



# GENDER EQUALITY INDEX

**MONTE  
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2019**

# **Gender Equality Index**

Montenegro, 2019

# Gender Equality Index Montenegro – 2019

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The National Gender Equality Index for Montenegro was developed by the State Statistical Office of Montenegro (MONSTAT) in cooperation with the Department for Gender Equality of the Ministry for Human and Minority Rights, the European Institute for Gender Equality (EIGE) and the United Nations Development Programme (UNDP) in Montenegro, under the remit of the project 'Support to Anti-Discrimination and Gender Equality Policies', funded by the EU.

The Gender Equality Index Montenegro Report is based on the methodology of the Gender Equality Index developed by the European Institute for Gender Equality (EIGE, <http://eige.europa.eu/>) for the European Union and its Member States.

The European Institute for Gender Equality (EIGE) provided support for the development of the Gender Equality Index for Montenegro under its framework of cooperation for the Western Balkans and Turkey, within the Instrument of Pre-Accession Assistance (IPA), funded by the European Union.

The data used to calculate the Gender Equality Index for Montenegro refers to the year 2017 and full details of the methodology used are provided in the publication.

The views expressed in this publication are those of the author and do not necessarily reflect the opinion or position of the partners in the initiative of development of the Gender Equality Index, who cannot be held responsible for its content or any further use of the information contained in this publication, including: European Institute for Gender Equality, EU Delegation to Montenegro, MONSTAT, Department for Gender Equality, the Ministry of Human and Minority Rights, Government of Montenegro and its affiliated institutions, and the United Nations Development Programme.



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## Foreword

Dear All,

According to its Constitution, Montenegro is declared as a 'civil, democratic, ecological' country with a 'state of social justice, based on the rule of law' where the equality of citizens is a founding value. Equality lies at the very heart of our laws and policies.

Montenegro has ratified all of the major human rights conventions and, since the proclamation of its independence in 2006, has become a member of international organisations such as the UN, the Council of Europe, OSCE, IMF, the World Bank Group, NATO etc. In 2010, Montenegro became an official candidate for membership of the European Union.

Globally embraced sustainable development paradigm has been translated into 17 Sustainable Development Goals (SDGs). These goals promote human rights-based development and commission all governments to create a clear framework to enable the acceleration and achievement of gender equality. This includes the integration of gender aspects across all goals and specifically defines SDG 5 as a stand-alone goal on women's rights and gender equality.

Ensuring women's human rights and gender equality in our country requires a comprehensive understanding of the social structures and power relations that frame not only its laws and politics, but also its economy, social dynamics and family and community life.

Through its EU integration process, Montenegro has committed itself to advocate more effectively for gender equality and women's rights; not only to align national legislation with the EU 'acquis communautaire', but also to introduce institutional measures and assure more coordinated efforts to achieve gender equality as a fundamental principle of EU accession.

One very important element regarding the realisation of the equality of women and men is the availability of data. Montenegro is committed to the development of informed policies based on the analysis of data; this is critical in order to assure the achievement of gender equality. Also, such an approach addresses the challenges that relate to a gender equality backlash along with an increasing number of retrograde trends that can be seen across the globe, in the EU and in the Western Balkans.

The Gender Equality Index for Montenegro was developed with the support of the European Institute for Gender Equality, under the framework of their cooperation within the Instrument of Pre-Accession (IPA), funded by the European Union, in accordance with the methodology of the European Institute for Gender Equality for the European Union Member States.

The Gender Equality Index is a composite indicator that measures gender equality in the spheres of knowledge, work, money, health, time and power. For Montenegro, this represents not only an important step forward in the overall efforts made to protect and promote women's human rights but also a significant step forward concerning the alignment and monitoring of progress in the area of gender equality with EU member states and other countries in the region.

The Gender Equality Index for Montenegro was calculated with a score of 55 while the 'middle' value recorded for countries in the EU-28 was 67.4; thus, Montenegro was seen to lag-behind most of the developed EU countries. The greatest differences in gender equality between the European Union and Montenegro related to the Domains of Money and Power, while the smallest differences were evident in the Domains of Health and Work.

The development of a Gender Equality Index for Montenegro demonstrates its commitment to the improvement of gender equality in the country whilst further stimulating policy innovation and ambition to achieve a gender equal society.

This report on the Gender Equality Index in Montenegro represents not only a resource for policymakers in the field of gender equality, but also for policymakers responsible for ensuring that a gender perspective is considered in all policy fields. Therefore, I invite policymakers at all levels, as well as human rights and women's rights advocates, national gender equality mechanisms and international organisations, to use it widely and to contribute to the achievement of gender equality as a joint goal and common responsibility.

Sincerely,

**Zoran Pažin,**  
Deputy Prime Minister and  
Minister of Justice

## Abbreviations

### Frequently Used Abbreviations

CEDAW	-	Convention on the Elimination of all Forms of Discrimination Against Women
DWL	-	Duration of Working Life
EIGE	-	European Institute for Gender Equality
EU	-	European Union
EU SILC	-	European Union Statistics from the Income and Living Conditions Survey
Eurofound	-	European Foundation for the Improvement of Living and Working Conditions
EWCS	-	European Working Conditions Survey
FTE	-	Full Time Equivalent
IPA	-	Instrument of Pre-Accession
LFS	-	Labour Force Survey
MNES	-	Montenegrin National Election Study
MONSTAT	-	Montenegrin National Statistical Office
NSSD	-	National Strategy of Sustainable Development 2030
p.p.	-	Percentage Point
PPS	-	Purchasing Power Standard
SDG	-	Sustainable Development Goal
UN	-	United Nations
UNDP	-	United Nations Development Programme
WFD	-	Westminster Foundation for Democracy in Montenegro
WMID	-	Women and Men in Decision-Making

### Country Abbreviations

BE	-	Belgium
BG	-	Bulgaria
CZ	-	Czech Republic
DK	-	Denmark
DE	-	Germany
EE	-	Estonia
IE	-	Ireland
EL	-	Greece
ES	-	Spain
FR	-	France
HR	-	Croatia
IT	-	Italy
CY	-	Cyprus
LV	-	Latvia
LT	-	Lithuania
LU	-	Luxemburg
HU	-	Hungary
MT	-	Malta
NL	-	Netherlands
AT	-	Austria
PL	-	Poland
PT	-	Portugal
RO	-	Romania
SI	-	Slovenia
SK	-	Slovakia
FI	-	Finland
SE	-	Sweden
UK	-	United Kingdom
EU-28	-	28 EU Member States
ME	-	Montenegro

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## Introduction

Since renewing its independence in 2006, Montenegro has put significant effort into achieving gender equality. In 2007 the Law on Gender Equality was passed; it was later amended in 2015. The amendment of the law was harmonized with the EU Acquis. Among other corrections, it stipulated that the ombudsman should be in charge of protection from direct and indirect gender discrimination. It also broadened the scope of sanctions regarding the equal treatment of women and men when violations occur in different spheres of life. Also, having re-entered a number of international organisations as an independent country, Montenegro set out its grounds for the implementation of a number of international instruments for the achievement of gender equality *including the UN Convention on the Elimination of All Forms of Discrimination Against Women – CEDAW, the Beijing Platform for Action, the Council of Europe's Convention on Preventing and Combating Violence Against Women and Domestic Violence.*

In 2017, Montenegro passed the *National Strategy of Sustainable Development 2030 (NSSD)* which transposed the UN Sustainable Development Goals into a national context. The fifth Sustainable Development Goal – *To achieve gender equality and empower all women and girls* was transposed into Goal 2 of the NSSD – *To actively support the attitude of key players regarding sustainable development* and to measure 2.1.2 – *To eliminate gender discrimination*. By 2030, Montenegro pledged: to eliminate political, economic and other gender-based discrimination, to achieve a minimum level of 40% representation of women at both national and local levels, to eliminate all forms of violence against women and girls in private and public spheres, including human trafficking and sexual exploitation, to achieve equal participation in unpaid work, to achieve equality in employment, and to strengthen national mechanisms for gender equality<sup>1</sup>.

Also, the Government of Montenegro passed the *Action Plan for Achieving Gender Equality 2017-2021*; this was based on recommendations provided by the CEDAW Committee, by the Council of Europe's Convention on Preventing and Combating Violence Against Women and Domestic Violence (Istanbul Convention) and as a result of collaborative work carried out by state and civil society partners. The action plan set out to achieve the following goals: to establish a society of equal opportunities and to eliminate all forms of discrimination based on sex and gender, to introduce gender sensitive education at all levels, to increase the employment of women and to eliminate all forms of discrimination against women in the labour market, to improve the availability of gender sensitive health protection, to suppress all forms of violence against women, to improve the position of victims and to protect them from gender-based violence, to fight against stereotypes, to introduce gender equality policies into the media, culture and sport and to achieve gender equality in political decision-making at all levels.

Joining the European Union, and, in 2010, becoming a candidate country, have been major foreign policy goals. Thus, Montenegro has been dedicated to achieving EU standards in terms of gender equality and regarding transposing the relevant EU directives into a national context. Such documents include (but not exclusively) Directive 2010/41, Directive 2010/18, Directive 2006/54, Directive 2004/113, Directive 92/85 and Directive 79/7 of 19 December 1978.

However, in addition to intensive work that has already been carried out, the significant challenge of setting up an adequate framework for monitoring progress still remains. In order to effectively evaluate the pace of change, the effectiveness of legislation and public policies in the field of gender equality, Montenegro needs a comprehensive tool capable of comparison; the Gender Equality Index is such a tool.

<sup>1</sup>Government of Montenegro, *National Strategy for Sustainable Development 2030, 2017, p. 297*



The Gender Equality Index is a 'tool to measure the progress of gender equality in the EU'<sup>2</sup>. However, as a comprehensive instrument, it can be used to evaluate and compare the state of gender equality in any European country, in any EU candidate country, such as Montenegro, or beyond Europe. It was developed by the European Institute for Gender Equality (EIGE), an autonomous body of the European Union and was first launched in 2013. The Gender Equality Index is based on the definition that gender equality is an 'equal share of assets and equal dignity and integrity between women and men'. It identifies six main domains of gender equality: work, money, knowledge, time, power and health. Two additional domains have been integrated into the Index, but they do not have an impact on the final score. The Domain of Intersecting Inequalities highlights how gender inequalities manifest themselves through combinations of age, disability, country of birth, education and family type. The Domain of Violence against women measures and analyses women's experiences of violence. The Index has, until now, been calculated bi-annually but that will change next year. From then on, it is planned that the Gender Equality Index will be computed every year at an EU level.

Recently, other EU candidate countries, along with other potential candidate countries in the Western Balkans and Turkey, have started to use the Index to measure and compare progress in achieving gender equality calculated in terms of time as well as in other different contexts and systems.

This report is the product of collaborative work carried out by a team composed of representatives from various sectors and organisations: the Montenegrin National Statistical Office was primarily in charge of computation with EIGE guidance regarding methodology, representatives from the Ministry for Human and Minority Rights oversaw the process, UNDP Montenegro and EUD inspired and supported the whole process and an independent consultant analysed the data. The Index was calculated in cooperation with European Institute for Gender Equality under Instrument of Pre-Accession Assistance (IPA), funded by the European Union. This report is therefore the product of collaborative work carried out by all of the aforementioned subjects.

Bearing in mind that this was the first time that the Index was calculated in Montenegro, it was not possible to measure in-country progress. However, the focus of the report was to provide as much additional and contextual information as possible to give 'meaning' to the data. Calculating the 2021 Index will, however, be evidently much easier to evaluate. Then, it will allow for the evaluation of the effectiveness of efforts made by stakeholders within the process of achieving gender equality in Montenegro. Indeed, the Index should become an integral part of effective gender policy making in Montenegro.

The data presented in this report should be considered as the baseline value upon which future progress can be assessed. Introducing the Gender Equality Index to Montenegro is an initiative which aims to address current challenges by assessing the level of achievement against the levels set out in the *Action Plan for Achieving Gender Equality 2017-2021* and in the *National Strategy for Sustainable Development, 2030*.

Moreover, bearing in mind its complexity and scope, the Gender Equality Index should be used as an indispensable tool for evaluating and measuring the progress achieved regarding gender equality in Montenegro; indeed, this instrument should also be adopted by future strategic documents in this field.

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<sup>2</sup>Definitions from the official Gender Equality Index internet presentation: <https://eige.europa.eu/gender-equality-index/about>

## Conceptual and Methodological Framework

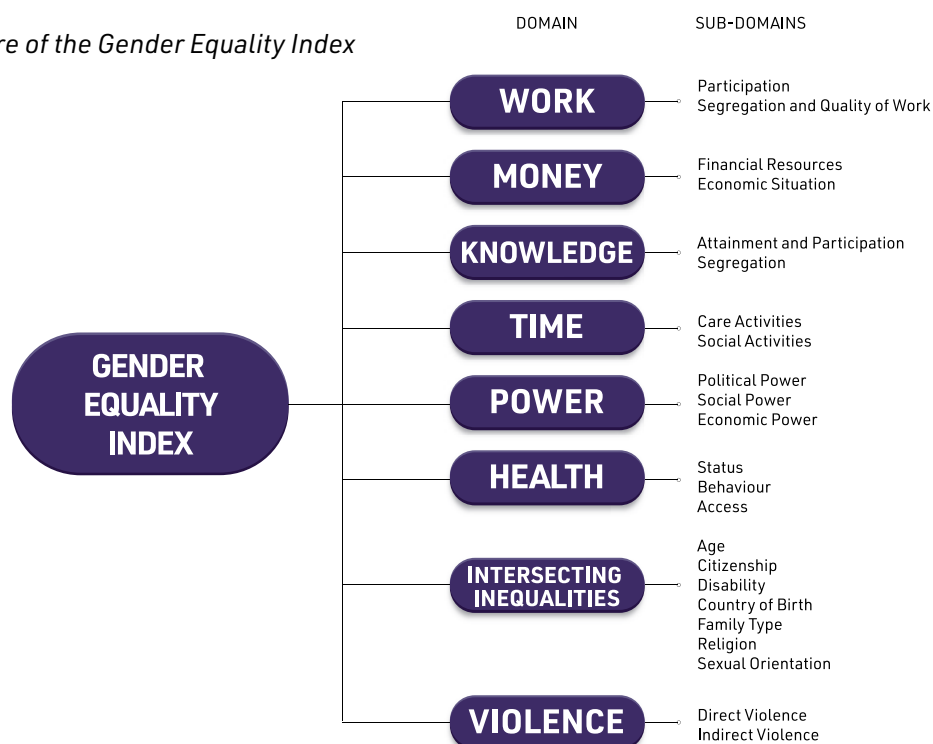
The Gender Equality Index is composed of 6 core domains plus 2 additional domains which are further divided into sub-domains and finally into 31 indicators. The core domains measure equality in terms of: work, money, knowledge, time, power and health. The additional domains seek to evaluate the situation with regard to violence and other intersecting inequalities, such as age, citizenship, disability, sexual orientation and other relevant issues. The six core domains of the Gender Equality Index assign scores for Member States which range between 1, which represents total inequality, and 100, which represents full equality.<sup>3</sup>

EIGE has also developed the methodology for an Index on Gender -Based Violence<sup>4</sup> based on the FRA (European Union Agency for Fundamental Rights) Survey on Violence Against Women published in 2014.<sup>5</sup>

**The Domain of Intersecting Inequalities** examines how elements such as age, disability, country of birth, education and family type intersect with gender. Other types of intersection could also potentially be analysed, depending on the availability of statistics, to highlight the situation of LGBTQI people, Roma and Muslim women, and other relevant issues.<sup>6</sup>

The Index was initially designed as a tool to influence policymaking in the European Union and, as such, it was built to track progress and detect setbacks during the process of achieving gender equality in the European Union and in member countries.

