



MONTENEGRO
GOVERNMENT OF MONTENEGRO
MINISTRY OF DEFENCE

ACTION PLAN FOR IMPLEMENTATION OF
UNITED NATIONS SECURITY COUNCIL RESOLUTION 1325
WOMEN, PEACE AND SECURITY IN MONTENEGRO (2017-2018)

February 2017

Introduction

The Vienna Declaration¹ and Programme of Action, adopted at the World Conference on Human Rights in Vienna (on June 1993) and approved in 48th Session of the UN General Assembly (Resolution 48/121) expressing concern about various forms of discrimination and violence which women around the world are continuously exposed to, confirms that the human rights of women and girl children are an inalienable, indivisible and integral part of universal human rights, and “violations of the human rights of women in situations of armed conflict are violations of the fundamental principles of international human rights and humanitarian law.”

Beijing Declaration and Platform for Action, adopted at the Fourth World Conference on Women (Beijing, 1995), in the section: Women and Armed Conflict, states that the peace at the local, national, regional and global level can be achieved and that it is inseparably connected to women’s progress and it calls for comprehensive institutional changes in order to decrease military spending and enable a global promotion of human rights and non-violent conflict resolution. The Declaration also stresses that it is necessary to ensure women's participation in peace building processes and conflict resolution, as well as the protection of women in the war zones and refugee camps.

Building a modern society depends on, among other things, women's working abilities, experiences and attitudes. The lack of balance between the social influence of women and men implies reduction in many possibilities of the society. “Human security, in its broadest sense, embraces far more than the absence of violent conflict. It encompasses human rights, good governance, access to education and health care and ensuring that each individual has opportunities and choices to fulfil his or her potential. Every step in this direction is also a step towards reducing poverty, achieving economic growth and preventing conflict. Freedom from want, freedom from fear, and the freedom of future generations to inherit a healthy natural environment – these are the interrelated building blocks of human – and therefore national security” – said in 2000, at the time UN Secretary General Kofi Annan.

That same year, the United Nations Security Council for the first time at such a high level advocated the inclusion of women in the peace processes and their participation in peacekeeping agreements so it unanimously adopted Resolution 1325 (2000) - Women, Peace and Security (hereinafter referred to UNSCR 1325). By adopting the UNSCR 1325, the Security Council recognized the discrepancy between the actual situation and the possible role of women in peace and security, the specific impact of armed conflict on women and girls, as well as the important role of women in peacebuilding and post-conflict recovery of the country. Having in mind the fact that in recent decades the nature of war has been changed and that civilians are increasingly exposed to the war activities, the adoption of UNSCR 1325 is gaining in importance. Increased protection of women and girls, both in the conflict and post-conflict situations, is necessary because women and girls are involved in war conflicts, and the abuse and rape of women and girls around the world has become an important weapon of war and a method of extreme torture.

¹ “The human rights of women and of the girl-child are an inalienable, integral and indivisible part of universal human rights. The full and equal participation of women in political, civil, economic, social and cultural life, at the national, regional and international levels, and the eradication of all forms of discrimination on grounds of sex are priority objectives of the international community. Gender-based violence and all forms of sexual harassment and exploitation, including those resulting from cultural prejudice and international trafficking, are incompatible with the dignity and worth of the human person, and must be eliminated. This can be achieved by legal measures and through national action and international cooperation in such fields as economic and social development, education, safe maternity and health care, and social support.” Vienna Declaration, paragraph 18

The importance of UNSCR 1325 is also reflected in the adoption of accompanying resolutions which rely on it. Those are resolutions 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013) and 2242 (2015).

UNSCR 1820 (2008) treats the issue of sexual violence in conflict and post-conflict situations and stresses the importance of prevention of sexual violence against women and punishment of perpetrators.

UNSCR 1888 (2009) relies on the UNSCR 1820 and gives special attention to the protection of women and girls from sexual violence in armed conflict. It requires the appointment of a special representative of the Secretary General, as well as the establishing of expert teams, which would operate within the framework of the United Nations on the site, with the aim of more effective coordination, application, and reporting on the implementation of UNSCR 1820.

UNSCR 1889 (2009) emphasizes the protection of women and girls in post-conflict situations. It calls for additional measures to increase the participation of women in all stages: conflict resolution, post-conflict planning and peacebuilding, including the political and economic decision making, combating stereotypes and promoting women's leadership and capacities, management of aid programs, and support of women's organizations.

UNSCR 1960 (2010) calls for making specific moves and international mechanisms toward prevention and protection from sexual violence in the conflicts, as serious violations of human rights and international law, and it was passed in response to the slow progress in resolving the issue of sexual violence in armed conflict, particularly against women and children.

UNSCR 2106 (2013) indicates the slow progress in the implementation of important aspects of UNSCR 1960 and calls for effective measures in processing and responding to cases of sexual violence, which would significantly contribute to the maintenance of international peace and security.

UNSCR 2122 (2013) calls for the continued implementation of UNSCR 1325 and national action plans, and improvement of the coordination system, monitoring and evaluation. A special focus is placed on women's leadership and women's greater participation in the monitoring of progress in resolving conflicts and peacekeeping.

UNSCR 2242 (2015), the eighth Security Council Resolution on Women, Peace and Security introduces participation of women as a central component of efforts in responding to the challenges of the current global context, including an increase of violent extremism, climate change and the large number of displaced persons. It clearly shows the substantial relationship between the participation of women and sustainable peace and security.

In order to implement UNSCR 1325, the Security Council, in 2002, encouraged member states, civil society and other relevant stakeholders to develop strategies and action plans, while UN Secretary General, in a report from October 2004, invited all member states to prepare their national action plans working on more decisive implementation of UNSCR 1325.

The European Union within the Common Security and Defence Policy (CSDP) demands from future members to comply with the rules that exist in this area. The content, concept and logic of these rules is based, among other things, on the political criteria which imply that each of the future EU members is

obliged to respect European values which certainly include the prohibition of discrimination. Thus, the issue of the status of women in uniform connected with the general rule of non-discrimination also has its important place in the security sector. In this segment there is no EU standard, but the implementation of UNSCR 1325 is very much recommended. In the process of negotiations on Montenegro's accession to the European Union, the Chapter 31 - Foreign, Security and Defence policy was officially opened on June 24, 2014.

In 2007, NATO proposed to member states to develop practical proposals for the implementation of UNSCR 1325, and in September 2009, it issued a Strategic Command Directive (BI-SCD 40-1)² by which all NATO and Partnership for Peace members are directed to ensure implementation of the UNSCR 1325 and integration of gender perspective in the defence system. This Directive applies to the NATO command structure, including the Allied Command Operations and Allied Command Transformation, as well as all other command structure of the NATO, all NATO member states, and PfP members. By adopting Directive 40-1, three new responsibilities were established: advisor for gender equality at the strategic, operational and tactical level, as well as mandatory training on gender perspective and UNSCR 1325 for which we will have trained coaches for gender issues in the chain of command. In all NATO commands and in NATO-led operations, the gender advisers at different levels were appointed.

Committee on Women in the NATO Forces – CWINF, whose task was to ensure gender equality in NATO, was established in July 1976, and since 1998, its work is supported by the Office on Women in the NATO forces. In May 2009, CWINF mandate was extended in order to support the integration of a gender perspective in the NATO military operations, in particular to support the implementations of UNSCR 1325 and UNSCR 1820 when the Committee was renamed into NATO Committee on Gender Perspectives - NCGP.

Secretary General of NATO appointed, in 2012, NATO Special Representative for Women, Peace and Security. Her appointment showed how much the NATO appreciated the contributions of women in their armed forces and operations and their important role in the prevention and resolution of conflicts, this also means that these issues will be taken into account at the highest political level. Its mandate includes raising awareness of the policy and NATO activities in this area, ensuring their coordination and cooperation with the United Nations and other relevant organizations.

The OSCE approach to security aims to prevent and comprehensively resolve the conflicts, which includes the full integration of women in the processes, therefore, for the OSCE the UNSCR 1325 is one of the most important instruments for achieving the goal. The OSCE Secretariat has published a Study containing an analysis of 27 national action plans for the implementation of the Resolution 1325 in the OSCE countries.

There are three key areas for the implementation of the UNSCR 1325 and its related resolutions:

- increasing the participation of women in decision-making and peacekeeping processes;
- protection of women and girls in conflict zones;
- integration of gender perspectives and gender education in peacekeeping operations.

