



EUROPEAN UNION  
DELEGATION TO MONTENEGRO



United Nations Entity for Gender Equality  
and the Empowerment of Women



*Nada Črna Gora*  
*Ministarstvo za ljudska i manjinska prava*



Organization for Security and  
Co-operation in Europe  
Mission to Montenegro



Empowered lives.  
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## Political Participation of Women as a Factor of Societal Development Regional Conference

## Učešće žena u politici kao faktor društvenog razvoja Regionalna konferencija

Bečići, Crna Gora, Hotel "Splendid", 12-14. decembar 2011.

# Report

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## Background:

As a member of UN, Council of Europe and OSCE, as well as a candidate for EU membership, Montenegro is obliged to respect international documents and policies regulating equal opportunities for women and men. Legal system in Montenegro stipulates gender equality, but laws are not implemented in practice. Montenegrin patriarchal society does not recognize significance of political participation of women and public support remains low. As a result, political power is not equally distributed among women and man and high percentage of human capital remains disadvantaged. According to statistics, there is only 11 % of women in the Parliament, 11,89% in local parliaments, while in the Government, there is only one women minister. Introduction of electoral quota for women into Electoral Law in autumn 2011 represents qualitative jump towards gender equality. However, this instrument is only partly efficient and does not guarantee equal representation in decision-making bodies.



**Gender Programme IPA 2010**, which is implementing in partnership of **EU Delegation in Montenegro, Ministry for Human and Minority Rights and UNDP**, is designed to help improving the status of women in Montenegro in three main areas – political participation, economic empowerment and life without violence. In the area of political participation, the Programme works with political parties and other stakeholders, including civil society, to secure implementation of international standards and Montenegrin legal provisions as well as to mobilize wider societal support for equal political representation.

## The Conference:

In order to enable the commitment of the political party leadership in the political empowerment of women, as well as to upgrade understanding of all stakeholders on possibilities opened by the Electoral Law with regards to quotas, regional conference „Political participation of women as a factor for societal development“, was held on December 10-14, 2011 in Budva. Regional and national representatives of political parties, relevant parliamentary and governmental bodies for gender equality, NGOs and media were invited to participate at the conference, to share their practices and to support the process of political empowerment of women in Montenegro.



In Montenegro there are two men in front of a woman, who push her back, and in the European Union there is one man that draws the woman forth, it was a metaphor that **Mr. Nicola Bertolini, Head of Operations Section at the Delegation of the EU to Montenegro** used when speaking at the regional conference on gender equality. The Montenegrin Parliament only has 11 % of women, while at the head positions in the government there is only one woman. These worrying figures from the aspect of gender equality were presented at the three-day Regional Conference “Political Participation of Women as a Factor of Societal Development” organized by UNDP in cooperation with the Delegation of the European Union to Montenegro and the Ministry of Human and Minority Rights of Montenegro. In addition to prominent experts and politicians from the U.S., Europe and the region, the Conference also gathered representatives of all parliamentary parties, academia and civil society of Montenegro.



The goal of the Conference was to underline the significance of equal representation of women in politics and decision-making processes using good practices of UN and EU countries. Next year Montenegro will celebrate 70 years since women’s suffrage was granted, and symbolically in 2011 quotas were introduced in the Montenegrin electoral law as an affirmative measure for increasing women’s participation in politics. The Conference also included the following themes:

- Mechanisms for strengthening participation of women in decision-making on the path towards the EU (Parliamentary mechanisms, education of political parties and Electoral Law);



- Mobilization of women for political participation (experiences of local political parties and Internationals);

- Achieving gender equality in public administration (experiences in the region, review of CEDAW recommendations);

- Building coalitions and social support networks for greater participation of women in politics and decision-making (discussion on the role of civil society, university and academia in the use of social networks and media).

„The legal system in Montenegro calls to gender equality but political power is not equally distributed between men and women. Since the laws are not implemented, a large percentage of human talent is wasted, and the wisdom is lost. It also means that one part of society is less able to take part in integration processes and contribute to the development of Montenegro“, said Mr Bertolini. He praised the introduction of quotas, according to which there must be 30% of women on electoral lists, but he also suggested that candidates of both sexes should be ranked high on lists in order to have a real opportunity to get a mandate.

