



**NATIONAL ACTION PLAN FOR THE IMPLEMENTATION OF
UNITED NATIONS SECURITY COUNCIL RESOLUTION 1325**

WOMEN, PEACE AND SECURITY





MONTENEGRO

NATIONAL ACTION PLAN
FOR THE IMPLEMENTATION
OF UNITED NATIONS SECURITY
COUNCIL RESOLUTION 1325

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FOREWORD

Distinguished readers,

It's my pleasure to present this brochure to you, regarding a matter of global significance.



Montenegro has, as a member of the United Nations, committed to implement a number of Resolutions, one of those being the United Nations Security Council Resolution 1325 – women, peace and security. By adopting this document in the year 2000, a quality prerequisite has been met to direct attention toward the advancement of gender equality and its implementation in the matters of peace and security, on a global scale. The international community has recognized the special importance that women

have in conflict prevention and resolution, building peace, post-conflict reconstruction and humanitarian response. In terms of equality, the protection of sensitive groups, primarily women and children, is of utmost importance, as well as a thorough protection of their rights in conflict situations.

Integrating gender equality in all institutions of the security sector is of vital importance. By practicing a responsible approach in this area, we contribute to promoting the basic principles of human rights, which represent one of the most important achievements of modern civilization. Diversified institutions reflect gender equality in society, contributing to a more efficient accomplishment of their missions and tasks. Another reason to continuously affirm this topic stems from modern security challenges, the increasing complexity of which demands an inclusive approach by all societal actors, for the purpose of providing adequate responses.

Montenegro is implementing the Action plan for application of the Resolution for the second time now, not lagging behind other, much better developed societies. Through adopting action plans we strive to successfully maintain the balance between the standards and responsibilities specified in the Resolution and our national needs, by identifying priorities and responsibilities, along with allocating appropriate resources. In addition to their more concrete role,

action plans also serve to promote national policies, best practices, means and guidelines, in view of improving societal awareness in the matters of women, peace and security. This Action plan involves numerous actors on a national level, and I would like to proudly point out the role of our non-governmental sector. Keeping in mind that what we are talking about here is a matter of general importance for the society, which in turn makes it a responsibility of all its members, I am especially pleased by the great commitment and involvement of all who contribute to the accomplishment of the strategic goals set before us.

Keeping aware of the fact that the passage of time makes the civilization grow in complexity, the continuous improvement of the mechanisms of application of the United Nations Security Council Resolution 1325 and the supporting resolutions cannot fall behind and needs to be implemented with an even greater intensity in the future.

Finally, I sincerely hope that our joint efforts make the society more gender aware and equal, as well as improve on the values that serve as its foundation, so that we can contribute together to making this world a better place for us all.

Olivera Injac, PhD

Minister of Defence

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List of acronyms:

- MoD - Ministry of Defense
- AFM – Armed Forces of Montenegro
- MIA - Ministry of Internal Affairs
- MJHMR - Ministry of Justice, Human and Minority Rights
- MFSW - Ministry of Finance and Social Welfare
- MFA - Ministry of Foreign Affairs
- MESCS - Ministry of Education, Science, Culture and Sports
- NSA - National Security Agency
- PD - Police Directorate
- RCD - Revenue and Customs Directorate
- DECS - Directorate for Execution of Criminal Sanctions
- HRMA – Human Resources Management Authority Administration
- PA – Police Academy
- MONSTAT – Statistical Office of Montenegro
- NGO – non-governmental organisation
- UNDP - United Nations Development Programme
- NATO - North Atlantic Treaty Organization
- SEESAC - Centre for the Control of Small Arms and Light Weapons for Southeast and Eastern Europe
- CEDAW - Convention on the Elimination of All Forms of Discrimination against Women
- IWG - Intersectoral Working Group for Development and Monitoring the implementation of the Programme from the Action Plan for the implementation of United Nations Security Council Resolution 1325 - Women, Peace and Security (2019-2022), for the 2021-2022 period

1. BACKGROUND

On 31 October 2000, the United Nations Security Council adopted Resolution 1325 on Women, Peace and Security (hereinafter: “UNSCR 1325”). The resolution reaffirms the important role of women in conflict prevention and resolution, peace negotiations, peacebuilding, peacekeeping, humanitarian responses and post-conflict reconstruction, and emphasizes the importance of their equal participation and full involvement in all efforts to maintain and promote peace and security.¹ This resolution, in addition to calling on all actors to gender mainstream all segments in the achievement of the above-mentioned goals, and calls on the parties involved in the conflict to take the necessary measures to protect women and girls from gender-based violence, sexual harassment and abuse in armed conflicts.

In order to achieve its goals, UNSCR 1325 is based on four pillars:

- **participation;**
- **protection;**
- **prevention;**
- **relief and recovery.**²

The importance of UNSCR 1325 is also reflected in the adoption of accompanying resolutions which draw on it, as follows:

- UNSCR 1820 (2008) addresses the issues of sexual violence in conflict and post-conflict situations and highlights

¹ Office of the Special Adviser on Gender, Landmark resolution on Women, Peace and Security. Available at: <https://www.un.org/womenwatch/osagi/wps/> (accessed: 6 August at 2:51 p.m.)