Action Plan for application of the UNSCR 1325 in Montenegro aims to encompass and develop these areas, as well as a range of mechanisms for the implementation of the UNSCR 1325 and its related resolutions.

² Bi-Strategic Command Directive (BI-SCD) 40-1

All terms in this Action Plan which are used for natural persons in the masculine imply the same terms in the feminine.

Legal framework

The Constitution of Montenegro guarantees equality of women and men, obliges the state to develop a policy of equal opportunity, prohibits any form of direct or indirect discrimination, recognizes the possibility of introducing special measures with a view to create the conditions for the exercise of national, gender and overall equality and protection of persons being in unequal position on any ground (Article 18 and Article 8).

The Constitution specifically stipulated that ratified and published international treaties and generally accepted rules of international law are integral part of the domestic legal order, and they have supremacy over national legislation and are directly applicable when they regulate the relations differently from the domestic legislation (Article 9).

Numerous international documents established the obligations of States Parties to improve gender equality, and to undertake activities and adopt measures aimed at creating equal opportunities and eliminating all forms of discrimination.

Montenegro ratified large number of international documents³ on human rights adopted under the auspices of the United Nations and the Council of Europe. The Convention on the Elimination of All

³ The Convention on the Elimination of All Forms of Discrimination against Women ("Official Gazette of the SFRY - International Treaties" No. 11/81); The Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women ("Official Gazette of the FRY – International Treaties ", No. 13/02), General Recommendation No. 30 to the Convention on the Elimination of All Forms of Discrimination against Women, the Beijing Declaration and Platform for Action adopted at the Fourth World Conference on Women, 1995; the International Covenant on Civil and Political Rights; the UN General Assembly Resolution 2200A (XXI), 1966 ("Official Gazette of the SFRY - International treaties", No. 7/71); the Optional Protocol to the International Covenant on Civil and political rights ("Official Gazette of the FRY - International treaties", No. 4/01) Nairobi rules to the future of women, UN, 1985 Vienna declaration and program of Action of the UN, 1993 Universal declaration of human rights, adopted at the session of the UN General Assembly, 1948; the UN Millennium development goals, adopted at the UN Millennium Summit (2000); the Resolution A/RES/53/144 of the General Assembly on defenders of human rights; the Resolution A/RES/68/181 of the General Assembly on defenders of women's human rights; the UN SC Resolution 1325 (2000); the UN Security Council Resolution 1820 (2008); the UN Security Council Resolution 1888 (2009); Resolution 1889 of the UN Security Council (2009); Resolution 1960 of the UN Security Council (2010); Resolution 2106 of the UN Security Council (2013); Resolution 2122 of the UN Security Council (2013); Resolution 2242 of the UN Security Council (2015); Resolution of the UN General Assembly, A/64/L.56 (2010); Transformation of our World: 2030. Agenda for Sustainable Development of the United Nations (A/RES/70/1 2015); The European Convention for the Protection of Human Rights and Fundamental Freedoms, the Council of Europe, 1950, amended in accordance with the Protocol 11 ("Official Gazette of SMNE - International Treaties", No. 9/03, 5/05 and 7/05 - correction); Declaration on equality between women and men as a fundamental criterion of democracy, the Council of Europe, 1997; The Convention on the Political Rights of Women, 1953; Declaration on the policy of combating violence against women in a democratic Europe, EU, 1993; The Charter for European Security, 1999; Universal Declaration on Democracy, 1997; Resolution 2025 of the European Parliament "On the participation of women in peaceful conflict resolution" (2000); Resolution 1464 of the Council of Europe "Women and Religion in Europe" (2005); Resolution 1580 of the Parliamentary Assembly of the Council of Europe "The dangers of creationism in education" (2007); The United Nations Declaration on the Right and Responsibility of Individuals, Groups and Organs of Society which improve and Protect Universally Recognized Human Rights and Fundamental Freedoms (2004); Sustainable Development Report of the United Nations (1994); Convention relating to the Status of Refugees and its Protocol ("Official Gazette of the FRY - International Treaties", No. 6/01); Geneva Convention for the Amelioration of

Forms of Discrimination against Women (CEDAW) and the Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) are one of the most important.

Domestic legislation⁴ provides prerequisites for the protection against discrimination and human security by a set of laws regulating this area.

Participation of women in decision-making process

In Montenegro, Article 18 of the Constitution stipulates that "the state shall guarantee the equality between women and men and develop equal opportunities policy," but the chances to gain certain positions in the community or to participate in certain areas of social life, are not still equal for women and men in Montenegrin society. These gender inequalities represent unequal power to make decisions in public life, unequal opportunities to enjoy the same rights, inability to have the same duties and responsibilities and to achieve the same profit on the basis of participation in the community.

However, the statistics shows that there is a gap between the normative and the actual status:

- ✓ Out of total 620,029 inhabitants, 313,793 are women or 50.61% and 49.39%, or 306,236 are men;
- ✓ The average earnings of women in Montenegro are 14% lower than the average earnings of men, which means that women annually received the same salary as men should be doing more for 51 days, and for years they would have to last for 416 days;
- ✓ Among the beneficiaries of the pension is 46 509 men and 28 561 female;
- ✓ Among the property owners, women make up 4% among homeowners, 8% among the owners of the property (Soil), and 14% among home owners;
- ✓ Among the owners of business entities in Montenegro of women is only 9.6%.

the Wounded and Sick in the field - I Geneva Conventions ("Official Gazette of the SFRY - International Treaties", No. 7/60); Geneva Convention for the improvement of the condition of the wounded, and patients of the naval forces shipwrecked - II Geneva Convention ("Official Gazette SFRY", number 24/50); Geneva Convention for the treatment of POW - III Geneva Convention ("Official Gazette SFRY", number 24/50); Geneva Convention relative to the Protection of Civilian Persons in Time of War - IV Geneva Convention ("The Official Gazette SFRY", No. 24/50); Protocol additional to the Geneva Conventions of 12 August 1949 on the Protection of Victims of International Armed Conflicts - Protocol I ("Official Gazette of the SFRY - International Treaties", No. 16/78); Protocol additional to the Geneva Conventions of 12 August 1949 relating to the Protection of Victims of International Armed Conflicts - Protocol II ("Official Gazette of the SFRY - International Treaties", No. 16/78); The Convention on the Prevention and Punishment of the Crime of Genocide ("Official Gazette of the SFRY - International Treaties", No. 16/78); Convention against torture and Inhuman or degrading and punishment ("Official Gazette FNRY", No. 2/50); The International Convention against the Taking of Hostages ("Official Gazette of the SFRY - International Treaties", No. 9/91); Convention on preventing and combating violence against women and domestic violence ("Official Gazette of Montenegro - International Treaties No. 4/2013"); OSCE Action Plan 2004 for the advancement of gender equality (OSCE - Resolution No. 14/04, the Ministerial Council, Sofia, 2004); Directive 40-1 NATO and PfP on the installation of UNSC Resolution 1325 and the perspectives of gender equality in the command structure of NATO, including measures for the protection of women during armed conflict (Bi-SC Directive 40-1, NATO, September 2009).

⁴ Law on Gender Equality; Law on Parliamentary Oversight of Security and Defence; Law on Defence; The Law on the Armed Forces of Montenegro; The Law on the Use of Units of the Armed Forces of Montenegro in the International Forces and the Participation of Civil Defence and Police Members and State Administration Employees in Peacekeeping Missions and other activities abroad; Law on Internal Affairs; The Law on Protection and Rescue; Law on State Border Supervision; The Law on the National Security Agency; Law on Prohibition of Discrimination; Law on the Protection from Domestic Violence; Criminal Code

There are 81 MPs in the Parliament of Montenegro, out of which 19 are female MPs or 23.45%. President and two Vice Presidents of the Parliament are men. The Parliament of Montenegro has 15 permanent Working Bodies and only three women headed by only three women (Legislative Committee, Gender Equality Committee and Anti-Corruption Committee).

The Government consists of Prime Minister, three Deputy Prime Ministers, two of whom are Ministers at the same time, 16 Ministers with Portfolio and one without Portfolio. Four women are members of the Government, three of which are headed by the Ministries: Minister of Public Administration, the Minister of Science and the Minister of Economy, and one woman is Minister without Portfolio. Over 44% of women are headed by the Directorate General (former Deputy Ministers).