Although Montenegro has made progress in promoting gender equality the achievements of gender equality continue to be limited. „As a candidate for membership in the European Union, Montenegro is

obliged to apply international documents and policies related to equal rights for women and men. The European Commission's report on progress assessed advancement in promoting gender equality, but the exercise of rights in this sense remains limited. The European Union is anxious to see the results in this field in which Montenegro has made a legislative framework, but it is essential that the laws are applied. Montenegro will have to open accession negotiations with this chapter. The European Union expects to see concrete results in these areas. The European Union is committed to promoting gender equality in decision-making and in raising awareness of the gender gap in Montenegro. Would progress be possible without woman? I believe it would not" Mr. Bertolini concluded.



„Montenegro has a relevant legal framework to promote gender equality, but further efforts are needed for its implementation. There is general law-abiding, but the modalities of its implementation are not yet sufficiently developed,“ said **Mr. Sarunas Adomavicius, Head of the OSCE Mission to Montenegro.**

**UN Resident Coordinator and UNDP Resident Representative in Montenegro Mr. Rastislav Vrbensky** said that the state established a legal and policy framework to promote and protect women's rights. He reminded of the statistics according to which Montenegro, as well as other countries in the region, has not reached gender balance in decision-making bodies at a high level. „Our country has 11% of women in parliament, 12 % in local authorities, while in the government there is only one woman at the head of a ministry. This is an alarming rate and a challenge that needs to be urgently confronted. We must be aware that the greater participation of women in public life can only be achieved by increasing their numbers in visible and responsible positions. This is a long and tedious process in which policy makers must be determined to consistently uphold the principle of gender equality. We believe that Montenegro is firmly committed to build democracy and ensure full equality for women and men. Therefore, we consider it necessary to constantly keep a public dialogue on this issue and we are confident that events like this conference are an excellent opportunity to define the best ways to do this,“ Mr. Vrbensky emphasized.

**Director General for Multilateral Affairs in the Ministry of Foreign Affairs and European Integration Mr. Zoran Janković** believes that gender equality policy is inseparable from equal recognition, respect and protection of human rights. In the context of women's participation in politics, one of the objectives to be achieved by 2016 is providing the participation of women with 30 percent in local and national parliament, government and in key positions,“ Mr. Janković stated.



**U.S. Ambassador to Montenegro Ms. Sue K. Brown** pointed out that American women have a key role in shaping policy at the local and national level. „Although America is still far from having 50% of political positions filled by women, women play a significant leadership role in our political process. Thanks to their work, women's issues are a significant component of domestic and international politics,“ she emphasized. „Women in Montenegro unfortunately do not occupy important positions in government and business sector. It is imperative that women play a significant role in politics around the world. To make their voice heard women should be leaders and actively participate in political debate. Mentorship,

education and professional development are key to giving women the tools in order to enter the political debate and change society. One of my main goals as Ambassador is to work to support women in Montenegro, so that they can rise to higher positions of influence in Montenegrin society," Ms. Brown explained<sup>1</sup>.

Greater participation of women in public life cannot only be achieved by increasing their numbers in senior positions. It is a long and tedious job in which policy makers have to consistently implement measures for promotion of gender equality. That is why Montenegro is firmly committed to ensure full gender equality, it was concluded at the conference.

The Regional Conference "Political Participation of Women as a Factor of Societal Development" was held within the framework of the Gender Programme IPA 2010, implemented by the United Nations Development Programme in Montenegro in partnership with the Ministry for Human and Minority Rights and the Delegation of the European Union to Montenegro. **Partners in the Conference were the UN Women and the OSCE Mission to Montenegro.**



Since the establishment in 1945 the UN is committed to respecting equal rights for all, social progress, improving living standards and greater freedom as the basic values and goals. Women's rights as part of the corpus of human rights have been identified as a priority and are regulated by the Convention on elimination of all forms of discrimination against Women - CEDAW. This Convention signed by 186 countries, including Montenegro, provides, inter alia, equality between women and men in terms of access and opportunities in political and public life, including the right to vote and to stand for election.