Table 1: Structure of the Gender Equality Index



<sup>3</sup>European Institute for Gender Equality, 2013. *Gender Equality Index Report*, available at <https://eige.europa.eu/gender-equality-index/publications>

European Institute for Gender Equality, 2017 (a). *Gender Equality Index 2017: Methodological Report*, available at <https://eige.europa.eu/gender-equality-index/publications>

European Institute for Gender Equality, 2017 (a). *Gender Equality Index 2017: Methodological Report*, available at <https://eige.europa.eu/gender-equality-index/publications>

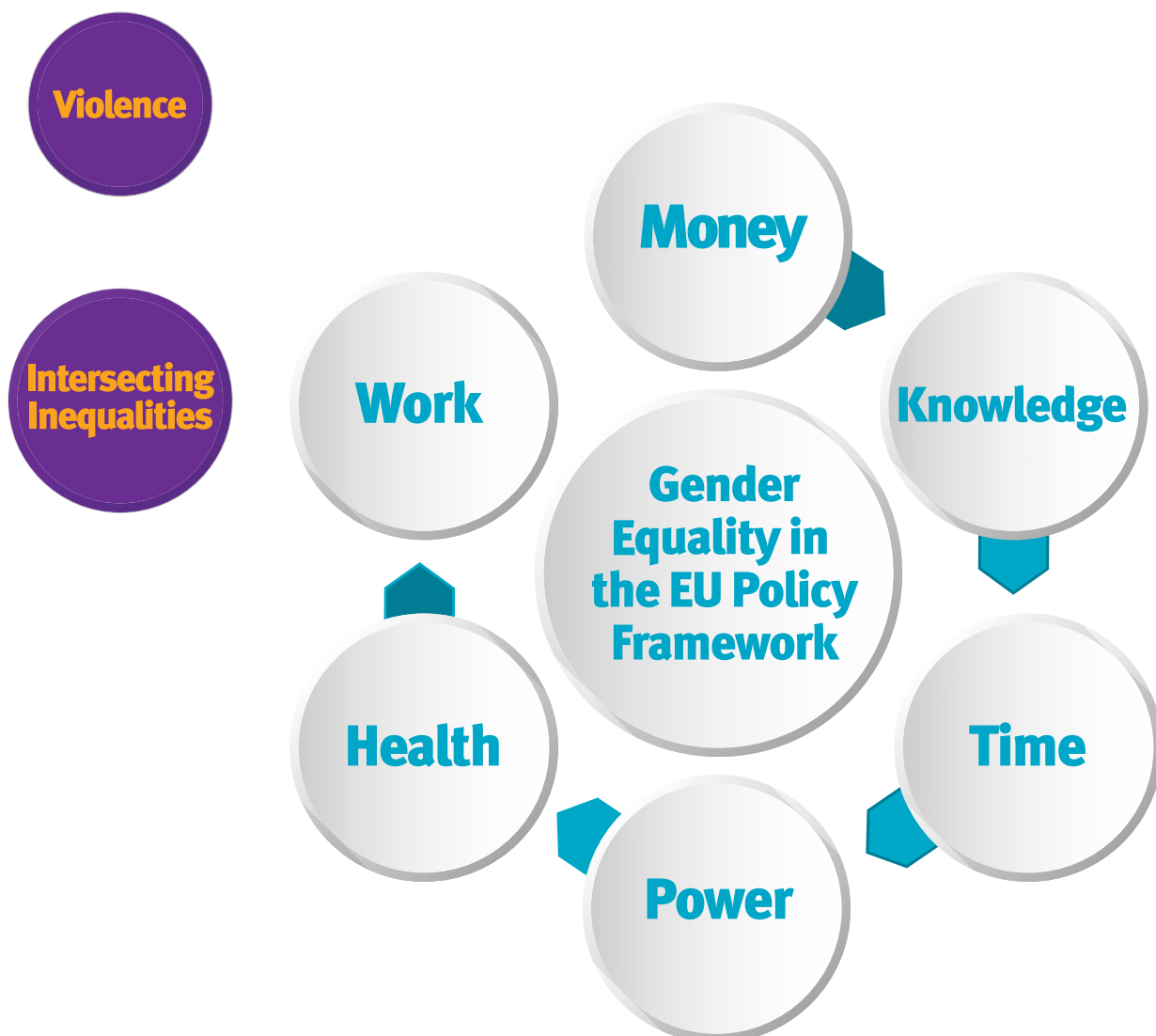
European Institute for Gender Equality, 2017. *Gender Equality Index 2017: Measurements Framework of Violence Against Women*, available at <https://eige.europa.eu/publications/gender-equality-index-2017-measurement-framework-of-violence-against-women>

<sup>5</sup>European Union Agency for Fundamental Rights, 2014. *Violence Against Women: an EU-wide survey – Main Results*, Publications Office of the European Union, Luxembourg, available at: [http://fra.europa.eu/sites/default/files/fra-2014-vaw-survey-main-results-apr14\\_en.pdf](http://fra.europa.eu/sites/default/files/fra-2014-vaw-survey-main-results-apr14_en.pdf)

<sup>6</sup>European Institute for Gender Equality, 2019. *Intersecting Inequalities: Gender Equality Index, 2019*, available at <https://eige.europa.eu/publications/intersecting-inequalities-gender-equality-index>

The Gender Equality Index is based on official statistics taken from large EU-wide surveys. It includes data collected and surveys coordinated by Eurostat and surveys conducted by the European Foundation for the Improvement of Living and Working Conditions (Eurofound) as well as data collected by the EIGE Gender Statistics Database, Women and Men in Decision-Making. The Gender Equality Index 2019 is mainly based on data from 2017.

Figure 1: Conceptual framework of the Gender Equality Index



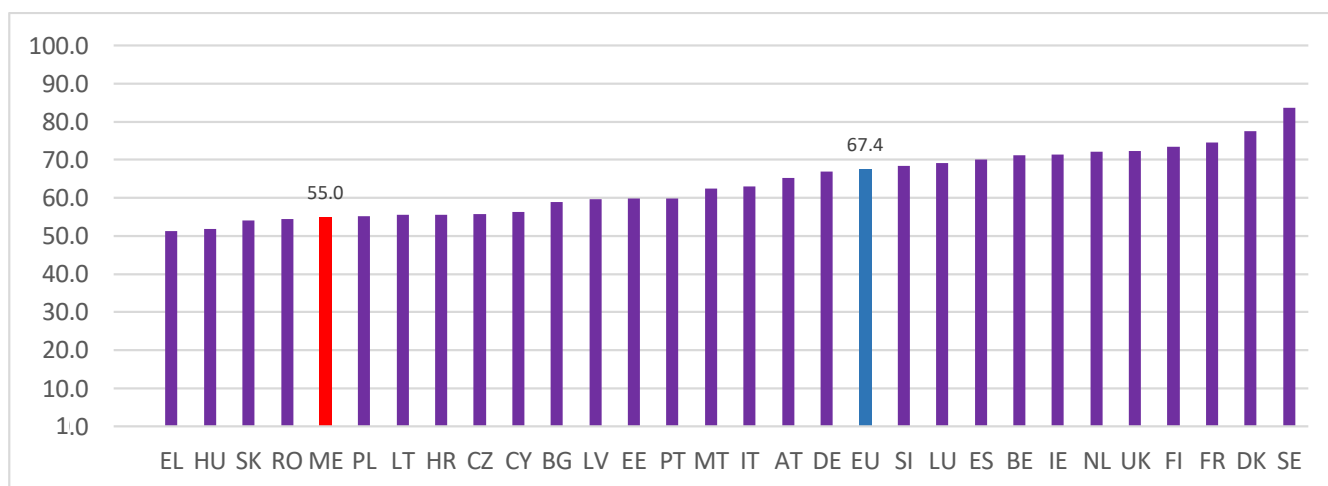
## Gender Equality Index in Montenegro

# 55

The Gender Equality Index for Montenegro was calculated for the first time in 2019; the score was 55. However, the value by itself does not mean a great deal without comparison. Unfortunately, it was not possible to make a comparison of data in Montenegro as this was the first time that this Index was calculated for the country. However, in order to see a broader picture, the figure calculated for Montenegro can be compared to the 2019 Gender Equality Index for EU-28 which was 67.4. For EU-28 countries this value represents an increase of 1.2 points since its previous calculation in 2015, and an increase of 5.4 points since the first year of its calculation in 2005. However, looking at the graph that represents the Index in each country, it is evident that the EU-28 figure is not exactly a 'middle' value for countries in the EU-28. The distribution of data is skewed. This means that most countries fell below the EU-28 score and that just a few countries achieved significantly higher scores which, in turn, drove the overall average much higher. The gender equality situation within the territory of the EU-28 countries could, therefore, perhaps be more accurately represented by a median value of 63.<sup>7</sup> This is due to the fact that 14 out of the 28 EU countries scored 63 or less in this Index, and 14 countries scored 63 or more.

However, regardless of how one looks at the distribution of the Gender Equality Index in the EU member states, Montenegro still lags behind. Only four countries scored lower than Montenegro in 2019 – Romania, Slovakia, Hungary and Greece.

Figure 2: The Gender Equality Index in the EU Member States, and in Montenegro



By looking at each individual domain within the Index, it is possible to understand the differences more clearly. It would appear that the greatest differences in gender equality between the European Union and Montenegro relate to Money (20.7) and to Power (16.8). The smallest differences are evident in the areas of Health (1.2) and Work (6.8).

<sup>7</sup>The median value is defined as the number that is in the middle of a sequence of numbers; numbers are sorted from the lowest to the highest, or from the highest to the lowest.

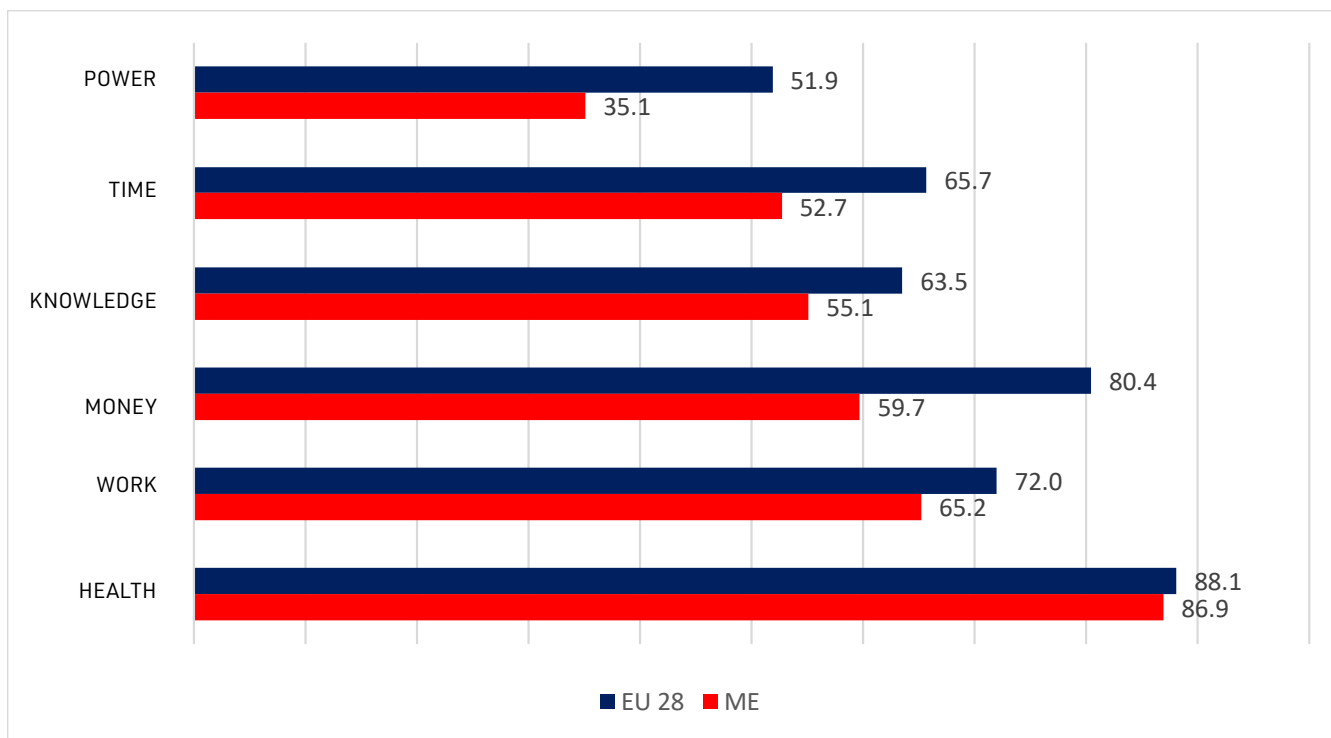


Figure 3: Montenegro and the EU-28; comparison between core domain values, 2019

At a national level, women in Montenegro are the least equal when it comes to Power, followed sequentially by Time, Knowledge, Money and Work. Women are the most equal when it comes to Health. The order is similar, but not the same, in the EU-28. Women in the EU-28 are also the least equal when it comes to Power; in the EU-28 this area is followed sequentially by Knowledge, Time, Work, Money and finally Health.

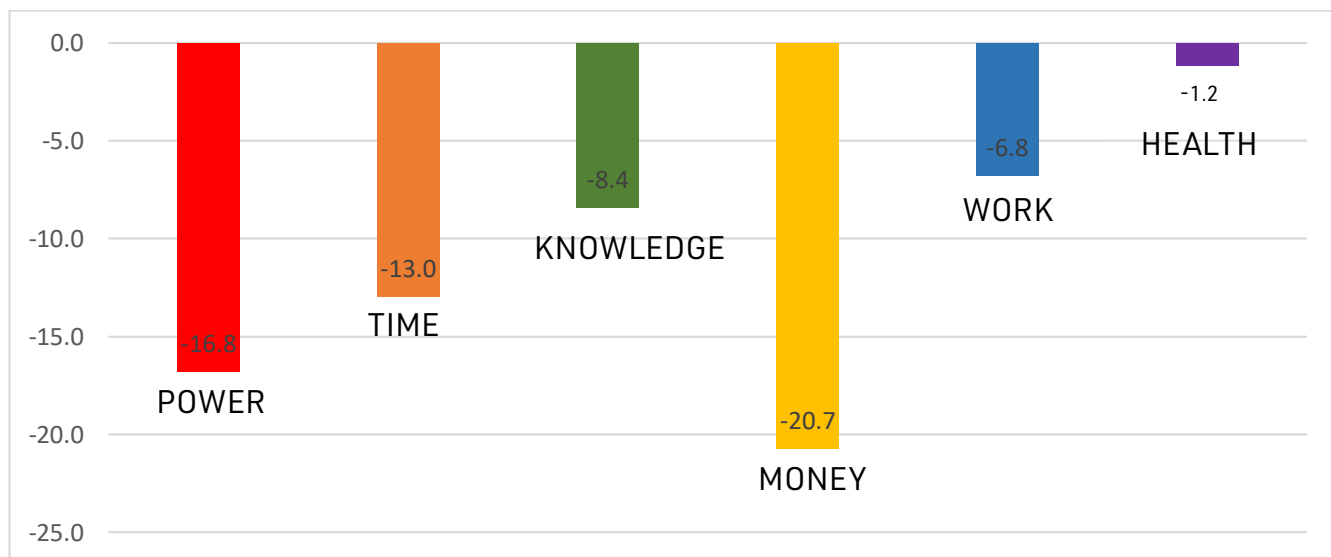


Figure 4: Gap between the EU-28 average and Montenegro, by core domain

## Domain of Work:

# 65.2

## STILL PAYING A HIGHER PRICE FOR 'HAVING IT ALL'

The Domain of Work includes indicators designed to measure gender equality in the labour market. It estimates 'the extent to which women and men can benefit from equal access to employment and good working conditions.'<sup>8</sup> The domain is a complex Index that includes not only direct measures such as employment rates, but also indirect measures designed to evaluate conditions and work prospects. The *right to work* was once considered as one of the cornerstones of gender *equality*; however, nowadays we know that equal numbers of men and women 'working' does not necessarily mean equality since employment rates can often hide many underlying inequalities. This domain also tries to capture those underlying inequalities.

