economic empowerment. In this regard, contractual meetings were held with representatives of municipalities of Podgorica and Niksic, followed by detailed preparation models of support to the entrepreneurs from these municipalities. The dynamics of joint activities on strengthening local institutions in the municipalities of Podgorica and Niksic was agreed upon, and women's capacity to engage in female entrepreneurship, developing training programs for women entrepreneurs, and in a further phase of the project creating mentoring schemes and programs for participants and promotions in order to strengthen women's entrepreneurship.

Within the project "Support to anti-discrimination and gender equality - IPA 2014" the advisory bodies to monitor the implementation of the project were formed (in the field of violence and in the area of economic empowerment of women) and there was a meeting of the Advisory Committee on the economic empowerment of women composed of representatives of relevant institutions and NGOs dealing with the economic empowerment of women.

In November, the Association of Business Women of Montenegro, in partnership with the Innovative Entrepreneurial Center "Technopolis", organized the event in order to present and announce the beginning of the first phase of the program for the economic empowerment of women in the municipality of Niksic.

The Ministry for Human and Minority Rights, in cooperation with the Association of Entrepreneurs of Montenegro on 20 May 2016 organized a conference on "Women Power". This conference is organized every third Friday of the month of May, when the world marks the International Day of Women's Entrepreneurship. The conference gathered over 100 participants from Montenegro and the region.

#### **Capital City Podgorica**

1. Organized a lecture on "Self-confident women," in KIC Budo Tomovic, on 15 April 2016,
2. Implemented business counseling for women and young people in collaboration with the Association of Business Women, according to the signed Agreement on cooperation where every Thursday they have the opportunity to have successful entrepreneurs hold consultations on the subject of finance and tax consulting, motivation, leadership and marketing, branding and public appearance. Free training for writing business plans are organized
3. Team work with a goal for a professional and social adaptation of women from less employable category and persons with disabilities, organized by the Bureau for Economic Co-operation and with support of the business community
4. Seminars organized by the Secretariat of Labor, Youth and Social Welfare of the Capital with the aim of training unemployed women:
  - "Communication skills and media and public appearance," 25 March 2016
  - The construction and positioning of a brand in Montenegrin market "01 June 2016
  - "Entrepreneurial Marketing" 14 June 2016

#### **Municipality of Budva**

##### Computer skills training for the unemployed citizens

Secretariat for Local Self-Government pursuant to Article 3 of the Decision on the adoption of the Local Action Plan for achieving gender equality in the municipality of Budva for the period 2015/2016 ("Official Gazette of Montenegro - municipal regulations," No. 17/2015) is the holder of the implementation of activities related to achieving gender equality of the Municipality and in this regard is the organizer the **third** time of free basic training on computer skills: Word, Excel, Internet and e-mail for the unemployed citizens residing in Budva, planned within the section "Business and sustainable development" in the third Action plan for achieving gender equality.

	<p>The training began from 05 April 2016 and is designed to be held twice a week for the duration of two regular classes in the premises of computer classrooms in High School "Danilo Kis". Registered candidates are divided into two groups of 10 participants. Lecturers were professors: Milutin Milošević Janjušević and Nevenka Vlačić; Conditions for registration of candidates for this free training were:</p> <ol style="list-style-type: none"> <li>1. An application for registration from the reception desk of the Secretariat for Local Self-Government;</li> <li>2. The certificate from the Bureau of Employment Budvi that the candidate is in its records;</li> <li>3. The certificate of residence from the Ministry of Interior, Regional Unit Budva.</li> </ol> <p>The aim of this project is to influence the level of investment in raising the qualification capacities of unemployed citizens, and thus encourage them to actively participate in the working population of Budva and to help them have easier access to the requested job. Target groups are unemployed citizens in accordance with the registry of the Employment Agency.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>3.4.6. Organize Women Entrepreneurship Fair <b> Holders of activities:</b> <u> DDSME, MHMR-GED</u> and CC, Employers' Union, CSO <b> Time framework:</b> IV quarter of 2015/IV quarter of 2016</p>	<p><b> Ministry for Human and Minority Rights</b> The Ministry for Human and Minority Rights, in cooperation with the Association of Entrepreneurs of Montenegro organized on 20 May 2016 a conference on "Women Power". This conference is organized every third Friday of the month of May, when the world marks the International Day of Women's Entrepreneurship. The conference gathered over 100 participants from Montenegro and the region.</p> <p><b> Capital City Podgorica</b> Women Entrepreneurship Fair organized on 19 and 20 May 2016 in Mall of Montenegro by the Secretariat for labor, youth and social welfare of the Capital City.</p> <p><b> Municipality of Bar</b> In the days of celebration of independence and women's entrepreneurship in the third week of May, in Podgorica was held Women Entrepreneurship Fair organized by the Ministry for Human and Minority Rights - The Department of Gender Equality, Union of Employers and the Agency for Entrepreneurship. The women from Ostros and Virpazar participated in the fair.</p> <p>U dane proslave nezavisnosti i ženskog preduzetništva, u trećoj sedmici maja, u Podgorici, održan je sajam ženskog preduzetništva u organizaciji Ministarstva za ljudska i manjinska prava-Odjeljenje za rodnu ravnopravnost, Unije poslodavaca i Agencije za preduzetništvo. Na sajmu su učestvovala žene iz Ostrosa i Virpazara.</p> <p><b> Municipality of Pljevlja</b> Organized Women Entrepreneurship Fair 7 and 8 March 2016.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>

<p>3.4.7. To encourage the diversification of the rural economy and development of traditional crafts, souvenirs, handicraft products, etc.</p> <p><b> Holders of activities:</b>  <u>MARD, MSDT, MHMR-GED, DDSME</u> and local administration, CSO</p> <p><b> Time framework:</b>  continuously</p>	<p><b>Ministry of Agriculture and Rural Development</b>  Ministry of Agriculture and Rural Development announced in 2016 a public call for the allocation of support for diversification of economic activities in rural areas. Public call was open from 4 March to 17 April 2016. 17 applications were received (6 applications holders were women, with a total investment value of € 33,818.62). After field control session and Commission session, the Decision for the approval of investments was received by 13 applicants (3 projects holders were women). Of these 13, 7 were successfully implemented their projects (2 women) and received the support of € 17,624.4.</p> <p><b> Municipality of Bar</b>  Same as under 3.2.2. and securing free booths at all the fairs in the municipality, or in other municipalities, and providing the costs of transport for participating in fairs.</p> <p><b> Municipality of Pljevlja</b>  Through the organization of the Fair of women's entrepreneurship, we encourage women to engage in old crafts and handwork because they have a place to exhibit and sell their products. We also support all the requirements of entrepreneurs related to the provision of transport to go to fairs.</p> <p><b> Municipality of Žabljak</b>  This activity is carried out traditionally for 25 years within the "Days of Mountain Flowers", whose central event is an exhibition of products of women from the rural areas.</p> <p><b> STATUS OF THE MEASURE: implemented continuously</b></p>
<p>3.4.8. Promote activities of women in rural areas through media, giving award to the most successful woman entrepreneur in rural area</p> <p><b> Holders of activities:</b>  <u>MARD, MSDT, MHMR-GED, DDSME</u> and local administration, CSO</p> <p><b> Time framework:</b>  continuously</p>	<p><b>Ministry of Agriculture and Rural Development</b>  Multiple stories on agro-business were filmed, including those whose heads are females, which are posted on youtube, the website of the Ministry of Agriculture and Rural Development, social networks, and various media.</p> <p><b> Municipality of Bar</b>  Following the training Press release was given, and a publication "Successful women of Bar" was issued and with participation in the activities of the Ministry for Human and Minority Rights - Department for Gender Equality.</p> <p><b> Municipality of Pljevlja</b>  Regular activity of the Secretariat for Economy of the Municipality of Pljevlja through the manifestation "Days of Pljevlja cheese".</p> <p><b> Municipality of Žabljak</b>  This activity is carried out traditionally for 25 years within the "Days of Mountain Flowers", whose central event is an exhibition of products of women from the rural areas.</p> <p><b> STATUS OF THE MEASURE: implemented continuously</b></p>

<p>3.4.9. Finansijska podrška poljoprivrednih aktivnosti žena i finansiranje projekata gdje su nosioci žene sa sela</p> <p><b>Holders of activities:</b> MPRR, IRF, ME i NVO, mediji, MO</p> <p><b>Time framework:</b> continuously</p>	<p><b>Ministry of Agriculture and Rural Development</b></p> <p>Ministry of Agriculture and Rural Development announced in 2016 a public call for the allocation of support for diversification of economic activities in rural areas. Public call was open from 4 March to 17 April 2016. 17 applications were received (6 applications holders were women, with a total investment value of € 33,818.62). After field control session and Commission session, the Decision for the approval of investments was received by 13 applicants (3 projects holders were women). Of these 13, 7 were successfully implemented their projects (2 women) and received the support of € 17,624.4.</p> <p>Ministry of Agriculture and Rural Development announced in 2016 a public call for the allocation of support for investments in processing on the farm, which was open from 3 March to 16 April 2016. 114 applications were received (15 applications holders were women). After field control and Commission session, the Decision for the approval of investments was received by 89 applicants, of which 12 were women. 64 projects have been successfully implemented in the amount of 405,000.00 euros, and received the support of the Ministry in the amount of 202,500.00 euros, of which 8 female users got the support of 27,013.01 euros.</p> <p>In 2015, 51 women applied for IPARD like as an individual and as a company and 10 whereby the CEOs of these companies were women, so within this call almost 10% of individuals who have applied were women ie. 23% of women CEOs in the context of companies that have applied. The average value of projects submitted by women was € 52,247.52 which is significantly higher compared to the average value of the projects amounted to € 39,815.41. This project contract was signed with 31 (€ 1,288,371.71 investment) women as individuals and 4 women as CEOs of companies (€ 168,450.92 investment). In 2016, 13 projects implemented by women were paid out. The total value of these investments amounted to 405,677.96 euros (without VAT), and the amount of support 242,125.98 euros. Also 2 projects implemented by women CEOs of companies were paid out. The total value of these projects amounted to 67,985.40 euros (without VAT), and the amount of support 33,992.70 euros.</p> <p>Through IPARD like 2 in 2016 6 contracts were signed whose holders are women (CEOs). The total value of these investments amounts to 788,564.73 euros (excluding VAT), and the potential support amounts to 394,282.37 euros.</p> <p><b>Investment and Development Fund</b></p> <p>From the aspect of providing financial support to the agricultural activities of women and the financing of projects which are headed by women from the rural area, the IDF on the basis of IPARD Like project, implemented during 2016 in cooperation with the Ministry of Agriculture and Rural Development and the Program of Support to agriculture and the production of food which conducted independently or in cooperation with commercial banks, credit support for 10 projects whose holders are women, in the amount of 378,322.59 euros. Seven projects worth 308,322.59 euros, whereas financed by the Program IPARD Like, and the program of support to agriculture and food production financed 3 projects in the amount of 70,000 euros.</p> <p>In addition to extremely favorable credit conditions, the IDF implemented in Northern Montenegro or in less developed municipalities (Cetinje, Niksic and Ulcinj) during 2016 projects which secured the specific loan conditions or incentives, in the form of reduced interest rates (0.5% - 1%, depending on the program), which aimed to further impact on this target group to take advantage of opportunities that IDF provides for starting up their own business.</p> <p>Also, women in rural areas were given the opportunity of funding agricultural and other activities, such as crafts, through the Support Program aimed at developing women's business, particularly those which are implemented in cooperation with UNDP and the Ministry for Human and Minority Rights.</p> <p>From the aspect of the role and activities of the IDF, we emphasize that the development of female entrepreneurship, particularly with regard to agricultural activities, the significant contribution was given by the regional office of the IDF in Bijelo Polje, which allowed all interested parties, especially rural women, easier and faster access to information and credit funds of the IDF.</p> <p><b>Capital City Podgorica</b></p>
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	<p>Secretariat for Labor, Youth and Social Welfare of the Capital Podgorica announced a competition for the award of loans to stimulate entrepreneurship and agriculture, which were made public on 8 June 2016. 7 entrepreneurs applied of which <b>3 were women (42,8%)</b>, (42.8%), while 53 agricultural producers applied for the agricultural credits, of which <b>16 were women (30,2 %)</b>.</p> <p><b>Municipality of Pljevlja</b> This activity can be realized only through the competition for the allocation of funds to NGOs. In 2016, there were no projects of this nature.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>3.4.10. Marking International Day of Women Entrepreneurs – 3<sup>rd</sup> Friday in May <b> Holders of activities:</b> <u>MEcon, DDSME and MHMR-GED</u> and CC, Employers' Union, media, NGO, IO <b>Time framework:</b> II quarter of 2015/II quarter of 2016</p>	<p><b>Ministry for Human and Minority Rights</b> The Ministry for Human and Minority Rights, in cooperation with the Association of Entrepreneurs of Montenegro organized on 20 May 2016 a conference on "Women Power". This conference is organized every third Friday of the month of May, when the world marks the International Day of Women's Entrepreneurship. The conference gathered over 100 participants from Montenegro and the region.</p> <p><b>Capital City Podgorica</b> On the occasion of the International Day of Women Entrepreneurs, 19 May 2016, the Secretariat of Labor, Youth and Social Welfare, in cooperation with the Association of Entrepreneurs of Montenegro, organized a conference on women's entrepreneurship within which a special thematic unit was held - a panel discussion on the topic of women entrepreneurship "Women's entrepreneurship in Montenegro", along with politicians, parliamentarians, civil society and entrepreneurs.</p> <p><b>Municipality of Bar</b> Participation of representatives of the Municipality of Bar on the events held on the occasion of Entrepreneurs' Day.</p> <p><b>Municipality of Bijelo Polje</b> Montenegro Business Women Association, at a press conference on the occasion of the World Day of Women's Entrepreneurship 15 May, in partnership with the Capital City Secretariat for Entrepreneurship Development, Bureau for Economic Co-operation and support of the business community, ministries, international institutions appreciating our work and commitment to the local level, unanimously decided to give award in the category "the encouragement of women's entrepreneurship in the north of Montenegro" to the employee in the Offices Almasa Rizvanović. On that day the prizes will be awarded to successful women entrepreneurs and women in local governments, as institutional support and commitment to the development of women's entrepreneurship.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>3.5.1. Alignment of working hours of the kindergarden and schools with working hours of parents <b> Holders of activities:</b> <u>MEdu</u> and trade unions,</p>	<p><b><u>STATUS OF THE MEASURE: not implemented</u></b></p>

<p>Employers' Union, education institutions, MHMR-GED, NGO, media, IO, MLSW  <b>Time framework:</b> continuously</p>	
<p>3.5.2. Conducted a study on the needs of parents in the area of working hours to reach balance between work and family obligations  <b>Holders of activities:</b> <u>MHMR-GED</u> and MLSW, Committee for GE, CSO  <b>Time framework:</b> II quarter of 2016</p>	<p><b><u>STATUS OF THE MEASURE: not implemented</u></b></p>
<p>3.5.3. Expanding existing capacities of child care facilities  <b>Holders of activities:</b> <u>MEdu</u> and education institutions, local administration, MHMR-GED  <b>Time framework:</b> IV quarter of 2016</p>	<p><b>Capital City Podgorica</b>  1. Kindergarten in Zagoric opened on 19 December 2016, the property extends to over 1400m, for 250 kids. Capital city is gave land for free which enabled the realization of the project  2. New premises of the Center for the Rights of the Child opened on 20 December 2016; This project has established a new Day Care Center designed to support children at risk, for which in the addition to the Capital City, also Turkish International Cooperation and Coordination and the Save the Children International provided funds.</p> <p><b>Municipality of Bar</b>  The preparation of project documentation for the construction of kindergarten funded by the Municipality of Bar is ongoing.</p> <p><b>Municipality of Žabljak</b>  The possibility of opening the Day Center, toy library, as well as editing and enriching new existing Playground with new content is under consideration.</p> <p><b><u>STATUS MJERE: realizovana</u></b></p>
<p>3.5.4. Organizing campaign on equal distribution of house and family obligations  <b>Holders of activities:</b> <u>MHMR-GED</u> and</p>	<p><b><u>STATUS OF THE MEASURE: not implemented</u></b></p>

<p>Committee for GE, CSO, media  <b>Time framework:</b>  continuously</p>	
<p>3.5.5. Opening facilities for care of the elderly and expansion of the system of measure for care of the elderly  <b>Holders of activities:</b>  <u>MLSW</u> and local administration, CSO, IO  <b>Time framework:</b> IV quarter of 2016</p>	<p><b>Ministry of Labor and Social Welfare</b>  The Geronto is continued on the territory of Cetinje, Niksic and in the northern region of Montenegro. Day care centers for the elderly are opened. One in Niksic 2 October 2016 and one in Spuž 19 February 2016. There are three day care centers now in Niksic, two day care centers in Danilovgrad, and one day center in Mojkovac.</p> <p>Nastavljen projekat Geronto domačice na teritoriji Cetinja, Nikšića i u sjevernoj regiji Crne Gore  Otvoreni dnevni centri za stara lica. U Nikšiću 10.02.2016. godine jedan i u Spužu 19.02.2016. godine jedan. U Nikšiću sada postoje tri dnevna centra, u Danilovgradu dva dnevna centra i u Mojkovcu jedan dnevni centar.</p> <p><b>Capital City Podgorica</b>  Secretariat for Labor, Youth and Social Welfare of the Capital Podgorica as one of its jurisdiction has the right to assistance and home care of the elderly. The budget for 2017 provides 100 000 € for these activities.</p> <p><b>Municipality of Tivat</b>  The preparation of project documentation for the construction of the building where Geronto service would be located funded by the Municipality of Tivat.</p> <p><b>Municipality of Pljevlja</b>  The construction of the Home for the elderly in Pljevlja is ongoing.  During 2016, the Municipality has implemented gerontology program, which includes a staff of 12 women and 85 users.</p> <p><b>Municipality of Žabljak</b>  The possibility of opening the daycare/nursing home/accommodation for the elderly.</p> <p><b><u>STATUS OF THE MEASURE: implemented</u></b></p>

<p>3.6.1. Organize round tables, conferences, aiming at exchanging good practices and implementation of the international and national antidiscriminatory legislation in the area of work rights</p> <p><b>Holders of activities:</b>  <u>MHMR-GED</u> and PHRF, trade unions, CSO, MLSW</p> <p><b>Time framework:</b>  continuously</p>	<p><b>Ministry for Human and Minority Rights</b>  In September 2016, a video conference with representatives of the European Commission was organized on "Implementing the Action Plan for achieving gender equality 2013 - 2017". The focus of the conference were the issues of social protection and the status of women in the labor market within the framework of negotiating Chapter 19 "Social Policy and Employment".</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>3.7.1. Promote collection, processing, analysis and distribution of statistical indicators on wage gap between men and women</p> <p><b>Holders of activities:</b>  <u>MONSTAT, MHMR-GED, MF</u> and ministries, state institutions, local administration bodies, CSO</p> <p><b>Time framework:</b>  continuously</p>	<p><b>Ministry for Human and Minority Rights</b>  In September, the Ministry for Human and Minority Rights and the Statistical Office of Montenegro signed a Memorandum of Understanding on the project related to the development of "Index of gender equality 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, money, health, time and power. The project will be promoted in 2017.  In late October 2016, the Ministry for Human and Minority Rights and the Statistical Office of Montenegro - MONSTAT published the jubilee publication "Women and Men in Montenegro in 2016". This is the sixth edition of the mentioned publication, which is published every two years, starting from 2006. The aim of this publication is to display in one place the largest number of features disaggregated by gender.</p> <p><b>General Secretariat of the President of Montenegro</b>  All the employees have equal rights on the basis of being promoted, titles, wages or any other work right and there were no cases of discrimination on any basis, including the wage gap based on gender.</p> <p><b>Municipality of Tivat</b>  Municipality of Tivat plans to adopt a Decision on keeping on record and collection of statistical data disaggregated by gender in 2017.</p> <p><b>Municipality of Bar</b>  Same as under 3.2.1.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>



<p>3.7.2. Organizing campaign for informing the public on the importance of principle of equal wages for work of equal value and the implementation fo the Labor Law</p> <p><b>Holders of activities:</b> <u>MLSW</u> and Committee for Gender Equality, CSO, IO, MHMR-GED</p> <p><b>Time framework:</b> continuously</p>	<p><b><u>STATUS OF THE MEASURE: not implemented</u></b></p>
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## 4. GENDER-SENSITIVE HEALTH CARE