Montenegro celebrates 70 years since women got the voice. Symbolically this year, the Montenegrin electoral law introduced quotas for the first time as an affirmative measure to achieve greater participation of women in politics.

What has happened in the interim? First, legal and political frameworks were established for the promotion and protection of civil, political, economic and social rights of women. Secondly, a number of women now participate in the decision making process in representative, executive and judicial bodies. Women are also present in civil society organizations, universities and media. However, even

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<sup>1</sup> Ambassador Brown's remarks on female participation in politics  
[http://podgorica.usembassy.gov/conference\\_on\\_women\\_issues\\_remarks.html](http://podgorica.usembassy.gov/conference_on_women_issues_remarks.html)

Montenegro, as well as other countries in the region, has not reached gender balance in decision-making bodies at a high level.

Greater participation of women in public life can only be achieved by increasing their number in visible and responsible positions. This is a long and demanding process in which policy makers must be determined and agreed that it is necessary to introduce and fully implement measures to promote gender equality. This capacity of civil society women in their search participate in public process also requires strengthening the and media to support and empower for the realization of the right to affairs.



The participation of recognized and belongs to the corpus of universal human rights. As a member of the UN, Council of Europe and OSCE, as a candidate for EU membership, Montenegro is obliged to apply international documents and policies related to equal rights for women and men.

In October this year the **Committee that monitors the implementation of the CEDAW Convention considered the situation in Montenegro** and adopted a series of recommendations to improve the situation in the area of gender equality. When it comes to women's political participation, the Committee noted that the adoption of quotas for women in the Electoral Code is a positive move and recommended that Montenegro take the following steps:



"a) To consider the quota of 30% in the Electoral Act by ensuring that in each group of three candidates on election lists of political parties is at least one woman;

b) Institute legislative measures and procedures for the application of Article 10 of the Law on gender equality, including provisions for rejecting proposals for appointment that are inconsistent with the principle of gender-balanced representation, unless there are reasonable grounds for exemption from this principle;

c) Adopt temporary special measures, in accordance with Article 4, paragraph 1 of the Convention, and the Committee's general recommendation no.25 (2004), such as gender parity in the system of appointments and rapid employment of women in public services, especially at higher hierarchical positions;

d) Remove the discriminatory practice and work to eliminate cultural barriers that prevent women to be employed in positions of decision-making and managerial positions in the education sector, and to ensure proportional representation of women and men in positions of school principal.

e) Encourage political parties to nominate an equal number of women and men as candidates, and adjust their compliance with the Law on Gender Equality, for example, through the funding of parties and through encouraging broadcasters to allocate additional time for the party during the election campaign; and

f) Create a favourable environment for political participation of women, including women from the population of Roma, Ashkali and Egyptians, for example, through adequate funding of campaigns for women candidates, the education of young women in leadership positions and empowering the female part of the political parties.”

**The UN system in Montenegro** offers full support, expertise and knowledge in building institutional and community capacity to implement gender equality in a quality manner. However, the real social change can happen only if it is generated internally, by politicians, decision makers, citizens and civic organizations. The key to change is in their hands, while the UN system in Montenegro will continue to ensure that its programs in this area are realized in a manner that will enable compliance with the programs of other organizations and institutions.

At the concluding session, action plan for political parties on mobilization of women has been defined, having in mind local elections in Herceg Novi and Tivat which are expected in March 2012.

