



EUROPEAN UNION
DELEGATION TO MONTENEGRO

Gender Action Plan III – 2021-2025

Country Level Implementation Plan – CLIP (revision of 2023)

MONTENEGRO

1. Context for EU action gender equality and women's empowerment in the country

The legislation framework for gender equality in Montenegro is in place, with international agreements and generally accepted rules of international law mostly integrated into the national laws. However, as highlighted in the latest EU Annual Report on Montenegro, women in Montenegro continue to experience strong inequality in participating in political, economic and social life.

Gender-based violence and violence against children remain a serious matter of concern. The National plan for the implementation of the Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (Istanbul Convention) for the period 2023 - 2027 was adopted in July 2023. The National Plan contains all strategically important goals and actions that need to be undertaken to improve system of support to the victims of gender based violence. The National Plan was developed with the support of EU funded Regional programme "Implementing norms, changing minds" implemented by UNDP and UN WOMEN.

The definitions of gender-based violence and domestic violence across legislation need to be further aligned with the Istanbul Convention and the GREVIO recommendations. Whilst GREVIO welcomes Montenegro's ratification of the Istanbul Convention and efforts made, it has identified a number of priority issues for the Montenegrin authorities to comply fully with the Convention's provisions. For example, need to set up rape crisis and/or sexual violence referral centres; measures to ensure wider levels of awareness of the harmful effects of witnessing domestic violence on children and to provide adequate resources for psycho-social counselling for these children; make protection orders available for immediate protection to all victims of domestic violence, irrespective of charging decisions by prosecution services or the institution of misdemeanour proceedings; ensure access to free legal aid for victims of all forms of violence against women as provided for in the Law on Free Legal Aid, in particular by taking active measures to ensure victims' awareness of this right, etc. Sexual harassment is still a topic to be fully addressed and harmonised in the legislation. The Draft of the new Criminal Code, adopted by the Government in July 2023 (currently awaiting Parliamentary procedure) imposed sexual harassment as a new criminal offence. It incriminates "any form of unwanted verbal, non-verbal or physical behaviour of a sexual nature, which aims to injure the dignity of a person or group of persons, i.e. which achieves such an effect, especially when such behaviour causes fear or creates hostile, humiliating, intimidating, degrading or offensive environment". Sexual and reproductive health is not yet part of the education system and access to appropriate health care services is a concern particularly for women with disabilities, transsexual persons as well as women and girls of Roma origins /other minority groups.

The EU Gender Equality Index measures the progress of gender equality in six main domains: work, money, knowledge, time, power and health. The second Gender Equality Index in Montenegro was published in July 2023, with the score of 59.3, which shows an improvement of 4.3 index value points compared to 2019. Still, compared to the EU-27, Montenegro records a lower index value by 9.3 index points. The Index shows the highest gap in gender equality in the area of power, while the lowest gap in Montenegro compared to the average EU-27 is in the area of health. The domain of Violence was not included in the calculation, which needs to be addressed in future calculations.

Political participation of women is affected by the long-term pending electoral reform. CEDAW recommendations (2011, 2017) to ensure better political representation of women remain unfulfilled also at the latest parliamentary elections held in June 2023. In the new Parliament, out of 81 MPs in total, only 17 are women, which represents a slight decrease from the previous convocation when there were 18 women MPs. Participation of women in public life is further diminished by rising hate speech, misogynist rhetoric and online violence against women, with no political will to address the concern (Survey on the level and type of discrimination in Montenegro conducted by the Centre for Democracy and Human Rights in 2022)¹. There were continuous failures to enforce the 30% quotas foreseen in the Law on election of councillors and members of Parliament, during the local elections in 2022, eleven years after their adoption. The electoral lists, did not meet the required quota, but were adopted

¹ <https://www.cedem.me/wp-content/uploads/2023/02/MNE-10.02.2023.pdf>

nevertheless. Women remain under-represented in management positions in public administration and public enterprises. Their presence is growing in lower decision-making positions, but especially in positions with limited influence on decision-making.