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

Activities	Report
<p>4.1.1. Establish systematic recording of data concerning health statistics by gender with regular monitoring, processing and publishing</p> <p><b>Holders of activities:</b> <u>IPH</u>, <u>MONSTAT</u> and health care facilities</p> <p><b>Time framework:</b> continuously</p>	<p><b>Ministry of Health</b> Institute of Public Health has established systematic recording of data concerning health statistics by gender with regular monitoring, processing and publishing Statističkih godišnjaka, koji su do 2010. godine publikovani i postavljani na sajt. <u>They can be found on the website of the Institute of Public Health from the above mentioned period.</u></p> <p><b>Municipality of Berane</b> At the end of December started activity:” Mammography breast examination among women in urban areas”.To be continued after January 17, 2017. At the end of December there was also a media appearance by authorized representative of the civil sector, who spoke about the cooperation with the Secretariat for General Administration and Social Affairs, related to the implementation of the activities of LAP RR 2015-2017.</p> <p><b>Municipality of Herceg Novi</b> Regular monitoring and data collection of a number of institutions at the local and state level ( in addition to the above-mentioned are: Public Institution „ Center for Social Work“, Institution for Public Health „Primary Health Centre “, Public companies and institutions in the city, Institute for Public Health of Montenegro (Registry of malignant neoplasms by sex and age, Registry of drug abuse, Registry of cerebrovascular diseases, Registry of diabetes).</p> <p><b><u>STATUS MJERE: realizuje se kontinuirano</u></b></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 (<i>poor women, women with disabilities, rural women, Roma, refugees and internally displaced</i>)</p>	<p><b>Ministry of Health</b> Institute of Public Health initiates, plannes and implements programs that are aimed at gender-sensitive population groups, who are in need of additional support in comparison to the dominant population.These are programs of health education for Roma women, then special immunization programs, research programs on prevalence of HIV/AIDS among sexual workers, among members of RE population, early detection of breast cancer among Roma women and others.</p> <p><b>Municipality Bijelo Polje</b> With the professional support of expert on gender equality, Branke Vlahović, The Draft Decision is made for the establishment of a fund for "first aid" for women victims of violence , women users of MOP suffering from cancer of the reproductive organs, which will have great significance for advancing the rights of female citizens of Bijelo Polje and assistance to socially vulnerable population of women. Representatives of Municipal Council for Gender Equality, Councilors of Local Parliament and representatives of NGO sector are familiar with the Draft Decision .All participants had an opportunity, on this occasion, to participate in the creation of above mentioned Decision with their proposals and suggestions. The Draft Decisions will be presented for adoption to the councilors of SO Bijelo Polje, after adjustments, at the session of the Assembly.</p>

<p>women, victims of trafficking, sex workers)  <b>Holders of activities:</b> <u>MH, IPH</u> and health care stations, CSO  <b>Time framework:</b> continuously</p>	<p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>4.2.1. Sprovoditi Nacionalni program ranog otkrivanja malignih oboljenja kontinuirano razvijati i sprovoditi (smanjivanje rizičnih faktora, razvijanje zdravih stilova života, razvijanje lične odgovornosti osobe za zdravlje)  <b>Nosioci aktivnosti:</b> <u>MZ, IJZ</u> i JZU Klinički centar, domovi zdravlja  <b>Time framework:</b> continuously</p>	<p><b>Ministry of Health</b>  Screening for cervical cancer began on July 7, 2016. The target group are women aged between 30-34. The main objective of early detection of the disease is to reduce the incidence of morbidity and mortality, as well as improving the quality of life of women suffering from this disease. In addition, in all Health Centers in Montenegro was conducted an education of health workers, within Continuous Medical Education, in February 2016, on the importance of implementing screening in the general population, especially among young women. Professional health personnel was educated in the municipalities where screening program already begun, and it is planned to expand the program of screening on the entire territory of Montenegro. Besides, employees of the Center for Health Promotion of Institute of Public Health continuously (at least twice a month) organize workshops for women members of RE population (in cooperation with Red Cross) that treat topics related to the effects of various determinants of health, monitor their impact and define measures and activities to restrict the effects of various risk factors to health.</p> <p><b>Municipality of Bar</b>  According to LAP Bar, the continuation of workshops and appropriate medical examinations are planned (mammography, measurement of pressure and blood sugar), especially for vulnerable categories (women from rural areas, unemployed women, older women and women with disabilities, including women from the Roma and Egyptian population) in cooperation with the Health Care Center Bar, which has proved to be successful in the past, as well as with NGOs dealing with these issues.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<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><b>Ministry of Health</b>  Health organizations are involved in the marking of the International week of fighting against malignant diseases in cooperation with a number of NGOs (by walk of providers in healthcare, articles in the media, press conferences). Institut for Public Health regularly addresses the population of Montenegro through the media in order to influence a change in behavior that prevents the occurrence of different malignant diseases, with special emphasis on the prevention of breast cancer. In 2016, Institute of Public Health issued a statement to print media on the importance of preventing breast cancer, breast self-examination and the importance of the implementation of screening programs.</p> <p><b>Ministry for Human and Minority Rights</b>  Ministry for Human and Minority Rights, in order to raise awareness about the importance of prevention and protection of health, organized on July 19 and 21, 2016. preventive gynecological and ultrasound examination for women from the camp Konik from Podgorica, in health Care Center "Dimitrije - Dika Marenčić" from Danilovgrad. Ministry has organized this activity in cooperation with Health Care Center Danilovgrad and Red Cross for several years. As a sign of successful cooperation, various checks have a goal for women from marginalized groups take care of</p>

<p><b>Holders of activities:</b> MH, IPH i health care stations, media, CSO</p> <p><b>Time framework:</b> continuously</p>	<p>their health Ultrasound examinations were made in previous years for thyroid gland, breast, lungs, mammography was done fo women over 40 years of age,while the next action action will include abdominal ultrasound. The first group included thirty women, and next forty. Ministry for Human and Minority Rights, on the initiative of the „Feneks Medical“ clinic, started, on October 1, a promotional action - twenty women with disabilities had the opportunity to do a free mammography and breast ultrasound. The action lasted until the end of the month and included a total of fifty women from different social groups. October is the month during which the fight against breast cancer is promoted worldwide and the Ministry for Human and Minority Rights joined the campaign of promoting a culture of human rights in terms of health and raise public awareness of the necessity of preventive health checks.</p> <p><b>Capital City Podgorica</b> The capital city of Podgorica helped print book: <i>Health is kept by prevention</i>, published by the NGO "Women Today", written by Rosa Popovic.</p> <p><b>Municipality of Pljevlja</b> On the occasion of the month of the fight against cancer, 28 March 2016 a lecture was organized in the hall of the Municipality of Pljevlja. Lecture on the occasion of the International Day of Epilepsy, on the topic "I like you!", on 4 February 2016 in the hall of the Municipality of Pljevlja.</p> <p><b>Municipality of Bijelo Polje</b> In order to implement the Local Action Plan for achieving gender equality in the field of woman health and media culture, sport, within the anti-stress methods, control of emotions and psychological and physical empowerment, on the occasion of World Health Day a three-day training in local community Njegnjevo was held for local women with special emphasis on representatives of the Roma population and their participation. The program was implemented in cooperation with the Art of Living Montenegro and trainer Alexander Grujović and is the update of last year's training and involvement of women from rural local communities. Training in Njegnjevo was held in cooperation with the management of primary schools from Njegnjevo in the school hall for physical education. The participation was very good, about 20 participants. The participants expressed the wish that these activities are repeated. Art of Living is part of a network in 155 countries around the world with the mission to contribute to the creation of a global society without violence and stress. Its mission is conducted by educating all sectors of society with the tools to overcome stress; also through humanitarian activities and public advocacy of healthy lifestyle. On the occasion of several internationally significant dates, 15 October - International Rural Women's Day, 16 October - World Food Day, 17 October - World Day Against Poverty local community Ravna Rijeka and Majstorovina in cooperation with the Secretariat for Rural Development organized public stands. Representatives of the Secretariat of the program presented three lines of credit for entrepreneurship development that is intended for this population. Representatives of the Office have pointed to the need for greater involvement of women in diversification capacity to service rural tourism, because the works on ski trails on Bjelasica are ongoing. The stands was attended by about 20 women.</p> <p><b>Municipality of Herceg Novi</b> Regularly organizing and marking the World day through numerous lectures, workshops, campaigns to promote the importance and preservation of health. The Secretariat for Social Affairs and Sports of the Municipality Herceg Novi organized on 15 February 2016 together with NGO "Fenix", NGO "Youth of Montenegro" and the Volunteer Club High School "Ivan Goran Kovacic" a round table and lecture on the topic "Early warning signs in children" to mark the "International Day of Children Suffering from Cancer". The round table was opened by Dr. Milena Proročić from the Center for the Prevention of the Health Center Herceg Novi.</p>
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	<p>Secretary for Social Affairs and Sports in cooperation with the Center for the Prevention of PHI Health Center Herceg Novi has organized a number of activities to mark World Health Day, 9 April 2016, which was marked by the fight against diabetes. This campaign is over with a "Run of Health", in cooperation with Novski <i>Triathlon</i> Club from Herceg Novi.</p> <p>In order to implement prevention and the development of prevention programs we organized in cooperation with NGO "Revival" from Niksic lectures on the topic "Drug abuse risks and consequences". The target group of this lecture were students of class VIII and IX - children aged adolescents.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>4.3.1. Provide conditions for all the women for human and natural childbirth and humanization of birth</p> <p><b> Holders of activities:</b> <u>MH, IPH Clinical Centre, Health care stations through adequate counselling for reproductive health</u> and Clinical Centre – Gynaecological – Obstetric clinic General hospitals – maternity wards International organizations</p> <p><b>Time framework:</b> continuously</p>	<p><b>Ministry of Health</b></p> <p>Since 2015, the renovated maternity ward at the Clinical Center of Montenegro is put into function, so now there is a good physical infrastructure. Also, from 2015 other birth divisions in Montenegro are put into function, which were renovated and where the equipment was replaced: birth tables, warm beds, equipment for resuscitation of newborns. Also, <i>Clinical guidelines for cesarean section</i> was completed and published, which is in use.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>4.3.2. Implement programs to support all women after childbirth regarding breastfeeding, baby care and concern about their health</p>	<p><b>Ministry of Health</b></p> <p>Institute of Public Health is the creator of the program that is continuously implemented in counseling for reproductive health in all health centers in Montenegro. The program aims to support all women during pregnancy and after childbirth on breastfeeding, baby care and worry about their own health. Institute of Public Health conducted monitoring and evaluation of this program.</p> <p><b>Capital City Podgorica</b></p> <p>Secretariat for Labor, Youth and Social Welfare of the Capital City Podgorica, according to its competences, provides rights to use tribute bundles for newborns.</p>

<p><b> Holders of activities:</b> <u>Health care stations – paediatric service, nursing service, Gynaecological – Obstetric service</u> and general hospitals, IPH  <b>Time framework:</b> continuously</p>	<p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>4.3.3. Implement programs of education of young people and women about opportunities for family planning and contraceptive use, with special attention to vulnerable groups  <b> Holders of activities:</b> <u>Health care stations – counselling for young people, counselling for reproductive health</u> and Clinical Centre General hospitals IPH  <b>Time framework:</b> continuously</p>	<p><b>Ministry of Health</b>  As a creator of programs for reproductive health counseling in all health centers in Montenegro, Institute of Public Health initiated the implementation of current topics in counseling and staff of the Center for Health Promotion hold at least once a month upbringing and educational workshops with women members of RE population.  Special programs are implemented for youth on reproductive health in order to raise awareness and behavioral change in order to adopt healthy lifestyles.  Starting in 2014, in the Health Center Podgorica counseling for marriage and family is open, in which citizens will be able to obtain advisory services in the field of marriage and family relations with a view to developing healthy and functional family in the community and prevention of family dysfunction.  Compared to the previous year, in 2016 began the ceremonies of Day of sexual and reproductive awareness so in February 2016 the experts from the Institute of Public Health held discussions and lectures in vocational schools (Construction and Economic School) in Podgorica. There was also a press conference and media reporting on this occasion and flyers and posters were distributed in major shopping malls in Podgorica. On the occasion of the same date, the lecture was held among the members of RE population by experts from the Institute of Public Health and Primary Health Care Center Podgorica.  Due to the specific lifestyle of RE population and customs of entry of young women into early marriage, in June 2016 the experts from the Institute of Public Health held a lecture on the prevention of early marriage for girls.</p> <p><b>Municipality of Budva</b>  Secretariat for Local Government of the Municipality of Budva, in accordance with the LAP for gender equality, implemented in 2016 the following activities:</p> <ul style="list-style-type: none"> <li>• Education about the risks of early entry into sexual relations - 22 February 2016 in "Second primary school" for students of ninth grade</li> <li>• Education about sexually transmitted diseases - 03 March 2016 in the Primary School "Stefan Mitrov Ljubisa" for students of the first and second year of high school.</li> </ul> <p>The lecturer was Dr. Milica Marović, obstetrician gynecologist, employed in the Health Center Budva;  The aim of the lecture is to influence the improvement of knowledge in the field of health and thereby improving the quality of life and health and preventive care among students aged 15 - 17 and getting familiar with the terminology related to: the risks of early entry into sexual relations and sexually transmitted diseases, terms and the reasons why young people today enter into sexual relations, the concept - adolescent pregnancy, disorders of reproductive health, protection against infection and unwanted pregnancy, with the conclusion that the necessary information related to the topic the pupils and students should request from their families.  During the workshops, students were given flyers: "Young people are the future of Budva and Montenegro", printed in 600 copies.</p>

	<p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>4.3.4. Secure continuous prevention and specialist control of the reproductive health for vulnerable groups of women (rural women, women with disability, women members of RE population, women victims of human trafficking)  <b> Holders of activities:</b> <u>MH, Health care stations – Gynaecological – Obstetric service</u>, and Clinical Center - Gynaecological – Obstetric clinic  <b>Time framework:</b> continuously</p>	<p><b>Ministry of Health</b>  Both in 2016 and in 2015 in order to achieve continuing education to members of the Roma population were held lectures and workshops on the themes of violence against women, arranged marriage, preservation of reproductive health, prevention of breast cancer, reproductive harm. These workshops were held by the professional staff of the Institute of Public Health: social medicine specialists, psychologists, and physicians who are fully employed at the Institute of Public Health.  In health centers in Montenegro a large number of women went through the counseling for reproductive health which continuously implement conservation programs and improving reproductive health (annual average was recorded in 2,000 pregnant women).  The data in the health care system are not kept by any of these characteristics as such so it is impossible to sort out how much of the total number of women who have undergone this workshop are belonging to vulnerable groups.  It is worth noting that during 2016 the availability of specialized controls of reproductive health in rural areas was significantly improved by opening clinics all over Montenegro. At the beginning of 2016 at the Health Center Tivat the donation of the Mormon community provided gynecological table for persons with disabilities.  Unlike the previous three years, the International Women's Day was marked on March 8<sup>th</sup> 2016. On the occasion of this date, the following classes were held: Class IV of <i>PI Medical School</i> as well as to the women members of RE population in Podgorica and Niksic, and there was a press conference. The lectures were followed by the media and were held by the employee of the Center for Health Promotion of the Insititute of Public Health of Montenegro.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>4.4.1. Increase the level of knowledge of health workers about the concept of gender equality and the importance of gender - sensitive health care  <b> Holders of activities:</b> <u>MH, IPH - Centre for the Promotion of</u></p>	<p><b>Ministry of Health</b>  As part of the Continuous Medical Education (CME) program in June 2016 the education of health and non-health workers in all health centers in Montenegro was held in the field: "Gender concept, implementation of gender analysis and gender equality in the organization" and "The importance of gender sensitive health care and its continuous implementation". On this occasion, it was highlighted that the institutions are required to activate the role of coordinator for gender equality appointed by each institution, but the activities that person carries out have not been reported.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>

<p><u>Health</u>, Health care facilities, MHMR – GED, NGO  <b>Time framework:</b> III and IV quarter of 2015/2016</p>	
<p>4.4.2. Organize training for 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  <b>Holders of activities:</b> <u>MH, IPH</u> and health care facilities, MHMR-GED, MLSW  <b>Time framework:</b> III and IV quarter of 2015/2016</p>	<p><b>Ministry of Health</b>  In all health centers in Montenegro, within prevention centers education programs for pregnant women and preparation for childbirth and bringing into the world a healthy and desired child, lectures are given through school for pregnant women. Implementers of health services that implement their activities in the aforementioned advisory health centers have undergone training for the implementation of these activities, within which the education in the field of good communication during the course of pregnancy and childbirth was also held.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>4.5.1. Enhance the work of the existing counselling (youth, reproductive health, sexually transmitted diseases) and open new ones in municipalities where they do not exist  <b>Holders of activities:</b> <u>MH, health care stations –</u></p>	<p><b>Ministry of Health</b>  In 2007 the counseling centers (youth, reproductive health, diabetes) were established in all health centers throughout Montenegro and their work is continuously monitored. It has already been stated that the providers of counseling services for young people passed the training, they have guides to good practice on the basis of which they act and with hold wo regular meetings, in order to forestall difficulties. Center for Health Promotion at the Institute of Public Health coordinates the work of these counseling centers, collects data segregated by gender, conducts monitoring and evaluation.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>



<p><u>counselling for young people and IPH</u>  <b>Time framework:</b> III and IV quarter of 2015/2016</p>	
<p>4.5.2. Provide counseling for pregnant women in all municipalities in Montenegro  <b>Holders of activities:</b> <u>MH, health centers – counseling services for pregnant women, pediatric services</u> and Clinical Center - Gynaecological – Obstetric clinic, IPH  <b>Time framework:</b> III and IV quarter of 2015/2016</p>	<p><b>Ministry of Health</b>  In 2007 was established counseling center for pregnant women, taking into account the needs and empowerment of women for childbirth and bringing a baby into the world, and post-natal care of the health of babies and their own health.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>4.5.3. Make available voluntary, confidential counseling and HIV testing to all interested parties in all the municipalities in Montenegro  <b>Holders of activities:</b> <u>IPH – Counselling for voluntary, confidential counselling and HIV testing, health care stations – voluntary, confidential</u></p>	<p><b>Ministry of Health</b>  Within the network of 7 counselings in health centers in Montenegro and the Counseling Center at the IPH, voluntary, confidential and free counseling and testing for HIV is conducted. From 2013 to 2015 the number of clients who come to counseling and testing increased, which shows increased awareness and the need for use of this service. In 2013, a total of 221 clients were tested, of which 179 men and 42 women, while in 2015 the number of tested clients totaled 289 of which 61 women and 228 men. In 2016, the number of tested clients amounted to 587, of which 93 women and 494 men.  What is typical and what you should pay particular attention and possibly conduct research is increased counseling visits by men ie. women are less tested than men. Although women are less at risk for acquiring HIV infection, it is assumed that women, because of traditional upbringing and behavior are less informed about the availability of voluntary counseling and testing for HIV in their municipality.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>

<p><u>counselling and HIV testing</u> and CSO <b>Time framework:</b> III and IV quarter of 2015/2016</p>	
<p>4.5.4. Conduct STD prevention program (compliance with compatible programs for preventing HIV/AIDS, infectious diseases, etc.) with a special focus on youth and women <b>Holders of activities:</b> <u>MH, IPH</u> and Clinical Center, general hospitals, health centers, CSO <b>Time framework:</b> continuously</p>	<p><b>Ministry of Health</b> Through counseling for voluntary and confidential counseling and testing for HIV/AIDS the prevention of STD is also done. These programs are implemented at the level of primary health care and community health through youth counseling and counseling for reproductive health. IPH ie. employees of the Center for Health Promotion give medical and educational lectures related to the prevention of STDs and through the Center for Disease Control and Prevention regularly monitor the prevalence and incidence of STDs. In addition, experts from the Center for Health Promotion did a Guide for the prevention of sexually transmitted diseases, which was developed in cooperation with the WHO.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></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	Report
<p>5.2.1. Present to the public the report on results of the evaluation of implementation of the Strategy for the Protection against Domestic Violence</p> <p><b>Holders of activities:</b> GSG-Office and the Working group for monitoring the implementation of the Strategy</p> <p><b>Time framework:</b> III quarter of 2015/III quarter of 2016</p>	<p><b>GSV - the Office for Combating Trafficking in Human Beings</b></p> <p>Government Work Group for monitoring the implementation of national policy against trafficking in human beings - Strategy against trafficking in human beings and the accompanying action plans (Official Gazette of Montenegro, No. 43/14, 17/15), held a more regular meetings in order to efficiently monitor activities that are in line with the strategic documents taken in the fight against human trafficking. The working group for the implementation of the national strategy to combat human trafficking also composed a proposal of Action Plan for the implementation of Strategy for Combating Trafficking in Human Beings for 2016 - which was adopted by the Government of Montenegro on 11 February 2016, which puts the emphasis on multidisciplinary approach in the fight against human trafficking, more intensive regional and international cooperation in the detection and prosecution of these crimes, as well as in the field of protection of victims and the implementation of agreed policies to combat this phenomenon. In the first quarter of this year, a representative of the Ministry of Tourism was appointed a member of the Working Group.</p> <p>The same Working group has an obligation to report to the Government of Montenegro the degree of implementation of action plans twice yearly. At its session held on 25 August 2016, the Government adopted the Report on the implementation of the Strategy for Combating Trafficking in Human Beings and the Action Plan for the period 01 January - 30 June 2016. Action Plan for the implementation of the Strategy for Combating Trafficking in Human Beings for 2016 defines a total of 83 measures, while in the 01 January - 30 June 2016 period the implementation of 62 measures was followed. 12 measures were implemented, while in continuity, or, if necessary, 43 measures were implemented. At the same time, there were 4 partly implemented measures, while there were 3 unrealized measures.</p> <p>Based on a summary review of the overall results achieved in the reporting period, it can be concluded that the planned measures were realized in accordance with the planned schedule in a significant percentage.</p> <p>The working group meeting held on 26 December 2016, reviewed the Action Plan for 2017 - 2018 which is scheduled for adoption by the Government in January 2017. At the same time the Report on implementation of measures established by the Action Plan for the second half of 2016 was prepared, which was adopted by the Government on 02 February 2017.</p> <p>The reports are available on the website of the GSV - the Office for Combating Trafficking in Human Beings <a href="http://www.antitrafficking.me">www.antitrafficking.me</a>. At the same time through numerous media appearances and author texts intended for public, Government Office for Combating Human Trafficking constantly performs informing of the general public about the effects that are achieved in the fight against human trafficking through the implementation of action plans related to this issue.</p> <p>Representatives of the institutions become familiar with the effects of the results achieved in the fight against trafficking in meetings that are organized and implemented continuously, the training sessions are conducted for all those who, in accordance with the description of the work they do, come into contact with potential victims of trafficking.</p> <p>Targeted international public becomes familiar with the effects realized by implementing Action plans on combating trafficking in human beings - through the participation of representatives of the Office in numerous international and regional meetings, through reports that are compiled for international partners, as well as in the number of meetings that the Head of the Office has with the</p>