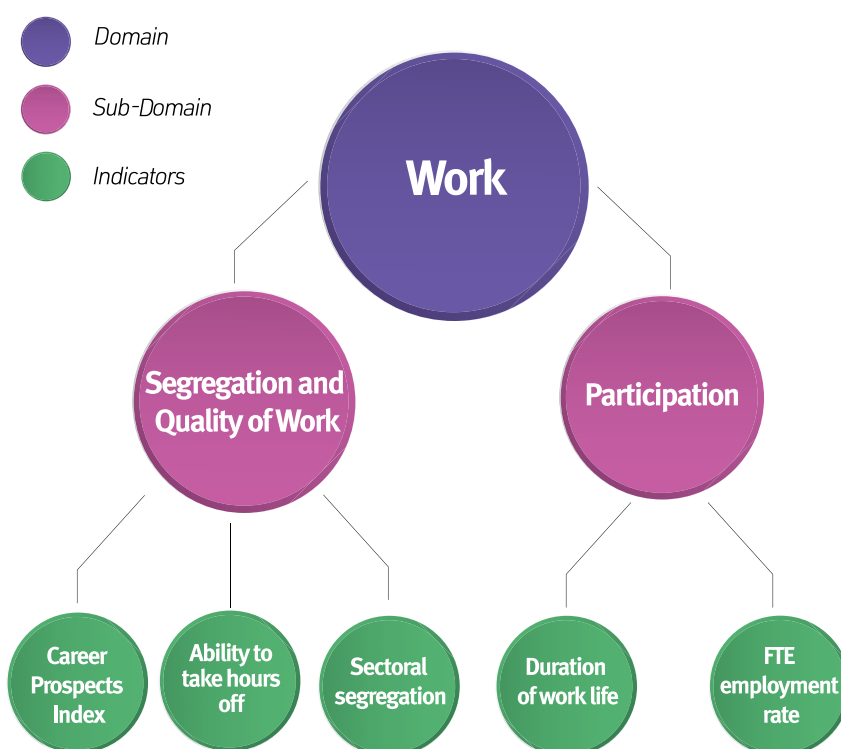


Figure 5: Conceptual framework of the Domain of Work

### Methodology in Brief:

The Domain of Work consists of two sub-domains: 1) Participation and 2) Segregation and Quality of Work. **Participation** is measured using two indicators. The first of these is the *full-time equivalent (FTE) employment rate*. FTE is defined as a unit to measure the number of employed persons in such a way that they can be compared even though they may work a different number of hours per week. This unit is obtained by comparing an employee's average number of hours worked with the average number of hours worked by a full-time worker. A full-time worker is therefore counted as one FTE, while a part-time worker gets a score calculated in proportion to the hours, she/he works. For example, a part-time worker who is employed for 20 hours a week in a country in which full-time work consists of a 40-hour working week is counted as 0.5 FTE.<sup>9</sup> This indicator is expressed in percentage terms for the population older than 15 years.

<sup>8</sup>European Institute for Gender Equality, *Gender Equality Index 2019: Work – Life Balance*, p.29

<sup>9</sup>Definitions from the List of Indicators of the Gender Equality Index, *Gender Equality Index 2019: Work – Life Balance, EIGE, 2019*, p.137

The second indicator used within this sub-domain is the *duration of working life* (DWL). It measures the number of years a person aged 15 is expected to be active in the labour market throughout his/her life. This indicator is calculated using a probability model which combines demographic data and labour -market data. MONSTAT used the Labour Force Survey 2017 to calculate both indicators<sup>10</sup>.

**Quality of Work and Segregation** includes three indicators. The first of these is defined as the percentage of people employed in Education, Human Health and Social Work, calculated as a percentage of the total of all employed people. MONSTAT also used the Labour Force Survey 2017 to calculate this indicator.

The second indicator – ‘flexibility’ is defined as the percentage of people that answered ‘very easy’ to the question ‘would you say that for you arranging to take an hour or two off during working hours to take care of personal or family matters is very easy, fairly easy, fairly difficult or very difficult?’. The source of data for this indicator was the European Working Condition Survey EWCS.

The last indicator is a job-quality index developed by Eurofound which combines various employment status indicators (self-employed or employee), contract type, career advancement prospects as perceived by the worker, the perceived likelihood of losing one’s job and the potential experience of downsizing within an organisation. This is measured using a scale of 0-100 and is interpreted by measuring the total score: the higher the score, the higher the job quality.

Montenegro scored 65.2 in the Domain of Work. Compared with the EU-28 average of 72, there was a gap of 6.8 points between Montenegro and the EU-28.

All countries, including Montenegro, in general performed much better in the Domain of Participation than in the Domain of Quality of Work and Segregation. This means that even though the number of women that are active in the labour force has increased, neither the quality of their work conditions, nor the types of work they do, have kept pace with this increase in terms of improvement. This is a good illustration of how misleading it can be to just use the numbers of women and men employed to measure gender equality in the work place.

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<sup>10</sup>[https://www.MONSTAT.org/userfiles/file/ars/2017/ARS%20saopstenje\\_2017\\_en.pdf](https://www.MONSTAT.org/userfiles/file/ars/2017/ARS%20saopstenje_2017_en.pdf)

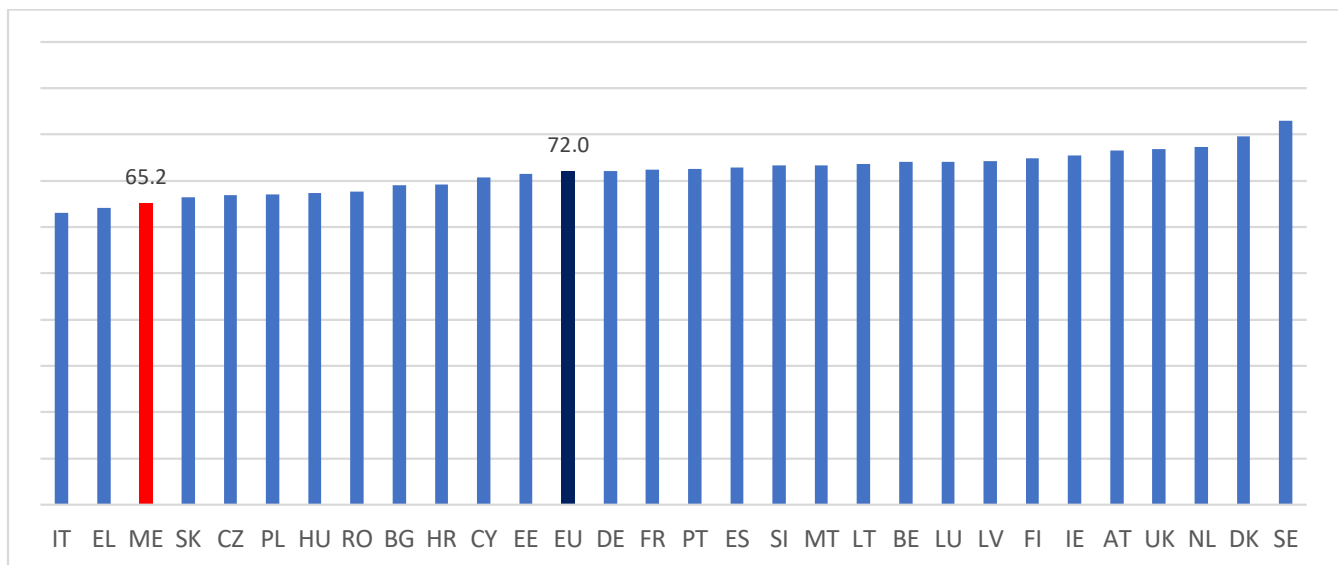


Figure 6: The Domain of Work in the EU Member States and in Montenegro

Looking at specific indicators within this domain, we can see that the figures for full-time equivalent employment in Montenegro are 37.3% for women and 50.5% for men; this means that there is a gender gap of 13.2 percentage points. At an EU-28 level, the FTE employment rate was 41% for women and 57% for men; this means that even though the numbers of women and men working were higher, the gender gap was larger than it was in Montenegro – 16 percentage points.

During recent times, Montenegro has passed some unfavourable pieces of legislation regarding encouraging women to work. A piece of legislation often referred to as the 'Law on Mothers' was introduced recently, but was quickly withdrawn. This law strongly discouraged women with three or more children from working and as a result approximately 17,000 women withdrew from the labour force.<sup>11</sup> However, after the withdrawal of the law, many of the women could not return to their previous work.

The *duration of working life* for women in Montenegro in 2017 was 27.9; this means that a woman who is 15 'today' is, on average, expected to be active in the labour market for the next 27.9 years, while the expectancy for a man is longer - 34.4 years. The difference could be ascribed to women finding it more difficult to find employment or due to maternity being a frequent reason for the termination of employment (especially regarding short term contracts).

The second sub-domain, *Quality of Work and Segregation*, provides more details about working conditions for women and men. Namely, looking more closely into the structure of employment we can detect both horizontal and vertical segregation. Horizontal segregation is defined as the concentration of women or men in different types of occupations, while vertical segregation refers to the under-representation of members of certain sex in top career and leading positions.<sup>12</sup> *Employment by sex, age and economic activity in education, human health and social work activities* was recorded as 19.5 for women and 5.8 for men in Montenegro; this means that the gender gap in this domain is 13.7. However, although women represent a significant majority

<sup>11</sup>NGO Shadow Report on the Implementation of the Convention on the Elimination of All Forms of Discrimination Against Women CEDAW in Montenegro, 2017, p.9

<sup>12</sup>European Institute for Gender Equality, Gender Equality Index, 2013, p. 19



when it comes to employees in education (76.6%) for example, only a fraction of them reach decision-making positions (88 out of 234 directors of primary, high schools or kindergartens are women).<sup>13</sup> This example illustrates both the horizontal and vertical segregation present in the workplace in Montenegro.

One very important feature of the working environment nowadays, especially for parents, is flexibility. However, the data showed that working conditions tend to be more flexible for men than women in Montenegro. The percentage of women who said that it would be very easy for them to take an hour or two off during working hours to take care of personal matters was 15.8% compared to 23.9% of men<sup>14</sup>.

Despite the fact that Montenegrin laws normatively prohibit any kind of discrimination, many women and men still face this on a daily basis at their place of work. Motherhood remains one of the most important obstacles for working women. According to one NGO report, women report that they were asked during job interviews about their marital status (64.1%), about the number of children they had (45.5%) and even about their plans to have children (35.6%)<sup>15</sup>. Montenegro has introduced parental leave, instead of simply maternal leave, and more and more<sup>16</sup> fathers have started to use this in recent years, thus breaking stereotypical parental roles. However, Montenegrin labour legislation does not prescribe non-transferable parental leave solely for fathers.

The *Career Prospect Index* for women in Montenegro is 58.5, whereas for men it is 57.7. This means that the gap between men and women is quite small when it comes to assessing the prospects of their current employment regarding employment status, career advancement, job security and possible threat of downsizing<sup>17</sup>. This is also the case in other countries<sup>18</sup>.

	INDEX Score Overall	Domain of WORK	Participation	Segregation and Quality of Work
EU-28	67.4	72.0	80.9	64.0
ME	55.0	65.2	75.2	56.6
<b>Difference</b>	<b>-12.4</b>	<b>-6.8</b>	<b>-5.7</b>	<b>-7.4</b>

Table 2: Comparison of the Scores of the Domain of Work between the EU-28 and Montenegro

## Illustration: NGO Shadow Report on the CEDAW Implementation – Take on the ‘Controversial Law on Mothers’

According to the NGO Shadow Report: “Amendments to the Law on Social and Child protection from 2015 introduced life-time social benefits for mothers of three or more children, where women who had three children and 25 years of employment and women who had four or more children and at least 15 years of employment were entitled to monthly payments of EUR 336 (70% of the average monthly net salary). At the same time, mothers of three or more children who had been registered as unemployed for 15 years or more were entitled to monthly payments

<sup>13</sup>MONSTAT & Ministry for Human and Minority Rights, *Men and Women in Montenegro, 2018*, p. 58

<sup>14</sup>European Working Condition Survey EWCS, 2019

<sup>15</sup>Center for Women’s Rights, *Gender based discrimination at work and employment, 2019*

<sup>16</sup>Although official data on how many fathers took parental leave is still missing.

<sup>17</sup><https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015>

<sup>18</sup>Eurofound, *Sixth European Working Conditions Survey, 2017 (update)* p.92

of EUR 192 (40% of the average monthly net salary).

These life-long social benefits for mothers of 3+ children not only gave women a strong disincentive regarding their participation in the labour market and in the social life of the country, but also diminished the opportunities for emancipation. These financial social benefit rewards gave their role as mothers and housewives a higher level of priority than their role in employment.

Meanwhile, as a result of government austerity measures, the social benefits for mothers were reduced by 21%, respectively (i.e. from EUR 336 to EUR 264 and from EUR 192 to EUR 144). This led to weeks of protests by the women who demanded that their benefits should be restored to their original level, which was not successful.

In the end, following 16 months of implementation, on 19 April 2017 the Constitutional Court annulled these amendments for not being in line with the constitution. Despite this, the fact remains that legislation such as this one is being prepared and adopted without any gender analysis or assessment of fiscal impact. Furthermore, apart from the President of the Parliament Gender Equality Committee, none of the relevant stakeholders (including the line Ministry and the Ombudsman) commented on the amendments during their drafting phase. Only women's NGOs provided arguments against the law and asked for the necessary fiscal and gender impact analysis to be carried out. This request was made in a public statement and was shared with relevant stakeholders. Finally, even though the decision of the Constitutional Court rendered the discriminatory provisions void, a great deal of damage was done to thousands of women, in particular to those who made irreversible decisions to leave their jobs in exchange for benefits."<sup>19</sup>

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<sup>19</sup>NGO Shadow Report on the Implementation of the Convention on the Elimination of All Forms of Discrimination Against Women CEDAW in Montenegro, 2017, p.32

## Domain of Money:

# 59.7

### WHERE'S THE GAP?

The Domain of Money measures inequalities regarding the general economic situation and concerning access to financial resources. It focuses on the 'outcome' of labour in 'monetary' terms – regardless of work conditions. It illustrates how large the gap between women and men is in terms of how much, on average, they earn for their work and how this money is distributed in terms of poverty and wealth. Financial self-sustainability is one of the important preconditions of gender equality and although it seems that it should be a logical consequence of the equal division of employment, it is not that simple. Having access to employment does not necessarily mean financial equality or security for a wide variety of reasons. Even though more women have entered the workforce, the outcome of their work, in terms of how much they earn, has not followed at the same pace.

