



GOVERNMENT OF MONTENEGRO

ACTION PLAN

FOR CHAPTER 23 JUDICIARY AND FUNDAMENTAL RIGHTS

REPORT NO. 1



December 2013

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1 JUDICIARY

1.1 STRENGTHENING OF INDEPENDENCE OF JUDICIARY^

1.1.1 Recommendation: Montenegro should amend its Constitution in line with the Venice Commission recommendations and European standards, ensuring independence and accountability of the judiciary. Changes should include, inter alia, the following points: ^-

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
1.1.1.1	Amend the Constitution in the part governing the judiciary in line with the opinion of the Venice Commission, particularly as regards: Composition of the Judicial Council; Election of the President of the Supreme Court; Election of public prosecutors and of the Supreme Public Prosecutor; Composition of the Prosecutorial Council; Reasons for dismissal of judges and public prosecutors; Composition and method of election of judges of the Constitutional Court.	Parliament	I (Implemented) July 2013	<i>Amendments to the Constitution adopted; [I]</i> Amendments I to XVI to the Constitution of Montenegro were adopted on 31 July 2013. <i>The Constitutional Law for the implementation of Amendments to the Constitution adopted. [I]</i> The Constitutional Law for the implementation of Amendments to the Constitution of Montenegro was adopted on 31 July 2013.	<i>Positive opinion of the European Commission (Progress Report); [I]</i> Montenegro Progress Report for 2013, SEC (2013) 411 of 16 October 2013 <i>Report of the EC expert mission [?]</i> <i>Report of the Venice Commission [?]</i>

1.1.2 Recommendation: The recruitment process needs to be transparent and merit based. A single, nationwide recruitment system should be introduced, which could be based on anonymous tests for all candidates and obligatory training before being appointed judge/deputy prosecutor. The Judicial Training Centre (JTC) should be involved in the testing process.

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
1.1.2.1.1	Make an expert analysis of the model for introducing a single system for election of judges at the national level, permanent reassignment of judges on voluntary basis, and criteria for	Ministry of Justice (MJ)	I October 2013	<i>Expert analysis made by an independent expert engaged through TAIEX support [I]</i> In the period from 23 to 27 September	

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	evaluation of judges' performance and merit-based promotion system.			<p>2013, together with the expert engaged through TAIEX support, the representatives of the working group considered a model of professional evaluation of judges, the criteria for promotion, criteria for voluntary permanent reassignment of judges from one court to another and grounds for disciplinary liability of a judge.</p> <p>In the period from 9 to 14 December 2013, together with two experts engaged through TAIEX support, the representatives of the working group considered the model of a central system for election of judges at the national level and the system of disciplinary liability.</p> <p>Note:</p> <hr/>	
1.1.2.1.2	<p>Prepare a working version of the Law on Judicial Council by a multidisciplinary working group (representatives of courts, Judicial Council, Ministry of Justice and NGOs)</p> <hr/> <p>Note: The measure is continuously implemented from November 2013 to February 2014</p>	MJ	<p>IC (Implemented / Continuous)</p> <hr/> <p>November 2013 to February 2014</p>	<p><i>Working version of the Law prepared [IC]</i></p> <p>The working group for preparing the working version of the Law was formed and submitted an expert analysis by TAIEX mission. The working group has established the working schedule in the period from November 2013 to February 2014 for preparing the working version of the Law.</p> <hr/>	

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
1.1.2.2.1	Make an expert analysis of the permanent reassignment of judges on voluntary basis, and criteria for evaluation of judges' performance as a condition for promotion (reference activity 1.1.2.1.1)	MJ	<p>I</p> <hr/> <p>October 2013</p>	<p><i>Expert analysis made by an independent expert engaged through TAIEX [I]</i></p> <p>In the period from 23 to 27 September 2013, together with the expert engaged through TAIEX support, the representatives of the working group considered a model for voluntary permanent reassignment of judges from one court to another and the criteria for</p>	

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				evaluation of judges' performance as a condition for promotion	
1.1.2.2.2	Prepare a working version of the Law on Courts and Judges by a multidisciplinary working group (representatives of courts, Judicial Council, Ministry of Justice and NGOs) Note: The measure is continuously implemented from November 2013 to February 2014	MJ	IC November 2013 to February 2014	Working version of the Law prepared [IC] The working group for preparing the working version of the Law was formed and submitted an expert analysis by TAIEX mission. The working group has established the working schedule in the period from November 2013 to February 2014 for preparing the working version of the Law.	