Police Directorate data show that only 9.14% of women are working in Police, and 13 women and 41 male are trainees from the Police Academy.

Rank	Men	Women	Total number
Director	1	0	1
Deputy Director	4	0	4
Chief Police Inspector	36	0	36
Chief Police Consultant	1	1	2
Senior Police Inspector I class	82	15	97
Senior Police Consultant I class	1		1
Senior Police Inspector	96	21	117
Senior Police Consultant	1	7	8
Independent Police Inspector	142	31	173
Independent Police Consultant	3	3	6
Police Inspector I class	113	12	125
Police Inspector	26	8	33
Police Consultant			
Junior Police Inspector	42	11	53
Senior Police Sergeant I class	60	6	66
Senior Police Sergeant	40	4	44
Police Sergeant	44	9	53
Senior Police Officer I class	2760	183	2943

Senior Police Officer	30	17	47
Police Officer	115	31	146
Independent Advisor III	2	1	3
Advisor I		2	2
Total number	3599	362	3961

Almost the same situation exists in the Armed Forces of Montenegro, where, on 1st November 2016, there were 44.76% of women in the Ministry of Defence, 9.05% of women in the Armed Forces of Montenegro, out of which 11 were female officers, 17 Non-commissioned officers, 40 women were contract soldiers, and 100 women were civilians. At the defence system level there are 12.64% of women.

In the diplomatic and consular missions of Montenegro, women make up 43% of all employees, and they are significantly underrepresented at the higher positions (17.6% at the ambassadorial positions).

The judiciary, as the third constituent part of the overall political authority, is undoubtedly of paramount importance in every society, as well as individuals who perform certain functions in this field.

Women are direct bearers of responsible functions in the field of judiciary making 63.16% of the composition of the Supreme Court, 60% of the Administrative Court, 46.15% of the Court of Appeal, 56.25% of the Commercial Court, 69.44% of the High Court in Podgorica, 41.17% of the High Court in Bijelo Polje, while 57.64% of women in 15 basic courts. This means that out of 255 persons performing judicial power in Montenegro, 148 are women, which makes 8.04%.

The situation is the same in Montenegrin Prosecutor's Office where the women make up 60% of the total number of prosecutors.

At the local government level, the activities for improvement of the normative and institutional mechanisms for gender equality have been realized. The Memorandum of Cooperation in the Field of Gender Equality with the Ministry of Human and Minority Rights was signed by all municipalities (23 in total), the Gender Equality Councils in 11 municipalities were formed, Gender Equality Coordinators in 20 municipalities were appointed, the Offices for Gender Equality were opened in five municipalities, Local Action Plans for Gender Equality were adopted in 10 municipalities, as well as Decisions on Gender Equality in 13 municipalities. In six municipalities there are special budget line for activities in the area of Gender Equality. In the City Parliaments, there are, on average, 26.52% of women. Three municipalities (Kolašin, Tivat, and Herceg Novi) are headed by women, while two City Parliaments are headed by women (Nikšić and Šavnik).

Activities on implementation of UNSCR 1325

In Montenegro, the state institutions and non-governmental organizations have been working on the application of the UNSCR 1325 and its accompanying resolutions.

The Government of Montenegro adopted first four-year Plan of activities for achieving gender equality (Plan aktivnosti za postizanje rodne ravnopravnosti – PAPRR) in 2008, and in 2013, the second Plan was

adopted. Both documents are an integral part of the political and legal system of Montenegro related to other approved development documents, strategies, and policies. The Plan of activities for achieving gender equality includes goals and measures for achieving gender equality in all areas of social life, especially in the areas of labour, social and health care, education, protection against violence against women, culture, and representation of women and men in decision-making processes at all levels and in all areas of social life, ranging from standardization to application through specific activities defined by action plans in specific areas. The implementation of UNSCR 1325 and its accompanying resolutions is recognized in these documents.

Cooperation of institutional mechanisms (governmental and parliamentary) for achieving gender equality with the region countries began in 2000 and eventually it was enhanced and strengthened. An important area of cooperation is the implementation of UNSCR 1325 and its accompanying resolutions.

At the conference held in Sarajevo in 2004, when there was talking about UNSCR 1325 and when this legal document was demystified in some way, it was concluded that we have been already applying the provisions of this Resolution in our everyday work, even though we were not informed about them. In October 2005, at the regional conference in Sarajevo, the need for institutionalization of so far well-established cooperation was recognized. Therefore, a Declaration on Cooperation between Institutional Mechanisms for Gender Equality in the Countries of the Western Balkans was signed. In 2008, regional conference was held in Ljubljana, and in October of the same year, large regional conference in Podgorica. Until today, regional conferences have been held in Belgrade, Zagreb, Skopje, Priština, Sarajevo, Banja Luka, Ohrid, Cetinje and Budva.

International conference "Women in Security System – UNSCR 1325" which lasted for three days in October 2008, symbolically connecting Day of Police and Day of the Armed Forces of Montenegro, organized by the Ministry of Foreign Affairs, Ministry of Defence, Ministry of Interior and Public Administration, and the Office for Gender Equality of the Government of Montenegro with financial support of the OSCE and UNDP. The conclusions which expressed readiness to continue cooperation between the countries in the region for the implementation and monitoring of the UNSCR 1325 implementation with the common goal of preserving peace and security, development of democracy, and equal participation of both sexes in these activities. The conclusions were also sent to the UN Secretary General.

At the "10th Cetinje Parliamentary Forum – Women, Peace, and Security – 10th anniversary of adoption of UNSCR 1325", organized by the Parliament of Montenegro with financial support of the OSCE and UNDP, held on June 2010 at Cetinje, Joint Statement giving clear guidance for further collaborative work was adopted.

Joint Statement was also adopted at the International conference "Cetinje Parliamentary Forum – Women, Peace, Security – two years later", held on 25 and 26 June 2012 in Budva, organized by the Gender Equality Committee of the Parliament of Montenegro.

XVII Cetinje Parliamentary Forum was dedicated to the topic "Human Rights and Gender Equality in the Security and Defense Sector". There were talks about human rights and fundamental freedoms of the security and armed forces members, gender equality and security sector management and its reform, the vision of human rights and gender equality for the security and armed forces members in the South East Europe: Legislative and institutional framework, human rights training and gender equality in practice. The Joint Statement consolidated the recommendations and conclusions of the participants.

Within the Montenegrin presidency of the U.S. – Adriatic Charter (A5), in September 2013, seminar “Women's Role in Building Integrity and Promoting Good Practices in the Defence and Security Sector, Experiences from South Eastern Europe”, in the context of UN Security Council Resolution 1325 “Women, Peace, and Security”, jointly organized by Political Affairs and Security Policy Division of NATO, Ministry of Defence, and Ministry of Foreign Affairs and European Integration of Montenegro.

In May 2015, conference “Women, Peace and Security” was organized, where there was discussion about gender equality policy in the process of European and NATO integration. One of the panellists at the conference was NATO Special Representative for Women, Peace, and Security, Mariett Schuurman.

Through the realization of activities in the regional project “Strengthening of regional cooperation in the field of integration of gender perspective in the reform of the security sector in the countries of the Western Balkans” implemented by the Ministry of Defence of Bosnia & Herzegovina, Macedonia, and Republic of Serbia, and UNDP/SEESAC, the activities from specific Partnership Goals dedicated to the gender equality were realized by appointing five Regional Instructors in the Armed Forces of Montenegro in the field of gender equality in peacekeeping missions which will be future Gender Advisors in the Armed Forces of Montenegro units i.e. a team of experts trained for gender and cultural awareness issues, who will be authorized advisors i.e. research liaison officers or other related experts who will be made available for deployment to peacekeeping missions, as well as bearers of awareness-raising gender equality activities throughout the Armed Forces of Montenegro. Financial resources of the mentioned regional project were allocated, together with the budget funds of the Ministry of Defence, for the restoration/adaptation of the facilities in “Milovan Šaranović” base - Danilovgrad, in order to improve living and working conditions of women and men in the Armed Forces of Montenegro.