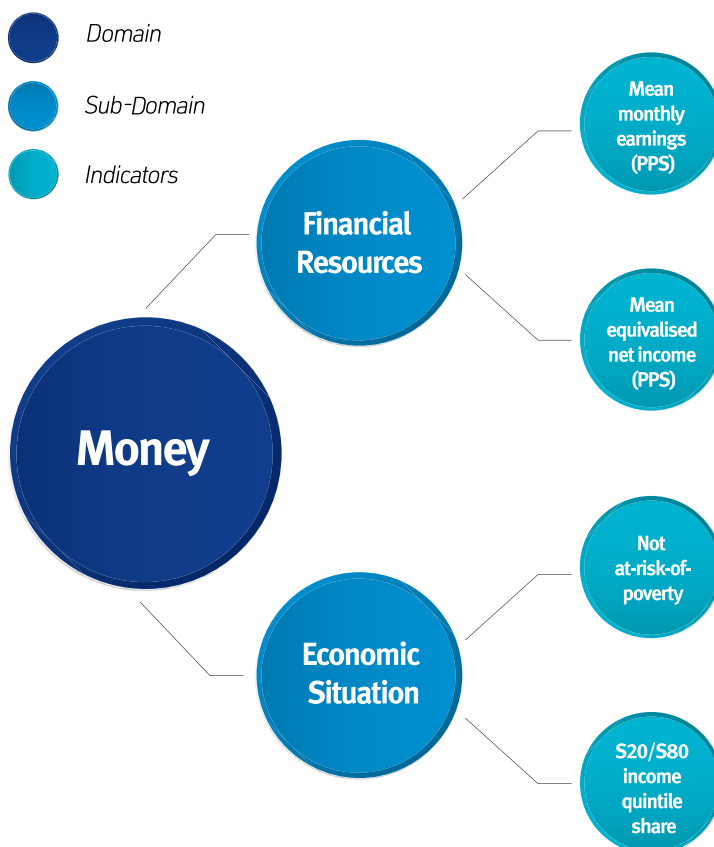


Figure 7:  
Conceptual  
framework of the  
Domain of Money

### Methodology in Brief

This domain includes two sub-domains: Financial Resources and Economic Resources.

The area of Financial Resources is measured using two indicators. The first one is *mean monthly earnings*. The source that was used to calculate this indicator was Eurostat's Structure of earnings survey 2014 .

<sup>20</sup>[https://ec.europa.eu/eurostat/cache/metadata/en/earn\\_ses2014\\_esms.htm](https://ec.europa.eu/eurostat/cache/metadata/en/earn_ses2014_esms.htm)

The second indicator of this sub-domain is *mean equalized net income*. This includes earnings taken from paid work as well as from pensions, investments and other sources of income. The source of data for this indicator was the Statistics of Income and Living Conditions Survey – EU SILC, calculated by Statistical Office of Montenegro in 2017<sup>21</sup>. Both indicators are expressed in the *Purchasing Power Standard* (PPS), which represents an ‘artificial currency that accounts for differences in price levels between the Member States’<sup>22</sup>.

Economic resources also include two indicators. The first is not-at-risk-of-poverty which represents the percentage of the population that is not at risk of poverty. The second is the part of the S20/S80 income quintile that represents the level of income inequality between women and men. It is calculated as a ratio of the total income received by a segment of the population; the highest 20% of the population and the lowest 20%.

Montenegro scored 59.7 in the Domain of Money. This was considerably lower than the EU-28 average and was also lower than any other EU-28 country. Namely, the EU-28 average in this domain was 80.4 points; 20.7 points more than Montenegro.

The score in the financial sub-domain was lower (46.3) than the score in the economic sub-domain (76.9) which was consistent with the EU-28 average. The financial sub-domain was also lower (73.8) than the economic sub-domain (87.7).

This means that the financial sub-domain is the main reason for the extent of the gap. The *mean monthly earning* figures, calculated by Eurostat’s Structure of Earnings Survey 2014 in Montenegro, was 692 PPS for women and 761 PPS for men. *Mean equalized net income* for the 16+ population was EUR 7,767 for women and EUR 7,817 for men. Due to the sophisticated methodology used to calculate these two indicators, it is not, however, the most intuitive tool for illustrating the earnings gap between women and men in Montenegro. An alternative tool that could be used for this purpose is the pay or wage gap. The latest official calculation of the gender pay gap in Montenegro can be found in the Government’s *Plan for Achieving Gender Equality with the Implementation Program for the Period 2017-2021*, which states that the wage gap in Montenegro was 13.9%. This means that women earned only 86.1% of the average men’s salary in Montenegro.

According to the publication ‘*Gender Gap in the Western Balkan Countries: Evidence from Serbia, Montenegro and Macedonia*’, both the unadjusted and adjusted wage gaps in Montenegro were recorded as 16.1%. This is explained by the presence of a ‘higher frequency of women in low paid occupations and sectors, some of which are traditionally ‘female’, and that female workers are often pushed into these jobs despite their higher level of education’. However, this is not official information based on official statistics but an external estimate. A similar figure was mentioned in the CEDAW 2017 report. This report expressed concern that a significant gender wage gap of 16 percent still existed despite the fact that the principle of equal wages for work of the same value<sup>26</sup> had been introduced in the Law on Labour.

<sup>21</sup>[https://www.MONSTAT.org/eng/prikazi\\_metapodatke.php?id=1001&pageid=1001&name=Statistics%20of%20income%20and%20living%20conditions%20-%20EU%20SILC](https://www.MONSTAT.org/eng/prikazi_metapodatke.php?id=1001&pageid=1001&name=Statistics%20of%20income%20and%20living%20conditions%20-%20EU%20SILC)

<sup>22</sup>European Institute for Gender Equality, *Gender Equality Index, 2017*, p. 21

<sup>23</sup>Ministry for Human and Minority Rights, Government of Montenegro, *Plan za postizanje ravnopravnosti s programom s provođenja za period 2017-2021*, 2017. p. 26 (*Plan for Achieving Gender Equality with the implementation program for the period, 2017-2021*)

<sup>24</sup>FREN, *Gender Gap in the Western Balkan Countries: Evidence from Serbia, Montenegro and Macedonia: Policy Brief*: [https://www.fren.org.rs/sites/default/files/projects/attachments/Policy%20briefs\\_GPG.pdf](https://www.fren.org.rs/sites/default/files/projects/attachments/Policy%20briefs_GPG.pdf)

<sup>25</sup>According to EUROSTAT, the unadjusted gender pay gap is defined as the difference between the average gross hourly earnings of women and men, expressed as a percentage of the average gross hourly earnings of men. It is calculated for enterprises with 10 or more employees.

<sup>26</sup>Komitet za eliminaciju diskriminacije žena, *Zaključna zapažanja o drugom periodičnom izvještaju Crne Gore, 2017*, p. 9 (*Committee on the Elimination of Discrimination Against Women, Key Considerations on the Second Periodic Report Submitted by Montenegro, 2017*)

The fact that Montenegro does not regularly make an official calculation of its gender wage gap, takes away an important monitoring tool for estimating the success of policies aimed at reducing financial gender inequality.

At an EU-28 level, the unadjusted gender wage gap for 2017 was 16.1%.<sup>27</sup> However, this varied significantly from country to country, depending on the type of employment (part or full-time employment) and on a generation basis (lower among the younger population). The gender wage gap in Europe was also higher in the private sector than in the public sector and was the highest in financial and insurance activities. Unfortunately, such data is unavailable for Montenegro.

When we look into other potential sources of income, we find more official information. For example, according to the Governmental Plan for Achieving Gender Equality, women in Montenegro own only 4% of all real-estate properties, 8% of land and 14% of vacation homes<sup>28</sup>. Paired with the information that only 9.6% of entrepreneurship companies are owned by women, this information provides a valuable context for the factors that influence the risk of poverty<sup>29</sup>. Namely, not owning property increases financial insecurity and dependency; this could later be translated into a number of deprivations, from not being able to escape an abusive relationship to not being able to start up a business because most business loans require real-estate security. Unfortunately, this 'dependence' culture seems to be strongly built into the Montenegrin society and seems not to change with time. According to the survey that was conducted among young people in Montenegro by the Westminster foundation, 43.7% of young people believed that it was not good for 'customary roles to change, and for women to earn more money than men.'<sup>30</sup>

Looking into the economic sub-domain, we can see that the percentage of women that are above the poverty threshold ( $\geq 60\%$  of the median income) is 79.1% for women and 77.9% for men. Finally, the S20/S80 income quintile was recorded as 0.11615 for women and 0.11407 for men. This means that inequalities between women and men are higher in the sub-domain of financial resources than they are in the actual economic situation.

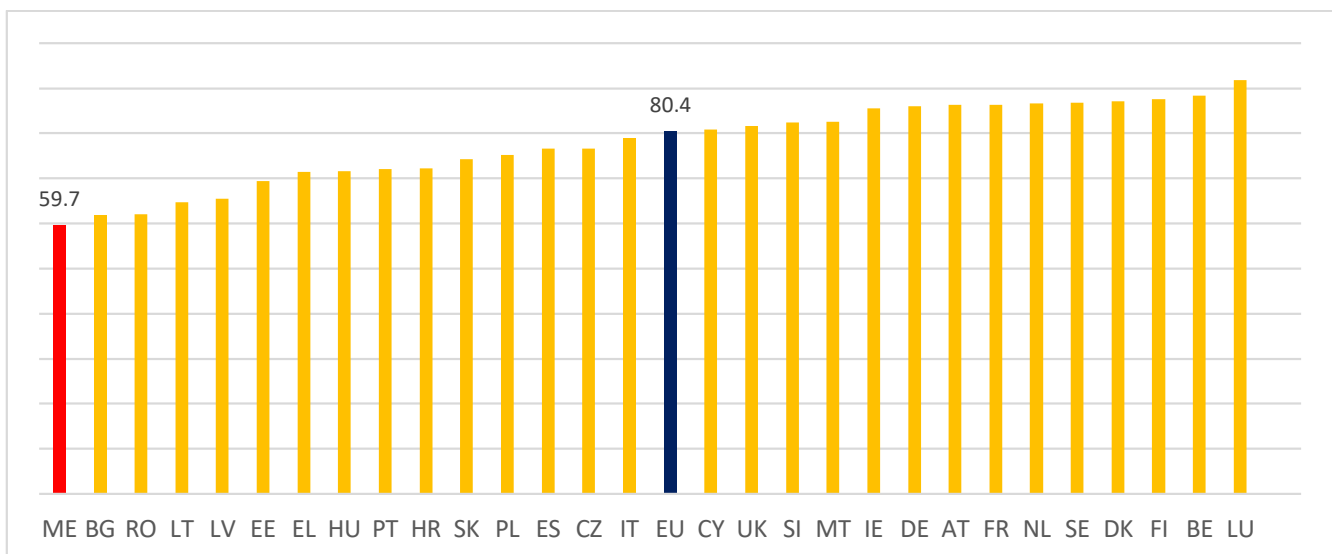


Figure 8: The Domain of Money in the EU Member States and in Montenegro

<sup>27</sup>[https://ec.europa.eu/eurostat/statistics-explained/index.php/Gender\\_pay\\_gap\\_statistics#Part-time\\_versus\\_full-time\\_employment](https://ec.europa.eu/eurostat/statistics-explained/index.php/Gender_pay_gap_statistics#Part-time_versus_full-time_employment)

<sup>28</sup>Ministry for Human and Minority Rights, Government of Montenegro, Plan za postizanje rodneravnopravnosti s programom s provođenja za period 2017-2021, 2017, p. 26 (Plan for Achieving Gender Equality with the Implementation Program for the Period, 2017-2021)

<sup>29</sup>Ministry for Human and Minority Rights, Government of Montenegro, Plan za postizanje rodneravnopravnosti s programom s provođenja za period 2017-2021, 2017, p. 27 (Plan for Achieving Gender Equality with the Implementation Program for the Period, 2017-2021)

<sup>30</sup>Westminster Foundation for Democracy, Youth Perceptions and Attitudes Towards Politics in Montenegro, 2019, p. 31

	INDEX Score Overall	Domain of MONEY	Financial	Economic
EU-28	67.4	80.4	73.8	87.7
ME	55.0	59.7	46.3	76.9
<b>Difference</b>	<b>-12.4</b>	<b>-20.7</b>	<b>-27.5</b>	<b>-10.8</b>

Table 3: Comparison of the Scores of the Domain of Money between the EU-28 and Montenegro

### **Illustration: Horizontal and Vertical Gender-Based Occupational Segregation – research by the Montenegrin Employers Federation and the ILO**

Issues regarding women's participation in top managerial positions and gender-based occupational segregation, such as in the judiciary and in education, were examined in specific research carried out by the Montenegrin Employers Federation and the International Labour Organisation in 2013 and 2017, in the absence of official statistics. The aim was to gather data on the number of women in managerial positions covering small, medium and big companies operating in Montenegro.

The findings<sup>31</sup> confirmed the existence of gender based, horizontal and vertical, occupational segregation which revealed data about the grouping of women in stereotypical 'women's professions' which are less paid and have limited career opportunities. At the same time, it was evident that men dominated over women in most senior managerial positions in larger companies, but not in mid-size companies. The function of 'executive director', according to this survey, was held by just 26% of women, while only 6% of women chaired the Steering Boards of companies registered in Montenegro. Some of the greatest challenges and barriers preventing women from gaining leadership positions in companies were identified by survey participants as follows: 1. Women have greater family responsibilities than men; 2. Women lack sufficient work experience and managerial competence; 3. Gender roles of women and men; 4. Absence of parental leave practices by men; 5. Stereotypes and prejudices about women.

<sup>31</sup>Montenegrin Employers Federation 'Women in Management in Montenegro', <http://poslodavci.org/en/publications/women-in-management-in-montenegro>

## Domain of Knowledge:

### BETTER EDUCATION, SAME JOBS

# 55.1

This domain measures the inequalities between women and men in terms of educational attainment and segregation in different fields of education. Its importance was recognised by the European Parliament in 2019, as a tool for raising awareness regarding 'the key principles of equality between women and men' and for preventing a potential 'backlash against women's rights'.