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
1.1.2.3.1	Make an expert analysis of the system for election of public prosecutors at the national level, criteria for evaluation of public prosecutors' performance and merit-based promotion system	MJ	I October 2013.	Expert analysis made by an independent expert engaged through TAIEX [I] In the period from 23 to 27 September 2013, together with the expert engaged through TAIEX support, the representatives of the working group considered a model of professional evaluation of prosecutors, the criteria for promotion, criteria for voluntary permanent reassignment of public prosecutors and grounds for disciplinary liability. In the period from 9 to 14 December 2013, together with two experts engaged through TAIEX support, the representatives of the working group considered the model of a central system for election of public prosecutors at the national level and the system of disciplinary liability.	
1.1.2.3.2	Prepare a working version of the Law on Public Prosecution Office by a multi-disciplinary working group (representatives	MJ	IC	Working version of the Law on Public Prosecution Office prepared [IC]	

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	of public prosecution offices, Prosecutorial Council, Ministry of Justice and NGOs)		November 2013 to February 2014	The working group for preparing the working version of the Law was formed and submitted an expert analysis by TAIEX mission. The working group has established the working schedule in the period from November 2013 to February 2014 for preparing the working version of the Law.	
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No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
1.1.2.6.1	<p>Prepare a working version of the Law on the Constitutional Court by a multi-disciplinary working group (representatives of the Constitutional Court, judiciary, Ministry of Justice and NGOs)</p> <hr/> <p>Note: The measure is continuously implemented from November 2013 to February 2014</p>	MJ	<p>IC</p> <hr/> <p>November 2013 to February 2014</p>	<p><i>Working version of the Law on the Constitutional Court prepared [IC]</i></p> <p>The working group for preparing the working version of the Law was formed by the decision of the Minister of Justice No. 01-12277/13 of 7 November 2013. The working group was submitted an expert analysis by Prof. Jasna Omejec from Croatia. The working group has established the working schedule in the period from November 2013 to February 2014 for preparing the working version of the Law.</p> <hr/>	

1.1.3 Recommendation: A fair and transparent system of promotion of judges needs to be established together with a periodical professional assessment of judges and prosecutors' performance.

1.1.4 Recommendation: Sufficient administrative capacities and financial means need to be ensured to the Judicial and the Prosecutorial Councils to effectively perform their tasks.

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
1.1.4.3	Strengthen the administrative capacities of the Judicial Council's Secretariat	JC	<p>IC</p> <hr/> <p>September 2013;</p>	<p><i>Report on operation of the Judicial Council's Secretariat [IC]</i></p> <p>The Rulebook on internal organisation and job description of the Judicial</p>	

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<p>Note: The Rulebook on internal organisation and job description of the Judicial Council's Secretariat was adopted. There are 27 vacancies, out of which 6 will be filled with employees in 2014.</p>		Continuously	<p>Council's Secretariat was adopted. There are 27 vacancies, out of which 6 will be filled with employees in 2014.</p>
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No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
1.1.4.1.1	Select members from among the judges	Conference of Judges	I <hr style="width: 50px; margin: 0;"/> First quarter of 2015	<p><i>Members selected from among the judges [!]</i></p> <p>Four members of the Judicial Council were selected from among the judges at the Conference of Judges held on 29 October 2013.</p> <hr style="width: 50%; margin: 0;"/>	<p><i>Members coming from among the judges accounting to at least 50% of the total number of members [!]</i></p> <p>The Judicial Council is composed of: President of the Supreme Court, who is appointed and dismissed by the Judicial Council by two-thirds majority and at the proposal from the General Session of the Supreme Court; Four members from among the judges, who are appointed and dismissed by the Conference of Judges; Four reputable lawyers appointed and dismissed by the Parliament by two-thirds majority; The Minister of Justice.</p> <hr style="width: 50%; margin: 0;"/>