The gender perspective was introduced to the Ministry of Defence and the Armed Forces of Montenegro through the process of training and deployment of women to peacekeeping missions, employment of women as civil servants, professional military personnel and military civilians and their professional training in the country and abroad, deployment of women to military-diplomatic missions of Montenegro in international security organizations and educating young female cadets at the prestigious military academies worldwide based on offer of partnership countries. By the Rulebook on internal organization and systematization of job positions of the Ministry of Defence, job position of coordinator for gender equality is within the Directorate for Human Resource. In the formation of the Armed Forces of Montenegro, within the working scope of Chief of Human Resources Department in the General Staff, performance of tasks in the field of gender equality is included. In the Strategic Defence Review of Montenegro 2013, in the part concerning the Key priorities in the defence system development – part related to the human resources – it is stated that the considerable progress concerning representation of women in the defence system has been made. This also applies to the gender structure of contract soldiers, participation of women in the Armed Forces of Montenegro is at the level of modern armed forces, while the women are poorly represented among officers and NCOs, therefore, it is necessary to develop a mechanism which will allow proportional representation of women in the officer and NCO staff.

By realizing activities related to the education about gender equality and UNSCR 1325 in the Armed Forces of Montenegro, the Ministry of Defence has organized, in 2014, in cooperation with Human Resource Management Department in the Ministry for Human and Minority Rights, together with participation of representatives from the Ministry of foreign affairs and European integrations, and supported by financial and logistics resources of UNDP/SEESAC, seminar: “Gender equality in the defence system” with special focus on gender-based violence. Moreover, the Ministry of Defence and Armed Forces of Montenegro employees attended seminars and trainings dedicated to the implementation of the mentioned resolution and its accompanying resolutions (SCRs 1820, 1888, 1889,

and 1960), gender issues and peacekeeping operations, engagement of sexes in peacekeeping operations, representation of gender equality, specialized courses that reinforce the knowledge and skills of women members of the Armed Forces, i.e. they were participants in conferences dedicated to the implementation of the UNSCR 1325 in the defence system, examples of good practice, constraints and challenges, introduction of gender policies, improvement of the knowledge of young civil servants of position and participation of women in the security sector, i.e. the implementation of the EU criteria in the field of gender equality, as well as the conference dedicated to studying of challenges and opportunities which women face – civil and military personnel in integrating, promoting transparency and strengthening responsibilities in the defence and security sector.

In the training programs of the Armed Forces units, since 2013, gender equality and UNSCR 1325 training has been included, and since 2014, this training has been included for members deployed to peacekeeping missions. Moreover, the point of contact concerning gender equality issues was designated in the Armed Forces. In the Ministry of Defence and the Armed Forces of Montenegro, databases on the representation of women and men have been established, which should enable monitoring of staff training, employment and retention of women in the defence sector and support to the career development of women serving in the Armed Forces. The Ministry of Defence and the Armed Forces participated in conducting research on the position of women in the Armed Forces in order to obtain comparative data on the representation and position of women in the Armed Forces of the Western Balkan countries which are the signatories of the mentioned project. In December 2013, the Study with recommendations was adopted, and the main goal has been to continuously work on increasing the representation of women in the Armed Forces of the Western Balkan countries, especially in the areas of decision making, creation and implementation of policies. In February 2014, the Ministry of Defence adopted the Plan of Activities Implementation for the Implementation of the Recommendations from the Study, in which it was planned, among other things, adoption of Guidelines for Attracting and Retaining Women in the Armed Forces of Montenegro, as well as education of members of the Armed Forces on Gender Equality and UNSCR 1325 N, and especially the training of commanding officers and members of the Armed Forces to be deployed to peacekeeping missions. Also, during 2013, the Ministry of Defence, in cooperation with the Ministry of Human and Minority Rights and UNDP/SEESAC, continued with training of trainers from the Ministry of Defence and the Armed Forces of Montenegro concerning UNSCR 1325, and then on the production of propaganda materials on UNSCR 1325 and Implementation of campaigns.

With UNDP/SEESAC support, in the Armed Forces of Montenegro, project “Mentoring for gender equality” has been realized during 2015, in a way that an officer from Human Resource Division of the AF General Staff, has been working with his/her mentor on developing his/her competency in the field of gender perspective and UNSCR 1325 implementation and its accompanying resolutions. As a result of this activity is development of own action plan for inclusion of gender perspective adopted as Plan of activities for promotion of gender equality, for the period from 15 September 2015 to 15 March 2016.

The Ministry of Defence and the Armed Forces of Montenegro have supported, within the SEDM process, a regional project carried out by the Bulgarian MoD, on the subject: “Female Leaders in Defence and Security” (FLDS), as well as second draft of the White Paper, a document that indicates that the diversity of human resources and gender integration can bring new perspectives and experiences to international, collective and national defence.

An important activity of the Ministry of Defence and the Armed Forces of Montenegro is promotion of military profession through TV campaigns, videos, Open days, so that more and more young women can answer the public calls for military academies for needs of the Armed Forces of Montenegro. Currently,

nine women cadets are at the academies, and one of them is at the prestigious military academy of West Point in New York.

Ministry of Interior – Police Directorate implemented activities/measures relating to the integration of gender perspective in the training of employees in the security sector, as well as on the implementation of other activities from the Action Plan for achieving gender equality. In accordance with the annual training programs, conduct continuous professional training of employees at the Police Academy and the Human Resources Administration, consistent with the program of professional training of civil servants and employees.

Women Police Officers Network in South East Europe (WPON) is established and guidelines for gender-sensitive police practices are made, with special emphasis on the recruitment, selection and professional development of women in the police force. Network of women police officers was founded in 2010, in Sarajevo, by appointed representatives of nine police services from: Albania, Bosnia and Herzegovina - Federation of Bosnia and Herzegovina – Republic of Serbia, Bulgaria, Montenegro, Croatia, Macedonia, Moldova and Serbia, in order to improve the status of women in the police services and to improve the safety of women in the region. One of more visible activities WPON is developing guidelines for gender-sensitive police practices with special emphasis on the recruitment, selection and professional development of women in the police force. Among other things, the Guidelines are intended to raise awareness of the situation of women in the police services of South Eastern Europe as well as the experiences of police services of the EU in terms of keeping a gender perspective, and strengthen police services in countries in the region. Police Directorate actively undertakes activities to prepare officers to be deployed to the peacekeeping mission in accordance with set standards. Deployment procedure consists of the preliminary selection through the clearly prescribed procedures. In November 2011, at the Police Academy in Danilovgrad, in cooperation with the Ministry of Interior of the Croatian Republic, course for peacekeeping missions UN (UNPOC) was organized for the first time in Montenegro, which was attended by 16 officers of whom one was woman.

In Montenegro, in the implementation process of UNSCR 1325 and its accompanying resolutions, a series of activities was undertaken by many non-governmental organizations. In the region, Regional Women's Lobby for Peace, Justice and Security acts, where the focus is the implementation of UNSCR 1325, also the Nansen Dialogue Center conducts activities to promote the implementation of this resolution. On the application of UNSCR1325 actively works regional initiative Balkan Region. Organized by the Institute for Public Policy in Podgorica, the OSCE Mission and UNDP Office in Montenegro, in June 2013, organized a conference dedicated to the cooperation of state and non-state actors in the implementation of the UNSCR1325 - Women, Peace and Security.

Human trafficking is a multi-dimensional problem, a crime which deprives human rights and freedom, and problem which today worldwide acquires increasingly larger proportions, constantly changing its structure and characteristics. It is complex and dynamic, and at the same veiled social phenomenon, which is multiple and closely linked with other social phenomena, such as prostitution, illegal employment, beggary, homelessness, human and illegal migrants trafficking.

Montenegro was recognized mainly as a transit country, as a country of origin and final destination for potential victims and victims of human/children trafficking. Montenegro is dealing with this problem from various directions and has recognized multidisciplinary approach as one of the best models, which means primarily good cooperation between the state bodies, international organizations and civil society.

The Government of Montenegro at its session, on 13 September 2012, adopted a new strategy to combat human/children trafficking for the period of 2012-2018, defining the objectives, principles and

directions in the fight against human trafficking and certain measures for improvement efficiency of the established system for combating human trafficking in Montenegro. In addition to prevention, education, help, protection and reintegration of victims, efficient criminal prosecution, Strategy in special sections, stresses the importance of coordination and partnership, regional and international cooperation and for better and more proactive identification of potential and actual victims of human trafficking.