	<p>representatives of numerous international organizations that closely monitor and assess the effects of the fight against human trafficking in Montenegro.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>5.2.2. Organize public debates, conferences, lectures on violence against women – victims of trafficking</p> <p><b>Holders of activities:</b> <u>GSG-Office</u> and MHMR-GED, Committee for GE, CSO</p> <p><b>Time framework:</b> continuously</p>	<p><b>GSV - the Office for Combating Trafficking in Human Beings</b></p> <p>In the area of prevention and education in the Action Plan for the implementation of the Strategy for Combating Trafficking in Human Beings there are activities planned, aimed at strengthening preventive and educational activities aimed at young people, especially groups at risk, in order to eliminate the possibility of becoming a victim of some form of trafficking in persons/children, victims of violence. At the same time, there are numerous planned activities aimed at strengthening the professional capacity of law enforcement agencies in the area of more efficient identification, assistance and protection of potential victims/victims of human trafficking.</p> <p>The reporting period was marked by coordinated activities of state institutions, international organizations and NGOs in the implementation of preventive activities, along with activities to raise awareness of the general public in relation to all forms of trafficking in persons/children, violence against women.</p> <p>The "Stop Human Trafficking" campaign was carried out continuously over Montenegro, and it involved broadcasting the "Stop Human Trafficking" TV spot, which also promoted the government's anti-trafficking SOS line (11 66 66). As part of this campaign at all border crossings there were posters placed with SOS phone line for victims of trafficking. Also the Informer for health workers on human trafficking was printed and promoted.</p> <p>Office for Combating Trafficking in Human Beings, in cooperation with the Ministry for Human and Minority Rights during the reporting period, conducted a campaign for protection against domestic violence, begging and fighting against unlawful marriage in 10 Montenegrin municipalities, and on that occasion they held lectures for representatives of RE community about ways to protect yourself from these negative phenomena, after which they visited Roma settlements where via direct communication with the representatives of the institutions of the inhabitants of the village were provided with the propaganda material that was previously made, adapted for children and translated into Albanian and Roma language.</p> <p>In the area of education, in cooperation with the Human Resources - an institution that is primarily responsible for the education of civil servants and employees the following programs were designed, accredited and implemented:</p> <ul style="list-style-type: none"> <li>• "Strengthening awareness about the phenomenon of human trafficking at the local level", intended for councilors from the local parliament and local government representatives. As part of this program, three one-day trainings per year are planned to be held. During 2016 all three planned trainings were realized and attended by 41 members. Training sessions were held in Podgorica (June 4) Bar (June 1), and in Bijelo Polje (on June 7). Lecturers at the trainings were representatives of the Government Office for Combating Trafficking in Human Beings, who are the instructors of Human Resources Management on this issue.</li> <li>• "The role of health workers in the fight against human trafficking" is intended for healthcare professionals from the whole territory of Montenegro. As part of this program three one-day trainings per year are planned to be held. In the reporting period all three planned trainings were realized which were attended by 62 health workers. Training sessions were held in Bar (19 October), Bijelo Polje (30 September) and in Podgorica (04 November). Lecturers at the training were representatives of the Government Office for Combating Trafficking in Human Beings, who are the instructors of Human Resources Management on this issue.</li> </ul>

	<ul style="list-style-type: none"> <li>• "The role of the Centers for Social Work and inspection services in the fight against human trafficking." As part of the program two-day annual trainings are planned to be held for the representatives of inspection services and employees from Centers for social work on the territory of Montenegro. In the reporting period all three planned trainings were realized and attended by 37 members. Training sessions were held in Bijelo Polje (6-7 October), Bar (11-12 October), Podgorica (20-21). Lecturers at the training were representatives of the Government Office for Combating Trafficking in Human Beings, which are the instructors of Human Resources Management on this issue.</li> </ul> <p>During 2016, 137 representatives of institutions responsible for the implementation of the Agreement on cooperation in the fight against human trafficking at the local level (of which 26 police officers, 16 representatives of the judiciary, 21 social workers, 37 representatives of education, 30 health workers and 4 prosecutors) took part the round tables were organized with the aim of improving knowledge of local institutional representatives/signatories of the Agreement on cooperation with the mechanisms of identification, prosecution, with a particular focus on providing assistance and protection to victims of trafficking. Round tables were organized in cooperation of the Office for Combating Human Trafficking with the OSCE Mission.</p> <p>During 2016 the representatives of the Prosecutor's Office took part in the following events that were dedicated to the topic of human trafficking:</p> <ul style="list-style-type: none"> <li>- 28-29. June 2016 - the 18th international forum topic between ostalih- "Combating human trafficking" - TAIEX.</li> <li>- 21-23. June 2016, Budapest - Joint investigation teams of EU and Western Balkans) - organized by CEPOL.</li> <li>- 29-30. September 2016 - "Raising awareness about the system of witness protection in Montenegro judicial framework of the fight against organized crime and corruption", organized by NI-CO.</li> <li>- 14-18. in November 2016 Podgorica "Improving knowledge in the field of international cooperation in the fight against organized crime, with a focus on financial investigation" organized by TAIEX in cooperation with the Ministry of Interior of Montenegro.</li> <li>- 16-18. November 2016, Belgrade "Strengthening the capacity to conduct joint investigations and prosecutions in the direction of cutting illegal financial flows arising from the smuggling of migrants", organized by the UN Office on Drugs and criminal UNODC - Special Prosecutor.</li> <li>- 12-13. December 2016, Becici seminar "Build a state results in the fight against trafficking in human beings", organized by NGO "CEDEM" and NGO "Montenegrin Women's Lobby".</li> </ul> <p><b>NGO "SOS Hotline for Women and Children Victims of Violence" - Podgorica</b>  NGO "SOS Hotline for Women and Children Victims of Violence" - Podgorica is through the project "Protection of women from gender-based violence condition for the development of democracy and the rule of law", EIDHR 2015, which is funded by the European Union to Montenegro, organized 3 conferences on "Protection against domestic violence in practice based on case studies." Conferences were held in Podgorica, Ulcinj and Berane. The conference was attended by a total of 82 (representatives of the judiciary, police, health, representatives of the Protector/Human Rights and Freedoms, as well as representatives of the Ministry of Justice, Ministry of Labor and Social Welfare, Ministry of Human and Minority Rights).</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
5.3.3. Improve the system of multi-disciplinary response to violence in accordance with the new ways of	<p><b>The Ministry for Human and Minority Rights and the Ministry of Justice</b>  The government adopted the 2016 Report on the Implementation of the Law on Protection from Domestic Violence, presented the results of the implementation of the Law for the period 2010-2015., Which contains recommendations for improvements in</p>

<p>working institutions and new methodologies.</p> <p><b>Nosioci aktivnosti:</b> <u>MLSW</u>, and MoI, PA, MH, judiciary, MHMR</p> <p><b>Time framework:</b> continuously</p>	<p>the field of domestic violence. Preparation of the report was supported by the UNICEF Office through the engagement of a professional consultant. Mentioned Law is assessed as very good and in line with international standards. The problems in its implementation that have been reached by analyzing the data, does not stem from legislation, but from the problems of interpretation of the Law, the lack of financial, operational and human resources, low level of sensibility of persons who apply the Law and etc. The report identified good practices relating to: intensive work on the harmonization of relevant legislation to this Law; Centers for social work and the introduction of new measures to assist and protect victims of domestic violence; successful activities in raising awareness and training of professionals; good cooperation and involvement of NGOs; providing free legal aid to victims of domestic violence; increased sensitization of police work and the overall good performance of protection measures and the reporting of domestic violence; the formation of multi-disciplinary teams; Implementation of the Protocol on the treatment, prevention and protection from domestic violence; increased number of convictions for reported offense and increase in the number of protective measures; opening national helpline, while the identified deficiencies such as inadequate coordination in dealing with victims of violence between the institutions; lack of sufficient capacity and resource centers for social welfare and health institutions; the lack of separate and specialized services for children who are victims of domestic violence; the lack of a uniform way of collecting data and the absence of indicators for evaluation and monitoring of the application; insufficient training of health workers and associates for specific types of violence (violence against children, against women, persons with disabilities, the elderly and others.) regarding the identification of victims and report cases of domestic violence. In this regard provides recommendations institutions concerning the strengthening of human and operational capacities of social welfare centers in the area of protection against domestic violence; developing an integrated system of data collection and indicators for monitoring and evaluation of cases stitched in the family, as well as the implementation of specific training of health workers to identify certain types of violence, as well as in health care institutions of primary health care that are not educated expert teams to implement protective measures mandatory psychosocial treatment, the expert teams are established for the execution of the above mentioned protective measures.</p> <p><b>Municipality of Pljevlja</b> There is a multidisciplinary team</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>5.3.4. Conduct research on violence against women and domestic violence and to include information from state institutions</p> <p><b>Holders of activities:</b> <u>MHMR</u> and MoI, PA, MH, MLSW, MEdu, judiciary, CSO</p> <p><b>Time framework:</b> continuously</p>	<p><b>The Ministry for Human and Minority Rights</b> The Ministry for Human and Minority Rights, in cooperation with the UNDP Office in Montenegro, with the financial support of the EU Delegation to Montenegro, under the project "Support to anti-discrimination and gender equality," currently conducts research on violence that will include evaluation of the work of multidisciplinary the teams, and the treatment according to the protocol, as well as pricing of violence, prevalence of the frame and the public perception of this social phenomenon. The aforementioned study will be presented to the public.</p> <p><b>Supreme Court of Montenegro</b> Representatives of the judiciary regularly attend meetings that are devoted to this topic and give full support to all activities dedicated to achieving gender equality, including the willingness to actively participate in conducting research on violence against women. Also, all the statistics that are kept at the level of the courts in relation to this type of cases are regularly submitted at the request of state authorities and other local non-governmental and international organizations.</p>

	<p><b>Municipality of Herceg Novi</b> Regular monitoring and collecting data from the MoI Herceg Novi - Service for Crime Prevention regarding the reported cases of violence against women and how many criminal charges were filed with the competent prosecutor.</p> <p><b>NGO "SOS Hotline for Women and Children Victims of Violence" - Podgorica</b> NGO "SOS Hotline for Women and Children Victims of Violence" - Podgorica in the activity through project "The protection of women from gender-based violence condition for the development of democracy and the rule of law", EIDHR 2015, which is funded by the European Union to Montenegro , produced a study "Assessment of the compliance of the current situation in the field of violence against women and domestic violence in Montenegro with EU documents and policies".</p> <p><b>STATUS OF THE MEASURE: implemented continuously</b></p>
<p>5.4.2. Education of experts working in the field of domestic violence in all state bodies to identify, prevent and multisectoral action in cases of domestic violence.</p> <p><b>Nosioci aktivnosti:</b> <u>MOI, PA, MHMR-GED, MLSW, MEdu, HRA, CSO</u></p> <p><b>Time framework:</b> continuously</p>	<p><b>The Ministry for Human and Minority Rights</b> The training program by the Ministry for Human and Minority Rights, developed in partnership with the Center for the training of the judiciary and state prosecution refers to the domestic and international documents in the field of gender equality, with a special focus on the importance of CEDAW and its licensing in progress. The said program will be discussed at the next session of the Program Council of the Center for the training of the judiciary and public prosecutors.</p> <p>Another program developed by the NGO "Center for Women's Rights" in collaboration with the Ministry for Human and Minority Rights and UNDP Office in Montenegro, implemented in partnership with the Center for Education in Judiciary and Public Prosecution Office and the Ministry. This program focuses on the application of the Istanbul Convention. In connection with this program, signed the Memorandum of the Ministry for Human and Minority Rights and the NGO "Center for Women's Rights" - Memorandum to intensify cooperation in order to undertake further strategic measures to ensure the prevention of domestic violence and violence against women, and ensuring high-quality, effective and credible mechanism protecting victims and prosecution of crime effective to reduce the violence of tolerance both by individuals, whether they are perpetrators or victims, relevant institutions and the society as a whole.</p> <p>Based on the training program for judges and prosecutors and police officers on the topic of violence prepared by the NGO "Center for Women's Rights" in cooperation with the Ministry for Human and Minority Rights had a first two-day training on domestic violence and violence against women for judges of CMOs in Montenegro and representatives of the police, 28 and 29 December 2016, in Podgorica. The training was organized with the support of the Supreme Court of Montenegro, UNDP and UNICEF and the support of the Center for the training of the judiciary and the state Prosecutor's Office, which is approved this program and included it in the regular training of the judiciary. the training for police officers supported by the US Embassy in Podgorica.</p> <p>In cooperation with the Department of Education organized on 17 May 2016 a one-day seminar on the topic of gender equality in education, with special emphasis on gender-based violence. Target groups were teachers from different fields of primary and secondary schools, especially teachers of civic education - number of participants: 35.</p> <p><b>Ministry of Interior</b> Organized training for its staff who perform the respective jobs, but there is a need to organize training for new employees who have not received training, as well as additional training for the employees who attended the training.</p>

	<p>Ministry recognizes the need to systematize the specific organizational unit that will be responsible for training employees in all areas, which has been done so that this organization as a whole in the coming period to deal with the subject matter.</p> <p><b>Human resources Administration</b> Human Resources Administration did not organize this kind of education.</p> <p><b>NGO "SOS Hotline for Women and Children Victims of Violence" - Podgorica</b> Built capacities of civil society organizations to act as watchdog in the fight against domestic violence at all levels through the establishment of three regional Watchdog teams - contact points for the monitoring of court decisions and the situation in the field of protection of women from domestic violence (north, south and center of Montenegro), then through monitoring the implementation of legislation in the field of domestic violence.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>5.4.4. Train employees in the education system on the basis of the licensed program <b>Nosioci aktivnosti:</b> <u>MEdu, MHMR-GED, CSO, MoI</u> <b>Time framework:</b> continuously</p>	<p><b>Buerau for Education Services</b> Held a seminar on gender equality in education, with special emphasis on gender violence on 17 May 2016, in Podgorica, at the Institute of Education. Participants were teachers from different disciplines primary schools and school board members.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>5.5.1. Develop a situation analysis to identify key problems in social and other protection of victims of domestic violence and to assess the capacity needed for effective support to victims of domestic violence <b>Nosioci aktivnosti:</b> <u>MLSW, MHMR-GED, CSO, MoI</u> <b>Time framework:</b> IV quarter of 2016</p>	<p><b>The Ministry for Human and Minority Rights</b> Research on the perception of the judiciary on domestic violence and violence against women was conducted by renowned international agency, IPSOS Strategic Marketing, the project "Access to justice for victims of domestic violence", implemented by the Office of the United Nations Development Program in Montenegro (UNDP) in partnership with the Center for Women's rights, the Ministry for Human and Minority rights - Department for gender equality, with financial support from the Norwegian Embassy in Belgrade. The Ministry for Human and Minority Rights, in cooperation with the UNDP Office in Montenegro, with the financial support of the EU Delegation to Montenegro, the project "Support to anti-discrimination and gender equality," current research on violence that will include evaluation of the work of multidisciplinary the teams, and the treatment according to the protocol, as well as pricing of violence, prevalence of the frame and the public perception of this social phenomenon. The aforementioned study will be presented to the public. Within the same project, formed as an advisory body to monitor the implementation of the project (in the field of violence in the area of economic empowerment of women) and there was a meeting of the Advisory Committee on violence against women and domestic violence, which is composed of representatives of relevant institutions and NGOs dealing protection from violence. Ministry of Justice, following the implementation of the Law on Protection from Domestic Violence, prepared a report on the implementation of the said Act, in order to present the results of the application of the Act for the period 2010-2015. The report also contains recommendations for improving the situation in the field of domestic violence. In the preparation of reports significant support was provided by the UNICEF Office in Podgorica, through the engagement of a professional consultant prof. Dr. Bistra. Link for the aforementioned report:</p>



	<p><a href="http://www.gov.me/ResourceManager/FileDownload.aspx?rId=253391&amp;rType=2&amp;alphabet=cyr">http://www.gov.me/ResourceManager/FileDownload.aspx?rId=253391&amp;rType=2&amp;alphabet=cyr</a></p> <p><b>The Ministry of Labor and Social Welfare</b> Made 15 local action plans for social inclusion.</p> <p><b>Municipality of Bar</b> The identified problem in the municipality of Bar is a shelter for social cases as well as for victims of violence, attempts are being made to facilitate the construction of the building as a shelter.</p> <p><b>Municipality of Tivat</b> - identified problem in the municipality of Tivat is a shelter for victims of violence, so that a part of the building for which it is the project documentation will open a shelter for victims of violence.</p> <p><b>NGO "SOS Hotline for Women and Children Victims of Violence" - Podgorica</b> Through the project "Protection of women from gender-based violence condition for the development of democracy and the rule of law", EIDHR 2015, which is funded by the European Union in Montenegro was conducted enforcement agencies monitoring legislation in the field of domestic violence.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>5.5.2. Regular monitoring of the work of multidisciplinary teams for protection against domestic violence at the local level.</p> <p><b>Nosioci aktivnosti:</b> <u>MLSW</u> and MHMR-GED, MoI, MH, MEdu, CSO</p> <p><b>Time framework:</b> continuously</p>	<p><b>The Ministry for Human and Minority Rights</b> Research on the perception of the judiciary on domestic violence and violence against women was conducted by renowned international agency, IPSOS Strategic Marketing, the project "Access to justice for victims of domestic violence", implemented by the Office of the United Nations Development Program in Montenegro (UNDP) in partnership with the Center for Women's rights, the Ministry for Human and Minority rights - Department for gender equality, with financial support from the Norwegian Embassy in Belgrade.</p> <p>The Ministry for Human and Minority Rights, in cooperation with the UNDP Office in Montenegro, with the financial support of the EU Delegation to Montenegro, the project "Support to anti-discrimination and gender equality," current research on violence that will include evaluation of the work of multidisciplinary the teams, and the treatment according to the protocol, as well as pricing of violence, prevalence of the frame and the public perception of this social phenomenon. The aforementioned study will be presented to the public.</p> <p>Within the same project, formed as an advisory body to monitor the implementation of the project (in the field of violence in the area of economic empowerment of women) and there was a meeting of the Advisory Committee on violence against women and domestic violence, which is composed of representatives of relevant institutions and NGOs dealing protection from violence. Ministry of Justice, following the implementation of the Law on Protection from Domestic Violence, prepared a report on the implementation of the said Act, in order to present the results of the application of the Act for the period 2010-2015. The report also contains recommendations for improving the situation in the field of domestic violence. In the preparation of reports significant support was provided by the UNICEF Office in Podgorica, through the engagement of a professional consultant prof. Dr. Bistra. Link for the aforementioned report: <a href="http://www.gov.me/ResourceManager/FileDownload.aspx?rId=253391&amp;rType=2&amp;alphabet=cyr">http://www.gov.me/ResourceManager/FileDownload.aspx?rId=253391&amp;rType=2&amp;alphabet=cyr</a>Ministarstvo Labor and Social Welfare</p>

	<p>Research done on the work of local multidisciplinary teams to protect children from violence and protection from domestic violence by the UNICEF.</p> <p><b>Municipality of Tivat</b> Regularly monitors the work of the Multidisciplinary TeamMinistarstvo za ljudska i manjinska prava.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>5.5.3. Establishing a free and unified hotline to report cases of domestic violence with a 24-hour on call</p> <p><b>Nosioci aktivnosti:</b> <u>MLSW</u>, MHMR-GED, CSO, MoI, PA</p> <p><b>Time framework:</b> IV quarter of 2015</p>	<p><b>Ministry of Interior</b> Unique free SOS line for reporting domestic violence, with 24 hour on call, was established in September 2016. The responsible officers in the Police participated in promoting this issue in a way that they distributed flyers with this number.</p> <p><b>Municipality of Pljevlja</b> Women's Safe House in Pljevlja will be funded in 2017 by the Municipality.</p> <p><b>NGO "SOS Hotline for Women and Children Victims of Violence" - Niksic</b> NGO "SOS Hotline for Women and Children Victims of Violence" - Niksic during 2016 led 24h free national helpline for victims of domestic violence. The line was established in September 2015, with the financial support of UNDP and the Ministry of Labor and Social Welfare. During 2016, the National SOS line received 3384 calls which represents an average of 10 calls a day. Help for domestic violence replied they wanted a total of 530 people.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>5.5.4. Establish specific programs for the socio-educational services, counseling, therapeutic and others. services and support programs for women victims of violence (self-help programs, empowerment, reintegration when victims trafikikinga or long-lasting violence in question, etc.).</p> <p><b>Nosioci aktivnosti:</b> <u>MLSW</u>, <u>GSG-Office</u> and CSO, CVE, MH</p> <p><b>Time framework:</b> continuously</p>	<p><b>The Ministry of Labor and Social Welfare</b> Made an electronic registry of licensed service providers, while taking professional exams scheduled for the end of 2017.</p> <p><b>GSV Office for Fight against Trafikking in Human Beings</b> The Government of Montenegro since 2006 is managed by budgets of the Office for Combating Trafficking in Human Beings and fully funds the functioning of shelters intended solely to victims and potential victims of trafficking in terms of providing the initial recovery of victims as well as other forms of assistance, including the provision of:</p> <ul style="list-style-type: none"> <li>- accommodation, food, clothes, shoes, directing,</li> <li>- psychological assistance,</li> <li>- legal aid,</li> <li>- mental health and</li> <li>- social assistance, as well as</li> <li>- educational workshops carried out by activists of the NGO "Montenegrin Women's Lobby", which the government hired as an NGO that has extensive experience and knowledge needed for the provision of primary assistance to victims of trafficking.</li> </ul> <p>The Government of Montenegro provides necessary funds for the operation of shelters for victims of trafficking in Montenegro, in order to provide the necessary accommodation and assistance to victims of human trafficking in Montenegro (primarily medical,</p>