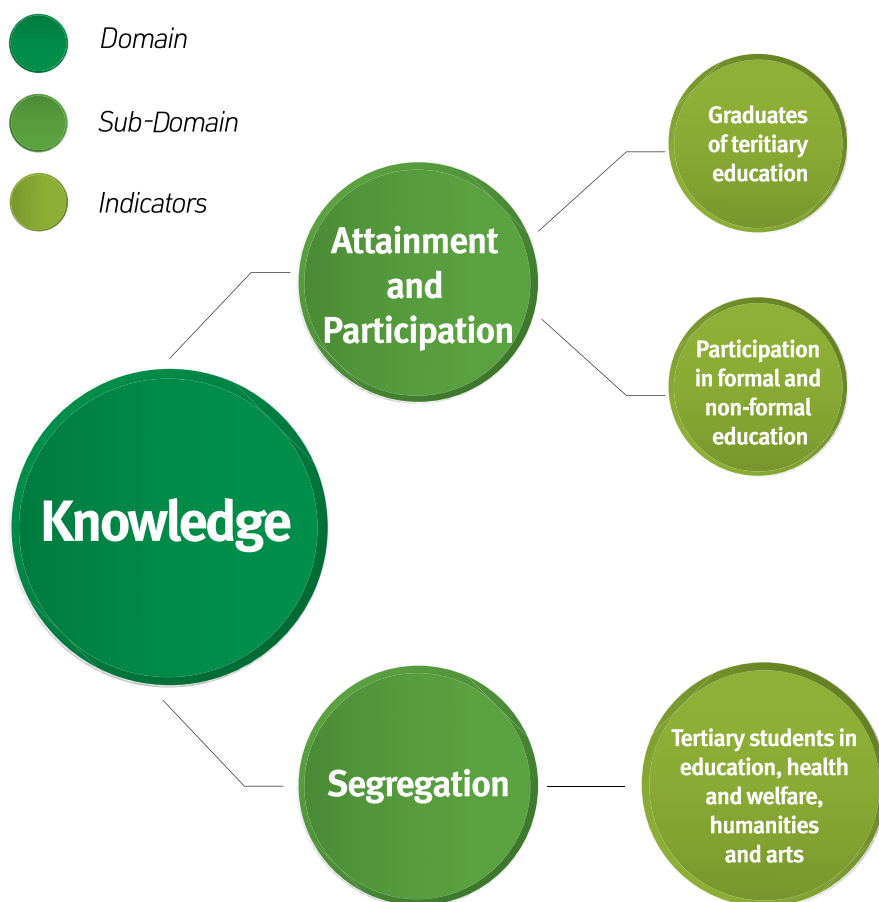


Figure 9: Conceptual Framework of the Domain of Knowledge

### Methodology in Brief

The Domain of Knowledge consists of two sub-domains: Attainment and Participation and Segregation.

The area of **Attainment and Participation** is measured using two indicators. The first is the percentage of women and men that are tertiary graduates. The second is the participation of women and men in formal and non-formal education. The source for both calculations was MONSTAT's Labour Force Survey 2017.

The second sub-domain, **Segregation**, is measured using one indicator which is the percentage of female and male students in the fields of education, health, welfare, humanities and the arts. The source of data for this indicator was MONSTAT's higher education statistics<sup>32</sup>.

Montenegro scored 55.1 in the Domain of Knowledge; this was 8.4 points lower than the EU-28 average (63.5). However, Montenegro's score was better than six other countries - Lithuania, Croatia, Romania, Bulgaria, Germany and Portugal. At an EU-28 level, Montenegro's result revealed that "women's educational attainment is rising, but that their overall positive development is being held back by strong gender segregation and low engagement in lifelong learning".<sup>33</sup>

More women in Montenegro graduate than do men. According to data collected in 2017, 21.1% women graduated at a tertiary level compared to 18.6% of men<sup>34</sup>. However, in the segment of the population that had no education at all (the total of 11,324 citizens), women also represented a significant majority (80.8%). Similarly, within the segment of the population with incomplete primary school, women comprise the majority of 73%<sup>35</sup>. The huge gap that is evident here, however, can probably be ascribed to older generations when it was less common for women to receive any kind of education. Times have changed and today, women represent the majority of those who complete bachelor studies according to the new reformed educational system (57.4%). They also represent the majority of those who receive postgraduate degrees (67% of those with a specialist diploma are women; 61.6% of those have received masters' degrees)<sup>36</sup>. However, there is no evidence that the better education of women has resulted in them securing better jobs or having higher salaries.

The gap between women and men who participate in non-formal education is just 1 percentage point. However, the overall level of participation by both sexes in non-formal education is rather low - 13.3%.

There are significantly more female students in the fields of education, health and welfare humanities and the arts - 29% compared to 15.3% of male colleagues. The CEDAW report (2017) criticised the fact that women do not traditionally enrol on science, technology, engineering or mathematics courses<sup>37</sup>. Although this information seems concerning, the fact that men and women are equally computer-literate<sup>38</sup> and have similar rates of internet use (71.4% of men compared to 71.7% of women had used the internet during the past three months) is very encouraging.

Conversely, Montenegro still does not offer Gender Studies at a higher educational level.<sup>39</sup> Efforts in the past to establish such programmes at either state or private universities have not achieved sustainable results.

<sup>32</sup><https://www.MONSTAT.org/cg/page.php?id=124&pageid=76>

<sup>33</sup>European Institute for Gender Equality, *Gender Equality Index 2019: Work - Life Balance*, 2019, p.23

<sup>34</sup>% of 15+ population

<sup>35</sup>MONSTAT & Ministry for Human and Minority Rights, *Men and Women in Montenegro*, 2018, p. 43

<sup>36</sup>MONSTAT & Ministry for Human and Minority Rights, *Men and Women in Montenegro*, 2018, p. 43

<sup>37</sup>Komitet za eliminaciju diskriminacije žena, *Zaključna za pažanja o drugom periodičnom izvještaju Crne Gore*, 2017, p. 8 (Committee on the Elimination of Discrimination Against women, *Key Considerations on the Second Periodic Report Submitted by Montenegro*, 2017)

<sup>38</sup>MONSTAT, *Women and Men in Montenegro*, 2017, p. 61-62

<sup>39</sup>Komitet za eliminaciju diskriminacije žena, *Zaključna za pažanja o drugom periodičnom izvještaju Crne Gore*, 2017, p. 8 (Committee on the Elimination of Discrimination Against Women, *Key Considerations on the Second Periodic Report Submitted by Montenegro*, 2017)



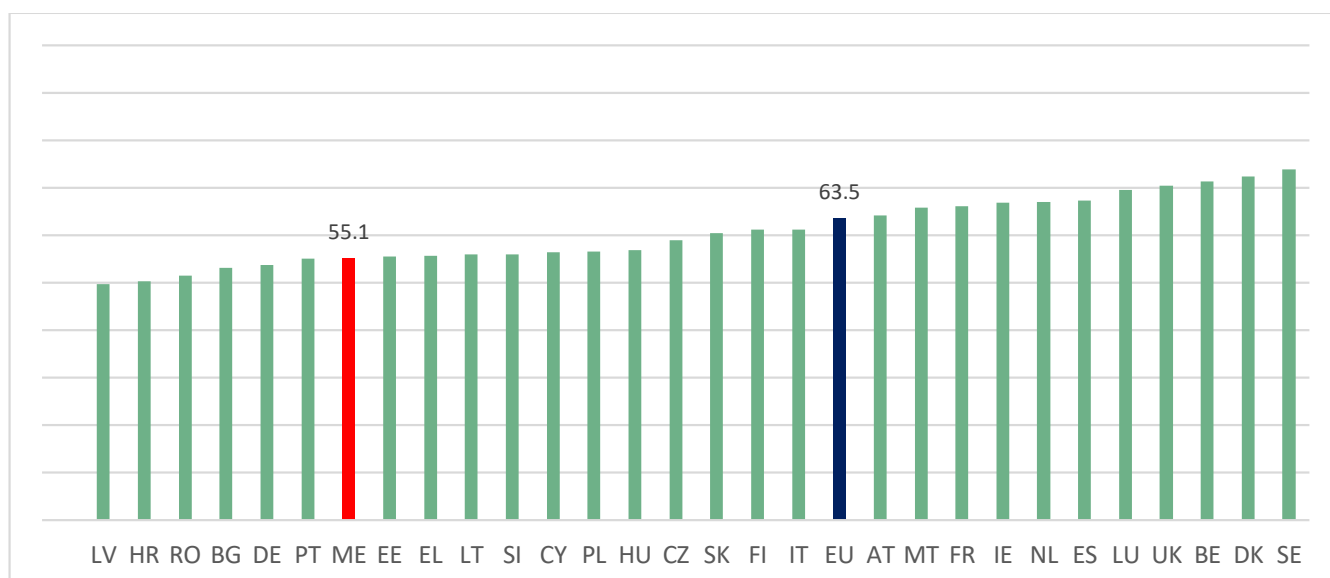


Figure 10: The Domain of Knowledge in the EU Member States and in Montenegro

	INDEX Score Overall	Domain of KNOWLEDGE	Attainment and Participation	Segregation
EU-28	67.4	63.5	72.8	55.4
ME	55.0	55.1	63.0	48.2
<b>Difference</b>	<b>-12.4</b>	<b>-8.4</b>	<b>-9.8</b>	<b>-7.2</b>

Table 4: Comparison of the Scores of the Domain of Knowledge between the EU-28 and Montenegro

## Illustration: Women in Science in Montenegro

In 2018 the Ministry of Science, headed by Minister Sanja Damjanovic who holds a PhD in experimental physics, awarded 19 grants to PhD candidates; 14 of these were awarded to women (four in the area of social sciences and humanities and ten in science, technology, engineering and mathematics).

In 2019 the Ministry awarded 17 grants to PhD candidates: 9 of these were awarded to women (one in the area of social sciences and humanities and eight in science, technology, engineering and mathematics). These grants included a monthly allowance, funds for the implementation of original research and funds for research mobility.

Additionally, the winner of the *Best Young Scientist Award* in 2019 was given to Slavica Tomović, a teaching assistant in the Faculty of Electrical Engineering at the University of Montenegro, whose work is in the field of innovation in telecommunications.

## Domain of Time:

# 52.7

## TIME TO SPARE?

The Domain of Time is designed to estimate gender inequalities in terms of the management of free time. It aims to evaluate how much time remains free for sport, culture, leisure or other activities.

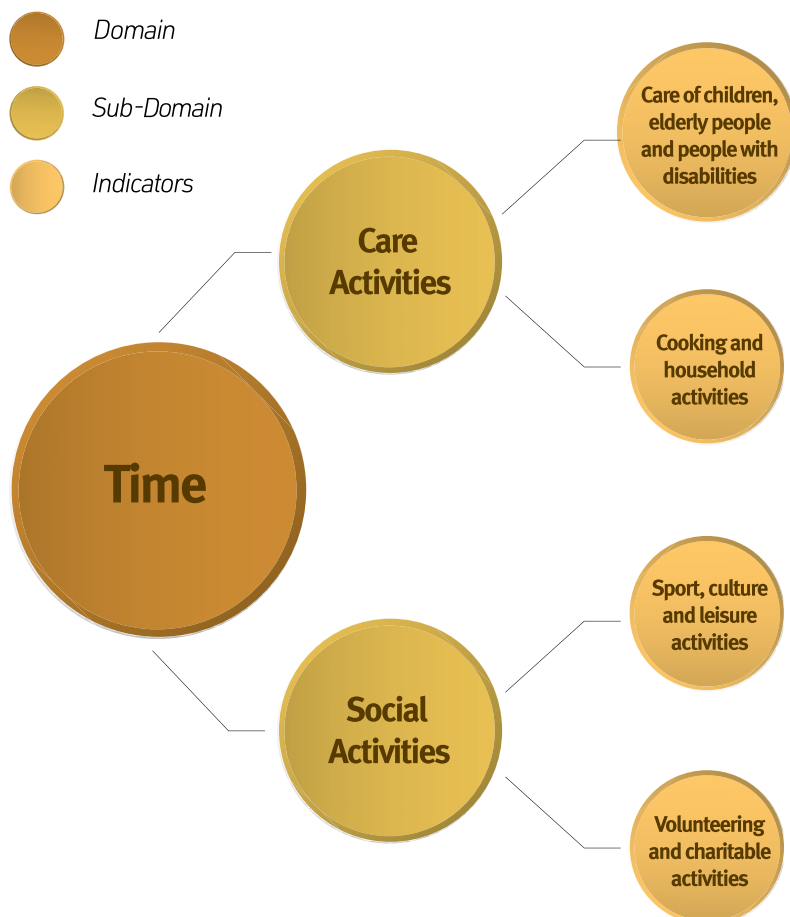


Figure 11:  
The Domain of Time  
in the EU Member States  
and in Montenegro

### Methodology in Brief

The Domain of Time consists of two sub-domains. It is designed to measure gender inequalities regarding the time spent taking care of children, of elderly people or of other people in need of care, as well as time spent performing domestic work and social activities. The first sub-domain, **Care Activities**, includes two indicators: the proportion of time spent caring for children, for the elderly, for people with disabilities or for others that need care, and the percentage of time spent daily cooking for one hour or more. The source of data for calculating these two indicators is the European Quality of Life Survey.

The second sub-domain, **Social Activities**, explores the gender gap regarding leisure and voluntary activities. The first indicator represents the percentage of people in the work force that spend some time every other day doing sporting, cultural or leisure activities outside their home. The second indicator represents the percentage of employed people involved in voluntary or charitable activities at least once a month. The source of data for these two indicators is the European Working Condition Survey.

The overall score for Montenegro in this domain was 52.7; this was 13 points below the EU-28 average (65.7). Also, it was the second least evaluated domain regarding gender gap in the entire Index (the least evaluated was the Domain of Power) at a national level. Looking more closely at the components of this dimension, it is possible to see that the main gap is 'hidden' within the sub-domain of care activities.

The data that was used to build this sub-domain shows that 42.7% of women spend time caring for children, elderly, disables, relatives, etc. compared to 23.8% of men. Also, 68% of women spend at least one hour doing housework every day, while the same is true for only 10.3% of men.

The Domain of Time also revealed a gap regarding unpaid domestic work. Women spend significantly more time caring for dependent family members and doing housework, which consequently leaves them with less time for themselves and social activities compared to men. According to data, every tenth man in Montenegro engages in housework, including cooking, on a daily basis compared to every third man in the EU<sup>40</sup>.

Domestic and care work, which is mostly unpaid, is stereotypically believed to be a woman's responsibility while paid work and 'providing for the family' is believed to be a man's. Consequently, 'the unequal distribution of time spent on caring and house-work activities between men and women remains a major hurdle to progress in gender equality'<sup>41</sup>. 'The disproportionate amount of time women spend on care and domestic chores impacts upon their participation in employment and opportunities for social, personal and civic activities. This means that, on a daily basis, women are increasingly expected to carry a 'double burden' of balancing paid and unpaid activities'<sup>42</sup>.

Unfortunately, it looks as though this division of responsibilities is not going to change soon. According to a survey carried out among young people (16-28 old) conducted by the Westminster Foundation for Democracy in Montenegro in August 2019<sup>43</sup>, 60.5% of young people didn't believe that men and women should share housework, 56.1% believed that the man was the family bread-winner and care-taker, 49.7% of young people felt that gender roles should be different because women are primarily to be devoted to the household.

The other sub-domain 'Social Activities' indicated that there was also a significant gap regarding leisure activities. Namely, 19.6% of women spent time on sporting, cultural or leisure activities at least every other day, compared to 25.8% of men. The gap was much smaller regarding voluntary or charitable activities – 12.5% of women and 14.9% of men were involved in such activities at least once a month.