Annexes:

1. Conference agenda
2. List of participants
3. Action plan



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**Regional Conference**  
**„Political Participation of Women as a Factor of Societal Development“**  
**Montenegro, Hotel “Splendid”, December 12-14, 2011**

Organizers and supporters:

Ministry for Human and Minority Rights of Montenegro, Delegation of the European Union to Montenegro, UNDP, UN Women and OSCE Mission to Montenegro

**Draft Agenda:**

**Monday, December 12th 2011**

10:00 – 11:00 – Official opening

(Facilitator Kaća Đuričković, UNDP)

- ☐ Milan Rocen, Minister of Foreign Affairs and EU integration of Montenegro
- ☐ Rastislav Vrbensky, UN Resident Coordinator and UNDP Resident Representative in Montenegro
- ☐ Nikola Bertolini, Head of Operations of the European Delegation to Montenegro
- ☐ H.E. Sarunas Adomavicius, Head of the OSCE Mission to Montenegro

11:00- 12:00 – How gender equality affects politics and changes society (facilitator Kaća Đuričković, UNDP)

- ☐ H.E. Sue K. Brown, US Ambassador to Montenegro
- ☐ H.E. Kate Knight-Sands, the Ambassador of Great Britain to Montenegro
- ☐ Sabahudin Delic, Deputy Minister for Human and Minority Rights
- ☐ Discussion

12:00 – 13:30 – Lunch

14:00 – 15:30 – On the road to EU - mechanisms for strengthening participation of women in decision-making (facilitator Kaća Đuričković, UNDP)

- ☐ Experiences from the European Parliament – Zita Gurmai, member of EP (video)
- ☐ H.E. Maya Dobрева, Ambassador of Bulgaria to Montenegro
- ☐ Education as a strengthening instrument –Kristin Vanderleest, Gender Advisor, ODIHR
- ☐ Discussion

15:30-16:00 – Coffee-Break

16:00 – 17:00 – On the road to EU - mechanisms for strengthening participation of women in decision-making, continuation (Facilitator Kaća Đuričković, UNDP)

☒ Electoral Law as a mechanism for strengthening political participation of women– Marijana Pajvancic, Professor at the Law Faculty, University of Novi Sad

☒ Parliamentary mechanisms, Montenegrin experience - Nada Drobnjak, President of the Parliamentary Committee for Gender Equality

☒ Discussion

19:00 – Dinner

### **Tuesday, December 13**

9:00 – 10:30 – Mobilization of Women for Political Participation – Experiences from Political Parties and Internationals

(Facilitator: Igor Vučinić, Ministry for Human and Minority Rights)

☒ Pia Locatelli, Socialist International

☒ Daliborka Pejović, Member of Presidency, Democratic Party of Socialists, Montenegro

☒ Snezana Jonica, Member of Parliament, Socialists People`s Party, Montenegro

☒ Sonja Lokar, Director, CEE Gender Equality Network

☒ Discussion

10:30 - 11:00 – Coffee-Break

11:00 – 12:30 - Achieving Gender Equality in Public Administration – Experiences from the Region (facilitator Igor Vučinić, Ministry for Human and Minority Rights)

☒ Experiences of UN CEDAW – Dubravka Šimonović, UN CEDAW Committee

☒ Experiences from Macedonia - Savka Todorovska, the President of the National Council for Gender Equality, Macedonia

☒ Experiences from BiH – Samra Filipovic-Hadziabdic, Director of Agency for Gender Equality, BiH

☒ Discussion

12:30 – 14:00 – Lunch

14:00 – 15:30 - Building coalitions and social support networks for participation of women in politics and decision-making (Facilitator: Igor Vučinić, Ministry for Human and Minority Rights)

☒ The Role of Civil Society – Daliborka Uljarević, Director, NGO Center for Civic Education

☒ The Role of the University – Olivera Komar, Docent at the Faculty for Political Sciences University of Montenegro

☒ Duska Pejovic – Journalist, ATLAS TV

☒ Highlights and recommendations from the regional forum “Strengthening Equal Opportunities for Political Participation”, held in Istanbul, November 15-17 – Koh Miyaoi, UNDP Regional Office, Bratislava

☒ Discussion

15:30 – 16:00 – Coffee-Break

16:00 – 17:00 – Programs for gender equality aimed at strengthening political participation of women (facilitator Igor Vučinić, Ministry for Human and Minority Rights)

☐ Planned activities - Igor Vucinic, Ministry for Human and Minority Rights, Department for Gender Equality, Montenegro

