

## UNESCO QUESTIONNAIRE On Gender Equality and Culture

**Country** Montenegro

**Name of reporting officer** Ms Ana Savjak

**Functional title** Ministry of Culture - Secretariat of the National Commission for UNESCO

**Address** Njegoseva str, 81250 Cetinje, Montenegro

**Phone number** Tel: +382 41 232 895 Fax: +382 41 232 599

**Email** ana.savjak@mku.gov.me

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### **National policies in the field of culture**

- Gender equality issues in the field of culture are addressed indirectly in the umbrella Law on Culture („Official Gazette of Montenegro“, n. 49/08, 16/11 40/11 38/12), which in Article 3 states that culture is achieved and developed on the principles of creative freedom respecting the right to culture, while the par.3 of the same Article prescribes equal preservation of all cultural identities and respecting cultural diversity. In the National Action Plan for Culture 2011-2015, the most important strategic document for the development of culture adopted by the Montenegrin Parliament in March 2011, it is stated in Article 1.3 (Standards and Principles) that the National Program will affirm a gender-sensitive approach in the decision making processes concerning cultural development and policies. The ministry responsible for the implementation of these documents is the Ministry of Culture of Montenegro.
- The *Law on Media* prohibits the propagation of any information or opinion which encourages discrimination, hate or violence against a person or a group in basis of their race, confession, national or ethnic background, gender or sexual orientation. Pursuant to the Art 95 (3) of the *Law on Radio Diffusion*, the broadcasters have the obligation to make and broadcast programs intended for all segments of society and without discrimination.
- In the framework of the National Action Plan for the Promotion of Gender Equality in Montenegro 2008 – 2012, realized by the Office for Gender Equality of the Ministry for Human and Minority rights of Montenegro in cooperation with 11 women’s rights NGOs (Žinec-Anima, Novi horizonti, Liga žena glasača, Artis, Žene za bolje sutra, SOS-Nikšić, SOS-Podgorica, SOS-Berane, Centar za preduzetništvo-biznis centar za žene, Forum žena and Ženska akcija) and with the support of UNIFEM Office in Bratislava and the UNDP Office in Podgorica, culture and media were identified as one of the 8 most significant critical areas of concern where the need for positive action is most pronounced. The realization of this Action Plan was informed by the EU and UN Standards for achieving gender equality, such as: The Beijing Declaration and Platform of Action, the Convention for the Elimination of Discrimination against Women (CEDAW), the Universal Declaration on Human

- Rights, Universal Declaration on Cultural Diversity and the International Covenant on Economic, Social and Cultural Rights etc. However, in the Action Plan there is no direct reference to the UNESCO Culture Conventions. The 3 Impact Assessment Reports for this Action Plan were adopted by the Montenegrin Parliament in July 2010, October 2011 and September 2012. The National Action Plan for the Promotion of Gender Equality in Montenegro 2008 – 2012 identified two institutions responsible for the achievement of gender equality: Gender Equality Committee of the Parliament of Montenegro, established on July 11<sup>th</sup> 2001, and the Office for Gender Equality, founded in March 2003, which in 2009 became part of the Ministry for Human and Minority Rights of Montenegro.
- In January 2013, the Parliament has adopted the National Action Plan for the Promotion of Gender Equality 2013 – 2017.

## **B. National implementation strategies of UNESCO Culture Conventions**

- One of the principal ways of implementing UNESCO Culture Conventions in national policies, besides the integration of its principles in the new normative framework, is through the Ministry of Culture's annual call for proposals for co-financing projects and programs in the field of visual arts, music and stage activities, literature and literary translation, cultural and artistic magazines, theatre, amateur creativity, traditional arts and crafts, creative industries, and creativity of the youth and of the disabled. Through this annual co-financing program, the Ministry of Culture of Montenegro supports the projects of special women's categories: Romani women, women with disabilities, women as working professionals in traditional arts and crafts, women in rural areas etc. Some of the projects supported through this programme are: the self-employment project from the rural area in Municipality of Petnjica "School of Home-made Crafts"; the project dedicated to people with disabilities, including women with disabilities "Breathe in Diversity, Breathe out Tolerance"; "Old Roma Crafts in Montenegro", the project "ASKA – West Balkans Theatre Artist Network, organized by the NGO NOVA.
- One of the most important steps for successfully addressing gender issues in the safeguarding of tangible and intangible cultural heritage is the founding of Women's Museum of Montenegro, project initiated by the civil sector, the Ministry of Culture, the Ministry of Human and Minority Rights and the Parliament of Montenegro, which aims to draw attention to women's contributions to private and public life as extremely relevant for the constitution of Montenegrin cultural identity.
- In the framework of the international cooperation programme of the Anna Lindh Foundation, coordinated by the Ministry of Culture, the project *Penelopolis: Women's Mapping of Mediterranean Town's Culture / Podgorica 2013* was selected in 2012, realized by the NGO NOVA Centre for Feminist Culture – Podgorica and the Koza Visual Association for Culture and Art – Istanbul.
- As a significant contribution to the preservation and development of the Romani cultural heritage, and in accordance with UNESCO principles and priorities, the

Office for Gender Equality has supported a series of exhibitions of RAE women members of the NGO Centre for Roma Initiatives, such as the exhibition “Seed by seed”, organized on March 8<sup>th</sup> 2008.