² United Nations official site, Peace Is Synonymous With Women’s Rights. Available at: <https://www.un.org/en/un-chronicle/peace-synonymous-women%E2%80%99s-rights> (accessed: 9 August at 9:58 a.m.)

the importance of preventing sexual violence against women and punishing perpetrators;

- UNSCR 1888 (2009) derives from SCR 1820 and pays special attention to the protection of women and girls from sexual violence in armed conflicts. It requires the appointment of a Special Representative of the Secretary-General, as well as the setting up of expert teams to operate within the United Nations in the field, in order to coordinate, implement and report on the implementation of SCR 1820 more effectively;
- UNSCR 1889 (2009) focuses on the protection of women and girls in post-conflict situations. It calls for additional measures to increase women's participation at all stages: in conflict resolution, post-conflict planning and peace-building, including political and economic decision-making, minimising stereotypes and promoting women's leadership and capacity, managing aid programmes, and supporting women's organisations;
- UNSCR 1960 (2010) calls for the undertaking of specific steps and institutional mechanisms for the prevention and protection against sexual violence in conflict, as a serious violation of human rights and international law, and was adopted in response to slow progress in addressing sexual violence in armed conflict, in particular over women and children;
- UNSCR 2106 (2013) points to slow progress in implementing important aspects of SCR 1960 and calls for effective measures to be taken in processing and responding to cases of sexual violence, which would significantly contribute to maintaining international peace and security;
- UNSCR 2122 (2013) calls for the continuous implementation of SCR 1325 and National Action Plans, and the

improvement of the coordination, monitoring and evaluation system. It places special focus on women's leadership and greater participation of women in monitoring progress in conflict settlement and peacekeeping;

- UNSCR 2242 (2015), the eighth Security Council resolution on women, peace and security, represents women's participation as a central component of efforts to address the challenges of the current global context, including the rise of violent extremism, climate change and large number of displaced people. It clearly demonstrates the essential link between women's participation and sustainable peace and security;³
- UNSCR 2467 (2019), which highlights the importance of eliminating sexual violence from conflicts, through the establishment of new measures for UN member states, in order to eliminate, monitor cases in which this type of violence occurs and identify the necessary measures to support the victims;
- UNSCR 2493 (2019), encourages Member States to commit to the implementation of the nine previously adopted resolutions and applies to those who protect and promote human rights;
- UNSCR 2538 (2020) refers specifically to the role of women in peacekeeping forces. Some of the resolution's key elements refer to the need to increase the number of women in UN missions, the need for cooperation in training and capacity building, the establishment of networks and data of female staff, calls for improved security of female staff in missions and calls for appropriate accommodation for female mission staff.

In accordance with the above, UN member states adopt their respective National Action Plans on the implementation of UNSCR 1325.

³ <https://www.gov.me/dokumenta/cac99749-4aaf-497f-a012-f393ef6eb5a0>

2. IMPLEMENTATION OF UNSC RESOLUTION 1325 AT THE NATIONAL LEVEL

The Ministry of Defence, in adopting National Action Plans for the implementation of United Nations Security Council Resolution 1325 (hereinafter: NAP), has the role of the initiator and authority to monitor and report on the implementation of planned activities. The first NAP for the 2017-2018 period was adopted in February 2017. The second NAP in a row, currently in force, was adopted by the Government in September 2019, with the Implementation Programme for the 2019-2020 period. In both the first and the second NAP, the defined priorities covering three key areas for the implementation of this resolution continue, namely:

- increasing women's participation in decision-making and peacekeeping processes;
- protection of women and girls in conflict zones;
- gender mainstreaming and gender education in peacekeeping operations.

Aware of the fact that integration of gender perspective greatly contributes to more successful accomplishment of missions and tasks, the Armed Forces of Montenegro are fully dedicated and actively involved in implementation of UNSCR 1325 and gender policies.

Chief of the General Staff, Brigadier General Milutin Đurović

National Action Plans are based on an international and local legal framework. Thus, the international legal framework of the NAP is defined by the Beijing Declaration and Platform for Action (1995), the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence, the NATO Strategic Command Direc-

tive (BI-SCD 40-1)⁴, the NATO policy on Women, Peace and Security, the NATO Policy on Preventing and Responding to Sexual Exploitation and Abuse, and all the above mentioned resolutions.⁵

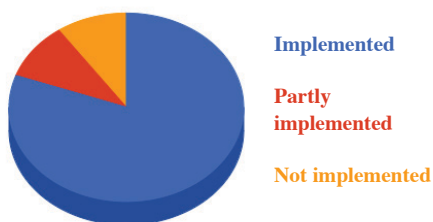
The national legal framework is defined by the Constitution of Montenegro, the Law on Gender Equality, as well as ratified and published international treaties and generally accepted rules of international law, which are an integral part of the internal legal order, while the strategic framework of this document and, therefore its goals, are defined by the National Strategy for Sustainable Development until 2030, the Montenegro Strategic Defence Review and the Long-Term Defence Development Plan 2019-2028.⁶

2.1. The First National Action Plan

The first biennial NAP, adopted in 2017, included nine operational goals and 41 activities aimed at achieving them. It defined measures and activities for gender mainstreaming of the security sector reform processes at all levels where decisions are made and where policy is created and implemented.