Gender mainstreaming, coordination and interoperability among public authorities must be maximised both at national and municipal levels. Research conducted for the Gender Equality Strategy showed that around 27% of public policies include some dimension of gender equality, while others completely lack this aspect. Research conducted by CSOs shows that only around 10% of public policies are gender mainstreamed. Resources and capacities for an effective coordination, implementation and monitoring of gender policies and mainstreaming are insufficient. Montenegrin State Audit Institution (SAI) in their 2023 *Report on the implementation of gender equality policy in Montenegro*² finds that the implementation of gender equality policy in Montenegro is not sufficiently successful. The research also finds that the Law on Gender Equality is not harmonised with international treaties, generally accepted standards and provisions of relevant directives of the EU. It notes that the future amendments should define policy measures for the realisation and improvement of gender equality, introduce the obligation to perform a gender analysis, clearly define the institutional framework for the realisation of gender equality policies, as well as the obligations of all stakeholders to integrate a gender perspective in the field in which they operate.

The national gender equality mechanism is very thinly staffed. In order to effectively apply the regulatory framework governing gender equality, it is essential to properly implement Article 3 of the Gender Equality Law, which represents the core of all actions for gender mainstreaming in policies and in achieving equality. This challenge applies to all entities obliged to implement the Gender Equality Law. More efforts are needed to incorporate a gender perspective and mainstream gender in all public policies.

In addition, the National Council for Gender Equality is without measurable achievements since being established in 2016. Deficiencies in implementation and reporting on gender responsible budgeting were also addressed by the SAI report. There is a serious gap and lack of gender mainstreaming approach across different policies, especially regarding the specific position of women with disabilities, lesbian, bi-sexual and trans-women and Roma women. The recently adopted work programme of the 44th government, refers to gender once, in relation to fighting gender based violence, but makes no direct reference to gender equality or mainstreaming.

The gender employment gap persists - men make up 53.9% of the total employed persons, compared to 46.1% of women³, despite the fact that women make up a better-educated part of the population (67 percent of specialist's degree holders and 61 percent of master's degree holders are women.⁴ Women also carry the 'double burden' of balancing paid and unpaid activities, along with the disproportionate distribution of family duties and domestic chores.⁵ The Gender Equality Index survey shows that only one in ten women in Montenegro has a partner contributing to housework and care. The horizontal segregation in professions reveals a vertical pay inequality, as the concentration of women in stereotypical 'female' occupations which are lower paid creates a pay gap with the 'male' occupations in higher paid jobs. Gender inequality is bigger in the financial resources than in the general economic situation of women and men⁶. Women are owners of 21.8% of SMEs in Montenegro, and data on women in management boards is not yet available. The Montenegro enterprise survey (World Bank 2020) shows that there is a gender gap in female participation in top management and in firm ownership. The Enterprise survey also shows excessive reliance on internal funds (71% of firms have used this

²<https://revizije.info/drzavna-revizorska-institucija-crne-gore-politika-rodne-ravnopravnosti-ne-provodi-se-u-dovoljnoj-mjeri-uspjesno/>

³MONSTAT 2022: <https://www.monstat.org/cg/page.php?id=1989&pageid=22>

⁴<https://montenegro.un.org/en/124464-un-common-country-analysis-montenegro-2021>

⁵ Gender Equality Index in Montenegro

2023 [https://www.monstat.org/uploads/files/demografija/rodnaavnopravnost/Indeks%20rodne%20ravnopravnosti%20MNE%20\(2\)_25.7.pdf](https://www.monstat.org/uploads/files/demografija/rodnaavnopravnost/Indeks%20rodne%20ravnopravnosti%20MNE%20(2)_25.7.pdf)

⁶ ibid

source of firms financing) indicating potentially inefficient financial intermediation. Firms that are managed by women identify in greater percentage access to finance as a major constraint to them doing business than firms that are managed by men (13.3%, as compared to 9.9% of firms managed by men).⁷ The biggest inequality remains to be observed in the area of property ownership where women are owners of only 4% of houses and 8% of land, although in terms of weekend houses this percentage is higher (14% of weekend houses are owned by women). The reasons for this have not been researched.⁸ The gender perspective of climate change in Montenegro is under-explored. There is a comprehensive framework for gender equality and one for climate change but the intersection of the two is still lacking in government actions and in civil society work. The same can be observed in the field of women and STEM, as gender policy documents overlooked STEM, while innovation, technology, science, research and development, digitalisation and other relevant documents lack gender perspective (RCC, 2021).