☐ Needs analysis until elections 2013 in Montenegro – Kaca Djurickovic, UNDP

19:00 - Dinner

### **Wednesday, December 14**

9:00 – 10:00 - Blogs and social networks as an instrument for political activism – Giulio Quaggiotto, Advisor, UNDP Bratislava Regional Center

10:00 – 12:00 – Recommendations for Political Strengthening of Women – work in groups (facilitator Kaća Đuričković, UNDP)

Instructions for work in Groups:

☐ Group 1 – Political parties

☐ Group 2 – Public Administration

☐ Group 3 – Civil Society

Reports from the groups

12:00 – 13:00 – Conclusions and Recommendations of the Conference

13:00 – Lunch and departure of participants



Vlada Crne Gore  
Ministarstvo za ljudska i manjinska prava



## **List of Participants**

### **I Panelists (by order of appearance):**

1. Zoran Jankovic, Ministry for Foreign and EU Affairs, Montenegro
2. Rastislav Vrbensky, UN Resident Representative for Montenegro
3. Nicola Bertolini, Head of Operations Section, EU Delegation in Montenegro
4. H.E. Sarunas Adomavicius, Ambassador, Chief of Mission, OSCE Montenegro
5. H.E. Sue K.Brown, US Ambassador in Montenegro
6. Sabahudin Delić, Deputy Minister for Human and Minority Rights
7. Zita Gurmai, Member of European Parliament (via video)
8. Kristin Vanderleest, Gender Advisor, ODIHR
9. Ajla VanHeel, ODIHR
10. Marijana Pajvancic, Professor at the Law Faculty, University of Novi Sad
11. Nada Drobnyak, President of the Parliamentary Committee for Gender Equality, Montenegro
12. Pia Locatelli, Socijalist Internacional (via video)
13. H.E. Maya Dobрева, Bulgarian Ambassador in Montenegro
14. Daliborka Pejović, Member of Presidency, Democratic Party of Socialists, Montenegro
15. Snezana Jonica, Member of Parliament, Socialist People's Party
16. Dubravka Šimonović, UN CEDAW
17. Savka Todorovska, President, National Council for Gender Equality, Macedonia
18. Adnan Kadribašić, legal advisor, Agency for Gender equality B&H
19. Sonja Lokar, Executive Director of CEE Gender Network
20. Daliborka Uljarević, Director, NGO Center for Civic Education
21. Olivera Komar, Faculty for Political Studies, University of Montenegro
22. Giulio Quaggiotti, Advisor, UNDP Regional Center Bratislava
23. Igor Vučinić, Acting Head of Department for Gender Equality, Ministry of Human and Minority Rights
24. Kaca Djurickovic, UNDP Montenegro
25. Koh Miyaoi, UNDP Regional Center Bratislava

### **II Representatives of Parliamentary Parties from Montenegro**

26. Tamara Pešić, DPS
27. Lidija Moracanin, DPS
28. Nevena Balic, DPS
29. Danijela Adzic, DPS
30. Kanana Strujic, DPS
31. Vesna Raste
32. Milojka Glisic, SDP
33. Zvezdana Perovic, SDP
34. Nada Marstijepovic
35. Nataša Vuković, Member of Parliament, SNP
36. Jelena Radenović, Secretary of the SNP Party MP Club
37. Zdenka Popovic, SNP
38. Dunja Stojak

39. Slaven Radunović, Member of Parliament, coalition New Serbian Democracy (NOVA)
40. Nevena Balac
41. Mila Brnovic
42. Ilmira Llika, FORCA
43. Hatidza Džoni, Democratic Union of Albanians (DUA), Member of the Main Board
44. Ablinona Tabaku, DUA
45. Hamdi Hasani, DUA

**III Representatives of Montenegrin and international organizations, Embassies, institutions from the region, political parties from CEE, etc.**