Readiness of the institutions of the Government of Montenegro to effectively oppose human trafficking was proved by signing the Agreement of the cooperation between state institutions and non-governmental sector, whose purpose was cooperation in prevention, education, reporting and prosecution of offenders and protection of potential victims of human trafficking, with full respect for their human rights, with the aim of ensuring the physical, psychological, medical, social and child protection and to facilitate their integration into a new society, or reintegration, in the case of voluntary return to their country of origin. The Agreement was signed by: Supreme Court, Supreme State Prosecutor's Office, Ministry of Health, Ministry of Labour and Social Welfare, Ministry of Education, Ministry of Interior – Police Directorate, Office for Fight Against Trafficking in Human Beings, the Red Cross of Montenegro, PI "Centre for Child and Family Support - Bijelo Polje" and 6 non-governmental organizations in their mission with the implementation of preventive activities and providing safe accommodation, assistance and support to victims of trafficking.

Montenegrin courts had, in the period from 2004 to 2015, a total of 17 cases concerning human trafficking and one concerning trafficking of children for adoption, and for all these cases, courts rendered final judgements. What was recorded in last few years was increased number of identified juvenile Roma women as victims of human trafficking for the purpose of entering into illegal marriages.

For the criminalization of human trafficking and its prosecution the main regulations are Criminal Code and Criminal Procedure Code. The Criminal Code of Montenegro Article 444 defines the forms of this crime - labour exploitation, commercial sexual exploitation and begging, use for pornographic purposes, concluding illicit marriage, section of a body part for transplantation, use in armed conflicts, the commission of crimes and bringing in servitude, while a separate Article 445 of the Code defines child trafficking as a criminal act. In the basic form of the crime of trafficking is imprisonment of one to ten years.

In December 2014, Parliament adopted a new Law on Foreigners regulating the conditions of entry, movement and stay of foreigners at the territory of Montenegro. Also, this law set conditions for granting temporary residence to foreigners from humanitarian reasons, a foreigner who is the victim of the crime of trafficking and who has the right to be filed within 90 days decides whether to cooperate in criminal procedures, or whether it will join the criminal prosecution in the process or be a witness (period of reflection). During this phase, all the help provided to the victim is free of any charge. Police determines whether the foreigner is a victim of human trafficking, in cooperation with the authorities, non-governmental and other competent organizations which deal with prevention, education, reporting and prosecution of offenders and protection of victims of trafficking, and in the case of minor foreigner the social welfare interferes. Law on Compensation of Damages for Victims of Criminal Acts was adopted at the Parliament assembly held on 26 June 2015 (Official Gazette MNE 35/15). The application of this law will begin on the day of accession to the European Union.

Special attention is paid to the protection of victims and potential victims of trafficking. The Montenegrin Government through the budget of the Office for Fight against Trafficking in Human Beings fully funded shelter for potential victims – persons/children trafficking. The victim is provided in

the shelter initial recovery through 24-hour assistance of professional staff and the implementation of specific programs and self-help rehabilitation. Potential victims of trafficking are provided with security protection, free legal, medical, psychological, social protection with minimum identification data and the principle of priority, unconditioned by cooperating with the investigative authorities. Cases of human trafficking are dealt by the principle of priority before the appropriate investigation and judicial authorities.

The Government funds the emergency helplines for trafficking victims with the number 11 6666, which is available 24 hours and calls from all networks in Montenegro are free and anonymous for all citizens who want to report the suspicion for the execution of this act or to get more information about this phenomenon. The campaign for the promotion of hotlines is carried out continuously, part of it are billboards placed in frequent locations throughout Montenegro, and also a video was made that is aired on almost all television stations.

In the Ministry of Interior/Police Directorate, as a part of the Department for Fighting against Organized Crime and Corruption, from September 2015, Unit for the Fight against Human Trafficking and Illegal Migration has been working. In the previous period, representatives underwent a significant number of training aimed at strengthening professional capacities of health, education, social workers, representatives of the police, prosecution, judiciary, inspection services, the Reception Centre for Foreigners and the Centre for asylum, and others involved in the fight against trafficking of persons/children, within which the focus is on the identification and provision of adequate assistance and protection to potential victims of human trafficking. And as part of preparations of Montenegrin soldiers for participating in peacekeeping missions and operations, in cooperation with the Ministry of Defence and the Government Office for Combating Human Trafficking conducted training on combating human trafficking.

In order to intensify bilateral cooperation with countries in the region in the field of prevention, identification of trafficked persons and prosecution of traffickers, Government's Office for Fight Against Trafficking in Human Beings initiated the signing of the Protocol on cooperation in the fight against human trafficking with the region countries, i.e. with those countries whose citizens are predominantly (potential) victims or perpetrators of the crime of human trafficking at the territory of Montenegro. Accordingly, the Protocol between Montenegro and Kosovo was signed in April, and the Protocol with Albania in December 2014. These Protocols regulate in a special manner the issues related to the identification of victims and potential victims of trafficking and persons who are forced to work, especially during the construction and tourist season, cooperation in criminal cases, and the cases of voluntary return of victims and potential victims of trafficking.

ACTION PLAN FOR IMPLEMENTING UNSCR 1325 FOR PERIOD 2017-2018

Action Plan for applying the Security Council Resolution 1325 for the period 2017-2018

No.	Aim	Activity		Holders of responsibility and associates	Indicators	Timeline	Financial resources
		No.					
1.	Provide institutional mechanisms for implementing the Action Plan for applying the UNSCR 1325	1.1.	Making Decision about the education of the Inter Agency Working Group for monitoring the implementation of the Action Plan	- Ministry of Defence	Decision made	I quarter 2017	Resources are not required
		1.2.	In the security sector (in the Ministry of Defence, Armed Forces of Montenegro, Ministry of Interior, Police Directorate, National Security Agency, Customs Administration, Institute for Execution of Criminal Sanctions) to establish "persons of trust" with the mandate of four years	Ministry of Defence, Armed Forces of Montenegro, Ministry of Interior, Police Directorate, National Security Agency, Customs Administration, Institute for Execution of Criminal Sanctions	- Number of the training for the "persons of trust" -Number of the persons that attended the training - " persons of trust" established	II quarter 2017	Resources are not required
		1.3.	To establish the evidence according to pole and gender-sorted statistics in the security sector	Ministry of Defence, Armed Forces of Montenegro, Ministry of Interior, Police Directorate, National Security Agency, Customs Administration, Institute for Execution	The evidence according to pole and gender-sorted statistics is established	I quarter 2017.	Regular budget resources

				of Criminal Sanctions in cooperation with the Ministry for Human and Minority Rights			
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		1.4.	Continuously conduct the evidence on female members representation in the security system, their education, training and guidance in the career, including the participation in the multinational operations, participation in civilian missions and in the international activities	Ministry of Defence, Armed Forces of Montenegro, Ministry of Interior, Police Directorate, National Security Agency, Customs Administration,	Number of established evidences	Continuously	Regular budget resources
		1.5.	Establish the Ad Hoc Parliamentary Group in the Parliament of Montenegro that will assist on promoting the UNSCR 1325 and implementation of Action Plan	Committee for Gender Equality of the Parliament of Montenegro	-Ad Hoc Parliamentary Group Established -Number of the members in this group.	By the end of 1 quarter 2017	Resources are not required

		1.6.	Inter-Agency Working Group for implementation of the Action Plan for applying the UNSCR 1325 organizes common workshop for leaders/managers of the institutions in order to make the decision about the possible process of development of individual Action Plan	Ministry that coordinates in cooperation with other holders of the measures	-the workshop is held -Number of individual AP	By the end of I quarter 2017	Regular budget resources Support of the OSCE mission
		1.7.	Passing of the Action Plans at the institutions level	Ministries and other subjects that are holders of the activities envisaged by Action Plan	-Number of passed Action Plans	II quarter 2017	Regular budget resources