This revised Country-Level Implementation Plan for Montenegro is based on a series of consultations undertaken by EUDEL in 2023 with EU Member States, International Organisations, and national civil society organisations (CSOs). The challenge faced by national policy makers in addressing gender gaps and inequalities in Montenegro has been characterised as being mostly related to:

- the complexity and inter-connectedness of the scope and range of policy intervention
- the lack of inter-institutional coordination
- the lack of coherence and enforcement of the legal/regulatory framework in all sectors
- the gap of gender disaggregated statistics to support evidence-based policy making
- the inherent and pervasive structural inequalities in Montenegrin society which remains patriarchal, with strong impact of customary norms and stereotypes.

Among EU Member States, there is a broad range of experience and lessons drawing from approaches to gender issues. Gender budgeting has emerged as one of the critical pillars of efforts to assess budgetary impacts on women and girls and to advance gender equality in Montenegro (fiscal policies; accountability systems for public spending on gender-focused initiatives; incorporating relevant line ministries into gender budgeting processes and institutionalising tools such as gender budget statements and reviews; and incorporating gender budgeting at the level of sub-national entities). The collection and dissemination of robust and consistent sex-disaggregated economic and social data to inform and support evidence-based policy making has also been identified as a significant challenge. Collaboration with civil society must be performed early enough in the policy making and legislative cycle to influence policy design, identify evidence of potential gender-blindness and undesirable impacts of policies/laws on gender equality, and contribute to increase accountability and quality governance. Stakeholders highlighted the crucial importance of political will and steer from the highest political level, as well as the need for strengthening inclusive policy making processes to allow a better integration of gender considerations into the policy cycle.

The Gender Equality Profile of Montenegro⁹, updated in June 2021, further identified opportunities and recommendations for EU's support to gender equality in targeted priority sectors. This includes capacity building within institutions, further development of the legal framework fully aligned with the Istanbul and CEDAW convention, strengthening capacities of service providers, improve women's position in the labour market, improve the lists of indicators for monitoring progress and raise public awareness.

A National Strategy for Gender Equality 2021-2025 was adopted in 2021. Meanwhile, the 2021-2022 *Mid-term evaluation of the Strategy implementation* was also published. Within 3 strategic operational aims, the best implementing score was within Operational Aim 1 (OA1), but did not exceed more than 41,67% of realisation, while within OA2, referring to education, culture and media, the overall level of realised activities was 14,3%. The conclusions concern: budget allocations for gender equality showing a strong downward trend; marginalisation of the issue of gender equality on the political agenda; need

⁷ World Bank (2020) Enterprise survey 2019: Montenegro country report, available online:

<https://www.enterprisesurveys.org/content/dam/enterprisesurveys/documents/country-profiles/Montenegro-2019.pdf>

⁸ PAPPR 2017-2021, Ministarstvo za ljudska i manjinska prava

⁹ [https://www.monstat.org/uploads/files/demografija/rodnaavnopravnost/Indeks%20rodne%20ravnopravnosti%20MNE%20\(2\)_25.7.pdf](https://www.monstat.org/uploads/files/demografija/rodnaavnopravnost/Indeks%20rodne%20ravnopravnosti%20MNE%20(2)_25.7.pdf)

to improve the methodology of developing policies; need to intensify the promotion of the strategy among stakeholders, and call for responsibility for unrealised activities etc.