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
1.1.4.2.1	Select members from among the public prosecutors	Prosecutorial Council	I <hr style="width: 50px; margin: 0;"/> First quarter of 2015	<p><i>Members selected [!]</i></p> <p>Five members of the Prosecutorial Council were selected from among the public prosecutors at the Conference of Public Prosecutors held on 30 November 2013.</p> <hr style="width: 50%; margin: 0;"/>	<p><i>Members coming from among public prosecutors accounting for at least 50% of the total number of members [!]</i></p> <p>The Prosecutorial Council is composed of: Supreme Public Prosecutor; Five public prosecutors appointed and dismissed by the Conference of Public Prosecutors; Four reputable lawyers appointed and dismissed by the Parliament by two-thirds majority; Representative of the Ministry of Justice.</p>

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No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
1.1.4.3.1	<p>Conduct employment procedures in the Secretariat on the basis of the Rulebook on internal organisation and job description so as to:</p> <ul style="list-style-type: none"> - employ 6 new employees in 2014, as follows: 3 employees in ICT Section, 1 in the Internal Audit Section, 1 in the General Affairs Service, and 1 in the Finance Service; - employ 9 new employees in 2015, as follows: 6 employees in ICT Section, 1 in the Internal Audit Section, 1 in the General Affairs Service and 1 in the Legal Affairs Section. <p>Note:</p>	JC	<p>IC</p> <hr/> <p>September 2013 – January 2016</p>	<p><i>In 2014, 6 new employees recruited in the Judicial Council's Secretariat; [IC]</i></p> <p>Rulebook on internal organisation and job description of the JC's Secretariat adopted.</p> <p>There are 27 vacancies, out of which 6 will be filled in 2014.</p> <hr/> <p><i>In 2015, 9 new employees recruited in the Judicial Council's Secretariat. [?]</i></p>	<p><i>Report of Judicial Council on operation of the Judicial Council's Secretariat [?]</i></p> <hr/>
1.1.4.3.2	Assess the needs for training and organise trainings of employees	JC	<p>IC</p> <hr/> <p>Continuously</p>	<p><i>Needs for trainings identified; [IC]</i></p> <ul style="list-style-type: none"> -Needs for training identified 1. Training for auditor 2. Trainings for ICT and multimedia division employees. <hr/> <p><i>Trainings organised. [IC]</i></p> <p>Trainings organised in line with the plan for 2013.</p> <ul style="list-style-type: none"> -Trainings organised 1. Training for auditor in Slovenia 2. The following trainings for ICT and multimedia division: <ul style="list-style-type: none"> - VMware Sphere v5 - Oracle Forms and Reports - Oracle BI - Juniper JunOS 	

1.1.5 Recommendation: Ensure internal independence of judges and review the system of orders within the prosecution system.

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No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
1.1.5.1	Stipulate the new criminal offence of illicit influence on judges and public prosecutors in the Law on Amendments to the Criminal Code	MJ	I September 2013	Law on Amendments to the Criminal Code adopted [I] New criminal offence of perverting the course of justice, Art. 396a was stipulated in the Law on Amendments to the Criminal Code, which was adopted and published in the Official Gazette of Montenegro 40/13 of 13 August 2013. The Law entered into force on 21 August 2013.	Positive opinion of the European Commission on the amendments [?] WEF global ranking of the Independence of the Judiciary (2011-2012 rank 4.2; Montenegro ranked 56 out of 142) [?]
1.1.5.4	Organise seminars for strengthening the integrity of members of the Judicial and Prosecutorial Councils for judges, presidents of courts and public prosecutors and their deputies based on the integrity programmes containing issues of corruption, protection of reputation, conflict of interest	JTC	IC I quarter at the annual level, continuously	Seminar organised in accordance with the Annual Training Programme [IC] In November, two representatives from Montenegro participated, through the Centre, in a regional workshop in Skopje on the topic of: "Judicial ethics and the fight against corruption in judiciary: comparative experiences and common challenges". The representatives were judges of the Supreme Court and members of the JC.	Number of organised seminars, forums, TV debates; [IC] 1 seminar Number of participants; [IC] 2 participants Analysis made as regards impact of the knowledge acquired in the seminars, based on the polls taken after the seminars [?]
1.1.5.6	Carry out a survey among citizens on the independence of judges as well as an anonymous survey among judges	Office for cooperation with NGOs	I 2013, 2014 and continuously	Surveys on selected samples carried out [I] The survey on the positions of judges about the judicial system conducted. 219 judges took part in it, which accounts for 84% of the total number, while the survey among the citizens was conducted at the sample of 966 citizens in the municipalities of PODGORICA, BAR, ULCINJ, NIKŠIĆ, DANILOVGRAD, KOLAŠIN, BIJELO POLJE, BERANE, PLJEVLJA, PLAV, ROŽAJE, HERCEG NOVI, BUDVA,	Results of the surveys [I] The results of the survey contained in the Report on positions of judges about the judicial system and the positions of citizens about the trust in the judicial system, NGO Civic Alliance and the Association of Judges.