		1.8.	Conduct training for the managers and employees in all institutions envisaged for implementation of the Action Plan in order to ensure the conditions and create favourable institutional environment and infrastructural support of determined activities	Ministry for Human and Minority Rights in cooperation with the institutions envisaged for implementation of the Action Plan, Ombudsman, Human Resources Administration, NGOs and Academic Community	-Number of the organized training -Number of the persons that attended the training	Continuously	Regular budget resources
2.	Enhance the gender perspective through participation in the	2.1.	Integrate gender perspective in international activities in which will participate	Ministry of Defence, Ministry of Interior, Ministry of Foreign	-Data about the international activities shown	Continuously	Regular budget resources

	international activities for implementation of the UNSCR 1325 and its accompanying resolutions		Montenegro	Affairs, Ministry for Human and Minority Rights	through gender statistics - Number of activities that have gender perspective		
		2.2.	Internationally networking of potential women candidates for leadership/managers positions in order to exchange the best experiences and practices	Ministry for Human and Minority Rights, NGOs, International Organizations	-Number of the meeting at international level - Number of women involved in the networking process - Number of common initiated Initiatives	Continuously	Regular budget resources Donors

		2.3.	Organize visits, common meetings and conferences for the security subjects at the international level, exchange the publications and research results	Ministry of Defence, Ministry of Interior, Ministry of Foreign Affairs, Ministry for Human and Minority Rights, International Organizations	-Number of visits -Number of persons that participated in the activities - Number of common meetings -Number of exchanged publications - Number of media reports	Continuously	Regular budget resources Donors
3.	Integrate gender perspective in the education programs for implementation of UNSCR 1325 and its accompanying resolutions	3.1.	Organize education on peace and non-violence in schools, as well as on UNSCR 1325 and its accompanying resolutions	Ministry of Education, Ministry for Human and Minority Rights in cooperation with Ombudsman, Academic Community and NGOs	-Number of realized seminars/workshops -Number of children that attended education -Number of shared printed material	Continuously	Regular budget resources Donors
		3.2.	Organize the education of the	Ministry of Defence,	- Number of	Continuously	Regular budget

			members of the security sector on UNSCR 1325 and its accompanying resolutions with special accent in the area of human rights, international humanitarian right, gender-based violence, sexual violence, human trafficking	Ministry of Interior, Ministry of Foreign Affairs, Ministry for Human and Minority Rights, GSV-Office for Fight against Trafficking in Human Beings, Armed Forces of Montenegro, Police Directorate, National Security Agency, Customs Administration, Police Academy,	created modules for training - Number of the conducted training - Number of the persons that attended training		resources Donors
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				Private Schools for training of Ombudsman's in cooperation with Ombudsman and NGOs			
		3.3.	Organize education of the members of peacekeeping and humanitarian missions on the topic: Women in war and post-war situations and in the peacekeeping operations, violence against women and children, specific needs of the local women	Ministry of Defence, Ministry of Interior, Ministry of Foreign Affairs, Armed Forces of Montenegro, Police Directorate, Police Academy in cooperation with Ombudsman and NGOs,	- Number of created modules for training - Number of the conducted training - Number of the persons that attended training	Continuously	Regular budget resources

		3.4.	Organize education of the “trusted persons”	Ministry of Defence, Armed Forces of Montenegro, Ministry of Interior, Police Directorate, National Security Agency, Customs Administration, Institute for Execution of Criminal Sanctions, Police Academy in cooperation with Ombudsman and NGOs	- Number of created modules for training - Number of the conducted training - Number of the persons that attended training	Continuously	Regular budget resources Donors
		3.5.	Organize education on UNSCR 1325 and its accompanying resolutions in the frame of preparations for assignments at the diplomatic consular network mandate	Ministry of Foreign Affairs, Ministry of Defence, Ministry of Interior	Number of created modules for training - Number of the conducted training - Number of the persons that attended training	Continuously	Regular budget resources
		3.6.	Organize education on UNSCR 1325 and its accompanying resolutions for the employees at Judiciary	Ministry of Justice Centre for education of holders of judicial functions in cooperation with the Ministry of Human and Minority Rights, Ombudsman, NGOs and International organizations	-Number of created modules for training - Number of the conducted training - Number of the persons that attended training	Continuously	Regular budget resources Donors

		3.7.	Organize education of the RE population on the consequences of the early arranged marriages (unauthorized/illegal marriages)	Ministry for Human and Minority Rights Ministry of Education Ministry of Labour and Social Welfare Ministry of Health, Office for Fight against Trafficking in Human Beings, Ministry of Interior Police directorate in cooperation with Ombudsman, NGOs and International organizations	-Number of created modules for training - Number of the conducted training - Number of the persons that attended training	Continuously	Regular budget resources Donors
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4.	Introduce gender balanced representation in the activities of security system	4.1.	Conduct campaigns in which will be promoted the participation of the women in the decision making positions in the security system as well as about the significance of the integration of gender perspective in the institutions of the security system	Ministry of Defence, Ministry of Interior, Ministry for Human and Minority Rights, Ministry of Foreign Affairs, Armed Forces of Montenegro, Police Directorate, National Security Agency, Customs Administration in cooperation with	-Number of organized round tables, conferences and meetings -Number of media reports -Number of shared printed material	Continuously	Regular budget resources Donors
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				Ombudsman, NGO and media			
		4.2.	Draft annual Action Plans for achieving the gender equality at the institution level	Ministry of Defence, Ministry of Interior, Ministry of Foreign Affairs, Armed Forces of Montenegro, Police Directorate, National Security Agency, Ministry for Human and Minority Rights, Customs Administration, Institute for Execution of Criminal Sanctions	- Number of the adopted AP - Number of realized activities from AP	II quarter 2017 and I quarter 2018.	Regular budget resources
		4.3.	Introduce special measures in order to increase the number of women in the leadership/managers positions in the security system	Ministry of Defence, Ministry of Interior, Armed Forces of MNE, Police Directorate National Security Agency,	-Number of proposed and realized measures -Number of women that are assigned at the leadership positions after introducing the measures -Number of women in leadership/management positions	By the end of 2017	Regular budget resources

		4.4.	Create conditions for increasing the number of women who receives promotions and/or	Ministry of Defence, Ministry of Interior, Ministry of Foreign Affairs,	-Number of women promoted - Number of women who received commendations and/or awards	Continuously	Regular budget resources
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			commendations and/or awards in accordance with the law and other regulations	MNE Armed Forces, Police Directorate, National Security Agency, Customs Administration			
		4.5.	Form consultative groups of women in the security system	Ministry for Human and Minority Rights in cooperation with the institutions envisaged for implementation and monitoring of the Action Plan, NGO and Academic Community	- Consultative group is formed - Number of women in the security system who worked with consultative groups	During 2017	Regular budget resources Donors
5.	Increase the representation of the women in the decision making processes in the area of security and peace building	5.1.	Increase the number of women diplomats in positions of Ambassador, Consul General, Permanent Representative of the Embassies and permanent missions of Montenegro in international organizations	Ministry of Foreign Affairs, Ministry of Defence, Ministry of Interior	- Number of high diplomats women	Continuously	Regular budget resources
		5.2.	Increase the number of the women who participate in the humanitarian missions in which Montenegro participates	Ministry of Defence, Ministry of Interior, MNE Armed Forces, Police Directorate	- Number of women in the composition of the contingent - Number of women in the composition of Police mission	Continuously	Regular budget resources

		5.3.	Promote the activities dealt with women who participated in peacekeeping	Ministry of Defence, Ministry of Interior, MNE Armed Forces,	- Number of media appearance of the women who	Continuously	Regular budget resources
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			missions	Police Directorate, Ministry for Human and Minority Rights in cooperation with media	participated in peacekeeping missions - Number of meetings in which are represented the activities		Donors
		5.4.	Establish regional cooperation on implementation of UNSCR 1325 and its accompanying resolutions	Ministry for Human and Minority Rights, Ministry of Defence, Ministry of Interior, Ministry of Foreign Affairs, MNE Armed Forces, Police Directorate	- Number of organized round tables, conferences and meetings - Number of media reports	Continuously	Regular budget resources Donors
6.	Establish effective protection of women and girls from discrimination and gender – based violence	6.1.	Increase the level of awareness about the violence against women as social problem	Ministry for Human and Minority Rights, Ministry of Defence, Ministry of Interior, MNE Armed Forces, Police Directorate National Security Agency, Customs Administration, Institute for Execution of Criminal Sanctions Ministry of Culture in cooperation with Ombudsman, NGOs and media	-Number of seminars, workshops - Number of emissions, - Number of printed material - Number of persons that participated in seminars, workshops	Continuously	Regular budget resources Donors