The Women’s Entrepreneurship Strategy in Montenegro 2021-2025 aims to build favourable environment for sustainable development of women’s entrepreneurship; to ensure better access to finance and strengthened competitiveness of women’s business as well as to advocate for the interest and better positioning of women entrepreneurs. The actions foreseen in the CLIP can support the agenda for development of women’s entrepreneurship, also in green and the circular economy, as well as in digitalisation.

The Strategy for Public procurement and public-private dialogue 2021-2025 aims to provide access to markets of women-led SMEs, including guidelines for implementing social criteria, catalogue of measures for balancing work and life, training for tenderers and training for public procurement officers to enforce social criteria in tendering procedures. The actions foreseen in the CLIP will support these activities.

There is an ongoing work on the Law on companies, aimed at aligning it with the EU Directive 2022/2381 on improving the gender balance among directors of listed companies and related measure. The proposed amendments aim to introduce 30% of women as non-executive directors and 25% of women in the board of directors.

The Government adopted the Media Strategy 2023 - 2027, with an Action Plan for the period 2023 - 2024 in October 2023. The Strategy has been gender mainstreamed and contains a specific goal on gender equality. Work on gender mainstreaming of the media strategy was conducted through the EU funded IPA project "Communicating gender equality" implemented by UNDP.

2. Selected thematic areas of engagement and objectives

The overall objectives of the EU action for gender equality and women’s empowerment in Montenegro is to support the government to comply with national and international gender equality commitments and the EU Gender Equality Acquis. The EU will provide support to the following thematic areas of the EU Gender Action Plan III for 2021-2025 (GAP III) through political dialogue and targeted actions:

GAP III Intervention Area	GAP III Specific Thematic Objectives
A. Ensuring freedom from all forms of gender-based violence	<ol style="list-style-type: none"> 1. Women, men, girls and boys, in all their diversity, are better protected from all forms of gender-based violence in the public and private spheres, in the work place and online through legislation and effective enforcement 3. Women, men, girls and boys, in all their diversity, who experience gender-based violence have increased access to essential services 4. The right of every individual to have full control over, and decide freely and responsibly on matters related to their sexuality and sexual and reproductive health and rights, free from discrimination, coercion and violence is promoted and better protected 5. Women, men, girls and boys in all their diversity trafficked for all forms of exploitation and abuse have improved access to adequate and quality services for socio-economic integration and psycho-social support 7. Women’s rights organisations, social movements and other civil society organisations are influential in ending gender-based violence 8. Quality, disaggregated and globally comparable data on different forms of gender-based violence and harmful practices are increasingly collected and used to inform laws, policies and programmes 9. Development of new and improvement of existing specialised services for victims of gender-based violence in accordance with the Istanbul Convention.
B. Promoting sexual and	<ol style="list-style-type: none"> 10. Improved access for every individual to sexual and reproductive health care and services, including family planning services, information, and education on sexual and reproductive rights

reproductive health and rights	
C. Promoting economic and social rights and empowering girls and women	<ol style="list-style-type: none"> 1. Increased access for women, in all their diversity, to decent work, including women's transition to the formal economy and coverage by non-discriminatory and inclusive social protection systems 2 a) Improved procedures for collecting data on gender-based discrimination at work, enabled monitoring of statistics classified by intersectional criteria: sex and gender, age, ability, ethnicity, and improved procedure for electronic processing of cases 2 b) introduced measures to lower gender pay gap, sufficient number of quality , affordable childcare facilities provided, introduced non-transferable paternal leave 3. Increased access for women in all their diversity to financial services and products, and productive resources 4. Women in all their diversity have improved access to entrepreneurship opportunities, including social entrepreneurship, alternative livelihoods and strengthened participation in the green and circular economy 5. Improved access for women in all their diversity to managerial and leadership roles in social and economic sectors and fora 6. Reduction in gender disparities in enrolment, progression and retention at all levels of education and lifelong learning for women, men, girls and boys
D. Promoting equal participation and leadership	<ol style="list-style-type: none"> 1. Enabling conditions created for equal participation of women, men, girls and boys, in all their diversity, in decision-making 2. Women and girls, in all their diversity, have improved access to justice to safeguard their civil and political rights 4. Equitable social norms, attitudes and behaviors promoting equal participation and leadership fostered at community and individual levels – through civic education, media, education and culture at all levels 5. Improved systems for collecting quality, disaggregated and globally comparable data on women's political participation and leadership
F. Climate change and environment and Digitalisation	<ol style="list-style-type: none"> 2. Strategies and agreements on climate mitigation, adaptation, disaster risk reduction and sustainable management of natural resources and biodiversity are more gender-responsive at local, national, regional and international level 4. Women and men in all their diversity, increasingly participate in and have improved access to jobs, entrepreneurship opportunities and alternative livelihoods in the green economy and the circular economy