- The Ministry of Human and Minority Rights in cooperation with the Ministry of Culture, local management and the civil sector, organized the Week of Female Culture and Creativity “ŽENES”, twice during the period 2003 – 2013, with the suggestion in the new Action Plan for the Promotion of Gender Equality to continue with this manifestation.

### **C. Access to decision-making**

- As regards the inclusion in the decision-making processes and access to senior management positions, even though the Law on Gender Equality guarantees equal representation of women in the decision-making processes on every level and every area of social life. However, according to the situation assessment of the new National Action Plan for the Promotion of Gender Equality in Montenegro 2013 – 2017, the leadership positions both in the media and within the cultural institutions in Montenegro are held predominantly by men.
- Both the National Action Plan for the Promotion of Gender Equality in Montenegro 2008 – 2012 and the one for the period 2013 – 2017, define the reinforcement of the under-represented sex in politics and the decision-making positions on national and local levels as one of their chief strategic objectives, which concerns also the inclusion of women in decision-making processes in the fields of cultural heritage and management and creative industries.
- One of the fundamental principles of the National Program for Culture Development of the Ministry of Culture is the gender sensitive approach in the decision-making processes concerning cultural policies and development.

### **D. Education, Capacity-Building, and Training**

- In conformity with the strategic objective 4.7.2. of the National Action Plan for the Promotion of Gender Equality in Montenegro 2008 – 2012, a series of initiatives was organized in order to introduce more educational content concerning gender issues in the media, through specialized broadcasts such as, for example, the weekly show “Imagine Equality” which was realized by the Office for Gender Equality in cooperation with the Radio-Television Pink and started broadcasting in July 2009. The first Impact Assessment Report for the implementation of the National Action Plan for the Promotion of Gender Equality in Montenegro 2008 – 2012, states that there has been a significant increase in print and electronic media coverage of domestic violence and its prevention.
- Educational workshops about the importance of equal gender representation and gender sensitization of the methodologies and curricula are continuously organized within the Montenegrin cultural institutions and on the local level. For example, in June 2012, the Ministry of Culture organized a round table on the topic “Gender Equality in Culture and Art”, realized in cooperation with the Office for Gender

- Equality of the Ministry of Human and Minority Rights. The seminar was dedicated to the employees of the Ministry of Culture and other national cultural institutions. Organization of other similar seminars and workshops is included in the National Action Plan for the Promotion of Gender Equality 2013 – 2017, aiming at promoting gender sensitization with the cultural institutions on the national and local levels.
- The National Action Plan for the Promotion of Gender Equality 2013 – 2017 envisions the organization of capacity-building programs to promote gender equality for media staff, for which a budget of 14 000 Euros has been allocated.
  - The Office for Gender Equality of the Ministry of Human and Minority Rights has supported the organization of the first national conference ‘Roma Women in Montenegro 2005 – 2015’, organized by the NGO Centre for Roma Initiatives in September 2008 in the framework of the Decade of Roma Inclusion. The Government of Montenegro has supported many other projects of the Centre for Roma Initiatives, which was founded in 2004 in Nikšić, and the RAE women’s network “Prva”, with the aim of assisting integration and empowerment of Roma and Egyptian women and children. Some of the most important projects of this NGO are: “The Empowerment of Roma Women: Value of Education” in 2007, “Creating Conditions for the Promotion of Romani Women and the Role of Institutions” (2007-2009), the project “Home Crafts” which aimed at capacity-building in the women’s crafting association “Rukatnice”. The role of Romani women in the cultural and creative life within the communities and in Montenegro was addressed either directly or indirectly in these programmes.

#### **E. Access to credit and financial resources allocation**

There is no official information about the special measures which ensure access to credit to female cultural entrepreneurs.

#### **F. Visibility and awareness-raising**

According to the Impact Assessment Reports for the period 2008-2012, the media in Montenegro are fairly sensitive to issues of gender equality, however, it is necessary to improve the use of gender sensitive language in the media, even though there has been a notable progress registered in this respect in public broadcasting, if not in the print. The necessity for further awareness-raising policies has been acknowledged, and, consequently the new National Action Plan 2013 – 2017 defines as one of its strategic objectives the improvement of media promotion of successful women, namely through:

- Encouraging the introduction of continued programmes which promote successful women in electronic and print media
- Promotion and media support of women professionals in the field of traditional arts and crafts
- Promotion of successful women in science.
- Encouraging the publication of literature which promotes gender equality.

In June 2013, the Gender and Media Advisory Body was founded as a self-regulatory body which will actively engage in the gender sensitization of the media. The representatives of women's NGOs, the Ministry of Culture (media department) and the representatives of media associations have signed the Cooperation Memorandum. The effective organization of this Advisory Body is in progress, as is the preparation of the Gender-Sensitive Journalism Codex.

**G. Statistics and Indicators**

In conformity to the data collected by the National Statistical Office, the cultural statistics in Montenegro is not disaggregated by sex.