	<p>social, psychological, legal and other assistance). According to the agreement signed between the Office for Combating Trafficking in Human Beings and the NGO "Montenegrin Women's Lobby" to protect victims of trafficking, the Office is committed to provide its own funds, to cover all expenses and ensure smooth functioning of the shelter.</p> <p>In accordance with the Agreement on cooperation, assistance and protection to victims of trafficking is provided shelter on a voluntary basis and the consent of the victim after identification. During identification, the victim is offered the possibility of the government's shelter for victims of trafficking. The victim, if necessary, inform of the native language of the country, the city, the location where it is located.</p> <p>The shelter is conducting educational workshops that are adjusted according to the age of the victim. The social worker and staff at the shelter inform the minor about all rights procedures, proceedings in a language adapted to the age of the victims. Also, in case it is within the competent, social worker as guardian determines an individual plan that is tailored to the age, interests, personal ability and willingness of the minor.</p> <p>During 2016, the government provided shelter to 3 minors potential victims of human trafficking, in a form of entering into illegal marriage and forced begging, the Roma population, females, ages 15 and 11 years, of which one is stayed in a shelter in 2015 and returned again in 2016,</p> <p>In addition to the budget of the Office fully funding the work of shelters for victims of trafficking, we noted that in the reporting period and worked on strengthening reintegration programs that would be available to victims of trafficking.</p> <p>With complete support in adapting and equipping the premises by the Turkish agency "TIKA" NGOs "Montenegrin Women's Lobby" was given its own space dedicated to the reintegration of victims of trafficking and other forms of violence through the "Center for training and professional development." Courses will be conducted in this area in cooperation with licensed entrepreneurs are:</p> <ul style="list-style-type: none"> <li>• Course for hairdressers and auxiliary workers</li> <li>• Course for basic facial, manicure, pedicure</li> <li>• Course for Sewing and auxiliary workers</li> <li>• IT course in the basics of working with computers.</li> </ul> <p><b>NGO "SOS Hotline for Women and Children Victims of Violence" - Niksic</b>  NGO "SOS Hotline for Women and Children Victims of Violence" - Niksic during 2016 organized the work of SOS shelters for women and children victims of violence. It also organized the work of specialized consulting services: psychological and legal counseling. There was also a confident service, in accordance with Article 16 of the Law on Protection from Domestic Violence.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>5.5.5. Inform the general public and professionals in the relevant departments on the possibilities of using the institute of "trusted persons" and strengthening the capacity of social services, civil society organizations and others for the implementation of the institute of "trusted persons" in accordance with</p>	<p><b><u>STATUS OF THE MEASURE: not implemented</u></b></p>

<p>the Law on Protection from Domestic Violence.  <b>Holders of activities:</b> <u>MLSW</u> and MHMR  <b>Time framework:</b> continuously</p>	
<p>5.5.6. Establish a sustainable model of financing social protection services to victims of domestic violence at national and local level  <b>Holders of activities:</b> <u>MLSW, local self-governments</u> and MHMR-GED, CSO  <b>Time framework:</b> continuously</p>	<p><b>Ministry of Labor and Social Welfare</b>  Montenegro's budget for 2017 allocates 1.410.000,00 euros to finance social services and child protection at the local level.</p> <p><b>Municipality of Pljevlja</b>  In Pljevlja there is a Women's Safe House, which will be funded in 2017 by the Municipality.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>5.6.1. Equip space for conducting interviews with victims of domestic violence, tailored to the needs of children within the police stations and the courts to equip special waiting room for witnesses, victims separated from the defendant  <b>Holders of activities:</b> <u>MLSW, MoI, PA</u> and judiciary, Higher Misdemeanor Court, local self-governments, CSO  <b>Time framework:</b> IV quarter of 2016</p>	<p><b>Ministry of Interior</b>  Was carried out, through the Bureau of Public Procurement, supply of high-quality and appropriate toys for children of both genders and multiple ages. Toys are forwarded after recording all security centers and departments to equip rooms for conducting interviews with victims of domestic violence. All the centers and departments of security are provided with informational materials: Manual of conduct of police officers in cases of domestic violence, posters on the topic stop violence against women that have istakniti phone numbers, which they can report cases of gender-based violence and informative flyers NGOs the mechanisms for the protection of victims of domestic violence.</p> <p><b>Supreme Court of Montenegro</b>  In relation to this activity, as the proposal to create a new activity for PAAGE the period 2017 - 2021, inter alia, that the Supreme Court of Montenegro in 2017 needs to assess the necessary capacities for effective support to victims of domestic violence (technical equipment of courts, special waiting areas for victims separated from the courtroom). Based on this analysis, further activities that are necessary to meet the obligations arising from international documents that are binding for Montenegro will be carried out, which require that the state is obliged to ensure that, wherever possible, avoid contact between victims and perpetrators of the premises court<sup>3</sup>.</p> <p><b>Capital City Podgorica</b>  The capital Podgorica provided the shelter facility to the NGO "Women's Safe House".</p> <p><b><u>STATUS OF THE MEASURE: implemented</u></b></p>
<p>5.6.2. Develop informational materials about the mechanisms of</p>	<p><b>Ministry of Interior</b></p>

<sup>3</sup> Article 56 of the Convention of the CoE on preventing and combating violence against women and domestic violence.

<p>protection of victims of domestic violence, which will be available in all institutions, in order to ensure full awareness of victims and employees of institutions</p> <p><b>Holders of activities:</b> <u>MRSS, MLJMP-ORR, MUP, UP</u> i pravosuđe, Viši sud za prekršaje, lokalne samouprave, OCD</p> <p><b>Time framework:</b> continuously</p>	<p>In all the centers and departments of security following materials are distributed: Manual of conduct of police officers in cases of domestic violence, posters on stopping the violence against women with phone numbers, where the cases of gender-based violence could be reported and informative flyers of NGOs on mechanisms for the protection of victims of domestic violence.</p> <p>The recommendation was that the submitted materials are on a visible place in order for them to be available to employees and victims of violence. Posters on stopping the violence against women, with phone numbers for reporting, were forwarded to the border police, to be visible in the frequent border crossings.</p> <p><b>Supreme Court of Montenegro</b> The Supreme Court of Montenegro, within its jurisdiction, is oriented towards the protection of the rights of victims/witnesses, in accordance with the Law on Criminal Procedure and the Law on Witness Protection. In all Montenegrin courts competent to act in cases of domestic violence and human trafficking are established services to support victims/witnesses. The Supreme Court will in the first quarter of the current year issue and distribute innovated Informer for victims of trafficking and domestic violence.</p> <p><b>Municipality of Tivat</b> Municipality of Tivat, in cooperation with the Center for Social Work and Welfare and the Police Tivat made Information on Handling Cases of Violence, presented and distributed it to all institutions. For two years it is being used in all institutions in the municipality of Tivat out by officials, teachers, students and by the victims because this educational material was very useful in practice, so this year we need to increase print runs.</p> <p><b>NGO "SOS Hotline for Women and Children Victims of Violence" – Podgorica</b> Through the project "Protection of women from gender-based violence, condition for the development of democracy and the rule of law", EIDHR 2015, which is funded by the European Union in Montenegro, SOS Podgorica has developed and distributed 5,000 copies of printed informants on the rights of victims of violence and possibilities of protection; also the Protocol on the treatment, prevention and protection from domestic violence was printed in 100 copies.</p> <p><b>STATUS OF THE MEASURE: implemented continuously</b></p>
<p>5.6.3. Regularly monitor the implementation of regulations in the field of domestic violence and to inform the public about the results.</p> <p><b>Holders of activities:</b> <u>MLSW, MHMR-GED</u> and MoI, PA, MH, MEdu, judiciary, Misdemeanor Courts, Committee for GE, CSO</p> <p><b>Time framework:</b> continuously</p>	<p><b>Ministry for Human and Minority Rights</b> Reports on the implementation of PAAGE and the implementation of CEDAW Convention are published on the website of the Ministry for Human and Minority Rights. Link: <a href="http://www.minmanj.gov.me/ministarstvo">http://www.minmanj.gov.me/ministarstvo</a> The Ministry for Human and Minority Rights has an open facebook page that is regularly updated and complemented by the information and communications from the website of the Ministry for Human and Minority Rights. Link Facebook page: <a href="https://www.facebook.com/Ministarstvo-za-ljudska-i-manjinska-prava-Crne-Gore-1176590109058409/">https://www.facebook.com/Ministarstvo-za-ljudska-i-manjinska-prava-Crne-Gore-1176590109058409/</a></p> <p><b>Ministry of Justice</b> Ministry of Justice, following the implementation of the Law on Protection from Domestic Violence, prepared a report on the implementation of the mentioned Law, in order to present the results of the implementation of the Law for the period 2010-2015. The report also contains recommendations for improving the situation in the field of domestic violence. In the preparation of reports significant support was provided by the UNICEF Office in Podgorica, through the engagement of a professional consultant prof. Dr. Bistra Netkova.</p>

	<p>Link to the aforementioned report:  <a href="http://www.gov.me/ResourceManager/FileDownload.aspx?rId=253391&amp;rType=2&amp;alphabet=cyr">http://www.gov.me/ResourceManager/FileDownload.aspx?rId=253391&amp;rType=2&amp;alphabet=cyr</a></p> <p><b>Ministry of Labor and Social Welfare</b>  The Ministry of Labor and Social Welfare annually prepares and submits to the Government for approval a report on the implementation of the Strategy for the Prevention of Domestic Violence.</p> <p><b>Supreme Court of Montenegro</b>  On the web portal sudovi.me through easy and quick navigation, the interested public can access information about anonymized final judgment for cases of domestic violence.</p> <p><b>NGO "SOS Hotline for Women and Children Victims of Violence" – Podgorica</b>  Continuous media coverage and advertising regarding violations of the rights of victims of domestic violence based on the monitoring results.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>5.6.4. Improved system of providing free legal aid to victims of domestic violence and trained providers of these services in all municipalities in Montenegro</p> <p><b> Holders of activities:</b> <u>MPA and courts, MHMR-GED</u>, and MOI, PA, MH, judiciary, CSO</p> <p><b>Time framework:</b> continuously</p>	<p><b>Supreme Court of Montenegro</b>  Service and papers to provide free legal aid, which exist in all basic courts in Montenegro. During 2016 legal aid services were provided for a total of 42 victims of domestic violence.</p> <p><b>Ministry of Justice</b>  At the meeting held on 18 March 2015, Parliament adopted the Law on Amendments to the Law on Free Legal Aid<sup>4</sup>. The amendments to the Law on Free Legal Aid, the victims of domestic violence in accordance with the Law on Protection from Domestic Violence are now recognized as beneficiaries of the right to free legal aid in the same way they identify victims of criminal acts of violence in the family or a family community and human trafficking.</p> <p>Also, in June 2015 the Act on Compensation of Victims of Violent Crimes, which stipulated that, in order to protect and assist victims of crime committed with intent, from the budget of Montenegro, for timely elimination of the harmful effects of hard physical and mental state of the victim, the victim is provided with financial compensation.</p> <p>Victims of Domestic Violence from the Law on Protection from Domestic Violence are allowed to be recognized as privileged beneficiaries of free legal aid, and the deadline for deciding in administrative proceedings against the decision rejecting the application for free legal aid is prescribed by the Law. Out of the total number of 556 submitted requests for free legal aid in 2016, 28 were filed by victims of criminal acts of violence in the family or a family community and 28 trafficking requests, of which 27 were adopted. The budget funds provided for free legal aid amounted to €108,910.02.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>

<sup>4</sup> The Law on Amendments to the Law on Free Legal Aid ("Official Gazette of Montenegro", br. 53/16)

5.7.1. Implement campaigns to raising public awareness about the problem of domestic violence, with emphasis on the campaign "16 Days of Activism against Gender Based Violence Campaign"

**Holders of activities:** MHMR-GED, MLSW and local administration, Committee for GE, MEdu

**Time framework:** continuously

#### **The Ministry for Human and Minority Rights**

The Ministry for Human and Minority Rights organized a public class in the elementary school "Bozidar Vukovic from Podgorica", with the consent of the Ministry of Education, on the theme of preventing forced marriages with a focus on the Roma and Egyptian population.

A conference organized on the occasion of the International Day for the Elimination of Violence against Women, held in Podgorica on 25 November 2016; The event was organized by the Ministry for Human and Minority Rights, in cooperation with the OSCE Mission to Montenegro. It was also the prelude to the start of the global 16 Days of Activism against Gender-Based Violence Campaign, which is celebrated in 164 countries in the world. The conference brought together 50 participants. A video on gender-based violence that aired during the 16 days of the campaign in the Montenegrin media was presented at the conference, lasting for about 20 seconds - videos were made in Montenegrin, Albanian and English. During the campaign, on 8 and 9 December 2016, a two-day workshop for coordinators for gender equality from local municipalities was organized to present draft analysis of the effects of the signing of the Memorandum on cooperation in the field of gender equality in the country's municipalities. The subject of the workshop was to exchange information regarding the current status of the commitments of local governments in the memorandum of cooperation with the Ministry for Human and Minority Rights and the OSCE Mission in Montenegro. The final analysis will include a general assessment of the state of gender equality at the local level.

#### **The Parliament of Montenegro - The Committee for Gender Equality**

At the 58th session held in extended composition, the study on the perception of the judiciary on domestic violence and violence against women was presented. The study was conducted by a reputable international agency IPSOS Strategic Marketing, the project "*Access to justice for victims of domestic violence*", implemented by the Office of the United Nations Development Program in Montenegro (UNDP), in partnership with the Center for Women's Rights, the Ministry for Human and Minority rights - Department for gender equality, with financial support from the Norwegian Embassy in Belgrade.

The main objective of this study is to collect and analyze personal views of representatives of judiciary (judges, assistant judges, prosecutors, assistant and deputy prosecutors and lawyers) on gender-based violence in the family, as well as their perception of institutions and stereotypes embedded in them, which is reflected in the treatment of victims of domestic violence during court proceedings.

The session was attended by judges and judges of the Misdemeanor Court in Podgorica, Basic Court in Podgorica and the Basic Court in Cetinje, a member of the Judicial Council, representatives of the Center for Judicial Education, representative of the Ministry for Human and Minority Rights, representatives of non-governmental and international organizations and the US Embassy.

The session was organized in cooperation with the UNDP Office in Montenegro and the Center for Women's Rights.

In the period of the campaign "16 days of activism against violence against women" was constituted 26 Committee of the Assembly.

#### **Municipality of Kotor**

In 2016, the Secretariat of Culture, Sports and Social Affairs has done an analysis of domestic violence in 2015 in the municipality of Kotor. After collecting information and data from relevant institutions made a brief statement to the local media with information about domestic violence to the public's attention to the attendance of this kind of violence. This activity is organized in the framework of the campaign "16 Days of Activism".

#### **Municipality of Tivat**

For the fifth year in a row the municipality of Tivat is recognized for the implementation of the 16 Days Campaign, through a number of activities:

	<ul style="list-style-type: none"> <li>- School organized self-defense for women in cooperation with the Academy of Aikido and Tivat schools and others. institutions and companies as participants.</li> <li>- Active "Women's Health", in cooperation with the Chamber of Health and the Office for Roma and Egyptian settlements –tour to Lovanja and distributed hygiene packs. The tour included lectures on reproductive health and health checks on the ground.</li> <li>- Organized training "Economic empowerment of women" in collaboration with OPT i Employment Buerau Tivat and the Secretariat for Economic Development and Entrepreneurship of the Municipality of Tivat.</li> <li>- organized lectures on the topic of bullying and special activities related to the Youth Club Tivat.</li> <li>- organized campaign "Report Violence" which aims to encourage the reporting of violence, such as boxes for reporting of violence in all institutions, and duty to the school management is to open the boxes in cooperation with representatives of the Parents' Council.</li> <li>- Production and distribution of posters, flyers and business cards with information on how to report violence and contact phones of all institutions in the city.</li> </ul> <p><b>Municipality of Žabljak</b> These activities are carried out in collaboration with schools and the Office for prevention of drug abuse by organizing lectures, seminars.</p> <p><b>Municipality of Bijelo Polje</b> The Office for Gender Equality has joined the celebration of the global campaign "One Billion Rising for Justice" on 14 February, which calls for an end to violence against women and girls. The campaign is being implemented in more than 170 countries on 6 continents. In Bijelo Polje, this date is marked by dancing and appropriate activities in the premises of the Primary School Risto Ratkovic in Nikoljac. Music and dance part of the program was organized with helo of an animation school student rhythmic section and with the support of the teaching staff. On the problem of domestic violence and legislation spoke representative offices. The program was attended by about 50 participants.</p> <p><b>NGO "SOS Hotline for Women and Children Victims of Violence" - Podgorica</b> SOS Hotline Podgorica is through project "Protection of women from gender-based violence condition for the development of democracy and the rule of law", EIDHR 2015, which is funded by the European Union in Montenegro, in the framework of the campaign "16 days of activism against violence against women "organized three conferences on" Protection against domestic violence in practice based on case studies"; Conferences were held in the following cities: Podgorica, Ulcinj, Berane. The conference was attended by a total of 82 (representatives of the judiciary, police, health, representatives of the Protector of Human Rights and Freedoms, as well as representatives of the Ministry of Justice, Ministry of Labor and Social Welfare, Ministry of Human and Minority Rights).</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>5.7.3. Organize a campaign in Roma settlements on the problem of violence against women and forced marriages of girls RE <b> Holders of activities:</b> <u>MHMR</u> and Roma Council, Committee on GE, CSO</p>	<p><b>The Ministry for Human and Minority Rights</b> The Ministry for Human and Minority Rights, in accordance with the Action Plan for Chapter 23 and the Action Plan for the implementation of the strategy for social inclusion of Roma and Egyptians in Montenegro 2016-2020 for the year 2016 in cooperation with the Ministry of Interior, the Office for Combating Trafficking people, local governments and Roma and Egyptian NGOs organized a campaign in Roma settlements on the problem of violence against women and forced marriages among the Roma and Egyptian population in these Montenegrin towns: Herceg Novi, Tivat, Budva, Kotor, Cetinje, Berane, Bijelo Polje, Niksic and</p>



**Time framework:**

III quarter of 2015/II quarter of 2016

Podgorica. Participants had the opportunity to meet with the harmful effects of child and forced marriages and the consequences that they have on these children, as well as legislation in this area. On that occasion, the inhabitants of these Roma settlements are divided informational flyers which, inter alia, include the numbers of all the relevant services where they can turn to in case of need. Flyers were distributed in Montenegrin and Albanian.

In cooperation with the above mentioned actors, the Ministry has organized educational workshops for parents of Roma and Egyptian children, children, Roma activists, officials/civil servants on protection against domestic violence, juvenile and/or forced marriages among the Roma and Egyptian population. Educational activities were carried out also in the above mentioned nine cities: Herceg Novi, Tivat, Budva, Kotor, Cetinje, Berane, Bijelo Polje, Niksic and Podgorica. These workshops were attended by over 200 participants / ca, who were present during the training.

In addition, the Ministry for Human and Minority Rights organized a public class in the elementary school "Bozidar Vukovic from Podgorica", with the consent of the Ministry of Education, on the theme of preventing forced marriages concluding with a focus on the Roma and Egyptian population.

**The Parliament of Montenegro - The Committee for Gender Equality**

The Committee, in cooperation with the Center for Roma Initiatives, Niksic and IPA Montenegro, organized a regional conference on the topic "Prevention of child, forced, arranged marriages in the Roma and Egyptian communities." This conference held on April 8 in the building of the Parliament of Montenegro, marked the International Roma Day. Gender Equality Committee of the Parliament of Montenegro, seeks to promote a policy of non-discrimination, as well as activities that give impetus to the improvement of the overall situation of the Roma and Egyptian communities, respect for human rights and freedoms and in particular the acquisition conditions for better placement and protection of children and women in the Roma and Egyptian population .

At the end of the Conference adopted conclusions and recommendations for all stakeholders (decision makers, government institutions, civil society representatives, representatives of the international community and donors), as the joint efforts to combat this phenomenon, as well as regional cooperation and exchange of experience is vital.

The Committee at its 66th session held on 11 July discussed the report on the implementation of the Strategy for improving the position of Roma and Egyptians in Montenegro 2012-2016 for 2015 and strategy for social inclusion of Roma and Egyptians in Montenegro 2016-2020 with the Action Plan for the implementation of Strategies for social inclusion of Roma and Egyptians in Montenegro 2016-2020 for 2016, which at the beginning of 2016, adopted or adopted by the Government of Montenegro.