The CLIP and proposed actions will provide continuity of EU support, building on lessons learned. The CLIP builds upon the overall and specific objectives outlined in the IPA III Programming Framework 2021-2027 and in the Montenegro's Strategic Response. It provides a set of priority actions for the implementation of programmes in all 5 thematic windows: Rule of law, fundamental rights and democracy; Good governance and acquis alignment; Sustainable connectivity and green agenda; Competitiveness and inclusive growth; and Territorial and cross-border cooperation. There will be an increased focus on gender mainstreaming in the coming period, with support from the upcoming EU funded project with UNDP.

Priorities in relation to the programming period 2021-2024, and beyond, will in particular focus on Administrative capacity and acquis alignment, Public Administration Reform, Environment, Transport and Agriculture; and Employment and Social Policies. Strengthening administrative capacities is defined by the Government as a thematic priority of overall importance for Montenegro's capacities in the negotiating process in all sectors, with public administration reform as key in the promotion of gender equality and women's empowerment. There will also be opportunities to promote gender equality in the area of education; the green and digital agenda, and in promoting just transition.

3. Targeted action(s) supporting gender equality and women's empowerment

Montenegro will benefit from the targeted actions under the Regional IPA 2024 "EU4 Gender Equality – Women's Economic Empowerment and Safety" project, which will focus on the following:

Component 1: Improving women's economic empowerment, by strengthening their access to managerial and leadership roles, entrepreneurship, specialised employment opportunities (notably in the digital labour market and green transition) as well as Science, Technology, Engineering and Mathematics (STEM) education and employment; Component 2: Providing increased access to digital essential services for women and girls who are survivors of online and technology-facilitated violence, and tools to protect themselves from such violence; Component 3: Integration of the Western Balkans and Türkiye into the core work areas of the European Institute for Gender Equality.

The targeted action: "*Communicating gender equality*", implemented by UNDP with EU funding of EUR 200,000 (February 2021 to December 2022) assisted the Ministry of Public Administration, Digital Society and Media, PR Bureau of the Government, Agency for electronic Media, Ombudsman Institution and Ministry of Justice, Human and Minority Rights-Department for Gender Equality and media to develop guidelines for gender mainstreaming. It also introduced mandatory accredited training programme on communication and gender equality in partnership with Human Resource Management Agency and PR Bureau of the Government. Regulations and normative framework on communication in institutions and media in regard to gender equality were reviewed and amended.

Before the end of 2023, EUD Montenegro plans to conclude a new contract of EUR 500,000 with UNDP, which will also be a targeted action focusing on *enhancing state capacities for gender mainstreaming in relation to strategic frameworks, sectoral policies, programmes and development plans*. The action will provide targeted institutions with guidance to ensure a gender equality dimension is included in work and programming and policy development processes. The project will develop gender knowledge products and analyses to inform policy and programme development and support the strengthening of the gender equality machinery, and monitoring of progress made against gender equality objectives.