Of the mentioned number of activities, 33 were implemented, which in percentage terms makes up 75%, four were partly implemented (9.09% in percentage), while four (in percentage, 9.09%) were not implemented.

The first NAP activities



⁴ Bi-Strategic Command Directive (BI-SCD) 40-1

⁵ Programme for the implementation of the NAP for the enforcement of UNSCR 1325

- Women, Peace and Security in Montenegro (2019-2022) for the 2021-2022 period, pp. 3-4.

⁶ Programme for the implementation of the NAP for the enforcement of UNSCR 1325

- Women, Peace and Security in Montenegro (2019-2022) for the 2021-2022 period, pp. 3-4.

The evaluation findings showed that the missing legal framework, which is necessary for the implementation of the NAP had been established, and that most of the documents the adoption of which was envisaged by this plan had been adopted. Also, the evaluation findings state that the necessary institutional mechanisms were established during the two-year period; numerous trainings on gender equality were held; the number of women participating in peacekeeping missions, as well as the number of women in senior positions in the security sector and in international institutions, ambassadorial posts and consulates was increased.⁷

The number of women in the security system has increased, to which the implementation of activities from the NAP has unequivocally contributed. One of the examples which indicates the above is the growing trend in the number of women in Armed Forces of Montenegro and Police Directorate of Montenegro.

Year	Percentage of women's representation in AFM	Percentage of representation of women police officers in PD
2017	9.70%	9.95%
2018	10.17%	11.40%
2019	11.49%	11.19%
2020	14.69%	12.53%
2021	14.90%	12.53%

Tabular overview of the increase in the number of women in the Armed Forces of Montenegro and the Police Directorate, in period from the adoption of the first NAP to the third quarter of 2021.

⁷ NAP for implementation of UNSCR1325, Implementation Programme 2019-2020, p. 10.

2.2. The Second National Action Plan

The second NAP which was adopted in 2019, in addition to the three key strategic goals, ensured the continuing implementation of nine operational goals, namely:

- Strengthening the role of institutional mechanisms for monitoring the implementation and enforcement of the NAP for the implementation of UNSCR 1325 and accompanying resolutions;
- strengthening the gender mainstreaming through participation in international activities on the implementation of UNSCR 1325 and accompanying resolutions;
- integrating gender mainstreaming, including activities on the implementation of UNSCR 1325 and accompanying resolutions in educational programmes at all levels, especially those related to gender aspects of human security and peacekeeping in order to integrate gender mainstreaming and gender education into peacekeeping operations;
- introduction of gender-balanced representation in the security system activities;
- increasing the representation of women in the security and peacebuilding sector decision-making activities and processes;
- raising awareness of gender-based discrimination, gender-based violence and violence against women and establishing effective preventive protection of women and girls from gender-based discrimination, gender-based violence and violence against women;
- raising the level of awareness of the general public about the problem of human trafficking and establishing effective preventive protection of women and girls from human trafficking;

- improving cooperation on the implementation of UNSCR 1325 and accompanying resolutions and
- improving the efficiency of monitoring the implementation of the NAP for the implementation of UNSCR 1325 and accompanying resolutions.

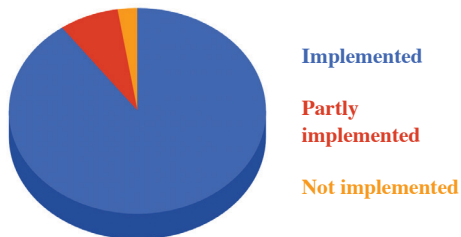
The total number of activities, which were provided by the NAP Implementation Programme for 2019-2020, which result from operational goals was **40**.



Number of strategic and operational goals of the NAP and activities of the Programme for the implementation of the National Action Plan for 2019 and 2020

Reports on the implementation of activities from this Programme were adopted by the Government in April 2020 and 2021 respectively. The last report indicated that the total number of activities envisaged by the Programme was 40, of which 36, or 90% had been implemented, three had been partly implemented, which in percentage terms is 7.5%, while one activity, which makes up 2.5% of the total number of activities, had not been implemented.

Activities from the second NAP Implementation Programme 2019-2020



Some of the most important activities implemented by the 2019-2020 Implementation Programme are as follows:

- ***Participation of women in missions*** - In order to increase the number of women in the security sector and in international missions and operations, planned promotional activities and campaigns were undertaken, which focused on the female population as a target group. With regard to increasing the number of women professional military staff who participated in international missions and operations, from 2010 to 2019, a total of nine women participated in international missions and opera-



tions, while in 2020 alone, seven of them participated. What is commendable, unlike in previous years, is the fact that women members of AFM participated in all missions in which men members of AFM participated: RS Afghanistan mission, ATALANTA Somalia, MINURSO Western Sahara and one female civil servant participated in the NATO mission in Kosovo. Also, an AFM female officer has been in the position of gender advisor in the SHAPE NATO command structure since 2018 and she is engaged in activities related to UNSCR 1325. The trend of representation of women in diplomatic and consular missions in the position of defence advisors in the Permanent mission of Montenegro to NATO was monitored, the share of women is 67%; In 2019, eight women were deployed as ambassadors/consuls general, and in 2020 we had eleven female ambassadors/heads of missions/consuls general. The baseline value was 17.5%, and the target value was to increase the representation of women in these positions to 20%. At the end of the reporting period, this percentage was 31.70%.