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				CETINJE, ŽABLIJAK and KOTOR.
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No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
1.1.5.1.1	Adopt Proposal for the Law on Amendments to the Criminal Code <hr/> Note:	Government	I <hr/> May 2013	<i>Proposal for a Law adopted [I]</i> On 18 April 2013, the Government adopted the proposal for a Law on Amendments to the Criminal Code.	
1.1.5.1.2	Adopt the Law on Amendments to the Criminal Code	Parliament	I <hr/> July 2013	<i>Law adopted [I]</i> New criminal offence of perverting the course of justice, Art. 396a was stipulated in the Law on Amendments to the Criminal Code, which was adopted and published in the Official Gazette of Montenegro 40/13 of 13 August 2013. The Law entered into force on 21 August 2013.	
1.1.5.1.3	Initiate criminal prosecution and conduct criminal proceedings for the criminal offence of illicit influence on judges and public prosecutors	Public prosecution offices	IC <hr/> September 2013 and continuously	<i>Criminal proceedings conducted in accordance with the Law [IC]</i> No proceedings, the Law entered into force on 21 August 2013.	<i>Number of conducted criminal proceedings for the criminal offence of illicit influence on judges or public prosecutors; [IC]</i> No proceedings, the Law stipulating the criminal offence entered into force on 21 August 2013 <i>Criminal sanctions imposed [IC]</i> No proceedings and no criminal sanctions imposed

1.2 STRENGTHENING IMPARTIALITY IN JUDICIARY

1.2.1 Recommendation: Improve the system of random allocation of cases, possibly also through modernising the court network.

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No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
1.2.1.1	Introduce random allocation of cases in all courts through PRIS in line with the valid regulations	Judicial Council's Secretariat	I June 2013	<i>Cases allocated through PRIS [I]</i> Established random allocation of cases in all courts through PRIS.	<i>Reports made by the officers authorised for supervision over the court administration; [?]</i> <i>Number of courts in which cases are allocated through PRIS [I]</i> Random allocation of cases implemented in all courts through PRIS
1.2.1.2	In basic courts with three judges, enable random allocation of cases through PRIS by the annual schedule of tasks	Judicial Council's Secretariat	I December 2013	<i>Annual schedules of tasks adopted in courts of up to three judges [I]</i> In small courts (with three judges), enabled random allocation of cases through PRIS after adopting the annual schedule of tasks in courts. Courts' presidents with three judges adopted annual schedules of tasks in courts entered into PRIS by administrators:	<i>Courts of up to three judges in which random allocation of cases is applied [I]</i> Courts with a small number of judges in which the random allocation of cases is enabled are the following: BC Plav, BC Žabljak and BC Kolašin – 3 judges, BC Danilovgrad, BC Cetinje – 4 judges.

1.2.2 Recommendation: Review application of disqualification procedures and amend where necessary.

1.2.3 Recommendation: Amend “conflict of interest” rules, ensuring that there is an effective monitoring of asset declarations and the possibility of cross-checking with other relevant information.