The regional targeted action: "*Ending violence against women in the Western Balkan countries and Turkey: implementing norms, changing minds*", with a duration from December 2019 to July 2023 was implemented by UN Women. EU funding for Montenegro was EUR 562,000. Around 60% of funding went to support for women CSOs, which provided services to children and women victims of violence through sub-granting. The project provided technical assistance to civil society organisations and government to review and reform laws, policies, and legislation in line with CEDAW and Istanbul Convention, with a particular focus on provision of minimum specialised support services. In Montenegro, CSOs who needed to support in obtaining the licence for offering specialised services were in focus. Marginalised women were in special focus due to exacerbated vulnerabilities caused by COVID-19. Women CSOs capacities are improved in the area of implementation and monitoring of national policies on gender equality, ending violence against women, and women's rights. They engaged in advocating for local and national governments' accountability on CEDAW Recommendations and Istanbul Convention implementation. This support included capacity building of CSOs to prepare CEDAW and /or Istanbul Convention Shadow Reports and/or other similar monitoring and alternative reports, where needed. Activities will be pursued under the regional follow up programme mentioned above.

"*Women's Access to Justice in the Western Balkans*" is the regional targeted action implemented as a part of Horizontal Facility project implemented by the Council of Europe, with the duration from January 2023 to January 2027 and EU funding of 1 mil EUR for that specific component. It aims at strengthening access to justice to women, especially victims of violence, in line with the Istanbul Convention. Educational activities will target legal professionals on gender sensitive responses to cases of violence against women and victim's access to justice in line with the Istanbul Convention and other European standards. Framework for measuring access to justice including specific challenges facing women to support the Western Balkans region in monitoring women's access to justice will be proposed, as well as the needs assessment of the current institutional situation regarding barriers and challenges that woman face when accessing justice, in particular women victims of violence.

Within IPA 2020, Montenegro implements the Grant Scheme "*Enhancing the Competitiveness of SMEs through Support for Women and Youth Entrepreneurship*" under which EUR 150,000 was targeting

support to women-owned micro and small enterprises. This grant scheme is a part of the Annual Action Programme for Montenegro for 2020, whose objective is to support the development of the private sector, particularly encouraging female entrepreneurship and self-employment, and of a knowledge-based economy in Montenegro, in line with the EU acquis. The grant scheme supports women and young people whose businesses are related with the provision of services, small-scale production, innovative products or processes. The grant scheme is designed to enhance female and youth entrepreneurship in line with the Strategy for Development of MSMEs 2018-2022 and the Strategy for developing women's entrepreneurship (2021-2024).

There are a couple of Cross border cooperation projects with Albania and Kosovo, aiming at boosting employment of women: *"Skills for Sustainable Employment and Inclusive Economic Growth of Cross-Border Region of Albania and Montenegro"* (EUR 246,500; February 2023 - February 2025) focuses on increasing professional skills and competencies of unemployed women in the cross-border region to match the employment demands in the tourism, ICT and hospitality sector; developing self-employment/entrepreneurship skills - strategic planning, networking, marketing and sales, e-business.

Similarly, *"Skills for Sustainable Employment in the Cross-Border Region of Montenegro and the Republic of Kosovo - No Borders!"* (EUR 223,000; March 2023 – August 2024) aims to increase the professional skills and competencies of unemployed women in the cross-border region to match the employment demands in the tourism and hospitality sector; develop self-employment/entrepreneurship skills - strategic planning, networking, marketing and sales - among women in the cross-border region in the area of agriculture, gastronomy and traditional crafts.

There is extensive support to civil society organisations under the *Civil Society Facility and Thematic Instrument for Human Rights and Democracy*, where women CSOs also receive support. In 2021 and 2022, the EUD aimed at reaching more grass-root organisations and those working outside of the capital, through sub-granting. This resulted in a number of grants dealing with gender equality of a rather small scale in terms of funding (up to EUR 10,000-20,000), but very beneficial for dealing with different issues at the local level. Very often these projects focus on women facing multiple discrimination, such as Roma and women with disabilities.