- Increasing the number of women in the security sector* - At the end of the Programme implementation, the representation of women in the MoD was 55.6%, of whom 43.24% in the category of expert management and 50% in the category of senior management, in relation to the number of deployed/appointed at those levels. At the end of the same period, there were 12 women in command positions in AFM, and the total number of women AFM members increased from 11.49% in 2019 to 14.69% in 2020. In 2021, there were 14.90% of women out of the total number of employees and 9.91% of women professional military staff out of the total number of professional military personnel. In the same period, the representation of women in the NSA is 35%, and in the positions of senior management 31%, while in the PD 14.90% are women out of the total number of employees and 12.53% of police officers in the total number of police officers.

- **Promotional activities** - As part of the implementation of promotional activities to attract staff for the needs of AFM and promote opportunities for education at foreign military academies and student scholarships, members of the MoD and AFM visited Montenegrin secondary schools, universities and organised lectures, the “*Civic Hour*” project and military fairs in Montenegrin municipalities, where the importance of the participation of women professional military personnel was promoted. Also, women members of AFM who participated in peacekeeping and humanitarian missions, presented their experiences in secondary schools, with special focus on the human dimension and the importance of the military profession for the state and society as a whole. The project which attracts the most attention of the secondary school population and which greatly influences the creation of a positive perception of the Army and ultimately create a positive percep-



tion about military profession is the *Military Summer Camp*, which has been implemented since 2016. The PA organised the *Open Door Days*, as well as fora in Montenegrin secondary schools before announcing the advertisement for enrolment in the PA. The PD implemented the “*We are the team’s strength - towards more women in the police*” campaign, which included six videos, posters and brochures on the topic, a large number of guest appearances in the media were organised, as well as the promotion of women in the police through billboards in all cities where PD has security centres.

- ***Intergovernmental team for women networking in the security sector*** - At the end of 2020, an intergovernmental team was formed, which comprises 10 representatives of the MoD and AFM, MIA and PD and NSA. The primary task of the Intergovernmental Team is the exchange of best practices and experiences between security institutions, all with the aim of providing support for undertaking activities to improve the position of women in all institutions individually, as well as planning and implementing joint activities.
- ***Establishment of the institute of a person of trust*** - Persons of trust have been appointed at the NSA, MIA, PD, PA, DECS and CA. The PD has appointed persons of trust in all security centres and departments, as an anti-discrimination mechanism from UN Resolution 1325 - Women, Peace Security and the national strategic document for the implementation of this resolution. A workshop was organised for these people with the aim of their professional empowerment and understanding of their role in the application of the gender equality principles in the Police. In cooperation of the PD with the DCAF and the OSCE, a special training programme was developed for police officers on the subject, according to which

PD trainers, who conduct trainings in all organisational units of the PD were trained. The Gender Equality Coordinator, the Gender Adviser to the Chief of the General Staff, the civil servants for gender equality and the Gender Trainers in the AFM are recognized as mechanisms for more successful gender mainstreaming in the MoD and the AFM.

- *Trainings of employees on gender equality and UNSCR 1325* – a series of trainings was implemented in order to raise awareness




of the importance of UNSCR 1325 and gender equality in general, such as: on human rights, security aspects of gender equality, international humanitarian law, gender-based violence, sexual violence, human trafficking, treatment of vulnerable groups, protection of women in war and post-war areas and the like.

- ***Intensified regional and international cooperation*** – committed work was done on both types of cooperation through various activities throughout the two-year period. Some of the most important among them are as follows:
 - o Participation of MoD representatives at the NATO Committee on Gender Perspectives Annual Conference in 2019 and 2020;
 - o participation of MoD representatives in conferences organised by the OSCE, SEDM, UNDP SEESAC, through the exchange of good practice, information and data on the position of women in the Armed Forces;
 - o at the regional level, as part of the project with UNDP SEESAC, in the period from 2019 to 2020, meetings and conferences with gender equality mechanisms of the Ministries of Defence and Armed Forces of the Western Balkans were organised to exchange information on what had been achieved, what was currently being worked on and the planned activities;
 - o participation of the Coordinator for Gender Equality of the Ministry of Internal Affairs in the “Institutional Gender Mainstreaming in the Police Force of the Countries in the Region” conference;

- o meeting of MIA and PD representatives with the external evaluator of the IPA project, on the topic: “Support to anti-discrimination and gender equality policies”;
 - o organisation of an international conference dedicated to combatting human trafficking in the Western Balkans;
 - o organisation of the World Conference of Women in the Security Sector;
 - o PD representatives, organised by DCAF, and in cooperation with representatives of the security sector in Bosnia and Herzegovina and the Republic of North Macedonia, attended workshops on “Integrity in the Security Sector”, where one of the modules was the topic of gender equality, etc.
- ***Establishment of an anti-trafficking helpline*** - In accordance with the obligations arising from the strategic documents, in coordination and cooperation with other institutions and organisations, the Ministry of Internal Affairs carried out a series of activities aimed at informing the general public about all aspects of the phenomenon of human trafficking. Through the “***Let’s Stop Human Trafficking***” campaign and the “***Stop human trafficking***” TV spot, the national anti-trafficking helpline (11 66 66) was also promoted. In order to point out some of the forms of manifestation of this phenomenon, such as: sexual, labour exploitation, forced begging, illegal marriages, a campaign was implemented to promote the helpline, through which all interested citizens, by calling 24 hours a day, free of charge, from all networks in Montenegro, could get all the necessary information regarding the problem

of human trafficking as well as assistance services. In 2019, 346 calls were placed through the anti-trafficking helpline.