46. H.E. Oksana Slusarenko, Ambassador of Ukraine in Montenegro
47. Dawn Aide Baird, EU Delegation in Montenegro
48. Lloyd Tudyk, OSCE Mission in Montenegro
49. Kika Babić-Svetlin, planning & monitoring advisor, Agency for gender equality, Bosnia and Herzegovina
50. Savka Todorovska, Gender Equality, Macedonia
51. Anđelka Rogac, Ministry of Foreign Affairs of Montenegro
52. Ljilja Džonaj, Police Directorate, Montenegro
53. Barbora Glavankova, Bratislava Regional Center

**IV Representatives of Montenegrin civil society:**

54. Natasa Medjedovic, NGO SOS Niksic
55. Maja Raicevic, NGO Women`s Shelter
56. Mira Asovic, NGO Ligue of Women Voters
57. Slavica Strikovic, NGO Women`s Action
58. Momcilo Radulovic, Secretary General, European Movement
59. Lidija Pejovic, Union of Free Trade Unions of Montenegro
60. Neđeljko Rudović, Vijesti Independent Daily
61. Rajka Raičević, Dan newspapers
62. Duska Pejovic, TV Atlas
63. Marijana Boskovic, TV Vijesti
64. Mladen Vukcevic, University Mediteran
65. Dragica Andjelic, University Mediteran

**IV Gender Programme IPA 2010**

66. Branka Vlahovic, Ministry for Human and Minority Rights, Montenegro
67. Sanja Elezović, Technical Advisor, UNDP
68. Vanja Šćepović, Programme coordinator, UNDP

# Draft Plan for

## POLITICAL EMPOWERMENT OF WOMEN in Montenegro

Draft Plan resulted from discussions at the Regional Conference: „Political Participation of Women as a Factor of Societal Development“ Montenegro, Hotel “Splendid“, December 12-14, 2011.

*Working in pre-election period*

## Work with POLITICAL PARTIES

### 1. Assessment of the status of women and women's influence

Rationale: to enable gender analyses and better understanding of each political environment under which gender equality principles needs to be integrated and women empowered
Time-frame: January 2012
Partners to do the task: UNDP Gender IPA Programme
Risks: Poor interest of political parties to engage or provide data, mislead inputs re political influence

### 2. Analyses of educational needs on gender equality

Rationale: To prepare educational planes based on needs
Time-frame: January 2012
Partners to do the task: UNDP Gender IPA Programme <sup>2</sup>
Risks: Poor interest of political parties to engage or provide information

### 3. Targeted in-house campaigns for enforcement of 30% quota

Rationale: To address legal obligations re 30% of quota and positioning of female candidates on the electoral lists
Time-frame: March 2012
Partners to do the task: Political parties / women's groups and UNDP Gender IPA Programme
Risks: Electoral Management Body poorly monitoring application of affirmative action

### 4. Support in female political candidates recruitment

Rationale: Address poor identification of strong and interested female political candidates
Time-frame: March 2012 for local elections and February 2013 for general elections
Partners to do the task: Political parties/women's groups and UNDP Gender IPA Programme
Risks: Political parties not opened for mapping exercise with external partners

### 5. Identify incentives for women to encourage their active participation in party life

Rationale: Addressing particular political party culture and women's activism and support enhancement of women's political engagement
Time-frame: June 2012
Partners to do the task: Political parties / women's groups
Risks: Poor incentives and low profiled political work of women

### 6. Provide learning events re political empowerment of women for party leaderships

Rationale: Ensure learning from best practices and enable transfer of knowledge and best practices between similar democracies (study tours, conferences, specific events)
Time-frame: throughout 2012
Partners to do the task: Political parties / women's groups and UNDP Gender IPA Programme
Risks: Poor interest of party leadership



<sup>2</sup> UNDP Gender IPA Programme has established Advisory Board for political empowerment of women consisting of representatives of Government Parliamentarians, politicians, NGOs, media and representatives of the international organizations dealing with political empowerment of women. In this document when referred to Gender IPA Programme it also includes Advisory Board members.