**Municipality of Herceg Novi**

Participation and coordination of the seminar "Education on issues of domestic violence, violence against women and children forced marriages", organized by the Ministry for Human and Minority Rights - Department for the promotion and protection of the rights of Roma and Egyptian NGO "Young Roma". The seminar was held in Igalo on 30 June 2016 and was intended primarily for children aged 14-18 years old and their parents of the Roma and Egyptian population. After completing the workshop continued with a tour of Roma and Egyptian village in the municipality of Herceg Novi, where they exchanged information on issues of domestic violence who were not able to attend the seminar.

**STATUS OF THE MEASURE: implemented continuously**

## 6. MEDIA AND CULTURE

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

Aktivnosti	Izvještaj
<p>6.1.1. Regular informing of the public on the activities in the field of achieving gender equality</p> <p><b>Holders of activities:</b> MHMR-GED and media, local administration, CSO</p> <p><b>Time framework:</b> continuously</p>	<p><b>Ministry for Human and Minority Rights</b> Media in Montenegro are increasingly dealing with issues relating to women's rights - among broadcasters the PBS of Montenegro distinguishes with thematic shows in the field of gender equality and regularly informing the public about campaigns and activities within the jurisdiction of the Ministry for Human and Minority Rights. Individual local broadcasters introduced in their regular program educational programs on gender equality. All press releases and information on organizing activities are forwarded to the media, print and electronic, and the same can be found on the website of the Ministry for Human and Minority Rights, which is regularly updated: <a href="http://www.minmanj.gov.me/ministarstvo">http://www.minmanj.gov.me/ministarstvo</a> . Head of the Department for Gender Equality had several public appearances during 2016, when she informed the public about the activities of the Department and the Ministry for Human and Minority Rights.</p> <p><b>Capital City Podgorica</b> During the event Podgorica Cultural Summer, organized by the Secretariat of Culture and Sport of the Capital City Podgorica, copyright evening of Dragana Kršenković Brković was organized, during which significant attention was paid to the position of women in contemporary Montenegrin literature.</p> <p><b>Municipality of Tivat</b> The representatives of the Municipality of Tivat continuously inform the public about all activities in the field of gender equality (the site of the Municipality of Tivat, Tivat Radio and other media). <i>As in 3.2.3. and 3.4.8.</i></p> <p><b>Municipality of Berane</b> Secretariat of General Administration and Social Affairs regularly informs Radio Berane on activities implemented and planned.</p> <p><b>Municipality of Zabljak</b> The municipality of Zabljak uses the municipal website and bulletin board for informing the public, as the mentioned municipality has no local TV and radio station.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>

<p>6.1.2. Publishing yearly analysis of media reporting from the gender equality aspect</p> <p><b>Holders of activities:</b> MC and media, CSO</p> <p><b>Time framework:</b> IV quarter of 2015/IV quarter of 2016</p>	<p><b>Ministry for Human and Minority Rights</b></p> <p>The Ministry for Human and Minority Rights, in cooperation with the UNDP Office in Montenegro, with the financial support of the EU Delegation to Montenegro, under the project "Support to anti-discrimination and gender equality", is currently conducting research: "Gender mirror of the media" which will be presented to the public.</p> <p>2015 Law on Amendments to the Law on Gender Equality prescribes the two provisions, which envisage sanctions relating to the use of gender-sensitive language and mandatory gender training for all employees, including the media.</p> <p>Use of gender-sensitive language has been enhanced with several media in accordance with the Law on Gender Equality. Media in Montenegro are increasingly dealing with issues relating to women's rights - among broadcasters the PBS of Montenegro distinguishes with thematic shows in the field of gender equality and regularly informing the public about campaigns and activities within the jurisdiction of the Ministry for Human and Minority Rights. Individual local broadcasters introduced in their regular program educational programs on gender equality.</p> <p><b><u>STATUS OF THE MEASURE: not implemented</u></b></p>
<p>6.2.1. Organize educative workshops for the employees in media on gender equality (presenting legal and strategic framework, the importance of representation in the media, etc...)</p> <p><b>Holders of activities:</b> MC and MHMR-GED, HRA, AEM, CSO</p> <p><b>Time framework:</b> IV quarter of 2016</p>	<p><b>Ministry for Human and Minority Rights</b></p> <p>In January 2016, in cooperation with the TAIEX program in Brussels, a one-day workshop was held on "Gender equality in the media in Montenegro", in Podgorica, 40 participants - representatives of the media in Montenegro.</p> <p>Workshop: Gender equality in the media in Montenegro was organized on 7 December 2016 in order to present the implementation of the Law on Gender Equality, gender aspects of the media and the principle of gender equality in the media.</p> <p><b>Municipality of Berane</b></p> <p>The planned training is implemented for all institutions, including the media.</p> <p>The problem is that the media are not free of the stereotypes and prejudices.</p> <p><b>Human Resources Administration</b></p> <p>HRA does not organize trainings for the media.</p> <p><b><u>STATUS OF THE MEASURE: implemented</u></b></p>
<p>6.2.2. Present and distribute a brochure about the role of the media in promoting gender equality</p> <p><b>Holders of activities:</b> MC and MHMR-GED and media and publishing houses</p> <p><b>Time framework:</b> I quarter of 2016</p>	<p><b>Ministry for Human and Minority Rights</b></p> <p>Organized by the Ministry for Human and Minority Rights and the NGO "Women's Action", in Podgorica on 29 December 2016 the manual was presented to the media - <i>How to report on women with disabilities</i>.</p> <p>At the event, the speeches were held by: Slavica Striković, representative of the NGO "Women's Action", Nada Drobnjak, member and president of the Parliamentary Committee for Gender Equality, Biljana Pejović, Head of the Department for Gender Equality within the Ministry for Human and Minority Rights, journalist Vesna Rajkovic and Duska Pejovic and Mira Topović, representative of the NGO "Association of paraplegic Pljevlja".</p> <p>The event was attended by representatives of institutions, media in Montenegro and non-governmental organizations.</p> <p><b><u>STATUS OF THE MEASURE: implemented</u></b></p>

<p>6.3.1. Co-finance quality culturalartistic programs and projects which promote gender equality</p> <p><b>Holders of activities:</b> MC and local self-government, Government of Montenegro – Commission for Co-financing, NGO</p> <p><b>Time framework:</b> continuously</p>	<p><b>Ministry for Human and Minority Rights</b> Organized by the Ministry for Human and Minority Rights and the NGO "Women's Action", in Podgorica on 29 December 2016 the manual was presented to the media - <i>How to report on women with disabilities</i>. At the event, the speeches were held by: Slavica Striković, representative of the NGO "Women's Action", Nada Drobnjak, member and president of the Parliamentary Committee for Gender Equality, Biljana Pejović, Head of the Department for Gender Equality within the Ministry for Human and Minority Rights, journalist Vesna Rajkovic and Duska Pejovic and Mira Topović, representative of the NGO "Association of paraplegic Pljevlja". The event was attended by representatives of institutions, media in Montenegro and non-governmental organizations. The Ministry for Human and Minority Rights supported the printing and promotion of the book "The process of socialization of gender equality" by Aet Salh, MA in gender studies. This book is the fruit of the author's long and serious dealing with the issue of gender equality in all aspects of modern society. There were three promotions of the mentioned book - in Podgorica, Bar and Niksic. The Ministry for Human and Minority Rights supported the publishing of the book "Women and their contribution to the historiography of Montenegro in the first half of the twentieth century," by the author Vesna Kovacevic, professor of history at the High School "Slobodan Škerović".</p> <p><b>Capital City Podgorica</b> The capital city of Podgorica was involved in organizing the following events:</p> <ul style="list-style-type: none"> <li>• Humanitarian concert for the graduates of the Resource Center 10 May 2016 in the KIC Budo Tomovic;</li> <li>• Presentation of the book "The process of socialization of gender equality", 15 September 2016 in Library Radosav Ljumović;</li> <li>• Secretariat of Culture and Sport of the Capital City Podgorica participated in the implementation of XII international meeting which was held at the American Corner KIC "Budo Tomovic", during which a prominent place was devoted to the issue of gender equality.</li> </ul> <p><b>Municipality of Bar</b> is a partner in numerous NGO projects where women's handicrafts is supported, such as souvenir fairs.</p> <p><b>Municipality of Berane</b> - The planned activity from the culture of "Women verses speak of love," can not be realized in 2016 due to lack of funds (not even planned). It is necessary for it to be financed by the Ministry of Culture.</p> <p><b>Municipality of Tivat</b> is a partner in numerous NGO projects where women's handicrafts is supported, such as souvenir fairs.</p> <p><b>Municipality of Pljevlja</b> – Continuouslu co-financed.</p> <p><b>Municipality of Xabljak</b> – The activity is carried out through the "Days of Mountain Flowers"</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
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<p>6.3.2. Organize educational workshops for employees in local selfgovernments on the importance of gender equality in the field of culture</p> <p><b>Holders of activities:</b> MC and MHMR-GED, HRA, local self-governments, CSO</p> <p><b>Time framework:</b> continuously</p>	<p><b>Ministry for Human and Minority Rights</b> Ministry for Human and Minority Rights and Gender Equality Office of Bijelo Polje organized in May 2016 a seminar on the topic: Presentation of amendments to the Law on Gender Equality for high-level management in local governments and representatives of the Municipal Council for Gender Equality. Number of participants: 20.</p> <p>In cooperation with the Buerau of Education a one-day seminar was organized on May 17 2016 on the topic of gender equality in education, with special emphasis on gender-based violence. The target group were teachers from different fields of primary and secondary schools, especially teachers of civic education - number of participants: 35.</p> <p>Human Resources Administration and the Center for Vocational Education organized in early November 2016 a round table on the topic: Education of employees in the field of gender equality, where the Head of the Department for Gender Equality presented the Law on Gender Equality.</p> <p><b>Human Resources Administration</b> In the period from 1 January to 31 December 2016, the Human Resources Management Authority organized 2 trainings for 32 civil servants, of which 25 women and 7 men, on the topic "Gender Equality".</p> <p><b>Municipality of Nikšić</b> In March 2016, a workshop and a lecture on the topic: Gender equality - concepts and theories (mixed group). The aim was to familiarize students with the concepts: gender equality, gender, gender and gender roles.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>6.3.3. Organize the Week of Women's Cultural Creativity (ŽENES)</p> <p><b>Holders of activities:</b> MC and MHMR-GED, HRA, local self-governments, CSO</p> <p><b>Time framework:</b> III quarter of 2015/III quarter of 2016</p>	<p><b>Ministry for Human and Minority Rights</b> In the absence of funding, the measure has not been implemented.</p> <p>In June 2016, the Ceremony to mark the 70th anniversary of obtaining voting rights for women in Montenegro was organized, as part of activities to promote women's political participation. This event was also a contribution to the celebration of a decade of restoration of independence and a thousand years of statehood of Montenegro.</p> <p><b><u>STATUS OF THE MEASURE: not implemented</u></b></p>
<p>6.4.1. Encourage the introduction of continuous programs that promote successful women (regardless of their education,</p>	<p><b>Ministry for Human and Minority Rights</b> Media in Montenegro are increasingly dealing with issues relating to women's rights - among broadcasters the PBS of Montenegro distinguishes with thematic shows in the field of gender equality and regularly informing the public about campaigns and activities within the jurisdiction of the Ministry for Human and Minority Rights. Individual local broadcasters introduced in their regular program educational programs on gender equality.</p> <p>All press releases and information on organizing activities are forwarded to the media, print and electronic, and the same can be found on the website of the Ministry for Human and Minority Rights, which is regularly updated: <a href="http://www.minmanj.gov.me/ministarstvo">http://www.minmanj.gov.me/ministarstvo</a> .</p>

<p><i>political, sexual, ethnic or religious affiliation)</i> in electronic and printed media  <b>Holders of activities:</b> MC and MHMR-GED, CSO, Public Broadcasting Service and other media  <b>Time framework:</b> III quarter of 2015 and continuously during 2016</p>	<p>Head of the Department for Gender Equality had several public appearances during 2016, when she informed the public about the activities of the Department and the Ministry for Human and Minority Rights.</p> <p><b>Municipality of Bijelo Polje</b>  For the purposes of applying for the competition for allocation of funds from the income from the games of chance published by the Government of Montenegro - Ministry of Finance, the mannequin to work on projects in the office, drafted two projects for the areas of social protection, culture and technical culture. The Commission approved the project entitled "Diligent hands and good ideas online", in order to promote technical education and economic empowerment of women from Bijelo Polje. The aim of the plan and the program is to encourage entrepreneurship among women who have skills in the creation of products in the domestic industry, the training of placement and promotion of products through Internet. This will enable them to profit through placement of their products over the Internet. It provides training in the use of internet tools and social networks to promote products online as well as through the provision of platform through which these products could be placed. Requested funds for the project were reviewed by the Commission, and of the requested amount € 5,810 a sum of € 3,000 was approved and the realization of this project is underway.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>6.4.2. Promote and support through the media women in old crafts and skills  <b>Holders of activities:</b> MC and MHMR-GED, CSO, Public Broadcasting Service and other media  <b>Time framework:</b> 2015 and continuously during 2016</p>	<p><b>Municipality of Bar</b>  The project "Social entrepreneurship - step towards a better social inclusion" in mid-January organized sewing workshop for women from Ostros. After the workshop was organized for women from rural areas, cooperation was established with fashion designers and tourism organization for the purpose of product placement.</p> <p><b>Municipality of Tivat</b>  Ongoing support for women engaged in traditional crafts.</p> <p><b>Municipality of Pljevlja</b>  Several footage reports in the media.</p> <p><b>Municipality of Žabljak</b>  The activity is carried out through the "Days of Mountain Flowers" in collaboration with Radio Television of Montenegro and the Tourism Organization of Žabljak.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>6.4.3. Promote in the media successful women in science and establish yearly awards for the most successful scientist  <b>Holders of activities:</b> MS and MHMR-GED,</p>	<p><b>Ministry of Science</b>  Ministry of Science, in cooperation with the Public Broadcasting Service and the media promoted the most successful female scientists under the 6th Festival "Open Days of Science", which was held from 26 to 30 September 2016. (Asja Zec and ARHEOLAB - Archaeological Workshop "Ancient Doclea - Doclea: Coexistence Aboriginal Docleati and Romans. The city and the necropolis. In the site Duklja, Asja Zec held archaeological workshops during the festival for elementary school students. Montenegrin media were screened footage and interviews from this event.)</p> <p>In the context of the promotion of gender equality with regard to the situation of women in science, of particular importance was the participation of the Minister of Science at the opening ceremony of the first convention of women Western Balkans "She is there", which was held during the</p>

<p>institutions of higher education, CSO, Public Broadcasting Service and other media <b>Time framework:</b> continuously</p>	<p>period 25 to 27 May 2016 in Podgorica, as an answer of women from the Western Balkan countries to the challenges and dilemmas that women still face in all parts of the world.</p> <p>Minister of Science met on 25 May 2016 with Nobel Peace Prize winner and human rights activist Shirin Ebadi, one of the 100 most influential and the most powerful woman in the world according to Forbes's list, and the discussion was focused on the rights and status of women in contemporary society.</p> <p>Ministry of Science, through its web site continually informs the public about the international instruments promoting scientists and scholars, and the most important in 2016 were: the Danube awards for young scientists contest of young innovators and the EU Prize for innovators.</p> <p>The Ministry of Science did not publish a public call for awarding annual prizes for scientific achievements in 2016, as the funding of national projects completed on 27 December 2016. Therefore, the projects are not able to be evaluated timely by experts, based on whose ratings the awards would be granted to the head of the scientific research program or project, and the research team who implemented the most successful national project funded by the Ministry. Please note that this category of prize, along with other award categories, should be included in the public tender, after the expiry of the project implementation and evaluation of all projects completed by experts.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>6.5.1. Publishing parts which promote gender equality <b>Holders of activities:</b> MC, MHMR-GED and local administration, Commission on the games of chance <b>Time framework:</b> continuously</p>	<p><b>Ministry for Human and Minority Rights</b> Organized by the Ministry for Human and Minority Rights and the NGO "Women's Action", in Podgorica on 29 December 2016 the manual was presented to the media - <i>How to report on women with disabilities</i>. At the event, the speeches were held by: Slavica Striković, representative of the NGO "Women's Action", Nada Drobnjak, member and president of the Parliamentary Committee for Gender Equality, Biljana Pejović, Head of the Department for Gender Equality within the Ministry for Human and Minority Rights, journalist Vesna Rajkovic and Duska Pejovic and Mira Topović, representative of the NGO "Association of paraplegic Pljevlja". The event was attended by representatives of institutions, media in Montenegro and non-governmental organizations. The Ministry for Human and Minority Rights supported the printing and promotion of the book "The process of socialization of gender equality" by Aet Salh, MA in gender studies. This book is the fruit of the author's long and serious dealing with the issue of gender equality in all aspects of modern society. There were three promotions of the mentioned book - in Podgorica, Bar and Niksic. The Ministry for Human and Minority Rights supported the publishing of the book "Women and their contribution to the historiography of Montenegro in the first half of the twentieth century," by the author Vesna Kovacevic, professor of history at the High School "Slobodan Škerović".</p> <p><b>Capital City Podgorica</b></p> <ul style="list-style-type: none"> <li>• LGBTIQ Social Center President Emil Djokovic addressed to the Secretariat for Culture and Sport of the Capital Podgorica with a request for assistance in printing the book "Off line" (Digital stories), for which the Secretariat opted funds;</li> <li>• Secretariat for Culture and Sport of the Capital City Podgorica has provided funding for the printing of books of mr Aet Salh - "The process of socialization of gender equality".</li> </ul> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>

<p>6.5.2. Participate in the national and international book fairs with literature on gender equality</p> <p><b>Holders of activities:</b> <u>MC, MHMR-GED</u> and publishing houses, CSO</p> <p><b>Time framework:</b> continuously</p>	<p><b><u>STATUS OF THE MEASURE: not implemented</u></b></p>



## 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	Report
<p>7.1.1. Continuously monitoring the quota of 30% in the Law on Election of Councillors and MPs and the obligation that every third person on the list is a member of a less represented gender</p> <p><b>Holders of activities:</b> MHMR-GED and Committee for GE, PHRF, CSO</p> <p><b>Time framework:</b> once a year (2015 and 2016)</p>	<p><b>Ministry for Human and Minority Rights</b></p> <p>The Ministry for Human and Minority Rights, in cooperation with the UNDP Office in Montenegro, with the financial support of the EU Delegation to Montenegro, under the project "Support to anti-discrimination and gender equality", is currently conducting research: "Gender mirror of political parties" which will be presented to the public.</p> <p>During May, June and September 2016, the Ministry for Human and Minority Rights and UNDP have conducted 12 training sessions for members of political parties within the IPA project "Support to anti-discrimination and gender equality". A number of representatives of political parties were trained for trainers for gender equality.</p> <p>Gender Equality Committee adopted in July 2016 an Action plan for gender-responsive Parliament of Montenegro September 2016 - September 2018. Implementation Plan should influence the awareness of gender equality issues and the importance of the integration of gender equality policies and the establishment of mechanisms for achieving gender equality in Parliament. Drafting the document was supported by the OSCE Mission, through engaging experts of the Office for Democratic Institutions and Human Rights (ODIHR), who drew up guidelines, which served as a guide for the development of this plan.</p> <p>In the executive branch, in the newly formed government of Montenegro after the parliamentary elections in October 2016, we have four ministers out of 19 who are female - 21,05%. (Minister of Science, Minister of Economy, Minister of Public Administration and the Minister without Portfolio).</p> <p><b>General Secretariat of the Parliament of Montenegro</b></p> <p>In actual term of the Parliament of Montenegro (26<sup>th</sup> term) of 81 MPs 19 are women or 23,46%, which is an increase compared to the previous one when there were 15 women, or 18.5%. This is the best result in the history of Montenegrin parliamentarism.</p> <p>The structure of parliamentary bodies, on day of 16 December 2016, shows - number representation and the presence of women in all permanent working bodies.</p> <p>The percentage of women in the working bodies is 15.51%.</p> <p>Only three women have been President of the Board, namely: Legislative Committee, the Committee for Gender Equality and the Committee on Anti-Corruption.</p> <p>DPS has 35 parliamentarians - 10 women (28,57%); SDP 4 parliamentarians -1 woman (25%); Democrats 8 parliamentarians - 2 women (25%); Big Coalition — Key— Demos, SNP, URA has 9 parliamentarians - 2 women (22,22%); DF has 18 parliamentarians - 4 women (22,22%).</p> <p>At the meetings of the Committee for Gender Equality, members of REA Network "FIRST" consisting of Roma and Egyptian activists from Montenegro, are represented by the executive director of the NGO "Center for Roma Initiatives".</p>