- ***Gender map*** – The MHMR in cooperation with the UNDP Office in Montenegro, and under the auspices of the Government of Austria, prepared an electronic “Gender Map” platform, which includes our country’s gender statistics. On its home page, this platform contains information on the demographic structure of Montenegro, key data on the socio-economic situation of men and women, gender statistics, as well as key indicators of the gender equality index. Graphic representations are available that allow tracking and improvement of gender issues. The map points to priority areas related to politics, economics and gender-based violence, where women continue to be discriminated against and do not have equal opportunities. The application offers statistics, key indicators and other materials which can be useful in the analysis of the given areas.
- 
- ***Assembly sessions of the Women’s Parliament*** - they were organised by the Committee for Gender Equality of the Parliament of Montenegro. The 11th session of the Women’s Parliament was dedicated to considering the exercise of women’s rights in the countries of the region with an emphasis

on combatting human trafficking, while the 12th session was dedicated to presenting the implementation of the Law on Gender Equality and presenting the first Gender Equality Index for Montenegro.



- **Regional Parliamentary Conference** - Westminster Foundation for Democracy, in cooperation with the Committee on Gender Equality and the Committee on Human Rights and Freedoms of the Parliament of Montenegro, organised a Regional Parliamentary Conference on “*Strengthening the regional cooperation and oversight of human rights and gender equality legislation in the Western Balkans*”, in October 2019 in Cetinje. During

the Conference, positive international practices were presented, as well as experiences of regional cooperation in the field of human rights and gender equality in the Western Balkans and key issues and obstacles faced by parliamentary human rights committees in overseeing the implementation of legislation. The HUGEN Action Plan and activities dedicated to supporting the parliaments of the Western Balkans in overseeing human rights and gender equality legislation were also presented. The Conference was attended by representatives of the Committees on Human Rights and Gender Equality from the parliaments of the Western Balkans, as well as experts on human rights, gender equality, parliamentary oversight and post-legislative oversight from the United Kingdom and the Western Balkans region.

- ***World Conference of Women in the Security Sector*** - a conference was organised by the Association of Police Officers of Montenegro which was attended by 80 participants from 18 countries, representatives of numerous embassies and international organisations. One of the focuses of the Conference was on the fact that it is only together that men and women can contribute to the security system, as well as to the personal security of citizens and to the overall social development, and that achieving gender equality in the security





sector is a challenge for all governments. The conference was also an opportunity to contribute to the improvement of the position of women in the security sector through a constructive exchange of opinions and experiences, following the international standards in this area.

- ***Cooperation with Non-Governmental organisations*** - In accordance with the Law on Non-Governmental Organisations and the Decision on Determining Priority Areas of Public Interest and the Amount of Funds for Financing Projects and Programmes of Non-Governmental Organisations, state authorities had intensive cooperation with this sector. The following stand out with regard to this: cooperation between the MIA and the MHMR on trainings for parents, children of Roma and Egyptian population, NGOs, public administration officials on protection from domestic violence, violence against children and contracted/forced child marriages among the Roma population; cooperation between the MIA and the NGO sector through the implementation of six NGO projects in the field of social care for children and youth, based on the public competition entitled "*Implementation of the campaign to reduce the demand for services for victims of trafficking*"; cooperation of the MIA,

MLSP and PD with the NGO sector, with the support of the UK Embassy in Podgorica, through the campaign against arranged child marriages: “*Children are children*”; the MHMR cooperation with NGOs on a project entitled “*Let’s act together against domestic violence and child marriages*”; cooperation of the MoD with five NGOs on various projects, based on the “*The Armed Forces of Montenegro - your choice*” competition.



2.2.1. Programme for the implementation of the Action Plan for the enforcement of UNSC Resolution 1325 for 2021-2022

A representative of “The first women’s multicultural organisation in Montenegro – through Dialogue to Unity” Non-Governmental organisation was appointed to the new IWG which is in charge of

drafting and monitoring the implementation of the NAP Programme for the period 2021-2022, The IWG also cooperates, for the needs of the implementation of specific activities with representatives of other authorities (with the judiciary and the State Prosecutor’s Office Training Centre) and representatives of the academia.

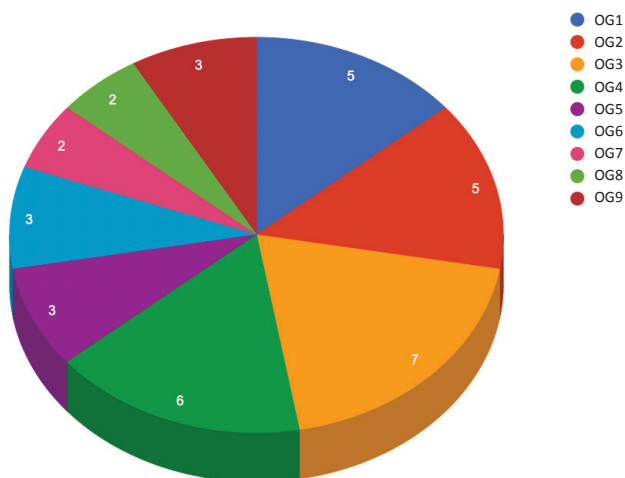
3 strategic goals

9 operational goals

36 activities

The second implementation Programme, for the period 2021-2022, was adopted by the Government of Montenegro in September 2021.