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<sup>40</sup>European Institute for Gender Equality, *Gender Equality Index 2019: Work-Life Balance, 2019*, p. 14

<sup>41</sup>European Institute for Gender Equality, *Gender Equality Index 2019: Work-Life Balance, 2019*, p. 47

<sup>42</sup>Eurofound, 2017, p. 116

<sup>43</sup>Westminster Foundation for Democracy, *Youth Perceptions and Attitudes Towards Politics in Montenegro, 2019*, p.31

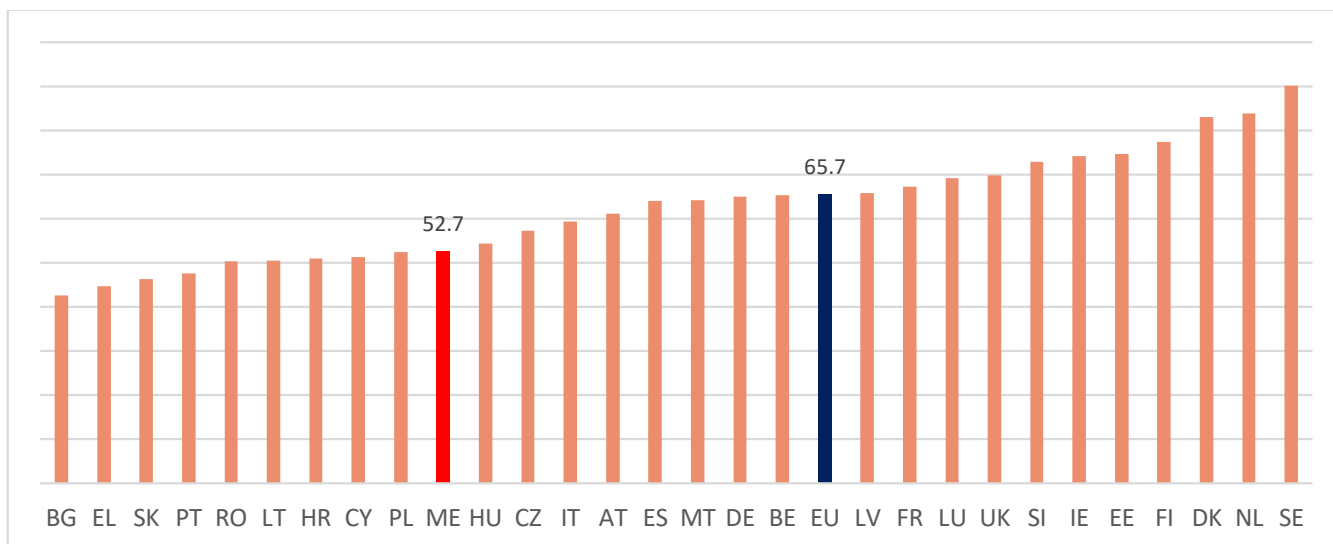


Figure 12: The Domain of Time in the EU-28 and in other specific countries

	INDEX Score Overall	Domain of TIME	Care Activities	Social Activities
EU-28	67.4	65.7	70.0	61.6
ME	55.0	52.7	49.4	56.2
<b>Difference</b>	<b>-12.4</b>	<b>-13.0</b>	<b>-20.6</b>	<b>-5.4</b>

Table 5: Comparison of the Scores of the Domain of Time between the EU-28 and Montenegro

## Illustration: Women in Journalism

The Association of Professional Journalists conducted a study<sup>44</sup> on the position of women in the media which analysed the balance between private and professional lives in journalism. More than 90% of women journalists found that their undefined working hours created a lot of tension when trying to balance their family, social and professional lives. In this study, the testimonies of women in journalism revealed that their working dynamics demanded more energy, strength and compromise in comparison to that of their male colleagues. For example, they referred to their working hours as the 'daily race'; their hours were usually of more than ten hours duration on a daily basis with a finishing time around 18h, and these already long hours were also frequently extended until late at night.

Such work leaves little time for family duties and leaves almost no time for socialising or relaxing. In addition to this situation, single parenting further complicates matters significantly.

One of the study participants talked about an absence of understanding from colleagues regarding her duties as single mum, a situation in which one would expect more support and understanding. Instead, according to her statement, the journalist faced patriarchal pressure in an unexpected way. She was expected to commit longer hours to work due to the fact that she did not have a husband to take care of. The Domain of Time has the lowest score in the Index evaluation, and this should be further analysed.

<sup>44</sup>Position of women in the media in Montenegro, research by Duška Pejović for the Association of Professional Journalists of Montenegro,, 2019: <https://safejournalists.net/me/journalism-as-a-womens-profession-more-women-less-money/>

## Domain of Power:

# 35.1

### WOMEN ENTER, POWER EXITS

The Domain of Power is designed to measure gender equality in decision-making in political, economic and social life.

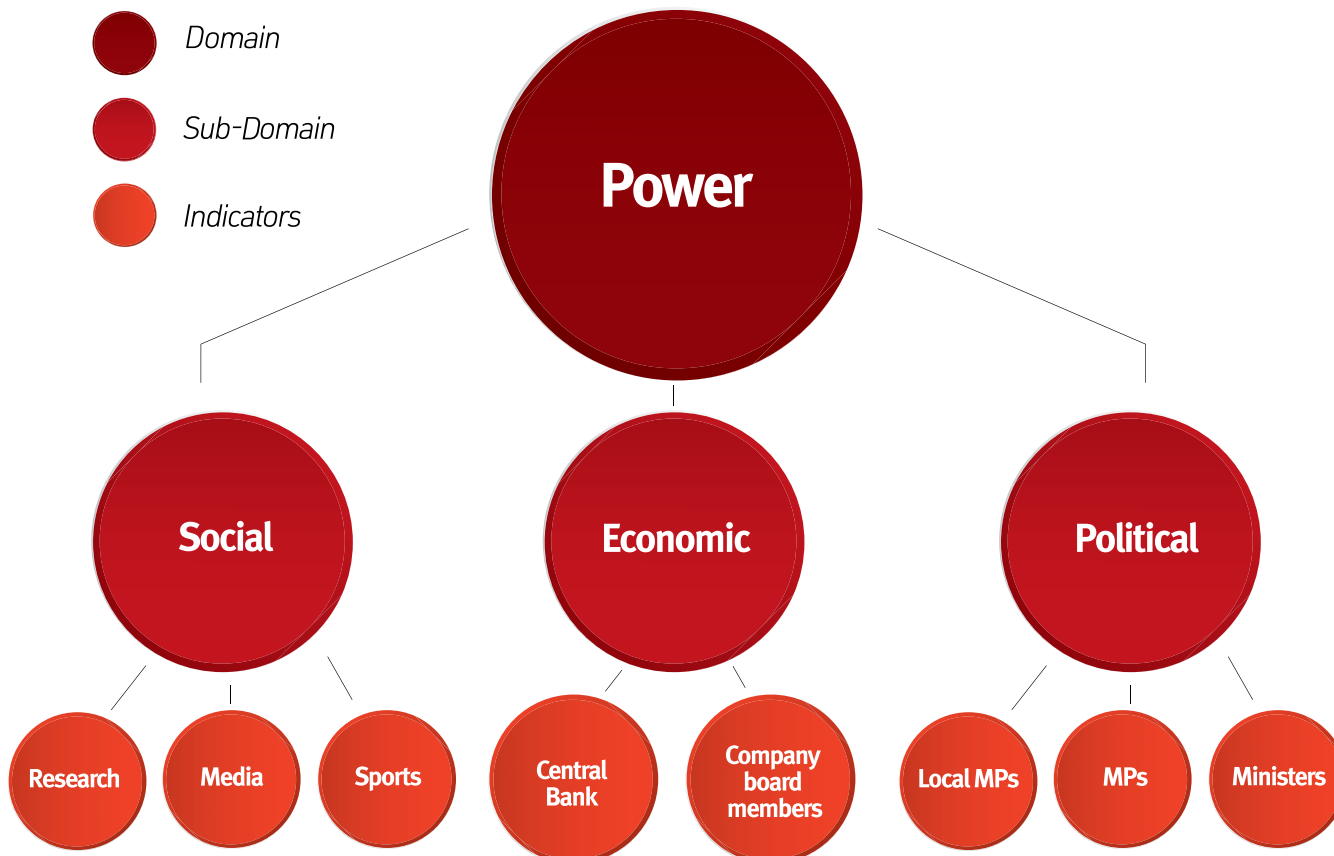


Figure 13: Conceptual framework of the Domain of Power

### Methodology in Brief

The first sub-domain in this area is **Political Power** and it includes three indicators: the percentage of women who are ministers in the national government, the percentage of women representatives in the national parliament and the percentage of women representatives in local assemblies.

The second sub-domain is **Economic Power** and this is measured using two indicators: the proportion of women and men on the corporate boards of the largest nationally registered companies listed on stock exchanges and in national central banks.

The third sub-domain is **Social Power** and this includes indicators to measure the proportion of women and men in decision-making positions, in research funding organisations, in the media and in sport.

The EIGE gender statistics database on Women and Men in Decision Making (WMID)<sup>45</sup> was used to make these calculations.

The Domain of Power was evaluated as being the second worst domain in the Index. When looking at the specific indicators that comprise this domain and its sub-domains (political, economic and social power), it is evident that gender inequality still persists in Montenegro in this regard. The situation is similar in the EU as the EU-28 score for the Domain of Power was also the lowest when compared with the other domains.

However, we can also see that the situation in this domain has improved the most rapidly. Namely, according to the last Gender Equality Report, the Domain of Power showed the greatest advances in gender equality, particularly due to advances made in the sub-domains of political and economic power. This situation can be ascribed to the introduction of quota systems into many of the countries.<sup>46</sup>

In Montenegro, economic power represented the largest gap. The number of women who are in positions of authority regarding making economic decisions persists lingering below the expected level when compared to men. This was specifically evident when looking at the average figures for the last three years of the proportion of female board members in the largest quoted companies in Montenegro - it was just 22.9%. Also, only one in ten members of the decision-making body in the National Central Bank is female. These figures clearly illustrate how rarely women are appointed to positions of economic decision-making importance in the country. Bearing in mind that in the total number of the labour force (active population), 55.6% are men, and 44.4% are women<sup>47</sup>, it is clear how drastically the proportion of women drops as the decision-making ladder is climbed.

After the European Commission pointed out this problem at an EU level, several countries took action. In six member states, for example, gender quotas were introduced for company boards and this led to an increase in the number of women in positions of economic power (Belgium, Italy and Portugal - 33%, Germany and Austria - 30% and France - 40%). In other countries such quota regulations were only applied to state-owned companies (with or without sanctions). However, in many countries this issue still remains unaddressed.<sup>48</sup>

In Montenegro, the CEDAW report from 2017 criticised, among other things, the low proportion of women appointed to decision-making positions or appointed as company owners. Montenegro is not actively considering introducing quotas for decision-making bodies in the private sector, or for state-owned companies. However, the Program of Implementation of the *Activity Plan for Achieving Gender Equality 2017-2021* introduces a number of goals which aim to remedy the situation, including empowering women to start their own businesses. A range of specific activities include the introduction of low interest loans and tax cuts for women who would like to start their own businesses, the organisation of training sessions and skill development workshops, and the development of public campaigns to encourage women to start their own businesses<sup>50</sup>.

Participation in politics increased after gender quotas were introduced into the electoral legislation in 2011 and was further amended in 2014 with support of international organisations (UNDP and EU) and some active female MPs. However, the number of women participating in

<sup>45</sup><https://eige.europa.eu/gender-statistics/dgs>

<sup>46</sup>European Institute for Gender Equality, *Gender Equality Index 2019: Work-Life Balance, 2019*, p. 14

<sup>47</sup>MONSTAT, *Labour Force Survey, 2017*, p. 2

<sup>48</sup>European Institute for Gender Equality, *Gender Equality Index 2019: Work-Life Balance, 2019*, p. 55

<sup>49</sup>Komitet za eliminaciju diskriminacije žena, *Zaključna zapažanja o drugom periodičnom izvještaju Crne Gore, 2017*, p. 9 (Committee on the elimination of discrimination against women, *Key considerations on the second periodic report submitted by Montenegro, 2017*)

<sup>50</sup>Ministry for Human and Minority Rights, *Government of Montenegro, Plan za postizanje rodneravnopravnosti s programom sprovođenja za period 2017-2021*, 2017, p. 26 (Plan for Achieving Gender Equality with the Implementation Program for the Period, 2017-2021)

politics is still significantly below the European average, especially when it comes to executive power. The percentage of female members represented in the national parliament was, on average, 22.1% at both local and national levels. For example, Sweden, Belgium, Finland and Spain had more than 40% of each gender represented in their parliaments. However, some countries still lag behind such as Greece, Malta, Cyprus and Hungary.<sup>51</sup> Some sort of gender quota system exists in 10 of the European Union countries. Montenegrin Electoral Law stipulates that one in every four candidates on the electoral list should belong to the least represented gender. Bearing in mind that many political parties enter parliament with less than four MPs, such a target of 30% representation can never be achieved. The Montenegrin National Strategy of Sustainable Development has set a goal to achieve a better balance (40%) by 2030. However, without any further amendment of the Electoral Law, this cannot be easily achieved. The advocacy work of the Women's Political Network<sup>52</sup> to date, has resulted in the introduction of a 40% quota into the draft of the Electoral Law, currently pending adoption. It has also succeeded in securing measures to finance the political work of women's parties wings in the Law on the Financing of Political Parties. For the first time, women in politics will be assured continuous resources for their political work.

Although the number of women in powerful executive positions continues to grow, the concern that women are being appointed to so called 'soft' portfolios persists.<sup>53</sup> In the 2016 Government of Montenegro, women managed the Ministry of Science, Public Administration, Economy and one other ministry which did not have a portfolio.

According to the Montenegrin National Election Study from 2016, there was no significant statistical difference between the number of women and men who voted in the last parliamentary election (2016)<sup>54</sup>. However, 45.8% of respondents believed that all family members should vote the same and 12.7% believed that women were not equally capable of performing the same important state jobs as men. As previously mentioned, the Westminster Foundation for Democracy's public opinion survey that was carried out among young people in Montenegro (16-28) revealed that even though 64.7% believed that more women should be represented in positions of power in society, 1 in 4 believed that women would actually made better politicians than men.<sup>55</sup>

Finally, women represent only a small minority in the highest decision-making body for National Olympic Sport in Montenegro – 1.4%. They also only represent a small minority on the governing board for the national broadcasting company – 11.1% and on public research funding bodies – 33.8%.