		6.2.	Adopt Rulebook on prevention and protection	Ministry of Defence, Ministry of Interior,	-Number of adopted	II quarter 2017	Regular budget resources
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			from sexual harassment/ SOP	Ministry of Foreign Affairs, MNE Armed Forces, Police Directorate, National Security Agency, Customs Administration, Institute for Execution of Criminal Sanctions	Rulebooks/SOPs		
		6.3.	Inserts gender perspective and topics on prohibition from discrimination based on pole/gender in the peacekeeping missions training	Ministry of Defence, Ministry of Interior, MNE Armed Forces, Police Directorate in cooperation with Ombudsman and NGOs	Number of created modules for training - Number of the conducted training - Number of the persons that attended training	Continuously	Regular budget resources
7.	Realize activities to raise the awareness level of the wider public about the human beings trafficking problem	7.1.	Raising the awareness level about the appearance of various forms of human beings trafficking with special emphasis on begging, early arranged marriages (unauthorized/illegal marriages) and labour exploitation	Office for Fight against Trafficking in Human Beings, Ministry for Human and Minority Rights, Ministry of Interior Police Directorate, Ministry of Culture, Supreme State Prosecutor in cooperation with Ombudsman, NGOs, international organizations and media	-Number of seminars, workshops - Number of emissions, - Number of printed material - Number of persons that participated in seminars, workshops	Continuously	Regular budget resources Donors

		7.2.	Strengthening the professional capacities of the institution representatives about the appearance of various forms of human beings trafficking with special emphasis on the phenomena of entering into illegal marriages, begging and labour exploitation	Office for Fight against Trafficking in Human Beings, Ministry for Human and Minority Rights, Ministry of Interior, Police Directorate, Ministry of Culture, Supreme State Prosecutor in cooperation with Ombudsman, NGOs, international organizations and media	Number of seminars, workshops - Number of persons that participated in seminars, workshops	Continuously	Regular budget resources Donors
		7.3.	Raising the awareness level of the children from the special risks group (children from RE population and those without parental care) about the harmful consequences of begging and entering into unauthorized/illegal marriage	Ministry for Human and Minority Rights, Ministry of Labour and Social Welfare, Ministry of Interior, Office for Fight against Trafficking in Human Beings, Ministry of Education, Police Directorate, Ministry of Culture, Supreme State Prosecutor in cooperation with Ombudsman, NGOs, international organizations and media	- Number of seminars, workshops - Number of printed material - Number of persons that participated in seminars, workshops - Number of children who according to the evidences are in the begging system (number of children that are caught on the act of begging)	Continuously	Regular budget resources Donors

8.	Improve the cooperation about the implementation of UNSCR 1325 and its accompanying resolutions	8.1.	Cooperation, exchange of experiences and common realization of the projects from the governmental and non-governmental sector on implementation of UNSCR 1325 and its accompanying resolutions	Ministry for Human and Minority Rights, Ministry of Defence, Ministry of Interior, Ministry of Foreign Affairs, MNE Armed Forces, Police Directorate, National Security Agency, Customs Administration, Institute for Execution of Criminal Sanctions, Office for Fight against Trafficking in Human Beings in cooperation with NGOs	- Number of common realized projects - Number of participants involved	Continuously	Regular budget resources Donors
		8.2.	Cooperation, exchange of experiences and common realization of the projects at state, international and regional level on implementation of UNSCR 1325 and its accompanying resolutions	Ministry for Human and Minority Rights, Ministry of Defence, Ministry of Interior, MNE Armed Forces, Police Directorate National Security Agency, Customs Administration, Institute for Execution of Criminal Sanctions, Office for Fight against Trafficking in Human Beings, Gender Equality	- Number of common realized projects - Number of participants involved	Continuously	Regular budget resources Donors

				Committee in cooperation with NGOs			
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		8.3.	Raising the awareness level about the concept of human security, UNSCR 1325 and its accompanying resolutions at local level (Public institutions, local communities, High Schools and Faculties)	Ministry of Defence, Ministry of Interior, Ministry for Human and Minority Rights, Ministry of Foreign Affairs, MNE Armed Forces, Police Directorate, Community of municipality in cooperation with NGOs and media	- Number of meeting held - Number of round tables held - Number of participant in round table and meetings - Number of initiated projects at local level	Continuously	Regular budget resources of state institutions and municipalities, Capital city and Royal Capital Donors
		8.4.	Raising the awareness level of the public at local level about the possibilities of education and hiring in the security sector	Ministry of Defence, Ministry of Interior, Ministry for Human and Minority Rights, MNE Armed Forces, Police Directorate Community of municipality in cooperation with NGOs and media	- Number of meeting held - Number of round tables held - Number of participant in round table and meetings	Continuously	Regular budget resources of state institutions and municipalities, Capital city and Royal Capital
9.	Monitoring the implementation of Action Plan concerning the applying of UNSCR 1325	9.1.	Inter-Agency Working Group for implementation of the Action Plan concerning the applying of UNSCR 1325 acts as Monitoring mechanism	Ministry which coordinates in cooperation with the holders of the measures	- Number of meetings - Number of minutes - Number of participants at meetings	Continuously	Regular budget resources
		9.2.	Inter-Agency Working Group	Inter-Agency	- Semi-annual reports	Continuously	Regular budget

			twice a year reports on implementation of Action Plan at common session of the Security and Defence Committee and Gender Equality Committee of the Parliament of Montenegro	Working Group of the Security and Defence Committee and Gender Equality Committee	- Number of persons present at sessions		resources
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		9.3.	Inter-Agency Working Group once a year reports the Government of Montenegro on implementation of the Action Plan	MNE Government Inter-Agency Working Group	- Annual report	Continuously	Resources are not required
		9.4.	Inter-Agency Working Group Initiates the drafting of the Action Plan for 2018-2022.	MNE Government Inter-Agency Working Group -Ministries and other subjects which have been holders of the activities envisaged with Action Plan	-Working Group for drafting the AP is formed - AP Draft for 2018-2022 is prepared	III quarter 2018	Resources are not required

For realization of this activity, in addition to the funds from the donors, it is necessary to secure financial resources from the Budget of Montenegro for implementation of this Action Plan in the amount of € 40,000.00 within the budget for 2017 and 2018 of the Ministry of Defence (€4,000 in 2017 and €4,000 in 2018), Ministry of Foreign Affairs (1,000 € in 2017 and 1,000 € in 2018), Ministry of Interior (2,000€ in 2017 and 2,000€ in 2018), Police Directorate (€2,000 in 2017 and €2,000 in 2018), National Security Agency (€1,000 in 2017 and €1,000 in 2018), Ministry for Human and Minority Rights (€3,000 in 2017 and €3,000 in 2018), Ministry of Education (€3,000 in 2017 and €3,000 in 2018), Ministry of Justice (€2,000 in 2017 and €2,000 in 2018), Customs Administration

Appendix 1

List of indicators of UN⁵

United Nations: Global Indicators⁶ of Security Council Resolution 1325 (2000)

PILLAR 1: PREVENTION

Prevention of all forms of violence against women in particular sexual and gender-based violence

Effect indicators:

[1a] Prevalence of sexual violence [QN/s]

[1b] Forms of sexual violence in conflict and post-conflict situations [QL/r]

Outcome 1.1: Established operative gender sensitive systems for monitoring, reporting and responding to violations of women and girls rights during conflict, ceasefire, peace negotiations and post-conflict period

Outcome indicators:

[2] The extent to which UN peacekeeping and special UN missions include data on violations of women's and girls' human rights in periodic reports submitted to the Security Council [QL/c]

⁵ This is a comprehensive set of indicators for monitoring implementation of Security Council Resolution 1325 (2000) on Women, Peace and Security and can be found in the Secretary General's Report on Women, Peace and Security (S/2010/498)

⁶ Note: The type of data collection method is indicated by letters that follow the mark "QN" (quantitative) or "QL" (qualitative):

- "/c" this tag refers to content analysis methods, which will require a systematic analysis of the formulations from the documents
- "/r" this tag refers to the reports that will be collected and which require a standard agreed format;
- "/i" this tag refers to information systems that need to exist for reporting purposes (i.e. financial monitoring, human resources, police information systems, etc.) and
- "/s" this tag refers to surveys that will require the development of methodology and planning

[3a] the extent to which violations of the human rights of women and girls are reported and forwarded to international human rights bodies for investigation [QL/r]

[3b] the number and percentage of women in the governing bodies of national bodies for the protection of human rights [QN/r]

Outcome 1.2: International, national and non-governmental security actors sensitive to violations and held responsible in case of any violation of the rights of women and girls in accordance with international standards.