Overview of strategic and operational goals of the NAP and activities of the Programme for the implementation of the Action Plan for 2021 and 2022



There are 21 implementing authorities in charge of the implementation of the above-mentioned activities from the 2021-2022 Implementation Programme.

Overview the number of activities by operational goals

No.	Activity	Indicator	Competent institutions	Deadline
OG1: Strengthen the role of institutional mechanisms for monitoring the implementation and enforcement of the Action Plan for the implementation of UNSCR 1325 and monitoring the accompanying resolution				
1	Adopt internal guidelines for reporting on the implementation of activities from the Action Plan Programme	Guidelines on reporting on the implementation of activities from the NAP Programme adopted.	MoD with coordination of IWG	2021
2	At the level of security institutions, adopt a plan of activities for the implementation of NAP UNSCR 1325 and accompanying resolutions in the institutions in charge of its implementation	Annual action plans for the implementation of NAP UNSCR 1325 and accompanying resolutions in the institutions in charge of its implementation adopted.	MoD/AFM, MIA/PD, DECS, NSA, RCD	2021-2022
3	Appointment of focal points in AFM units	Focal points appointed.	MoD/AFM	2022

No.	Activity	Indicator	Competent institutions	Deadline
4	Training of managers and employees in all institutions working on the implementation of NAP for UNSCR 1325 and accompanying resolutions	-Number of trainings; - number of participants who attended the training expressed through gender statistics (absolute and percentage).	HRMA with coordination by IWG	2021-2022
5	Hold a meeting with the academia representatives in order to encourage and intensify the involvement of the academic community in providing guidelines for the implementation of NAP for UNSCR 1325 and accompanying resolutions	A meeting of the IWG held with representatives of the university to define the participation of the academic community in providing guidelines for the implementation of the NAP activities UNSCR 1325 and accompanying resolutions.	IWG and in cooperation with Montenegrin universities	2022
OG2: Strengthen gender mainstreaming through participation in international activities on the implementation of UNSCR 1325 and the accompanying resolutions				
6	Integrate gender mainstreaming into international activities on the implementation of UNSCR 1325 and accompanying resolutions in which Montenegro participates and include international activities with activities on the implementation of UNSCR 1325 and accompanying resolutions in annual plans at the level of institutions	Number of international activities that have gender mainstreaming within the internal plans of institutions, and are related to the implementation of the NAP for UNSCR 1325 and accompanying resolutions.	MoD/ AFM, MIA/ PD, NSA, RCD, DECS, MFA	2021-2022

No.	Activity	Indicator	Competent institutions	Deadline
7	Participation in meetings and conferences for security entities at the international level, providing media coverage of these activities	-Number of visits, joint meetings, conferences and other forms of international activities related to gender equality; -number of participants expressed through gender statistics (absolute and percentage); -number of media reports.	MoD/AFM, MIA/PD, NSA, RCD, DECS	2021-2022
8	Encourage and improve regional cooperation on the implementation of UNSCR 1325 and accompanying resolutions	-Number of organised regional meetings, round tables, conferences and meetings; -number of media reports; -number of participants.	MFA, MoD/AFM, MIA/PD, coordinated by IWG	2021-2022
9	Cooperation, exchange and presentation of results and experiences in the implementation of UNSCR 1325 and accompanying resolutions at the national level through participation in joint meetings and conferences	-Number of jointly implemented activities; -number of participants.	IWG	2021-2022
10	Development of a bilingual brochure which promotes NAP and its application at the international level.	Document created.	MoD with coordination of IWG	2021-2022

No.	Activity	Indicator	Competent institutions	Deadline
OG3: Integrate gender mainstreaming into educational programmes at all levels, including activities on the implementation of UNSCR 1325 and accompanying resolutions, especially those relating to gender aspects of human security and peacekeeping in order to integrate gender mainstreaming and gender education into peacekeeping operations				
11	Organise training for members of the security sector on UNSCR 1325 and accompanying resolutions, with a focus on human rights, security aspects of gender equality, international humanitarian law, gender-based violence, sexual violence, human trafficking	-Number of trainings held; -number of training participants expressed in gender sensitive statistics (expressed in absolute numbers and percentages).	MoD/AFM, MIA, NSA, RCD, DECS, PA, with coordination of IWG	2021-2022
12	Joint training of mechanisms in the security sector on gender equality and UNSCR 1325	-Number of trainings held; -number of training participants expressed in gender sensitive statistics (expressed in absolute numbers and percentages).	Gender trainers, MoD/AFM, MIA, NSA, RCD, DECS, PA, Intergovernmental team for networking of women in the security sector with the coordination of IWG	2021-2022