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<sup>51</sup>European Institute for Gender Equality, *Gender Equality Index 2019: Work-Life Balance, 2019*, p.53

<sup>52</sup>The Women's Political Network of Montenegro is an alliance of politicians from sixteen parliamentary political parties, including parties in power and in opposition -<https://www.facebook.com/zenskapolitickamreza/>

<sup>53</sup>European Institute for Gender Equality, *Gender Equality Index 2019: Work-Life Balance, 2019*, p.53

<sup>54</sup>Montenegrin National Election Study 2016, [www.mnes.defacto.me](http://www.mnes.defacto.me)

<sup>55</sup>Westminster Foundation for Democracy, *Youth Perceptions and Attitudes Towards Politics in Montenegro, 2019*, p.31

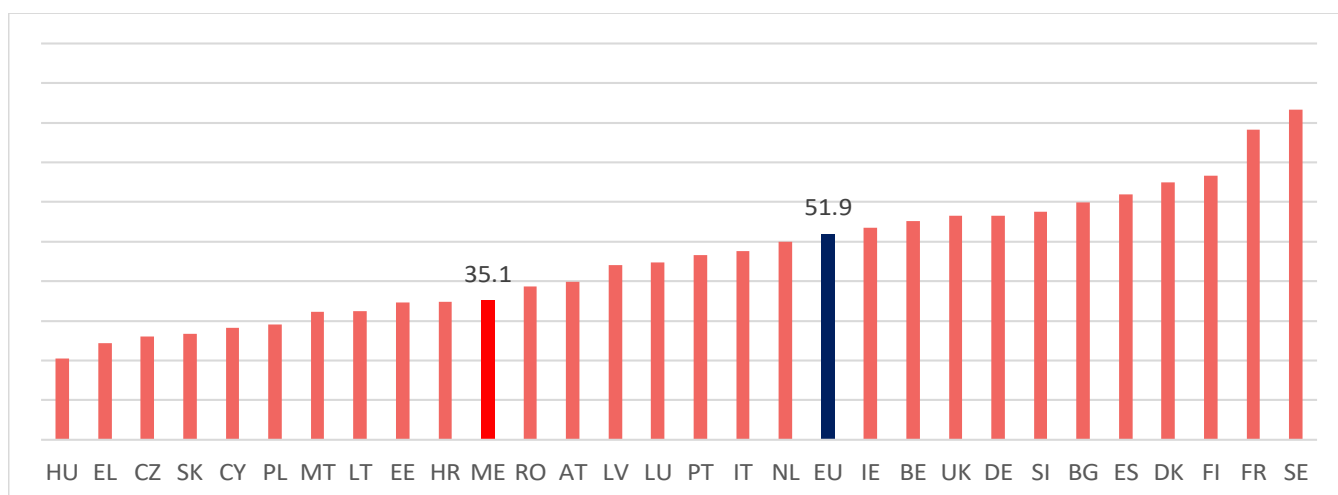


Figure 14: The Domain of Power in the EU Member States and in Montenegro

	INDEX Score Overall	Domain of POWER	Political	Economic	Social
EU-28	67,4	51,9	55,0	43,6	58,2
ME	55,0	35,1	44,7	31,8	30,5
<b>Difference</b>	<b>-12,4</b>	<b>-16,8</b>	<b>-10,3</b>	<b>-11,8</b>	<b>-27,7</b>

Table 6: Comparison of the Scores of the Domain of Power between the EU-28 and Montenegro

## Illustration: Women's Political Network of Montenegro

The Women's Political Network of Montenegro is an alliance of politicians from sixteen parliamentary political parties in power and in opposition. They work together on topics of common interest including the following:

- Achieving a representation of at least 40% of women in political decision-making,
- Increasing the non-stereotypical representation of women in the media, setting a media agenda to include gender equality,
- Encouraging and supporting entrepreneurship among women
- Addressing gender-based violence.

The Women's Political Network of Montenegro created a list of amendments that should be made to the electoral legislation in order to achieve more equal representation of women in politics and to ensure the allocation of resources for women's political work. To date, an amendment of the 40% quota has been introduced into the draft of the Electoral Law, while the Law on the Financing of Political Parties has introduced measures to finance the political work of women's parties' wings. This political alliance has initiated, in just 12 months since its establishment, the amendment of other important laws and policies such as the Law on Protection from Family Violence and the Criminal Code and has also assured the permanent allocation of non-refundable resources for women entrepreneurs in 16 municipalities.

The Women's Political Network was created under the umbrella of the UNDP programme 'Support for Anti-Discrimination and Gender Equality Policies' in partnership with the Ministry of Human and Minority Rights and financially supported by the Delegation of the European Union to Montenegro.

<sup>55</sup>Westminster Foundation for Democracy, *Youth Perceptions and Attitudes Towards Politics in Montenegro, 2019*, p.31



## Domain of Health:

### UNEQUAL BEFORE BORN

# 86.9

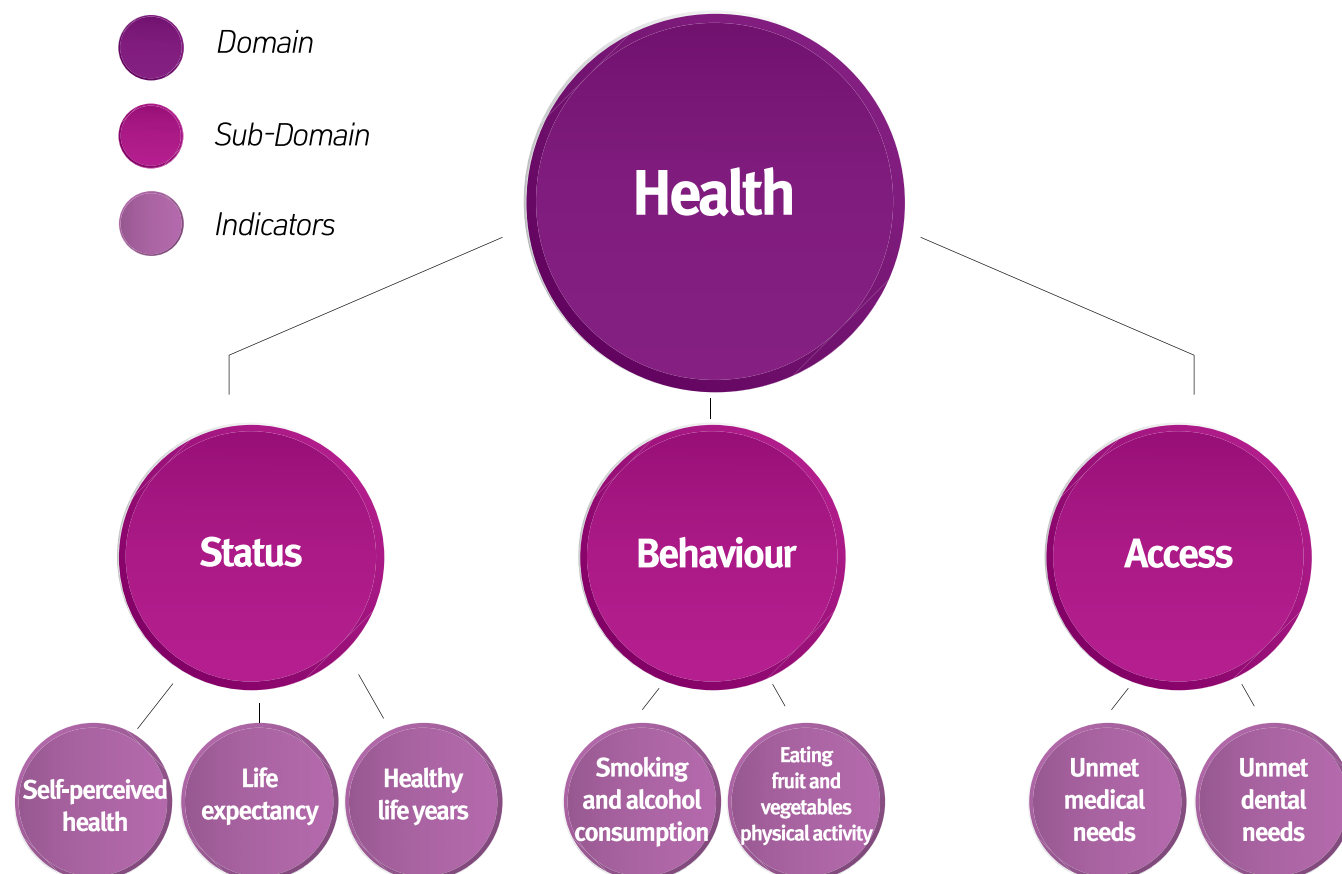


Figure 15: Conceptual framework of the Domain of Health

### Methodology in Brief

The Domain of Health consists of three sub-domains: Status of health, Behaviour including healthy lifestyle habits and Access to health care. The **status of health** is measured using three indicators: the percentage of the population that self-evaluates its health as good or very good, life expectancy at birth and the number of healthy years expected at birth. The source for calculating the first and the third is the Statistics of Income and Living Conditions Survey conducted by MONSTAT in 2017. The source for calculating the second is MONSTAT's demography statistics.

**Health related behaviour** is calculated by the percentage share of people who don't smoke and are not involved in heavy episodic drinking and the percentage share of people who are physically active for at least 150 minutes per week and/or consume at least 5 portions of fruit and vegetables per day. Data from the Montenegrin Institute for Public Health is used for calculating the first one and the second one is calculated using the Statistics of Income and Living Conditions Survey 2017.

**Access to health care** sub-domain is calculated by the percentage of the population that is unable to fulfil its medical and dental needs. The source for calculating this is the Statistics of Income and Living Conditions Survey 2017.

The score that Montenegro achieved in this domain was the highest – 86.9. Also, this domain showed the smallest difference between Montenegro and the EU-28 average (-1.2). However, the conclusion reached at an EU level also describes the situation for Montenegro – ‘Women live longer but in poorer health’<sup>56</sup>. Life expectancy at birth for women in Montenegro is 79.4 years and 74.1 for men. Both men and women are to expect 50 healthy years on average at birth. This means that a female born in 2017 is expected to live 29 years in ill health, compared to 24 years that awaits a male. The gap in favour of women in Montenegro is 5 years while in the EU it is 6 years. Conversely, women perceive themselves to be less healthy than men. In the SILC survey 65.3% of women evaluated their health as good or very good compared to 73.2% of men.

Since the introduction of the statistics of births and deaths, fewer girls were born than boys in Montenegro. Data from 2017 indicated that 47.9% of newborns were female. Although official statistics on gender stated that sex-selective abortions don’t exist, women rights NGOs report that the number of sex-selective abortions has increased due to traditional pressure on women to give birth to sons. The UN Population Fund reports that Montenegro is ranked among the countries with the largest imbalance between male and female births in the region of Europe and Central Asia. Namely, according to this source, on average 100 girls are born for every 110 boys in Montenegro, while the usual ratio is 100 to 102-104.<sup>57</sup> Sex-selective abortion has been prohibited in Montenegro since 2009 and the abuse of pre-natal determination of the sex of an unborn child is treated as a criminal offence. However, the state is not doing enough to raise awareness regarding the detriments of this harmful practice.

The gap regarding living a healthy lifestyle is small – 60.5% of women were reported as not smoking or engaging in any kind of heavy drinking compared to 58.7% of men. However, women tended to be less physically active and to eat less healthily. The proportion of people who were physically active for at least 150 minutes per week and/or consumed at least 5 portions of fruit and vegetables per day was 58% among women and 63.1% among men. Approximately 1 in 10 men and women did not report having any unmet medical needs and 2 in 10 reported that they did not have any unmet dental needs. The gender gap was 0.5 percentage points regarding unmet medical and 2 percentage points regarding unmet dental needs.

One of the major health related concerns is the situation regarding maternity wards in Montenegrin hospitals. It was, as such, criticised in the last CEDAW report that stated that services are hygienically inadequate, that access to pain relief medication is unavailable, that the privacy of the mother and her participation in decision-making is not respected.<sup>58</sup>

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<sup>56</sup>European Institute for Gender Equality, *Gender Equality Index 2019: Work-Life Balance, 2019*, p. 59

<sup>57</sup>NGO Shadow Report on the Implementation of the Convention on the Elimination of All Forms of Discrimination Against Women CEDAW in Montenegro, 2017, p. 22

<sup>58</sup>Komitet za eliminaciju diskriminacije žena, *Zaključna zapažanja o drugom periodičnom izvještaju Crne Gore, 2017*, p. 9 (Committee on the Elimination of Discrimination Against Women, *Key Considerations on the Second Periodic Report Submitted by Montenegro, 2017*)

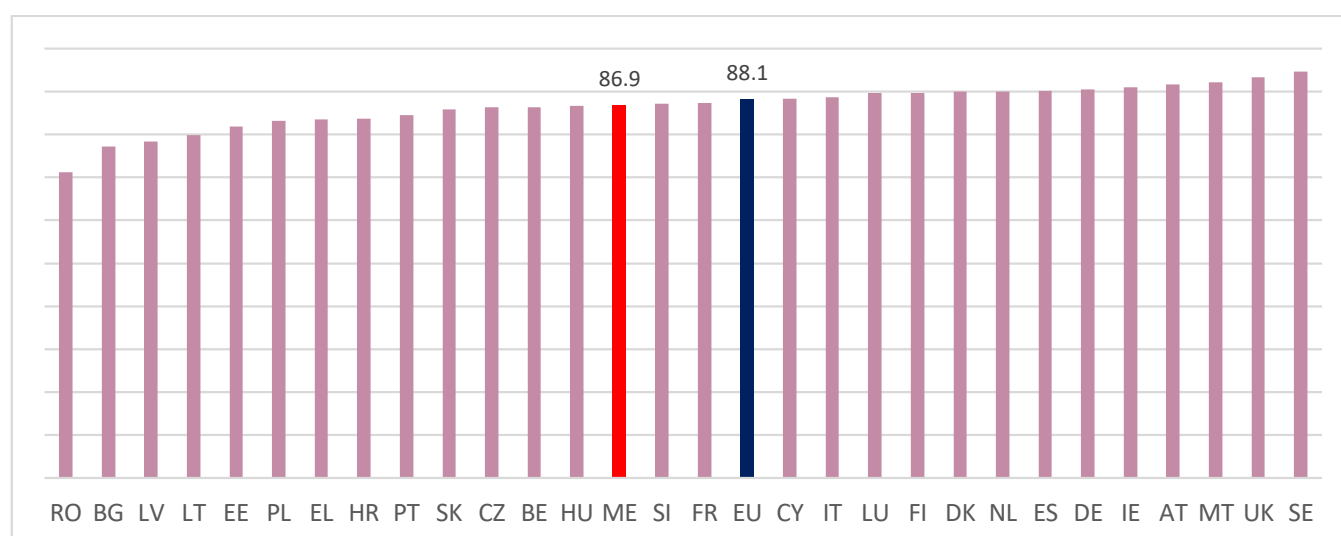


Figure 16: The Domain of Health in the EU Member States and in Montenegro

	INDEX Score Overall	Domain of HEALTH	Status	Behaviour	Access
EU-28	67.4	88.1	92.2	75.4	98.3
ME	55.0	86.9	87.4	81.1	92.5
<b>Difference</b>	<b>-12.4</b>	<b>-1.2</b>	<b>-4.8</b>	<b>-5.7</b>	<b>-5.8</b>

Table 7: Comparison of the scores of the Domain of Health between the EU-28 and Montenegro

## Illustration: #Unwanted – Campaign Against Prenatal Sex Selection

“We live in a country which values boys more than girls”; Because of this, Montenegro is facing a huge social problem regarding prenatal sex selection; it has already damaged the natural ratio of newborn boys and girls. According to data obtained from the Statistical Office of Montenegro, over the last twenty years the annual ratio was, on average, 109 boys to 100 girls. Only in 2009, 113 boys were born to 100 girls. There is already a deficit of three thousand women of a reproductive age in Montenegro; the projections are that in less than 20 years, there will be 8,000 women less than men.

This situation, according to the UN Population Fund, puts Montenegro alongside Albania, Azerbaijan and Armenia at the top of the list of countries with the greatest imbalance of male and female children, in Europe and Central Asia. The root of this issue lies in the Montenegrin patriarchal tradition which prefers a ‘male heir’. This is a deeply entrenched discrimination which starts before a woman gives birth, and continues to be manifested through the unequal positioning of girls and women in all spheres of life. The consequences of this problem are not only the misuse of prenatal tests and sex selective abortions, but also other social implications such as a growth in violence, organized crime, conflicts etc.

Wanting to make our society better for both our girls and boys, McCann agency, in cooperation with the NGO Women’s Rights Centre, initiated a volunteer campaign ‘#Unwanted’, which aimed to invite citizens and competent institutions to react to such serious problems, to change the patriarchal attitudes regarding women and men, and to encourage the signing of a petition aimed at preventing the misuse of early prenatal tests for the purpose of sex-selective abortions.