[4] Percentage of reported cases of sexual exploitation and abuse allegedly committed by uniformed members of civilian peacekeeping missions and/or humanitarian workers, to which it was responded, in relation to the total number of cases [QN/r]

[5a] the level of undertaken measures for the protection of human rights of women and girls in the directives of chief commanding the military and police peacekeeping missions [QL/c]

[5b] Level of inclusion of measures to protect the human rights of women and girls into national security policy frameworks [QL/c]

Outcome 1.3: The provisions relating to the specific needs and concerns of women and girls involved in early warning systems and the mechanisms for conflict prevention; their application is monitored

Outcome indicators:

[6] Number and type of activities undertaken by the Security Council in relation to UNSCR1325 (2000) [QL/c]

[7] Number and percentage of women in leadership positions in relevant regional and sub-regional organizations involved in conflict prevention [QN/r]

PILLAR 2: PARTICIPATION

The involvement of women and their interest in the decision-making process related to prevention, management and conflict resolution

Effect indicators:

[8] Percentage of peace agreements with special provisions for improving the safety and position of women and girls [QL/c]

Outcome 2.1: Greater representation and significant participation of women in UN missions and other international peace and security missions

Outcome indicators:

[9] The percentage of women at high positions in the field missions UN [QN/r]

[10] Percentage of field missions with senior gender experts [QN / r]

Outcome 2.2: Greater representation and significant participation of women in formal and informal peace negotiation processes

Outcome indicators:

[11a] Representation of women among mediators, negotiators and technical experts in formal peace negotiations [QN/r]

[11b] Participation of women in the status of official observers, at the beginning and at the end of formal peace negotiations [QL/r]

Outcome 2.3: Greater representation and significant participation of women at the national and local levels of government, as citizens, elected officials and decision-makers

Outcome indicators:

[12a] Political participation of women in parliaments and in ministerial positions [QN/r]

[12b] Political participation of women as voters and candidates [QN/r]

Outcome 2.4: Greater participation of women and women's organizations in activities aimed at preventing, management, resolution and responding to conflicts and violations of human rights of women and girls

Outcome indicator:

[13] Level of coverage of specific issues affecting women and girls in job descriptions and tasks and in the Security Council Mission Reports [QL/c]

PATTERN 3: PROTECTION

The security, physical and mental health and economic security of women and girls, as well as the respect of their human rights are ensured.

Effect Indicators:

[14] Physical Safety Index of Women and Girls [QN/s]

Outcome 3.1: Political, economic, social and cultural rights of women and girls are protected and applied in national laws in accordance with international standards

Outcome indicator:

[15] The degree of coordination of national laws for the protection of human rights of women and girls with international standards [QL/c]

Outcome 3.2: Operating mechanisms and structures for strengthening the physical safety and safety of women and girls

Outcome indicators:

[16] Women's participation in justice, security and international missions [QN/ r]

[17] The existence of national mechanisms to control illegal small and light weapons [QN/r]

Outcome 3.3: Women and girls at risk have access to economic support services

Outcome indicator:

[18] The percentage (expressed financially, according to estimation) of temporary work assigned to women and girls within the early economic recovery program [QN/r]

Outcome 3.4: Better access to justice for women whose rights are violated

Outcome Indicators:

[19] Percentage of cases of sexual and gender-based violence against women and girls, which have been reported, investigated, and convicted [QN/r]

[20] Hours of training per employee on the treatment of cases of sexual and gender-based violence, when it comes to decision-makers in security institutions and the judiciary, [QN/r]

PATTERN 4: HELP AND RECOVERY

The specific needs of women and girls met in conflict and post-conflict situations

Effect Indicators:

[21a] the maternal mortality rate [QN/i]

[21b] the net enrolment rate in primary and secondary schools, by gender [QN/i]

Outcome 4.1: The needs of women and girls, especially vulnerable groups (e.g. internally displaced persons, victims of sexual and gender-based violence, ex-combatants, refugees and returnees) are included in assistance programs, early recovery and economic recovery

Outcome Indicators:

[22a] Percentage of the budget related to indicators, which relates to gender equality issues within strategic planning frameworks [QN/c]

[22b] Percentage of budget related to targeted results, which relates to gender equality issues within strategic planning frameworks [QN/c]

[23a] Percentage of total funds paid to civil society organizations for dealing with gender equality issues [QN/i]

[23b] Percentage of total funds allocated to support gender equality issues granted to civil society organizations [QN/i]

[24a] the percentage of Multi-Donor Trust Fund (MDTF), which are used for gender equality issues [QN/i]

[24b] Percentage of total spending at the UN system level, which is aimed at supporting gender equality [QN/i]

Outcome 4.2: Post-conflict institutions and processes in the field of transitional justice, reconciliation and renewal are gender sensitive

Outcome indicator:

[25] The extent to which the Commission for Truth and Reconciliation includes provisions relating to the rights of participation of women and girls [QL/c]

Outcome 4.3: Disarmament, demobilization and reintegration programs and security sector reforms include the security and other needs of women's safety factors, ex-combatants and women and girls associated with armed groups

Outcome indicators:

[26a] the percentage of fees (financially expressed, according to estimation) that are assigned to women and girls as part of the recovery [QN/r]

[26b] Percentage of benefits (money expressed, according to estimation) granted to women and girls within the program of disarmament, demobilization and reintegration [QN/r].

Appendix 2

European Union Indicators on Security Council Resolution 1325 (2000)⁷

1. Number of partner countries with which the EU supports activities that enhance the role of women in peace and security and/or in the development and implementation of national action plans or other national policies for the implementation of UN Security Council Resolutions on Women, Peace and Security;
2. EU modalities and instruments, including the financial instruments used by the EU in supporting women, peace and security in partnership countries;
3. Number of regional-level dialogues where special attention is paid to women, peace and security in source documents, conclusions and targeted results;
4. The number of EU partner countries where work related to women, peace and security is coordinated between EU partners and/or other donors, as well as the type of coordination;
5. The number of projects or programs in specific sectors - security sector reform, disarmament, demobilization and reintegration, human rights, civil society, health and education, humanitarian aid and development cooperation - implemented in fragile states as well as in countries in

⁷ Council of the European Union. Indicators for comprehensive approach to the implementation of United Nations Security Council Resolutions 1325 and 1820 on Women, Peace and Security carried out by the EU. Council of the European Union, 11948/10, 14 July 2010, Brussels.

- conflict and those who have just emerged from the conflict, which significantly contribute to gender equality and empowerment of women or have gender equality as their main purpose; The total amount of this funding and its percentage in the cooperation programs in that country;
6. Number of national action plans or other strategic documents at the national level or reporting on procedures undertaken in EU Member States;
 7. The number and type of joint initiatives and joint programs at the global, regional and national level within the UN and other international organizations, such as NATO, the OSCE and the African Union or the World Bank and other international financial institutions (MFIs) dealing with Women, Peace and Security;
 8. The number and percentage of women mediators and negotiators and women's civil society organizations that participated in formal and informal peace negotiations with the support of the EU;
 9. EU activities that support the participation of women in peace negotiations;
 10. Number and types of meetings of EU delegations, Embassies of EU Member States and EU Common Security and Defence Policy (CSDP) with women's groups and/or non-governmental organizations dealing with issues related to women, peace and security;
 11. The ratio of women and men headed by diplomatic missions and EC delegations, to employees participating in UN peacekeeping operations and to the CSDP missions at all levels, including military and police officers;
 12. The ratio of the number of women and men who are specifically trained in the field of gender equality in diplomatic, civil and military personnel employed in institutions of the Member States and in the institutions of the Community, as well as in military and police personnel participating in UN peacekeeping operations and CSDP missions;
 13. The number and percentage of CSDP missions and operations whose mandates and planning documents include a clear reference to gender/issues related to women, peace and security, and who really report it;
 14. Number and percentage of CSDP missions and operations involving counsellors or point of contact for gender issues;
 15. The number of cases of sexual abuse or exploitation committed by the CSDP employed, which have been investigated and against which measures have been taken;
 16. Percentage of reports by EU Special Representatives, which include specific data on Women, Peace and Security;
 17. The ratio (number and percentage) of countries of origin of women and men asylum seekers who acquired refugee status or who used subsidiary protection.