No.	Activity	Indicator	Competent institutions	Deadline
13	Organise trainings for members of peacekeeping and humanitarian missions on the following topics: women in war and post-war situations and in peace support operations, violence against women and children, specific needs of local women	<p>-Number of trainings held;</p> <p>-number of training participants expressed in gender sensitive statistics (expressed in absolute numbers and percentages).</p>	MoD/AFM, MIA with IWG coordination	2021-2022
14	Organise activities on UNSCR 1325 and accompanying resolutions in preparation for the mandate or assistance in the diplomatic-consular network	<p>-Number of meetings held;</p> <p>-number of persons who attended the meetings (including those who are sent to assist in diplomatic and consular missions) expressed in gender-sensitive statistics (expressed in absolute numbers and percentages).</p>	MFA, MoD with IWG coordination	2021-2022

No.	Activity	Indicator	Competent institutions	Deadline
15	<p>Organise training on UNSCR 1325 and accompanying resolutions for employees in the judiciary</p>	<p>-Number of trainings held;</p> <p>-number of persons who have attended the trainings expressed in gender sensitive statistics (expressed in absolute numbers and percentages).</p>	<p>Judicial and Public Prosecutor's Office Training Centre, MJHMR in cooperation with NGOs and international organisations</p>	<p>2021-2022</p>
16	<p>Organise trainings for members of the RAE population on the consequences of early contracted marriages (illicit marriages)</p>	<p>-Number of trainings held;</p> <p>-number of persons who have attended the trainings expressed in gender sensitive statistics (expressed in absolute numbers and percentages).</p>	<p>MIA, MJHMR in cooperation with NGOs and international organisations, with the coordination of IWG</p>	<p>2021-2022</p>

No.	Activity	Indicator	Competent institutions	Deadline
17	Presentation of “The position of women in the armed forces of the Western Balkans” second regional study findings	-Study presented; -number of participants.	MoD/AFM, MIA/PD, NSA and representatives of the Intergovernmental Team for Women’s Networking in the Security Sector	2022
OG4: Introduce gender balance in the activities of the security system				
18	Adopt internal guidelines that would oblige institutions to produce annual, gender-sensitive reports on employment, representation in decision-making positions, participation in missions and diplomatic and consular missions, trainings	-Number of institutions that have adopted internal guidelines; -number of reporting institutions.	MoD/AFM, MIA/PD, NSA, RCD, DECS with coordination of IWG	2021
19	Appoint at least one woman among members of the selection commissions	-Number of commissions set up; -number of women (expressed in absolute and percentage values).	MoD and HRMA	2021-2022

No.	Activity	Indicator	Competent institutions	Deadline
20	Organise trainings for representatives of institutions working on the implementation of the NAP on the importance of women's participation in decision-making and peacekeeping processes	-Number of trainings; -number of participants.	HRMA with IWG coordination	2022
21	Monitoring the work of the Intergovernmental Team for Women's Networking in the Security Sector	-Number of meetings held; - number of joint activities; - number of implemented activities; - reports developed on the work of the Working Team.	MoD with the coordination of the Intergovernmental Team for Networking of Women in the Security Sector	2022
22	Sex and gender-disaggregated statistics in the security sector when reporting on the implementation of the NAP for UNSCR 1325 and accompanying resolutions used by actors working on their implementation	Gender-sensitive statistics used when reporting the implementation of NAP for UNSCR 1325 and accompanying resolutions.	MoD/AFM, MIA/PD, NSA, RCD, DECS, PA with coordination of IWG	2022

No.	Activity	Indicator	Competent institutions	Deadline
23	Publish gender-disaggregated statistics in the security sector in official Statistical Office of Montenegro publications	Publication published.	MONSTAT, MoD/AFM, MIA/PD, NSA, RCD, DECS, PA	2022
OG5: Increase representation of women in security and peacebuilding decision-making activities and processes				
24	Increase the number of women participating in peacekeeping and humanitarian missions in which Montenegro participates	The number of women in the military contingent and the composition of the police mission in relation to the number of men (expressed in absolute numbers and as a percentage).	MoD/AFM, PD	2021-2022
25	Promote the activities of women who have participated in peacekeeping missions through campaigns and the media	Number of media appearances of women who participated in peacekeeping missions; Number of activities to promote women's activities in peacekeeping missions.	MoD/AFM, PD in cooperation with the media and with the coordination of IWG	2021-2022

No.	Activity	Indicator	Competent institutions	Deadline
26	Film joint promotional videos about women in the security sector and women who have participated in peacekeeping and humanitarian missions	Number of videos published.	MoD/AFM and PD with IWG coordination	2021-2022
OG6: Raise awareness of gender-based discrimination, gender-based violence and violence against women and establish effective preventive protection of women and girls against gender-based discrimination, gender-based violence and violence against women				
27	Organise trainings with the aim of raising the level of awareness about gender-based violence and violence against women, as a social problem	-Number of trainings, seminars, workshops, trainings, etc.; -number of participants.	MoD/AFM, MIA, NSA, RCD, DECS, MFSW, with coordination of IWG	2021-2022
28	Conduct campaigns and media monitoring with the aim of raising awareness of gender-based violence and violence against women as a social problem	-Number of campaigns; -number of programmes or headlines in the media; -number of distributed brochures, flyers, materials related to the subject.	MoD/AFM, MIA/PD, NSA, RCD, DECS, MFSW, with coordination of IWG	2021-2022