## Conclusion

The Gender Equality Index 2019 showed that a lot remains to be achieved to reach full gender equality in Montenegro. Women in Montenegro are the least equal in the *Domain of Power* and are the most equal in the *Domain of Health*. The gap between Montenegro and the EU-28 average is the greatest in the *Domain of Money*. This means that women in Montenegro are the least equal to their European counterparts when it comes to the outcome of their work in terms of wages.

The level of participation of women in the workforce is increasing (in spite of the negative consequences created by the Law on Mothers), but the duration of working life for women is shorter than it is for men. One reason for this could be maternity as it is one of the most persistent obstacles for women trying to achieve equality in the workplace. Women and men are segregated both horizontally and vertically in the workplace. Women tend to be concentrated in lower paid occupations and tend not to climb the decision-making ladder at the same pace as men. Also, even though they tend to be significantly more burdened by housework and caring for dependent members of the family, women find it harder to take time off during working hours to take care of personal matters. Additionally, as women are often the primary caretaker in the family, they have less free time, so they spend less time involved in sports, cultural or leisure activities. In general, women in Montenegro still pay a higher price to balance family and work.

When it comes to the outcome of work, the Sub-Domain in the Domain of Money revealed a significant gap between how much men and women earn. In spite of efforts to stimulate employability and entrepreneurship, women are still far away from representing a significant majority among business owners and managers. Moreover, recent surveys in Montenegro revealed that the culture that makes women accept a dependent role within the family is still strong, even among young people.

The only domain where women outperformed men in certain indicators was *Education*. During recent years, more women have graduated than men. However, their educational attainment has still not been translated into them getting better jobs.

When it comes to the *Domain of Power*, the percentage of women in legislative bodies has increased due to a quota system being introduced through the Laws on Amendments of the Electoral Law in 2011 and 2015; it has also increased due to numerous efforts being made in the past to increase the presence of women in both local and national parliaments. However, the goal set by the National Strategy of Sustainable Development is still far from being achieved (40%). Also, the percentage of women in positions of executive power or in positions of economic power remains very low.

Finally, even though women and men were recorded as being the most equal in the *Domain of Health*, this domain does not actually capture all of the relevant levels of health-related inequality in Montenegro. In future, more data on the conditions of natal care (especially for different demographical groups such as Roma and Egyptian women or for women living in rural areas), sex-selective abortions and violence against women should be included.

In order to increase the monitoring power of the Index, the next edition should include or introduce some changes. First of all, more data on demographic and other differences should be provided in order to enable more precise analyses. For example, in order to see how maternity affects career progression, it would be necessary to be able to calculate a full-time equivalent

employment rate for women that are mothers. Also, more data on geographical (north, central and south) and urban/rural differences should be provided given their national importance. Additionally, national intersecting inequalities indicators, especially concerning age, disability and ethnicity, should be included as mediating factors for gender equality. The next edition of the Gender Equality Index should include a section on violence against women and indicators to estimate its prevalence in different groups. Other accompanying information, such as information on both regularly adjusted and unadjusted wage gaps would also be valuable additions to the index report.

The Gender Equality Index 2019 for Montenegro should be used for planning, monitoring and evaluation purposes. In line with the principles of the document passed by the Government of Montenegro – *Methodology of Policy Development, Preparation and Monitoring of Implementation of Strategic Documents*<sup>59</sup> this Index should be used as a comparative tool and baseline to track progress and to identify setbacks and developments in the broader area of policies that include (or should include) a gender equality dimension. It is especially valuable because it enables international and inter-country comparability since it is based on standardised methodology and indicators.

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<sup>59</sup>Sektor za koordinaciju, usklađenost i praćenje sprovođenja strateških dokumenata kojima se utvrđuju javne politike Generalni sekretariat Vlade Crne Gore, *Metodologija razvijanja politika, izrade i praćenja sprovođenja strateških dokumenata*, Podgorica, 2017 (Department for Coordination, Monitoring Harmonisation and Implementation of Strategies Establishing Public Policies that Secretariat-General of the Government of Montenegro, *Methodology of Development, Preparation and Implementation of the Strategic Documents*, Podgorica, 2017)

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FREN: [https://www.fren.org.rs/sites/default/files/projects/attachments/Policy%20briefs\\_GPG.pdf](https://www.fren.org.rs/sites/default/files/projects/attachments/Policy%20briefs_GPG.pdf)

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## Annex 1. Data Sources for the Calculation of the Gender Equality Index

The Gender Equality Index for Montenegro was developed and calculated by the Statistics Administration – MONSTAT, with support from the European Institute for Gender Equality (EIGE), and on the initiative of the Ministry for Human and Minority Rights.

Thirty-one indicators within 6 domains (Work, Money, Knowledge, Time, Power and Health) were used to calculate the Gender Equality Index. Supported by EIGE, MONSTAT identified the data sources needed to calculate the Gender Equality Index, its domains and its sub-domains. The data sources are all fully aligned with EIGE methodology, and are based on the same sources as those used to calculate the Index for all of the European countries. The institutions whose data was used to calculate the Gender Equality Index include:

- Statistics Administration (52% of indicators)
- Gender Equality Institute (26% of indicators)
- EUROFOND (19% of indicators)
- Institute for Public Health of Montenegro (3% of indicator)

An overview of the data sources used for all of the specific domains and sub-domains, as well as information on the years to which data refers, is provided in Annex 1.

The analysis of the Gender Equality Index for Montenegro presented in this report was produced following an initiative put forward by the Gender Equality Department of the Ministry for Human and Minority Rights, in cooperation with the United Nations Development Programme (UNDP) in Montenegro, and within the remit of the project 'Support to Anti-Discrimination and Gender Equality Policies', funded by the EU.

### *Gender Equality Index Domains and Sub-Domains*

Domain	Sub-domain	Indicator	Source	Year
<b>Work</b>	Participation	1. Full-time equivalent employment rate (% ,15+ population)	MONSTAT ARS	2017
		2. Duration of working life (years, 15+ population)	EUROSTAT ARS	2017
	Segregation and Quality of Work	3. Employed people in education, human health and social workactivities (% ,15+ employed)	EUROSTAT ARS	2017
		4. Ability to take an hour or two off during working hours to take care of personal or family matters(% ,15+ employed)	EWCS	2015
		5. Career prospect index (points, 0-100)	EWCS	2015



<b>Money</b>	Financial Resources	6.	Mean monthly earnings (purchasing power standard, working population)	MONSTAT SES, 2014	2014
		7.	Mean equalised net income (purchasing power standard, 16+ population)	MONSTAT EU SILC, 2017	2017
	Economic Situation	8.	Not at risk of poverty, $\geq 60\%$ of average income (% ,16+ population)	MONSTAT EU SILC, 2017	2017
		9.	S20/S80 quintile - income distribution (% ,16+ population)	MONSTAT EU SILC, 2017	2017
<b>Knowledge</b>	Attainment and Participation	10.	Graduates of tertiary education (% ,15+ population)	MONSTAT ARS, 2017	2017
		11.	Life-long learning (% ,15+ population)	MONSTAT ARS, 2017	2017
	Segregation	12.	Tertiary students in education, health and welfare, humanities and art (tertiary education students) (% ,15+ population)	MONSTAT, higher education statistics	2017
<b>Time</b>	Care Activities	13.	People caring for and educating their children or grandchildren, elderly or people with disabilities, every day (% ,18+ population)	EQLS	2016
		14.	People doing cooking and/or housework, every day (% ,18+ population)	EQLS	2016
	Social Activities	15.	Workers doing sporting, cultural or leisure activities outside of their home, at least daily or several times a week (% ,15+ workers)	EWCS	2015
		16.	Workers involved in voluntary or charitable activities, at least once a month (% ,15+ workers)	EWCS	2015

<b>Power</b>	Political Power	17.	Share of women and men who are ministers(% , W, M)	EIGE gender statistics data base, WMID	2015-2017 (three-year average)
		18.	Share of women and men who are MPs of the Parliament of Montenegro (% , W, M)	EIGE gender statistics data base, WMID	2015-2017 (three-year average)
		19.	Share of women and men who are members of local assemblies (% , W, M)	EIGE gender statistics data base, WMID	2015-2017 (three-year average)
	Economic Power	20.	Share of members of boards in the largest quoted companies, supervisory board or board of directors (% , W, M)	EIGE gender statistics data base, WMID	2015-2017 (three-year average)
		21.	Share of board members of central bank(% , W, M)	EIGE gender statistics data base, WMID	2015-2017 (three-year average)
	Social Power	22.	Share of board members of research funding organisations (% , W, M)	EIGE gender statistics data base, WMID	2015-2017 (three-year average)
		23.	Share of board members in publicly owned broadcasting organisations (% , W, M)	EIGE gender statistics data base, WMID	2015-2017 (three-year average)
		24.	Share of members of highest decision-making body of the national Olympic sport organisations (% , W, M)	EIGE gender statistics data base, WMID	2015-2017 (three-year average)
	<b>Health</b>	Health Status	25.	Self-perceived health, good or very good(% , 16+ population)	MONSTAT SILC 2017
26.			Life expectancy at birth (years)	MONSTAT Demographic statistics	2017
27.			Healthy life years at birth (years)	MONSTAT Demographic statistics EU SILC, 2017	2017
Behaviour		28.	People who do not smoke and are not involved harmful drinking (% , 16+ population)	IPH	2017
		29.	People doing physical activities and/or consuming fruits and vegetables (% , 16+ population)	MONSTAT EU SILC, 2017 AD-HOC MODULE	2017
Access to Health Care		30.	People without unmet needs for medical examination (% , 16+ population)	MONSTAT EU SILC, 2017	2017
		31.	People without unmet needs for dental examination (% , 16+ population)	MONSTAT EU SILC, 2017	2017

## Annex 2: Value of 2019 Gender Equality Index by Domains and Sub-Domains

	WORK DOMAIN	Participation	Segregation and Quality of Work	MONEY DOMAIN	Financial Resources	Economic Situation
Year	2017	2017	2017	2017	2017	2017
EU	72	80.9	64	80.4	73.8	87.7
ME	65.2	75.2	56.6	59.7	46.3	76.9

	KNOWLEDGE DOMAIN	Attainment and Participation	Segregation	TIME DOMAIN	Care Activities	Social Activities
Year	2017	2017	2017	2017	2017	2017
EU	63.5	72.8	55.4	65.7	70	61.6
ME	55.1	63	48.2	52.7	49.4	56.2

	POWER DOMAIN	Political Power	Economic Power	Social Power	HEALTH DOMAIN	Health Status	Behaviour	Access to Health Care
Year	2017	2017	2017	2017	2017	2017	2017	2017
EU	51.9	55	43.6	58.2	88.1	92.2	75.4	98.3
ME	35.1	44.7	31.8	30.5	86.9	87.4	81.1	92.5

## Annex 3: Indicators Included in the 2019 Gender Equality Index

WORK DOMAIN															
	Participation						Segregation and Quality of Work								
	Full-time equivalent employment rate(%, 15+ population)			Duration of working life (years, 15+ population)			Employed people in education, human health and social work activities(%, 15+ employed)			Ability to take an hour or two off during working hours to take care of personal or family matters(%,15+ employed)			Career prospect index (points, 0-100)		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
EU	40.8	56.9	48.4	33.4	38.3	35.9	30.3	8.3	18.4	22.8	27.3	25.1	63.7	62.6	63.2
ME	37.3	50.5	43.7	27.9	34.4	31.2	19.5	5.8	11.8	15.8	23.9	20.2	58.5	57.7	58.1

MONEY DOMAIN												
	Financial Resources						Economic Situation					
	Mean monthly earnings (purchasing power standard, working population)			Mean equalised net income (purchasing power standard, 16+ population)			Not at risk of poverty $\geq$ 60% of average income (%, 16+ population)			S20/S80 quintile - income distribution (%, 16+ population)		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
EU	2249	2809	2541	17343	18121	17718	82.9	84.5	83.6	19.8	19.5	19.6
ME	692	761	724	7767	7817	7793	79.1	77.9	78.5	11.6	11.4	11.5

KNOWLEDGE DOMAIN									
	Attainment and Participation						Segregation		
	Graduates of tertiary education (%,15+ population)			Life-long learning (%,15+ population)			Tertiary students in education, health and welfare, humanities and art (tertiary education students) (%, 15+ population)		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
EU	25.6	24.7	25.2	17.2	16.3	16.8	43.1	21.4	33.1
ME	21.1	18.6	19.9	12.8	13.8	13.3	29.0	15.3	22.9

TIME DOMAIN												
	Care Activities						Social Activities					
	People caring for and educating their children or grandchildren, elderly or people with disabilities, every day (%, 18+ population)			People cooking and/or doing housework, every day (%, 18+ population)			Workers involved in sporting, cultural or leisure activities outside of their home, at least daily or several times a week(%, 15+ workers)			Workers involved in voluntary or charitable activities, at least once a month (%, 15+ workers)		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
EU	37.5	24.7	31.3	78.7	33.7	57.0	27.5	31.9	29.8	12.2	11.4	11.8
ME	42.7	23.8	33.5	68.0	10.3	39.9	19.6	25.8	23.0	12.5	14.9	13.8

POWER DOMAIN															
	Political Power						Economic Power								
	Share of women and men who are ministers (% W, M)			Share of women and men who are MPs of the Parliament of Montenegro (% W, M)			Share of women and men who are members of local assemblies (% W, M)			Share of members on boards in the largest quoted companies, or on the supervisory board or board of directors (% W, M)			Share of board members of the Central Bank (% W, M)		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
EU	28.1	71.9	100.0	29.3	70.7	100.0	28.5	71.5	100	25.0	75.0	100.0	20.3	79.7	100.0
ME	20.6	79.4	100.0	22.1	77.9	100.0	26.2	73.8	100.0	22.9	77.1	100.0	9.5	90.5	100.0

POWER DOMAIN (CONT.)										
	Social Power									
	Share of board members in research funding organisations (% W, M)			Share of board members in publicly owned broadcasting organisations (% W, M)			Share of members in the highest decision-making bodies of national Olympic sport organisations (% W, M)			
	Women	Men	Total	Women	Men	Total	Women	Men	Total	
EU	39.9	60.1	100.0	36.0	64.0	100.0	14.8	85.2	100.0	
ME	33.8	66.2	100.0	11.1	88.9	100.0	1.4	98.6	100.0	

HEALTH DOMAIN															
	Health Status									Behaviour					
	Self-perceived health, good or very good (% 16+ population)			Life expectancy at birth (years)			Healthy life years at birth (years)			People who do not smoke and are not involved in harmful drinking (% 16+ population)			People doing physical activity and/or consuming fruits and vegetables (% 16+ population)		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
EU	67.2	72.3	69.7	83.6	78.2	80.9	64.2	63.5	63.9	72.4	52.2	62.8	36.1	40.1	38.0
ME	65.3	73.2	69.3	79.4	74.1	76.8	50.6	50.7	50.7	60.5	58.7	59.6	58.0	63.1	60.6

HEALTH DOMAIN (CONT.)						
	Access to Health Care					
	People without unmet needs for medical examination (% 16+ population)			People without unmet needs for dental examination (% 16+ population)		
	Women	Men	Total	Women	Men	Total
EU	96.6	97.1	96.9	96.0	96.3	96.2
ME	92.2	91.7	92	81.6	79.6	80.6