## Working to EMPOWER WOMEN POLITICAL CANDIDATES

### 1. Tailored trainings for women candidates in the party

Rationale: Ensure learning events for thematic, gender and particular skills development of female candidates
Time-frame: April 2012 and March 2013 <sup>3</sup>
Partners to do the task: Political parties / women's groups and UNDP Gender IPA Programme and other interested entities
Risks: Poor financial resources

### 2. Cross - party trainings for political skills

Rationale: Create supportive atmosphere between women from different political parties and initiate networking
Time-frame: April 2012 and March 2013
Partners to do the task: Political parties / women's groups and UNDP Gender IPA Programme and other interested entities
Risks: Poor financial resources

### 3. Development of individual political agenda – thematic priorities of female political candidates

Rationale: support to the gender sensitive approach to politics and politics participation with women's perspective
Time-frame: April 2012 and March 2013
Partners to do the task: Political parties / women's groups primarily and supported by and UNDP Gender IPA Programme and other interested entities
Risks: Poor interest of party leadership

### 4. Establishment of Women's political coalitions / "women's parliaments"

a) Identifying partners in political parties, NGOs, Media, Academia, business sector, ect.
b) Political discourse framing – working on common interests
c) Building capacities and influencing CSOs
Rationale: Women's coalitions organized in a form of women's parliaments would gather politicians, NGOs, media, independent and influential intellectuals who will exercise shadowed parliamentary discussions and provide alternative opinions and preset women's interests. In addition, women would be provided with greater visibility while political parties would be introduced to their female politicians' capacities and internal party resources. Selected members of Women's Parliaments would be provided with trainings on institutional rules and regulations, political skills and other necessary support.
Time-frame: April 2012 and March 2013
Partners to do the task: Political parties / women's groups primarily, UNDP Gender IPA Programme and other interested entities
Risks: potential disagreement about partners to be involved, to what extent, with what goal, time limitations for local elections, poor financial support



<sup>3</sup> Deadlines set refer to local elections which will be held on April 7<sup>th</sup> in two municipalities, while general elections are to be held in March 2013

## Work to RAISE AWARENESS and CREATE ENABLING ENVIRONMENT

### 1. Form partnerships and work with international organizations and CSOs

Rationale: Women's coalitions / women's parliaments would gather politicians, NGOs, media, independent and influential intellectuals and will work around public profiling of women's political work and demands. In addition group of international women-leaders will be established to support action and share experiences. Media, NGOs, academics play important role in supporting this work and participating.
Time-frame: throughout 2012
Partners to do the task: Political parties / women's groups primarily, UNDP Gender IPA Programme and other interested entities
Risks: time limitations for local elections, poor financial support

### 2. Organize gender trainings for media

Rationale: provide media with tailored gender trainings in order to gain support and avoid stereotyped reporting on women's political activism
Time-frame: Through-out 2012 and 2013
Partners to do the task: UNDP Gender IPA Programme and other interested entities
Risks: Lack of media editors support and interest and poor financial support

### 3. Provide support to women's visibility in the electoral campaigns

Rationale: Political parties and female politicians should ensure that women candidates have access to campaign machinery and priority is not only given to male party leaders.
Time-frame: April 2012 and March 2013
Partners to do the task: Political parties / women's groups primarily, UNDP Gender IPA Programme and other interested entities
Risks: Lack of interest of political parties and poor financial support

### 4. Develop programs for public profiling of women political candidates and promote gender equality

Rationale: Partnering media, NGOs, academics should be supporting this work and participating in creation of social media network and address specific targeted groups specifically in local area, for example: locally known women's assemblies and choirs help for public outreach
Time-frame: April 2012 and March 2013
Partners to do the task: Political parties / women's groups primarily, UNDP Gender IPA Programme and other interested entities
Risks: No interest of political parties and poor financial support

### 5. Enhance legal framework for political participation of women

a) Prepare women-friendly amendments to the Law on financing of political parties b) Prepare women-friendly amendments to the Law on political parties
Rationale: measures on political party organization as well as reallocation of financial resources present important instrument and support to women's political groups within parties.
Time-frame: till December 2012
Partners to do the task: Political parties UNDP Gender IPA Programme and other interested entities
Risks: Poor interest of political parties