	<b><u>STATUS OF THE MEASURE: implemented</u></b>
<p>7.1.2. Organize trainings for the representatives of political parties on the Law on Gender Equality, obligations from the Law on the Election of Councilors and MPs and other national and international legislation</p> <p><b>Holders of activities:</b> <u>MHMR-GED</u> and Committee for GE, local boards of political parties, CSO</p> <p><b>Time framework:</b> once a year (2015 and 2016)</p>	<p><b>Ministry for Human and Minority Rights</b> The Ministry for Human and Minority Rights, in cooperation with the UNDP Office in Montenegro, with the financial support of the EU Delegation to Montenegro, is implementing the project "Support to anti-discrimination and gender equality," and through this project four sets of three-day seminar were held in the field of political empowerment (on 29 April – 1 May, 6 – 8 May, 13 – 15 May, 27 – 29 May) for two parliamentary political parties, ie. representatives of their women's groups, to improve the skills of communicating with the public, building relationships with the media and media appearances. Number of participants per workshop: 50 participants. Members of the following political parties attended the seminar: Bosniak party, Forza, Positive Social Democratic Party, the Socialist People's Party, the Democratic Party of Socialists, the Democratic Front, the Social Democrats. Then a five-day training (25 participants) and four-day training for trainers in the parties (20 participants) were organized.</p> <p>In June 2016, the Ceremony to mark the 70th anniversary of obtaining voting rights for women in Montenegro was organized, as part of activities to promote women's political participation. This event was also a contribution to the celebration of a decade of restoration of independence and a thousand years of statehood of Montenegro.</p> <p>In December, the Ministry for Human and Minority Rights organized and held a workshop on the topic: "Education for young members of national minorities and other minority communities, primarily Roma and Egyptians, in order to empower them to engage in politics." The workshop highlighted the importance of women's participation and the importance of gender mainstreaming in the work of the parties and the empowerment of members of national minorities, primarily RE population in politics. The workshop was attended by representatives of the Human Rights and Freedoms, political parties, national minority councils in Montenegro and non-governmental organizations - the number of participants at the workshop 20.</p> <p><b><u>STATUS OF THE MEASURE: implemented</u></b></p>
<p>7.1.3. Publish results of the analysis of statistical data on the participation of women and men in the legislative and executive branch at the state and local level, as well as in the decisionmaking positions appointed by the Government</p> <p><b>Holders of activities:</b> <u>MHMR-GED</u> and ministries and other state institutions, local self-government institutions</p>	<p><b>Ministry for Human and Minority Rights</b> In late October 2016, the Ministry for Human and Minority Rights and MONSTAT published the jubilee publication "Women and Men in Montenegro in 2016". This is the sixth edition of the mentioned publication, which is issued every two years, starting from 2006. The aim of this publication is to display in one place the largest number of features disaggregated by sex.</p> <p><b>General Secretariat of the President of Montenegro</b> From a total of 21 employees of the General Secretariat of the President of Montenegro, 12 are women, or 57% of the total number of employees. Three women perform the following functions: 2 Advisor to the President of Montenegro (Advisor for Human and Minority Rights, and Advisor for Public Relations) and 1 Assistant Secretary-General President of Montenegro, in percentage 13.64%.</p> <p><b>Capital City Podgorica</b> The number of women in services of the Capital City was increased in: administrative bodies of the Capital, professional and special services witness a notable increase in the number of women in 2016 to 26, while the number of men decreased by 1. The number of members changed compared to data from September 2015 in a way that the the number of female councilors increased by 1 and also reduced the number of male councilors for 1. The Council for proposals for names of settlements, streets and squares, the number of female members increased by 1. In the Council dealing with issues of persons with disabilities, the number of women also increased by 1. In the Council for the prevention</p>

<p><b>Time framework:</b> once a year (2015 i 2016)</p>	<p>of drug abuse number of females members increased by 1. The number of women in permanent working bodies of the Assembly of the Capital, in the position of the president was increased by 2.  Database on the representation of women in local government services and the Capital City, the Parliament service and in management positions in the Capital is formed.  Database on the number of women councilors in the Assembly of the Capital and in the working bodies of the Assembly of the Capital is formed.  Database on the number of women in the management of public services founded by the Capital City (limited liability companies and public institutions) was formed.</p> <p><b>Municipality of Bar</b>  Municipality of Bar sends to the Ministry for Human and Minority Rights, through the Form of a report on the state of gender equality at the local level the data on the representation of women and men in legislative and executive authorities. At the same time, the Municipality of Bar has adopted the Decision on the recording and collection of statistical data.</p> <p><b>Municipality of Tivat</b>  Municipality of Tivat planned to adopt in 2017 the Decision on gender statistics in all institutions where the founder is the municipality of Tivat.</p> <p><b>Municipality of Pljevlja</b>  Information published through AP.</p> <p><b>Municipality of Herceg Novi</b>  Regular monitoring and analysis of statistical data on the representation of women and men in legislative and executive power at the local level.</p> <p><b><u>STATUS OF THE MEASURE: implemented</u></b></p>
<p>7.1.4. Organize roundtables/conferences on the need for greater participation of women in political and public life.  <b>Holders of activities:</b> <u>MHMR-GED</u>, Committee on GE, local boards of political parties, CSO  <b>Time framework:</b> continuously</p>	<p><b>Ministry for Human and Minority Rights</b>  In June 2016, the Ceremony to mark the 70th anniversary of obtaining voting rights for women in Montenegro was organized, as part of activities to promote women's political participation. This event was also a contribution to the celebration of a decade of restoration of independence and a thousand years of statehood of Montenegro.  In December, the Ministry for Human and Minority Rights organized and held a workshop on the topic: "Education for young members of national minorities and other minority communities, primarily Roma and Egyptians, in order to empower them to engage in politics." The workshop highlighted the importance of women's participation and the importance of gender mainstreaming in the work of the parties and the empowerment of members of national minorities, primarily RE population in politics. The workshop was attended by representatives of the Human Rights and Freedoms, political parties, national minority councils in Montenegro and non-governmental organizations - the number of participants at the workshop 20.  In May 2016, a conference was held on the topic "The rights of minorities in the Montenegrin society - reality or illusion," which marked the completion of the project "Willing and able - education of Muslim women", whose implementation was entrusted to Montenegro Business Women Association. The conference was opened by Head of the Department for Gender Equality. The "Willing and able", supported by the Ministry for Human and Minority Rights - Department for Gender Equality and the Fund for protection and realization of minority rights and</p>

	<p>created with care so that its activities are based on the conservation, regeneration and prosperity of Muslim culture. The project enabled the networking of Muslim women at the local, regional, national and international level and promoting their culture and traditions in this area. It has promoted gender equality, which implies equal participation of women and men in all spheres of public and private sector, equal status and equal opportunity to exercise all rights and freedoms and use of personal knowledge and skills for the development of society, as well as equally benefit from the results of the work.</p> <p>There is intensive cooperation with the NGO "Center for Roma Initiatives" - Niksic and "Bona fide" - Pljevlja, in the field of economic empowerment of women belonging to minority nations and other minority communities, with a special focus on women members of RE population, through continuous monitoring of the project "For the active inclusion and the rights of Roma women in the Western Balkans II", implemented by the international organization "Care International", financed by the Austrian Development Agency.</p> <p><b>Municipality of Berane</b> In September 2016, a workshop was held. The subject of the workshop was gender equality and the need for greater participation of women in political and public life. The target group were representatives of political parties.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>7.2.1. Organize training for young women from minority groups in order to strengthen the politics</p> <p><b>Holders of activities:</b> <u>MHMR-GED</u>, Committee on GE, local boards of political parties, CSO</p> <p><b>Time framework:</b> IV quarter of 2016</p>	<p><b>Ministry for Human and Minority Rights</b> In Podgorica, the Ministry for Human and Minority Rights organized and held a workshop on the topic: Education for young members of national minorities and other minority communities, primarily Roma and Egyptians in order to empower them to engage in politics. One of the main objectives of the Ministry for Human and Minority Rights - the full integration of minorities in social life with further preservation and development of their national and cultural features, and improving their legal rights and freedoms. Montenegro has recognized the problems of the Roma and Egyptian community and is actively working to increase the social and economic integration of Roma and Egyptian communities in the Montenegrin society. So far the measures and activities undertaken aimed at improving the situation of Roma and Egyptians in Montenegro, primarily through the implementation of the Decade Action Plan in Montenegro and two previous Strategies to improve the situation of Roma and Egyptians, positive changes have been achieved. The workshop was held on 28 December 2016 in Podgorica.</p> <p><b>Parliament of Montenegro – Committee for Gender Equality</b> President of the Committee for Gender Equality Nada Drobnjak participated in the training of young Roma and Egyptian for their greater participation in political life, which was organized by the NGO "SPES".</p> <p><b><u>STATUS OF THE MEASURE: implemented</u></b></p>
<p>7.2.2. Organize a media campaign for the promotion of women belonging to minority populations in politics (especially RE, ethnic minority).</p>	<p><b>Ministry for Human and Minority Rights</b> In Podgorica, the Ministry for Human and Minority Rights organized and held a workshop on the topic: Education for young members of national minorities and other minority communities, primarily Roma and Egyptians in order to empower them to engage in politics. One of the main objectives of the Ministry for Human and Minority Rights - the full integration of minorities in social life with further preservation and development of their national and cultural features, and improving their legal rights and freedoms. Montenegro has recognized the problems of the Roma and Egyptian community and is actively working to increase the social and economic integration of Roma and Egyptian communities in the Montenegrin society. So far the measures and activities undertaken aimed at improving the situation of Roma and</p>

<p><b>Holders of activities:</b>  <u>MHMR-GED</u>, Committee on GE, local boards of political parties, CSO  <b>Time framework:</b> IV quarter of 2016</p>	<p>Egyptians in Montenegro, primarily through the implementation of the Decade Action Plan in Montenegro and two previous Strategies to improve the situation of Roma and Egyptians, positive changes have been achieved. The workshop was held on 28 December 2016 in Podgorica.  <b>STATUS OF THE MEASURE: implemented</b></p>
<p>7.3.1. Include a gender perspective in the training of the security sector, particularly for peacekeeping missions  <b>Holders of activities:</b>  <u>MD, MoI nad MHMR-GED, MFAEI</u>  <b>Time framework:</b> continuously</p>	<p><b>Ministarstvo odbrane</b>  In the Instruction for the training of the Army of Montenegro, the key document for the training of members of the Army from 2013, as a training in the field of gender equality and the UNSC Resolution 1325 was included as a separate module, and in the training programs of members who go on peacekeeping missions abroad, and training programs during basic officer and NCO courses.  A special program "Mentoring for gender equality" was completed, which allowed the Chief of the Department of Human Resource Management Staff of the Army of Montenegro, through regular meetings and consultations with experts on gender equality, and the mentor, recognize the importance of implementing a gender perspective in the Army, and give practical advice on how to include a gender perspective in policy making and in the daily work in the armed forces. Through the Plan of implementation of the program, the celebration of March 8 International Women's Day was organized by creating posters and flyers that are prominent in all units of the Army of Montenegro, with the motto that women should exercise their right to all 365 days.  A gender perspective is included in the Ministry of Defense and the Army of Montenegro through training and referral of women professional military personnel in peacekeeping missions, women's employment as civil servants, professional military personnel and civilians and their professional development in the country and abroad, sending women to work in military-diplomatic mission of Montenegro to international organizations, to security and education at foreign military academies for the needs of the Army of Montenegro.  The Ministry of Defense adopted a strategy that Human Resource Ministry of Defense and the Army of Montenegro, which defines gender equality policies and specific strategic goals: increased representation of women in the Armed Forces, the command functions and missions, and the continued implementation of the national policy of gender equality, Resolution 1325 and other applicable and accepted regulations.  On the foreign military academies currently studying seven women cadets, of which one from the prestigious West Point military academy in New York. So far, four women are involved in peacekeeping missions as professional military personnel.</p> <p><b>Ministry of Interior</b>  Trainers are prepared to be trainers for the training of police officers in order to increase awareness of the importance of gender equality. Training courses are included in the program of work of the staff for 2017 and coaches will run training centers in all departments and security. The training program was developed by DICAf, in cooperation with the OSCE.  Strategie development of the Police and the Action Plan for its implementation this obligations provided for all police officers to attend this training is envisaged.  In cooperation with the Police Academy in Danilovgrad, Human Resources Administration, the Committee on Gender Equality, as well as other national and international organizations are continuously organizing training of employees on the topic, organizing trainings, seminars, workshops, conferences, courses and etc.  Before assigning officers in a peacekeeping mission, it is mandatory to attend training where special emphasis was given to this topic. Bearing in mind that the Development Strategy of the Police provided training for all employees in order to increase awareness of the importance of gender equality in the reporting period, special emphasis was placed on training employees on gender equality.  These trainings have until recently been organized in the HRA by the program provided for employees in the state administration. Taking into account the specificity of police work, it was made as a special training program, intended primarily for police officers. The program was</p>

	<p>developed by DICAFA, in cooperation with the OSCE and the Police Academy, engaged the experts who trained a number of employees of the Ministry and the Police trainers who will in the course of 2017 train employees.</p> <p>In December 2017 a training for all heads of security centers and leaders of regional centers was organized at the border police, of the OSCE, where lecturers were international experts on gender equality, trainers from the Ministry of the Interior and President of the Committee for Gender Equality.</p> <p>➤ <u>Sending women to peacekeeping women</u></p> <p>In May 2016, one police inspector was sent to the peacekeeping mission in Cyprus, where she was appointed to the high-ranking position in Nicosia. She currently performs tasks related to the relationship between civil society and UN police and is involved in humanitarian activities. In addition to regular tasks, she participated in the following activities related to the work of the Mission and thus further strengthened the reputation of the police in Montenegro:</p> <ul style="list-style-type: none"> <li>- took part in a Day of the UN Mission in Cyprus,</li> <li>- participated in the MEDAL PARADE (UN official presentation of medals to members of the UN police)</li> <li>- participated in a ceremony marking the UN day,</li> <li>- officially invited and participated in the celebration REMEMBRANCE DAY CEREMONY (memory of the fallen British soldiers in the two world wars in Cyprus and visit to the military cemetery with official honors)</li> <li>- participated in CHRISTMAS CAROLL SERVICE (celebration on the occasion of Christmas) and</li> <li>- owas officially invited and attended the ceremony SANTA LUCIA DAY (celebration of the Swedish Embassy).</li> </ul> <p>One female police inspector in 2016 successfully completed training to go to the peacekeeping mission, and acquired condition for placement in one of the following peacekeeping missions.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>7.3.2. Organize training of the Army on Security Council Resolution 1325 UN</p> <p><b>Holders of activities:</b> <b>Holders of activities:</b> MD, MHMR-GED, CSO</p> <p><b>Time framework:</b> once a year (2015 and 2016)</p>	<p><b>Ministarstvo for Human and Minority Rights</b></p> <p>In 2016, the Ministry of Defense in coordination with the Ministry for Human and Minority Rights and other relevant Institutions and NGOs, began the process of making a separate strategic document - the Action Plan for the implementation of Resolution 1325 on "Women, Peace and Security". The composition of the Working Group, established by the Ministry of Defense, includes the representative of the Department for Gender Equality. The aforementioned working group has prepared a proposal of this document and submitted to the Government for approval.</p> <p><b>Ministry of Defense</b></p> <p>In cooperation with RACVIAC and the Nordic Center for Gender in military operations, in 2016 the three officers of the Army of Montenegro for regional trainers for gender equality in military operations who conduct training in Army in the Units for gender equality and UNSC Resolution 1325.</p> <p>Regional trainers for gender equality in the military operations of the Army of Montenegro implemented in 2016 the trainings on gender equality and the UNSC R 1225 for two rotations of the Army of Montenegro, which were sent to the peacekeeping mission in Afghanistan and for members of the Armed Forces of the battalion Pješadijakog Gore (training included a total of 150 members).</p> <p>In cooperation with the Ministry of Defense of Slovenia, the Ministry of Defense and the Army of Montenegro, implemented the project "Women in the defense sector in Montenegro", and conducted training completed successfully by 25 employees of the Ministry of Defense and the Army of Montenegro (heads of organizational units, General Staff of the Army of Montenegro and the Ministry of Defense). Throughout the five-day training, these participants were introduced to: international, regional and national commitments and achievements in the field</p>

	<p>of gender equality, in order to recognize the importance and benefits of high-quality, timely and accurate integration of women in the defense sector, the importance of protecting human dignity and gender-based violence, on gender equality in the military operations and of Resolution 1325 and gender issues.</p> <p>The Ministry of Defense adopted a Strategy on human resource management of the Ministry of Defense and the Army of Montenegro, which defines gender equality policies and specific strategic goals: increased representation of women in the Armed Forces, the command functions and missions, and the continued implementation of the national policy of gender equality, Resolution 1325 and other applicable and accepted regulations.</p> <p><b>Municipality of Bijelo Polje</b>  At the invitation of the Ministry of Defense the Office organized a public debate on the draft action plan for the implementation of Security Council Resolution 1325 of the United Nations in Montenegro in the Assembly Hall of the Municipality of Bijelo Polje.  A public hearing was attended by representatives of public agencies, the police, NGOs, political parties and councilors.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>7.3.3. Organize training of security personnel on gender-based violence  <b>Holders of activities:</b>  <u>MD, MOI</u> and MHMR-GED, CSO  <b>Time framework:</b>  continuously</p>	<p><b>Ministry of Defense</b>  In cooperation with the Ministry of Defense of Slovenia, the Ministry of Defense and the Army of Montenegro, implemented the project "Women in the defense sector in Montenegro", and conducted training completed successfully by 25 employees of the Ministry of Defense and the Army of Montenegro (heads of organizational units, General Staff of the Army of Montenegro and the Ministry of Defense). Throughout the five-day training, these participants were introduced to: international, regional and national commitments and achievements in the field of gender equality, in order to recognize the importance and benefits of high-quality, timely and accurate integration of women in the defense sector, the importance of protecting human dignity and gender-based violence, on gender equality in the military operations and of Resolution 1325 and gender issues.</p> <p>Through the special program "Mentoring for gender equality", a two-day seminar was implemented for senior officers from the Department of Human Resources, women officers of the Army of Montenegro and employees in the Ministry of Defense on "Gender equality, with special emphasis on gender entirely based violence in the army." This seminar also provided networking opportunities to the women officers of the Army of Montenegro.</p> <p><b>Ministry of Interior</b>  Trainings on gender-based violence and educations officials who carry out the respective tasks were organized. Organizing these trainings will continue in the coming period, because there is a need to organize training for newly employed staff, as well as additional training for the employees who attended the training, in accordance with the requirements of officers from the Criminal Police.  Ministry recognizes the need to systematize the specific organizational unit that will be responsible for training employees in all areas, which has been done, so the officers within this organizational unit will continue to deal with these issue in the future.</p> <ul style="list-style-type: none"> <li>➤ <u>One-day workshop was organized with the representatives of eomen police officers from Kosovo</u></li> </ul> <p>In cooperation with the OSCE Mission to Montenegro, a one-day workshop with representatives of the Association of Women Police Officers of Kosovo was organized. The aim of organizing the workshop was to exchange experiences on gender equality in the police.  During the workshop the organization and operation of associations of Kosovo police officers was presented.</p>

	<p>Recommendations for the organization of women's associations in the Montenegrin police were given (there was a network of women in the Union of the Police, but it stopped working).</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>7.3.4. Improve the database on women and men in the Armed Forces and Police</p> <p><b>Holders of activities:</b> MD, PA and IO, NGO, media</p> <p><b>Time framework:</b> continuously</p>	<p><b>Ministry of Defense</b></p> <p>The Ministry of Defense and the Army of Montenegro established the databases of all employees (KAIS - personnel information system for military personnel and civilians employed or working in the Armed Forces of Montenegro and KIS - personnel information system for civil servants in the Ministry of Defense). In order to improve these databases, by using budgetary assets of the Ministry of Defense and grants, the implementation of the activity on the development of a single information system of the Ministry of Defense and the Army of Montenegro is currently in procedure, which will, among other things, be gender sensitive and provide better guidance with disaggregated statistics and monitoring career development and labor turnover (employing and keeping women) and adequate regulation of the system of collection, analysis and dissemination of gender-sensitive data in the Armed Forces of Montenegro. The necessary equipment is purchased, and now we are working on the procurement of the software.</p> <p>At the Ministry of Defense, on the day 31 December 2016 women were 44.54% of employed persons. Slightly more than half of this number are women with high education and are in the range of independent advisors and perform the most complex tasks that require special expertise and independence in their work. They participate in the preparation of texts of laws and regulations in the defense and security systems, coordinate cooperation of Montenegro with foreign countries and international organizations and work as advisors for defense at the Military Mission of Montenegro to NATO.</p> <p>The Army of Montenegro, on 31 December 2016, had 9.07% of women, of which 40 women are professional contract soldiers, 17 women are non-commissioned officers, 11 women officers and 100 women are civilians. At the level of the defense system we have 12.67% of women.</p> <p><b>Ministry of Interior</b></p> <p>Personnel database of the MoI and Police, as well as the central personnel records, contain applications from which the data on the number of working women, their titles or positions to which they are deployed and the organizational units in which they work could be obtained. According to this database, the percentage of women employed in the MoI is 59.18%, and 9.12% at the Police.</p> <ul style="list-style-type: none"> <li>➤ The Analysis of representation of women in Police Administration has been conducted</li> </ul> <p>In accordance with the obligations under the development strategy of the Police and the Action Plan for its implementation, an Analysis of the representation of women in the Police was conducted and it covers the following areas:</p> <ul style="list-style-type: none"> <li>- Legislative and institutional framework,</li> <li>- History background,</li> <li>- Statistical data on number of women, level of education, workplaces, territorial and organizational representation, number of women at the Police Academy, participation in peacekeeping missions etc.</li> <li>- Measures for achieving gender equality</li> </ul> <p>Analysis is delivered to the Head of the Department for analytics and promotion of police work for jurisdiction.</p> <ul style="list-style-type: none"> <li>➤ Draft Action Plan for increasing the number of women in the Police Administration has been done</li> </ul> <p>Of the total population in Montenegro 50,61% are women, while 49.39% are men. In order to fulfill the role of the police to serve all citizens of Montenegro, it is necessary to create a representative and effective police service that reflects gender differences between men and women</p>