Two national targeted actions of a bit higher funding are supported under the Thematic Instrument for Human Rights and Democracy, as follows:

"Access to health, education, employment and social rights of Roma communities during a pandemic", (EUR 158,000; Feb 2022-Feb 2024) implemented by the Centre for Investigative Journalism and Centre for Roma Initiatives, deals with Roma's access to education, health, employment and social rights and focuses largely on Roma women. It raises awareness of the general public and Roma about the rights of Roma population in Montenegro, with special attention to their access to health, education, employment, family violence, begging, early marriages and other rights. It advocates towards local and national decision-makers in Montenegro for a higher-level access to basic rights of Roma population, with special focus on health, education, employment and social rights of Roma youth and women.

The upcoming project *"United against Ill-treatment and Impunity"* (EUR 142,000; Dec 2023-Dec 2025), will be implemented by Human Rights Action and Women's Rights Centre. It will aim at strengthening policy/legal framework and mechanisms for preventing and combating torture and gender-based violence. Its objective is also to enhance the capacity of relevant professionals and CSOs to identify, report and respond to cases of torture and gender-based violence; and improve access to justice and support services for victims of torture and gender-based violence.

In the context of the 2024-2027 programming, an important *Operational Programme in the area of Employment and Social Policy* is being prepared, with an overarching budget of 30 million. It will have a strong focus on gender mainstreaming and foresees activities to include more women in the labour market, as well as to enhance services to women victim of violence. Other social services will also be targeted, allowing for an opportunity to mainstream gender equality. A complementary human resources programme to recruit and train staff will also include specific gender equality components.

4. Engage in dialogue for gender equality and women empowerment

Dialogue on gender equality and women's rights will continue to take place in various formal and informal settings. The Accession process is the key channel for continuous political and policy dialogue to promote and monitor progress on gender equality towards a full alignment with the EU gender equality and non-discrimination acquis in the key sectors, including the Judiciary and Fundamental Rights (Chapter 23), Social policy and Employment (Chapter 19), Public Procurement (Chapter 5) Information society and Media (Chapter 10), Transport policy (Chapter 14), Energy (Chapter 15), Education and culture (Chapter 16), Environment and climate change (Chapter 27), Agriculture and rural development (Chapter 11) and Enterprise and Industrial policy (Chapter 20). Gender equality issues are placed systematically on the agenda of EU-Government dialogue and other regular coordination meetings with ministries and other national institutions including the Ombudsman Office.

Effective dialogue for gender equality will also be established through the participation in existing gender coordination mechanisms at country level, the use and update of EU enlargement reports, gender profile, EU joint public statements on gender equality, the publication of articles in local and social media. National authorities, international organisations, MSs, and CSOs have been associated to the implementation review (update) of the CLIP in 2023. Implementation and assessment of programmes and projects will also contribute to the promotion and exchange of views among stakeholders and advancement on gender equality in Montenegro, e.g. supporting the mainstreaming of gender at all levels and in all sectors.

5. Outreach and other communication / public diplomacy activities

The EU Delegation in Montenegro defines its annual communication and public diplomacy activity plan, which entails meetings with public figures, public talks and outreach materials online and offline and with strong emphasis on human rights and gender equality. The EU Delegation to Montenegro will continue to organise or complement partners' communication and outreach events to mark the International Women's Day on 8 March, 16 Days of Activism starting on 25 November (International Day for the Elimination of Violence against Women), International Day Against Homophobia, Biphobia and Transphobia (IDAHOT), Pride parades, International Roma Day (with strong emphasis on Roma women) etc.

6. Technical Facility and/or financial resources allocated to support GAP III implementation

Montenegro has no technical facility and/or financial resources dedicated specifically to support GAP III implementation. The Gender country profile was updated with resources from the national IPA envelope and "Communicating gender equality" project implemented by UNDP in 2021, as mentioned above. However, the new contract with UNDP, to be signed by the end of 2023 (as mentioned under section 3 above), will focus on enhancing capacities for gender mainstreaming in strategic frameworks, sector policies, state programmes and development plans.

Date: 22/11/2023

Signature by Head of Delegation: Oana Cristina Popa [e-signed]