No.	Activity	Indicator	Competent institutions	Deadline
29	Training of IWG members on the Regional Handbook on Prevention and Response to Gender-Based Discrimination, Sexual Harassment and Abuse in the Ministries of Defence and Armed Forces of the Western Balkans	-Number of trainings; -number of participants.	MoD in cooperation with IWG members	2022
OG7: Raise awareness of the general public about the problem of trafficking in human beings and establish effective preventive protection of women and girls from trafficking in human beings				
30	Organise trainings with the aim of raising the level of public awareness about the manifestations of human trafficking, with special emphasis on begging, early contracted marriages (illegal marriages) and labour exploitation	- Number of trainings; - number of participants.	MIA, MJHMR, MFSW with coordination of IWG	2021-2022
31	Conduct campaigns and media coverage with the aim of raising awareness about the manifestations of trafficking in human beings, with special emphasis on begging, early contracted marriages (illegal marriages) and labour exploitation	- Number of campaigns; - number of programmes, or articles, in the media.	MIA, MJHMR, MFSW with coordination of IWG	2021-2022
OG8: Improve cooperation on the implementation of UNSCR 1325 and accompanying resolutions				

No.	Activity	Indicator	Competent institutions	Deadline
32	Organise campaigns and media promotions to raise public awareness of opportunities for education and employment of women in the security sector	-Number of campaigns; -number of programmes, appearances in the media or media articles.	MoD, MIA/PD and PA and with the coordination of IWG	2021-2022
33	Training of gender trainers on the protection of women and girls in conflict zones	-Number of trainings; -number of gender trainers who participated in the trainings.	MoD/AFM, MIA/PD with IWG coordination	2022

OG9: Improve the efficiency of monitoring the implementation of the NAP for the enforcement of UNSCR 1325 and accompanying resolutions

No.	Activity	Indicator	Competent institutions	Deadline
34	<p>The IWG reports once a year on the implementation of the AP for the implementation of UNSCR 1325 and the accompanying resolutions to the Government of Montenegro and the Gender Equality Committee, and the members of the IWG submit semi-annual reports to the MoD.</p> <p>Publication of the annual report on the official websites of the Government and the ministries engaged in the implementation of the activities determined by the NAP for the implementation of UNSCR 1325 and accompanying resolutions</p>	<p>-Annual report for 2021 submitted and a semi-annual report for 2022 prepared;</p> <p>-reports on the official websites of the Government and ministries that are engaged in the implementation of activities determined by the NAP for the implementation of UNSCR 1325 and accompanying resolutions published.</p>	MoD with coordination of IWG	2021-2022
35	Media coverage of activities of importance to IWG	<p>-Number of publications;</p> <p>-number of media articles.</p>	MoD with coordination of IWG	2021-2022
36	Develop a draft Report on the implementation of the NAP for the implementation of the UNSCR for a four-year period	<p>-Evaluation findings developed;</p> <p>-draft report prepared.</p>	MoD with coordination of IWG	2022

3. MONITORING, EVALUATION AND REPORTING ON THE IMPLEMENTATION OF THE ACTION PLAN FOR THE IMPLEMENTATION OF UNSCR 1325

Strategic documents, including this NAP, are being drafted, their implementation monitored and reported on the basis of procedures defined under the Decree on the Manner and Procedure of Drafting, Harmonizing and Monitoring the Implementation of Strategic Documents⁸. More detailed procedures for monitoring, evaluation and reporting are prescribed by the Methodology for Policy Development, Creating and Monitoring the Implementation of Strategic Documents, to which the Decree also refers.

Continuous monitoring of the implementation of the NAP is carried out through monitoring the implementation of accompanying programmes. The implementation of the programme is reported once a year, that is, the annual reports are submitted to the Government for adoption, with the opinions of the General Secretariat of the Government, regarding its structure and content.

In addition to the annual report, the Decree also provides the obligation to prepare a final report which is submitted at the end of the NAP implementation and includes a report for the entire duration of the NAP implementation. In addition to all elements of the annual report, the final report also includes the findings of the evaluation performed by independent internal or external entities.

All members of the IWG who are in charge of initiating, organising, implementing or monitoring the implementation of activities within the competence of the authorities they come from, but also for cooperation with other members of the IWG in organising, implementing or monitoring of the implementation of activities

⁸ “Montenegro Official Gazette”, No. 54/18 of 31 July 2018

defined within the NAP programme implementation participate in the reporting on the NAP Programme implementation.

Reports are usually submitted by IWG members in the first quarter of the current year to the Ministry of Defence, which is also the agency responsible for the preparation of the NAP and the report on its implementation. After compiling the consolidated reports, the drafts are sent to the authorities which have appointed the IWG members, which are, ultimately, the authorities responsible for certain activities, that is, the ones who officially propose and have responsibility for the implementation of certain measures.

After the adoption of the report by the Government, the Committee for Gender Equality of the Parliament of Montenegro considers them and gives its opinions. For transparency reasons and in view of the importance of the issue of gender equality and UN-SCR 1325, the reports are published on the official website of the Ministry of Defence.





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