	<p>in all positions. In this regard, in accordance with obligations under the Development Strategy of the Police and the Action Plan for its implementation, Draft Action Plan to increase the number of women in the Police Administration was made, which will be forwarded to the Head of the Department for Analysis and improvement of the work of the police, after receipt of the opinion about the drafted document by experts of the OSCE and the Norwegian expert at the United Nations for gender equality issues.</p> <p>Given the importance of this plan, and the fact that this document was never been done in the Police, we requested the foreign expert's assistance. Bearing in mind that Norway is a country with an extensive experience in the subject area, their recommendations and guidelines of the OSCE experts, given in a few workshops and meetings, were of paramount importance for the preparation of the document.</p> <p>The plan includes:</p> <ul style="list-style-type: none"> <li>- legislative and institutional framework,</li> <li>- strategic goals and thematic priorities,</li> <li>- measures and recommendations.</li> </ul> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>7.3.5. Apply guidelines for the introduction of gender-sensitive policing practices</p> <p><b>Holders of activities:</b> PA and MHMR-GED</p> <p><b>Time framework:</b> continuously</p>	<p><b>Ministry of Interior</b></p> <p>All obligations under the Law on Gender Equality, as well as action plans to achieve gender equality were implemented.</p> <p>The analysis on the representation of women in the Police was conducted.</p> <p>The Action Plan to increase the number of women in the police administration was drafted, which was forwarded to the OSCE and Norwegian experts on that topic for review and give opinions.</p> <p>Guidelines for the introduction of gender-sensitive policing practices have been implemented:</p> <ul style="list-style-type: none"> <li>- The coordinator for gender equality was appointed,</li> <li>- The laws on employment and other acts which decide on the rights and obligations of employees, job title and expressing in terms of natural descent (male or female) of persons whom these documents relate to,</li> <li>- The heads of organizational units are obliged to record and process statistical data and information collected by the MoI and PA</li> <li>- Identified the specific measures to achieve gender equality (and incentive program)</li> <li>- Training employees on gender equality to be conducted and a plan for the implementation of training was established,</li> <li>- There has been intermediary any cases of abuse at work,</li> <li>- When educating the working bodies, commissions, delegations, etc gender-balanced representation should be taken into account.</li> </ul> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>7.3.6. Promotion of increased participation of women in Army and Police</p> <p><b>Holders of activities:</b> MO, PA and MHMR-GED</p> <p><b>Time framework:</b> continuously</p>	<p><b>Ministry of Defence</b></p> <p>MO and AM are continuously working on promotion of military calls by issuing various promotional materials (brochures, flyers, posters), open days AM (through visits to units and buildings AM and familiarization with the equipment and weapons) and TV campaigns (broadcast TV spots on the Army, military call, work and life in the Army, the cadets and their education at Foreign military academies). In this way we ensure that more and more young girls appear on public advertisements for employment and education. Through education and employment the number of women professional military personnel has increased. Promoting greater participation of young people, including girls in the Army, was implemented through the organization of a military camp for young people, where the high school students got the opportunity to get acquainted with the basic principles of military life and through military training, sports and recreation, cultural fun and socializing are able to get to know certain segments of life and work in AM, as well as to develop team spirit, discipline and leadership skills.</p>

In connection with the foregoing, and in accordance with established competencies and organization, as well as obligations related to Euro-Atlantic integration of Montenegro, the Ministry of Defense will continue to work on implementing gender equality policies and Resolution 1325 UNSC, with the aim of integrating gender issues into the process of defense reform and at all levels of the decision-making, design and implementation policy.

**Ministry of Internal Affairs**

Promotion of women in carrying out police work is done in several ways:

- In cooperation with the Police Academy the media campaign right before the registration of students of the PA was promoted, where women are encouraged to engage in police work in such a way they have explained the method of registration, candidate selection, training and way of doing police work. The campaign was intensified in the cities from which the least high school graduates apply for admission to the police academy.
- The internship fair, which is held annually, at the stand of the MoI was a female police officer in uniform and a student of police academy in uniform, who promoted the work of women in the police.
- The printed posters on the topic of women in the police, in which the website containing the information on how to become a police officer can be obtained are forwarded to the heads of all the centers and departments of security, to highlight in visible places, as well as the heads of the border police, for highlighting at the frequent border crossings, so that as many citizens had access to the message sent.

Legislative and institutional framework created the conditions for full gender equality, both in the MoI and the PA, but the factual situation is different.

In addition that more women than men are employed at the MoI, they are largely represented in managerial positions, while in the Police, of the total number of employees, only 9.12% are women, and in managerial positions there are very little, at lower levels.

During the screening and selection of candidates for admission to the Police Academy, the largest number is eliminated after the tests of general knowledge and psycho tests, and a very small number after checking physical abilities, but it can be concluded that the police operations were not only "men's jobs" as often thought. In support of this contention is the fact that during the training both men and women are trained in the same way, that during the theoretical and practical training some women are more successful than men, one female participant was "valedictorian" and etc.

If, in addition, we have information that the first female police inspector in the Montenegrin police was employed the 70s, that the employment of large groups of female police officers began in the 80s, that in the police forces of the countries in the region the percentage of women in the police and in managing positions are bigger than ours, it is expected to increase the number of women in managerial positions in the Montenegrin police.

The goal is not to increase the number of women leaders just because they are European standards, but the aim is to increase the number of women in managerial positions, in order to create a quality staff that can withstand modern challenges and threats, as modern crime and terrorism are not based on physical strength, but on the good organization and skills.

Given the above, young employees, both men and women, should be prevented to be deployed to perform office tasks after education, even if women seek it often, due to family obligations, because, in addition to education academics to carry out police and no office duties costs a lot, and police work is the choice of every police officer, and not imposed just by performing police duties, police officers can acquire the necessary knowledge, skills and experience that will enable them to advance in career and be appointed to leadership position.

Associates in international organizations, which are strategic partners in the development of the Police point out that in the future great attention will be paid to issues of terrorism and gender equality, so despite our traditional notions, we should pay more attention to this topic in order to increase gender equality in police Administration, in line with European standards.

	<p>Saradnici u međunarodnim organizacijama, koji su strateški partneri u razvoju Uprave policije, ističu da će u narednom periodu biti velika pažnja posvećena temama terorizam i rodna ravnopravnost, pa bi uprkos našim tradicionalnim shvatanjima, ovoj temi trebali posvetiti veću pažnju, u cilju povećanja rodne ravnopravnosti u Upravi policije, u skladu sa evropskim standardima.</p>
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**STATUS OF THE MEASURE: implemented continuously**

## 8. INTERNATIONAL POLITICS AND COOPERATION

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

Activities	Report
<p>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, particularly the Convention on Eliminating of All Forms of Discrimination Against Women (CEDAW) and Optional Protocol</p> <p><b>Holders of activities:</b> <u>MHMR-GED</u> and MFA, Committee for GE, MD</p> <p><b>Time framework:</b> continuously</p>	<p><b>Ministry for Human and Minority Rights</b></p> <p>In February 2017, the Ministry for Human and Minority Rights, in coordination with the relevant institutions, has prepared and sent to the CEDAW Committee answers to the list of issues relating to the second periodic report for Montenegro, which was delivered in December 2016. The report will be discussed for a period of 3 to 21 July 2017 in Geneva, at the sixty-seventh session of the Committee. This Ministry reports regularly on the current requirements regarding the monitoring of international instruments for the protection of human rights, including obligations under Accession Program and Action Plans for chapters 19 and 23. Montenegro became the 29th member of the initiative "Partnership for Equal Future" in May 2016, which is dedicated to the economic and political empowerment of women at the national and global levels. The mentioned initiative is the promotion of national projects and policies, especially the promotion of national policy on gender equality. The special website of the initiative "Partnership for Equal Future": <a href="http://www.equal-futures.org/country/montenegro">http://www.equal-futures.org/country/montenegro</a>. Information on the integration of the gender equality policy in Montenegro was prepared by the Ministry for Human and Minority Rights.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>8.1.2. Organize public debates at universities on international obligations in the area of human rights of women</p> <p><b>Holders of activities:</b> <u>MLJMP-ORR</u> i Mprosvjete,</p>	<p><b>Related to measures from the area 1 and 2 of PAPGE: Improving the human rights of women and gender equality and gender-sensitive education.</b></p> <p><b><u>STATUS OF THE MEASURE: implemented partialy</u></b></p>

<p>visokoškolske ustanove, MVPEI  <b>Time framework:</b>  IV quarter of 2015/  II quarter of 2016</p>	
<p>8.2.1. Follow the integration of the gender equality issue in all the chapters on EU accession  <b>Holders of activities:</b>  <u>MFAEL, MHMR-GED</u>  and ministries and state institutions, Committee on GE, CSO  <b>Time framework:</b>  continuously</p>	<p><b>Ministry for Human and Minority Rights</b>  A large number of activities in this Report, as well as the measures are 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 in this action plans are implemented with the planned dynamics.  <b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>8.2.2. Ensure balanced representation of women and men in the negotiation teams  <b>Holders of activities:</b>  <u>MFAEL, MHMR-GED</u>  and ministries and state institutions, Committee on GE, CSO  <b>Time framework:</b>  continuously</p>	<p><b>Ministry of European Affairs</b>  Representation of women in the negotiating groups is 55%. Heads (2) and member (1) of negotiating groups for Chapters 23 and 24 are women.  <b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>8.3.1. Hold regular meetings of the regional mechanisms for gender equality  <b>Holders of activities:</b>  <u>MHMR-GED, local administration and the offices for gender equality, coordinators for gender equality in</u></p>	<p><b>Ministry for Human and Minority Rights</b>  The Ministry of Human and Minority Rights, in cooperation with the UNDP Office in Montenegro and partner organizations in the country, the region and Europe, has organized in December 2016 in Budva a major two-day conference on improving gender equality in the countries of the Western Balkans and Turkey, which gathered over 100 individuals of the mechanisms for gender equality from the Balkans, Turkey and Europe. The second day of the conference was dedicated to combating violence against women and the implementation of the Istanbul Convention. The aim of this conference was to create a regional platform for gender equality, which will bring together representatives of all gender mechanisms and generate momentum for the fulfillment of obligations related to gender equality in the EU accession process, which were undertaken by these countries in accordance with the requirements of EU and international treaties, in particular the global objectives of sustainable development. On the sidelines of the conference on the promotion of gender equality in the countries of the Western Balkans and Turkey, the</p>

<p><u>the state institutions</u> and MFAEI, regional countries, IO</p> <p><b>Time framework:</b> continuously</p>	<p>Minister for Human and Minority Rights met and spoke to Cihan Sultanoglu, Assistant Administrator and Director of the Regional Bureau for Europe and the Commonwealth of Independent States.</p> <p><b>Municipality of Kotor</b></p> <p>In the period from 1 January to 31 December 2016 there was a total of 5 meeting of the LAPGE.</p> <p>On 23 December 2016 the Secretariat of Culture, Sports and Social Affairs organized activity training entitled "Gender Equality in Municipal Assembly of Kotor" in which the trainer was Mrs. Nada Drobnjak.</p> <p>In this training the target group were women councilors of the Municipality of Kotor, women officials of the Municipality of Kotor, women in leadership positions in the Municipality of Kotor, as well as outside the institution itself, and women from the local media.</p> <p><b>STATUS OF THE MEASURE: implemented continuously</b></p>
<p>8.3.2. Participate in the regional and international events of importance for gender equality</p> <p><b>Holders of activities:</b> <u>MHMR-GED, local administration and the offices for gender equality, coordinators for gender equality in the state institutions,</u> and MFAEI, Committee on GE, regional countries, IO</p> <p><b>Time framework:</b> continuously</p>	<p><b>Parliament of Montenegro – Committee for Gender Equality</b></p> <p>President of the Committee Nada Drobnjak, participated in the closing conference "Strengthening regional cooperation in the integration of a gender perspective in security sector reform in the Western Balkans", which was held in Belgrade on 15 June 2016.</p> <p>The Conference was held within the panel discussion: The importance of raising awareness of gender equality in the military; The role of gender equality mechanisms in the ministries of defense and armed forces in the promotion of gender equality; Key aspects of policy for gender sensitive human resource management.</p> <p>On the sidelines of the conference the chairwoman of the Committee met with the Special Representative of the Secretary General of NATO for the implementation of Resolution 1325, the Minister of Defense of Bosnia and Herzegovina and the Defense Minister of the Republic of Serbia.</p> <p>The conference is conducted within the project "Gender equality in the armed forces in the Western Balkans".</p> <p>- President and a member of the Committee Nada Drobnjak and Nikola Gegaj participated in the Annual Regional Conference of Women Parliamentarians, held in Tirana on 26-28 April 2016.</p> <p>The Conference took place within the panel discussion: "Strengthening the role of women in Parliament and local administration", "Strengthening the role of women in the central government", "The role of women in the democratization of society" and "Strengthening the role of women in the economy."</p> <p>President of the Committee Nada Drobnjak, spoke at the panel on "Empowering Women in the central government."</p> <p>- President of the Committee Nada Drobnjak, member of the Committee Nikola Gegaj and mr Branka Tanasijević participated in the inter-parliamentary meeting in Brussels on the occasion of International Women's Day, which was held on 3 March 2016.</p> <p>The meeting was held on the topic "Women refugees and asylum seekers in the EU". The opening address was given by: President of the European Parliament Martin Schulz, former President of Ireland Mary Robinson and human rights activist Nawal Soufi.</p> <p>The panel discussed the topics "Violence against women refugees and asylum-seekers", "Gender and health care: the situation of refugees and asylum-seekers" and "Integration of refugee women."</p> <p>Delegation of the Committee for Gender Equality of the Parliament of Montenegro participated in the panel on "Gender and health care: the situation of refugees and asylum seekers".</p> <p>In celebration of International Women's Day, the European Parliament held an exhibition on March 2 on the topic "Women refugees and asylum seekers in the EU", which was attended by a representative of the Committee.</p> <p><b>Ministry for Human and Minority Rights</b></p>

	<p>Montenegro became the 29th member of the initiative "Partnership for Equal Future" in May 2016, which is dedicated to the economic and political empowerment of women at the national and global levels. The mentioned initiative is the promotion of national projects and policies, especially the promotion of the national policy on gender equality. The special website of the initiative "Partnership for Equal Future" is launched: <a href="http://www.equal-futures.org/country/montenegro">http://www.equal-futures.org/country/montenegro</a> .</p> <p>In May 2016, the Head of the Department for Gender Equality within the Ministry for Human and Minority Rights participated in the IX General Assembly of the Balkan Bureau for supporting the middle class, which was held in Sofia on the topic "Political support to businesses and young entrepreneurs who start in Southeastern Europe". Balkan Bureau for supporting the middle class is a Balkan entrepreneurial association working to strengthen the competitiveness of small and medium enterprises in South - Eastern Europe. In the last few years, within the West - Balkan project, which is coordinated by it, special attention was paid to young entrepreneurs and start-up businesses.</p> <p>In October 2016, a regular annual meeting of officials from countries in the pre-accession period of joining the EU was held, a meeting organized by the European Institute for Gender Equality. Montenegrin representatives at the meeting were officials of the Ministry for Human and Minority Rights, Head of the Department for Gender Equality Affairs and Head of the Department for European Integration, programming and implementation of EU funds.</p> <p>Head of the Department for Gender Equality participated at the regular meeting of the Commission for Gender Equality of the Council of Europe, where she is representing Montenegro, which was held between 14-19 November 2016, in Strasbourg. On the tenth meeting of the Commission, the current implementation of the Council of Europe's Strategy for Gender Equality 2014-2017 was presented, as well as an overview of activities related to the fight against stereotypes and sexism, equal access to justice, the balanced participation of women and men in political and public life, the fight against violence against women, the implementation of policies and gendering policy measures in order to protect from discrimination and women's human rights.</p> <p>On the occasion of the International Day for the Elimination of Violence against Women - 25 November, when the campaign 16 Days of Activism against Gender-Based Violence Campaign began, in Zagreb has organized regional conference on "Femicide Watch - for the prevention of femicide in the Republic of Croatia", which was attended by representatives of the Ministry of Human and Minority rights in Montenegro. The initiative as a monitoring body or system at the national level called "Femicide Watch" was presented at the conference to accompany the emergence of murders of women from gender aspect and analyze data to detect critical vulnerabilities that lead to the murder of women by their husbands or former and current partners.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>8.3.3. Organize study visits for employees in the mechanisms for gender equality on the specific topics of importance for achieving gender equality in the region <b>Holders of activities:</b> <u>MHMR-GED, local administration and the offices for gender</u></p>	<p><b>Ministry for Human and Minority Rights</b></p> <p>In order to strengthen the capacity of the mechanisms responsible for the implementation of gender equality, TAIEX unit has received a request for conducting a study visit. The visit was identified as a need to share experiences and good practices. There was no feedback.</p> <p>Within the project PREDIM - Support to the national institutions in the prevention of discrimination in Montenegro, the Directorate-General for Rule of Law, Directorate for Human Rights, the Department for Human Rights Policy and Development - Division for the implementation of human rights at national level Council of Europe, organized for representatives of the Ministry for Human and Minority Rights and Ombudsman for Human Rights and Freedoms a visit to the institutions of the Council of Europe and the presence at the hearing in the Grand Chamber of the European Court of Human Rights regarding the case of "Fabian against Hungary." As a part of the study visit, representatives of the Ministry and the Institution of the Protector of Human Rights and Freedoms had the opportunity to learn about the responsibilities of certain Council of Europe bodies, reviewing the Montenegrin cases before the European Court of Human Rights, the role of case law of the European Court, as well as international documents of the Council of Europe in the area of anti-discrimination and human rights.</p>

equality, coordinators  
for gender equality in  
the state institutions  
and Committee on GE,  
regional countries, IO  
**Time framework:**  
once a year

**STATUS OF THE MEASURE: implemented continuously**



## 9. INSTITUTIONAL MECHANISMS FOR THE IMPLEMENTATION OF GENDER EQUALITY POLICIES

**Strategic goal: Create sustainable mechanisms for achieving gender equality**

Activities	Report
<p>9.1.1. Form National Council for monitoring the implementation of the gender equality policies</p> <p><b>Holders of activities:</b> <u>MHMR-GED</u> and ministries and state administration</p> <p><b>Time framework:</b> I quarter of 2016</p>	<p><b>Ministry for Human and Minority Rights</b></p> <p>In 2016, a new institutional mechanism for the implementation of gender equality was established - a National Council for Gender Equality. Decision of the Minister for Human and Minority of May 2016, the Council for gender equality was formed at the national level as a expert and advisory body to discuss issues of implementation of gender equality policies at national and local level, and the application of regulations relating to gender equality and the evaluation of these legislation on women and men. Minister for Human and Minority Rights is the President of the Council, which has 21 members, 4 of which are members of the NGO. The first session of the Council for Gender Equality was held on 24 October 2016. In order to discuss issues in specific areas of importance for gender equality within the Council <b>advisory bodies - committees</b> (eight) were formed, which will monitor more closely the implementation and improvement of equal opportunities within their field. At the session of the Council presidents of the aforementioned advisory bodies or committees were appointed. Conclusions of the Council is expand its membership to include the representatives of the Ministries of Economy, Sustainable Development and Tourism and Finance, for the purpose of monitoring gender policies in these areas. At the constitutive session the Rules of Procedure of this body were adopted.</p> <p><b><u>STATUS OF THE MEASURE: implemented</u></b></p>
<p>9.1.2. Organize regular meetings with the coordinators for gender equality on issues in the state authorities and the Commission for PAAGE.</p> <p><b>Holders of activities:</b> <u>MHMR-GED</u> and coordinators for gender equality in the ministries and state administration, Commission for PAAGE</p> <p><b>Time framework:</b> III and IV quarter of 2015/during 2016</p>	<p><b>Ministry for Human and Minority Rights</b></p> <p>Continuing with activities in the implementation of gender equality policy, the Ministry for Human and Minority Rights - Department for Gender Equality and the OSCE Mission to Montenegro held a meeting in March 2016 with representatives of local governments in Montenegro and a network coordinators for gender equality - 22 participants. Also on 29 and 30 September 2016, (two-day) training for newly appointed coordinators in the field of gender equality at the local level was organized. The activity is part of the project "Support to the process of gendering in Montenegro", which is implemented in partnership. The topics of the training are the basic principles of gender equality. Target group: newly appointed coordinators for gender equality. In November 2016, the Commentary of the Law on Gender Equality was presented in Podgorica. The event brought together numerous representatives of Montenegrin institutions and civil society organizations dealing with gender equality - 40 participants.</p> <p>On 8 and 9 December 2016, a two-day workshop for coordinators for gender equality from local municipalities was organized to present draft analysis of the effects of the signing of the Memorandum on cooperation in the field of gender equality in the country's municipalities. The subject of the workshop was to exchange information regarding the current status of the commitments of local governments in the memorandum of cooperation with the Ministry for Human and Minority Rights and the OSCE Mission in Montenegro. The final analysis will include a general assessment of the state of gender equality at the local level.</p> <p>On March 2016 session of the Commission for PAAGE, which considered and adopted the Report on the Implementation of PAAGE for 2015, and which was adopted afterward in the session of the Government of Montenegro.</p> <p>In 2016, a new institutional mechanism for the implementation of gender equality was established - a National Council for Gender Equality. Decision of the Minister for Human and Minority of May 2016, the Council for gender equality was formed at the national level as a expert and</p>

	<p>advisory body to discuss issues of implementation of gender equality policies at national and local level, and the application of regulations relating to gender equality and the evaluation of these legislation on women and men. The first session of the Council for Gender Equality was held on 24 October 2016. In order to discuss issues in specific areas of importance for gender equality within the Council <b>advisory bodies - committees</b> (eight) were formed, which will monitor more closely the implementation and improvement of equal opportunities within their field. At the session of the Council presidents of the aforementioned advisory bodies or committees were appointed. Conclusions of the Council is expand its membership to include the representatives of the Ministries of Economy, Sustainable Development and Tourism and Finance, for the purpose of monitoring gender policies in these areas. At the constitutive session the Rules of Procedure of this body were adopted.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>9.1.3.Uključiti u opis poslova koordinatora/ki pitanja rodne ravnopravnosti <b> Holders of activities:</b> <u>HRA, competent authorities at the local level</u> and MHMR-GED <b>Time framework:</b> IV quarter of 2015</p>	<p><b>Ministry for Human and Minority Rights</b> The analysis of the effects of the signing of the Memorandum on cooperation in the field of gender equality in the country's municipalities is being drafted, and will include a general assessment of the state of gender equality at the local level. For this purpose, on 8 and 9 December 2016, a two-day workshop for coordinators for gender equality from local municipalities was organized to present draft analysis of the effects of the signing of the Memorandum on cooperation in the field of gender equality in the country's municipalities. The subject of the workshop was to exchange information regarding the current status of the commitments of local governments in the memorandum of cooperation with the Ministry for Human and Minority Rights and the OSCE Mission in Montenegro.</p> <p><b>Ministry of Interior</b> In order to achieve gender equality, there are regular meetings, round tables, seminars, workshops and the like in cooperation with the Ministry for Human and Minority Rights, the Committee on Gender Equality, the Police Academy, Human Resources, the Ministry of Defense, the OSCE, DICAF and non-governmental organizations, in which representatives of the MoI and PA actively participate. Coordinator for Gender Equality in the MoI is a member of the national Council for gender equality, formed by the Minister for Human and Minority Rights, responsible for the implementation of measures envisaged in the current plan for achieving gender equality, as well as a member of the working group for drafting the Action Plan for achieving gender equality and a member of the Working group of the Ministry of Defense responsible for drafting the national Action plan for the implementation of security Council Resolution 1325 - Women, peace and security.</p> <p><b>Human Resources Administration</b> HRA in accordance with the Law on Civil Servants is competent to issue opinions on acts on internal organization and systematization of state authorities. On this occasion, we especially pay attention to the job description of the job of a civil servant standing to perform work of the coordinator for gender equality.</p> <p><b>Capital City Podgorica</b> Selected coordinator for gender equality. Coordinator for Gender Equality cooperates with all employees in the capital Podgorica in order to better implement the activities from the AP.</p> <p><b>Municipality of Kotor</b> Local Action Plan for achieving gender equality in the municipality of Kotor, which was adopted in 2013, stipulates that the systematization of jobs in the municipality of Kotor should predict the position of the person who will deal with matters of gender equality. After systematization</p>

	<p>is created, it envisages that a person employed in the Secretariat for culture, sports and social activities, as an advisor for culture, media and web coordination with the Information center is responsible for gender equality. In June 2014 the contact person for gender equality was appointed.</p> <p>Lokalnim akcionim planom za postizanje rodne ravnopravnosti u Opštini Kotor koji je usvojen 2013. godine predviđeno je da se sistematizacijom radnih mjesta u Opštini Kotor predvidi radno mjesto za osobu koja će se baviti poslovima rodne ravnopravnosti. Nakon izvršene sistematizacije predviđeno je da osoba zaposlena u Sekretarijatu za kulturu, sport i društvene djelatnosti, na poslovima Savjetnika/ce za kulturu, medije i web koordinaciju sa informacionim centrom bude zadužena za poslove rodne ravnopravnosti. U junu 2014. godine određena je kontakt osoba za rodnu ravnopravnost.</p> <p><b>Municipality of Pljevlja</b> Implemented in the Municipality of Pljevlja.</p> <p><b>Municipality of Žabljak</b> At the local level there is a Coordinator for Gender Equality.</p> <p><b><u>STATUS OF THE MEASURE: implemented</u></b></p>
<p>9.1.4. Organize training leading management structure at the local level in order to strengthen support to the coordinators for the implementation of gender equality in their daily work.</p> <p><b>Holders of activities:</b> <u>MHMR-GED, HRA</u> and all state administration institutions</p> <p><b>Time framework:</b> continuously</p>	<p><b>Ministry for Human and Minority Rights</b> Ministry for Human and Minority Rights and Gender Equality Office of Bijelo Polje organized in May 2016 a seminar on the topic: Presentation of amendments to the Law on Gender Equality for managers in local government and representatives of the Municipal Council for Gender Equality. Number of participants: 20.</p> <p>Continuing with activities in the implementation of gender equality policy, the Ministry for Human and Minority Rights - Department for Gender Equality and the OSCE Mission to Montenegro held a meeting in March 2016 with representatives of local governments in Montenegro and a network coordinators for gender equality - 22 participants. Also on 29 and 30 September 2016, (two-day) training for newly appointed coordinators in the field of gender equality at the local level was organized. The activity is part of the project "Support to the process of gendering in Montenegro", which is implemented in partnership. The topics of the training are the basic principles of gender equality. Target group: newly appointed coordinators for gender equality. In November 2016, the Commentary of the Law on Gender Equality was presented in Podgorica. The event brought together numerous representatives of Montenegrin institutions and civil society organizations dealing with gender equality - 40 participants.</p> <p>On 8 and 9 December 2016, a two-day workshop for coordinators for gender equality from local municipalities was organized to present draft analysis of the effects of the signing of the Memorandum on cooperation in the field of gender equality in the country's municipalities. The subject of the workshop was to exchange information regarding the current status of the commitments of local governments in the memorandum of cooperation with the Ministry for Human and Minority Rights and the OSCE Mission in Montenegro. The final analysis will include a general assessment of the state of gender equality at the local level.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>9.2.2. Providing continuous support to</p>	<p><b>Ministry for Human and Minority Rights</b></p>

<p>municipalities which have established cooperation in the development and implementation of local action plans for gender equality</p> <p><b>Holders of activities:</b> MHMR-GED and all local administration in Montenegro</p> <p><b>Time framework:</b> continuously</p>	<p>The gender equality policy at the local level is especially improved in the previous period. In 2016, the two municipalities have adopted the Decision on gender equality, while one formed the Council for Gender Equality. Formed Network of Coordinators has been very active at the local level in 2016 and it has 21 members. The previous results of the implementation of gender equality policies indicate the following: Ministry for Human and Minority Rights, in cooperation with the OSCE signed Memorandum of Cooperation with all 23 municipalities in Montenegro. Of these, in 11 municipalities, including the Capital City Podgorica, there are local action plans for gender equality. The councils for gender equality were formed in 12 municipalities and 5 of them have the office for gender equality. Seven municipalities have positioned the budget funds for the implementation of gender equal footing within their budget. In 15 municipalities decisions were made on gender equality. Four municipalities have a woman Head of the municipality, and in seven municipalities women are in the function of vice-president of the municipality, while in two of them are in office President of the Municipal Assembly. The four local women parliamentary representation have over 32%, while at the other municipalities this percentage is about 26%.</p> <p>Continuing with activities in the implementation of gender equality policy, the Ministry for Human and Minority Rights - Department for Gender Equality and the OSCE Mission to Montenegro held a meeting in March 2016 with representatives of local governments in Montenegro and a network coordinators for gender equality - 22 participants. Also on 29 and 30 September 2016, (two-day) training for newly appointed coordinators in the field of gender equality at the local level was organized. The activity is part of the project "Support to the process of gendering in Montenegro", which is implemented in partnership. The topics of the training are the basic principles of gender equality. Target group: newly appointed coordinators for gender equality. In November 2016, the Commentary of the Law on Gender Equality was presented in Podgorica. The event brought together numerous representatives of Montenegrin institutions and civil society organizations dealing with gender equality - 40 participants.</p> <p>On 8 and 9 December 2016, a two-day workshop for coordinators for gender equality from local municipalities was organized to present draft analysis of the effects of the signing of the Memorandum on cooperation in the field of gender equality in the country's municipalities. The subject of the workshop was to exchange information regarding the current status of the commitments of local governments in the memorandum of cooperation with the Ministry for Human and Minority Rights and the OSCE Mission in Montenegro. The final analysis will include a general assessment of the state of gender equality at the local level.</p> <p><b>Municipality of Tivat</b> Municipality of Tivat has continued cooperation with the municipalities in the area of gender equality..</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>9.2.3. Implement joint activities and campaigns of the Department for Gender Equality and local governments to raise awareness of gender equality issues</p> <p><b>Holders of activities:</b> MHMR-GED and all local administration in Montenegro</p>	<p><b>Ministry for Human and Minority Rights</b> Ministry for Human and Minority Rights and Gender Equality Office of Bijelo Polje organized in May 2016 a seminar on the topic: Presentation of amendments to the Law on Gender Equality for management in the local government and representatives of the Municipal Council for Gender Equality. Number of participants: 20.</p> <p>Continuing with activities in the implementation of gender equality policy, the Ministry for Human and Minority Rights - Department for Gender Equality and the OSCE Mission to Montenegro held a meeting in March 2016 with representatives of local governments in Montenegro and a network coordinators for gender equality - 22 participants. Also on 29 and 30 September 2016, (two-day) training for newly appointed coordinators in the field of gender equality at the local level was organized. The activity is part of the project "Support to the process of gendering in Montenegro", which is implemented in partnership. The topics of the training are the basic principles of gender equality. Target group: newly appointed coordinators for gender equality. Through this training, all participants are presented with the importance and/or the basic guidelines for gender-sensitive budgeting.</p>

<p><b>Time framework:</b> continuously</p>	<p>A conference organized on the occasion of the International Day for the Elimination of Violence against Women, held in Podgorica on 25 November 2016; The event was organized by the Ministry for Human and Minority Rights, in cooperation with the OSCE Mission to Montenegro. It was also the prelude to the start of the global 16 Days of Activism against Gender-Based Violence Campaign, which is celebrated in 164 countries in the world. The conference brought together 50 participants. A video on gender-based violence that aired during the 16 days of the campaign in the Montenegrin media was presented at the conference, lasting for about 20 seconds - videos were made in Montenegrin, Albanian and English.</p> <p><b>Municipality of Bijelo Polje</b> During the reporting period the already well established cooperation with the Department for Gender Equality within the Ministry for Human and Minority Rights and the OSCE Mission to Montenegro from which we get financial support for the realization of seminars for women's economic empowerment was continued. During the reporting period, we continued networking resources at the local government level - the Secretariat, Municipal Office: youth, prevention of drug abuse, disabled individuals, cooperation with relevant NGOs in the framework of implementation of joint programs. We participated in seminars, conferences and training courses organized by the Ministry for Human and Minority Rights, the Department for Gender Equality in order to improve competencies of employees in the office for gender equality, improving cooperation among municipalities and strengthening the network, Montenegro Business Women Association, the Ministry of Justice. During the reporting period, we have responded to several questionnaires from NGOs forwarded through the competent Ministry, prepared a report for the Department for Gender Equality, the Parliament Committee for Gender Equalit, etc.</p> <p><b>Municipality of Nikšić</b> Department for Information and Gender Equality monitored the situation and sought to promote gender equality and proposed measures and actions in terms of improving and achieving gender equality. Specifically, the department participated in the preparation and adoption of the Local Action Plan at the municipal level and in the work of councils, committees, commissions and working groups, appointed by the Assembly and the Mayor, which deal with prescribing mechanisms for achieving gender equality. It also cooperates with all subjects relevant to the achievement of gender equality at the local level, with state bodies, public services and NGOs. Also, the Department of Information and gender equality provides technical support to local governments to enable them to develop new, gender-sensitive mechanisms for the development of entrepreneurship, which would allow greater utilization of female labor resources and economic prosperity at the local level.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>9.3.1. Enhance human resource capacities of the Gender Equality Department <b>Holders of activities:</b> <u>MHMR-GED</u> and MF <b>Time framework:</b> continuously</p>	<p><b>Ministry for Human and Minority Rights</b> The Department for Gender Equality currently has two employees and it engaged a volunteer who works in the areas of gender equality. Action Plan for Chapter 23 envisages the measure 3.6.2.1. strengthening the capacities of the Department until the second quarter of 2017. In this regard, in accordance with legal procedures, it is expected to employ a staff member in the Department of Gender Equality, for which an approval was received from the Ministry of Finance.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>

<p>9.3.2. Allocate additional costs for the implementation of the activities from PAAGE where the holder is the Gender Equality Department</p> <p><b>Holders of activities:</b> <u>MHMR-GED</u> and MF</p> <p><b>Time framework:</b> continuously</p>	<p><b>Ministry for Human and Minority Rights</b></p> <p>In April 2016, the Ministry for Human and Minority Rights and UNDP signed an agreement on joint financing of the project "Support to anti-discrimination and gender equality", which was supported by the EU Delegation to Montenegro from IPA funds. Within the project a number of activities related to women's political participation, economic empowerment of women and combating violence against women and domestic violence were implemented during 2016.</p> <p>Seven municipalities of Tivat, Bar, Budva, Berane, Pljevlja and Herceg Novi, Kotor have a budget line in their budget which is intended for the implementation of local action plans for achieving gender equality.</p> <p><b>Ministry of Interior</b></p> <p>The budget for 2016 plans and provides funds for the implementation of measures to achieve gender equality.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>9.4.1. Organize seminar for employees in the office of the Protector of Human Rights and Freedoms on the implementation of international and national instruments for protection against gender discrimination</p> <p><b>Holders of activities:</b> <u>MHMR-GED</u> and PHRF</p> <p><b>Time framework:</b> I quarter of 2016</p>	<p><b>Ministry for Human and Minority Rights</b></p> <p>The Ministry for Human and Minority Rights has a continuous and successful cooperation with the institution of the Protector of Human Rights and Freedoms, in the areas of human rights, gender equality, combating violence against women and domestic violence, women's economic position and so on. Representatives of the Ombudsman for Human Rights and Freedoms of Montenegro have attended and participated in the following events/meetings organized by the Ministry for Human and Minority Rights - Department for Gender Equality:</p> <ul style="list-style-type: none"> <li>- a one-day workshop on "Gender equality in the media in Montenegro", held in January 2016, in Podgorica, organized in cooperation with the TAIEX program from Brussels (40 participants);</li> <li>- video conference with representatives of the European Commission on "Implementing the Action Plan for Gender Equality 2013 - 2017", held in September 2016;</li> <li>- the constitutive session of the Council for Gender Equality organized on 24 October 2016, whos member is the representative of the Institution of Human Rights and Freedoms of Montenegro;</li> <li>- presentation of the <i>Commentary on the Law on Gender Equality</i>, which was organized on 16 November 2016, in Podgorica. The event brought together numerous representatives of Montenegrin institutions and civil society organizations dealing with gender equality - 40 participants;</li> <li>- a conference organized on the occasion of the International Day for the Elimination of Violence against Women, held in Podgorica on 25 November 2016; The event was organized by the Ministry for Human and Minority Rights, in cooperation with the OSCE Mission to Montenegro. It was also the prelude to the start of the global 16 Days of Activism against Gender-Based Violence Campaign, which is celebrated in 164 countries in the world. The conference brought together 50 participants. A video on gender-based violence that aired during the 16 days of the campaign in the Montenegrin media was presented at the conference;</li> <li>- Workshop on the topic: Gender equality in the media in Montenegro organized on 7 December 2016 in order to present the implementation of the law on gender equality, gender aspects of the media and the principle of gender equality of the media;</li> <li>- a two-day conference organized on the topic of improving gender equality in the countries of the Western Balkans and Turkey in December 2016, which brought together more than 100 participants of the mechanisms for gender equality from the Balkans, Turkey and Europe. The conference is organized in cooperation with the Ministry for Human and Minority Rights, UNDP Office in Montenegro and partner organizations in the country, the region and Europe.</li> </ul> <p>A representative of the Ombudsman for Human Rights and Freedoms of Montenegro is a member of the working group for drafting the new strategic document for gender equality.</p>

	<b><u>STATUS OF THE MEASURE: implemented</u></b>
9.5.1. Organizing joint activities aimed at full implementation of PAAGE <b> Holders of activities:</b> <u>MHMR-GED</u> and CSO <b> Time framework:</b> continuously	<b> Related to the measure 9.5.2. and other measures.</b>  <b><u>STATUS OF THE MEASURE: implemented continuously</u></b>
9.5.2. Regular meetings of the Forum for Dialogue with representatives of civil society <b> Holders of activities:</b> <u>MHMR-GED</u> , Committee on GE and CSO <b> Time framework:</b> continuously	<b> Ministry for Human and Minority Rights</b> The Ministry for Human and Minority Rights has continued cooperation with the NGO sector. Regular meetings are held with NGOs dealing with human rights, gender equality, combating violence against women and domestic violence, women's economic position and so on. Activities are conducted through joint campaigns, training, research, and implementation of projects financed by international organizations and the implementation of obligations following the signing of the memorandum with nongovernmental organizations in the field of protection of human and minority rights and gender equality. Representatives of the Ministry for Human and Minority Rights participated in numerous events carried out by non-governmental organizations engaged in improving the human rights of women. NGO representatives are members of the advisory bodies to monitor the implementation of the project "Support to anti-discrimination and gender equality," which is implemented by the Ministry of Human and Minority Rights in cooperation with the UNDP Office in Montenegro, with financial support from the EU Delegation to Montenegro. NGO representatives are members of the Council for gender equality at the national level. The Ministry for Human and Minority Rights supported the project "Building a playground in a shelter for women and children victims of violence", carried out by the SOS Hotline for Women and Children Victims of Violence - Niksic, with the financial support of the Embassy of the Republic of Poland. The project contributes to the improvement of conditions for safe and quality care for children and women in emergency shelters for women and children victims of violence in Niksic. Within this project, on 26 September 2016 the playground was opened. The Ministry for Human and Minority Rights, the Office for fight against human trafficking and the NGO "Montenegrin Women's Lobby" signed a Memorandum on mutual cooperation in the field of prevention and providing assistance and protection to victims and potential victims of human trafficking in Montenegro on 24 May 2016 . The Ministry for Human and Minority Rights and the NGO "Center for Women's Rights" signed on 22 July 2016 a <i>Memorandum of intensifying cooperation</i> in order to take further policy measures to ensure the prevention of domestic violence and violence against women, and ensuring high-quality, effective and credible mechanisms of protection of victims and efficient prosecution of perpetrators in order to reduce tolerance of violence. Signatories to the Memorandum have agreed to cooperate more closely on the exchange of information and implementation of projects and activities related to the promotion of equality between women and men, protection from violence against women and domestic violence and suppression.  <b> Municipality of Bijelo Polje</b> All activities of the office have adequate media coverage. For better communication with the target group and the general public Facebook profile of the office was opened which is very popular, we have a sufficient number of compliments, comments, suggestions and proposals. We

	<p>use this type of communication for announcement and invitation to participate in our activities, as well as the presentation of all programs related to gender equality being implemented in Montenegro and in the region.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>9.6.1. Organize training on gender-sensitive management of budgetary resources for representatives of local governments and ministries</p> <p><b>Holders of activities:</b> <u>MHMR-GED</u> and ministries, state administration institutions and local administration, CSO</p> <p><b>Time framework:</b> continuously</p>	<p><b>Ministry for Human and Minority Rights</b></p> <p>Seven municipalities of Tivat, Bar, Budva, Berane, Pljevlja and Herceg Novi, Kotor have a budget line in their budget which is intended for the implementation of local action plans for achieving gender equality.</p> <p>Continuing with activities in the implementation of gender equality policy, the Ministry for Human and Minority Rights - Department for Gender Equality and the OSCE Mission to Montenegro held a meeting in March 2016 with representatives of local governments in Montenegro and a network coordinators for gender equality - 22 participants. Also on 29 and 30 September 2016, (two-day) training for newly appointed coordinators in the field of gender equality at the local level was organized. The activity is part of the project "Support to the process of gendering in Montenegro", which is implemented in partnership. The topics of the training are the basic principles of gender equality. Target group: newly appointed coordinators for gender equality. Through this training, all participants are presented with the importance and/or the basic guidelines for gender-sensitive budgeting.</p> <p><b><u>STATUS OF THE MEASURE: implemented continuously</u></b></p>
<p>9.6.3. Established mechanism for gender-sensitive management of budgetary resources in at least 3 local government and one ministry.</p> <p><b>Holders of activities:</b> <u>MHMR-GED</u> and selected ministries and local administration</p> <p><b>Time framework:</b> IV quarter of 2016 continuously once a year</p>	<p><b>Ministry for Human and Minority Rights</b></p> <p>The Ministry of Defense has allocated budget funds for the implementation of activities in the field of gender equality, in accordance with the Action Plan for achieving gender equality.</p> <p>Seven municipalities of Tivat, Bar, Budva, Berane, Pljevlja and Herceg Novi, Kotor have a budget line in their budget which is intended for the implementation of local action plans for achieving gender equality.</p> <p><b><u>STATUS OF THE MEASURE: implemented</u></b></p>