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
1.2.3.1	Ensure that presidents of courts, judges, public prosecutors and deputy public prosecutors declare their assets in accordance with the Law on Prevention of Conflict of Interest (see activity 2.1.2.3, 2.1.2.4 and 2.1.2.5)	Commission for Prevention of Conflict of Interest	IC Continuously	<i>Reports of the Commission [I]</i> Assets of judges and public prosecutors are checked in the same manner as the assets of all other public officials and their assets are compared with data from other agencies and entities that have such data. For the time being, the	<i>Number of cases in which irregularities were established; [IC]</i> The verification of assets reported by judges and prosecutors has been carried out in accordance with Art. 20a of the Law and Article 20 of the Rules of procedure before the Commission

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				<p>following information is verified:</p> <ul style="list-style-type: none"> - Tax Administration - Database with incomes of public officials acquired on different grounds (lease, remuneration for the working bodies, the real estate tax, etc.); - Real Estate Administration – Database of owners of real estate; - Securities Commission – Database of all holders of securities; - Public Procurement Administration - Register of public procurements – tenders, in which public officials and related persons took part. <p>On 19 September 2013, the Memorandum on Cooperation was signed with the Ministry of Interior, so the Commission has the insight and information on movables registered with them (vehicles, weapons, etc.); The verification of assets reported by judges and prosecutors has been carried out in accordance with Art. 20a of the Law and Article 20 of the Rules of procedure before the Commission for the Prevention of Conflict of Interest. The Commission has adopted decisions for all public officials who failed to provide fully accurate data, comparing data from the reports on income and assets with the data by relevant authorities and legal entities. The Commission verified 363 reports on income and assets of public officials, judges and prosecutors, as follows: 217 judges, 92 prosecutors, 3 members of Judicial Council and 10 members of Prosecutorial Council, as well as 41 misdemeanour judges, of which 333 provided accurate data, while 30 provided inaccurate data (21 of them related to real estate and tax, and 9 related to securities). In case of 30</p>	<p>for the Prevention of Conflict of Interest. The Commission has adopted decisions for all public officials who failed to provide fully accurate data, comparing data from the reports on income and assets with the data by relevant authorities and legal entities. The Commission verified 363 reports on income and assets of public officials, judges and prosecutors, as follows: 217 judges, 92 prosecutors, 3 members of Judicial Council and 10 members of Prosecutorial Council, as well as 41 misdemeanour judges, of which 333 provided accurate data, while 30 provided inaccurate data (21 of them related to real estate and tax, and 9 related to securities). In case of 30 public officials who failed to report accurate and comprehensive data, proceedings have been initiated before the Commission (notices submitted inviting the officials to state their position and submit a supplementary report on income and assets, after which decision were adopted and misdemeanour proceedings were initiated – in case of 6 judges and 2 prosecutors – proceedings are pending).</p> <hr/> <p><i>Number of misdemeanour proceedings initiated against judges and public prosecutors for violating the Law on Prevention of Conflict of Interest prior and afterwards the establishment of this mechanism; [IC]</i></p> <p>In case of 30 judges and public officials who failed to report accurate and comprehensive data, proceedings have been initiated before the Commission (notices submitted inviting the officials to state their</p>
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				<p>public officials who failed to report accurate and comprehensive data, proceedings have been initiated before the Commission (notices submitted inviting the officials to submit a supplementary report on income and assets, after which decision were adopted and misdemeanour proceedings were initiated – in case of 6 judges and 2 prosecutors – proceedings are pending).</p>	<p>position and submit a supplementary report on income and assets, after which decision were adopted and misdemeanour proceedings were initiated – in case of 6 judges and 2 prosecutors – proceedings are pending).</p> <hr/> <p>Number of disciplinary proceedings conducted by the Judicial and Prosecutorial Councils due to failure to declare assets. [?]</p>
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1.2.4 Recommendation: Ensure effective monitoring of compliance with the code of ethics.

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
1.2.4.3	Conduct trainings on compliance with the Codes of Ethics of Judges and Public Prosecutors	JTC	IC <hr/> Continuously	<p>Trainings conducted twice a year [IC] 2 representatives from Montenegro participated, through the Centre, in a regional workshop in Skopje on the topic of: “Judicial ethics and the fight against corruption in judiciary: comparative experiences and common challenges”. On this occasion, the national experience was presented as regards the implementation of the Code of Ethics for Judges and the fight against corruption, as well as the manner of creating training programmes in this area.</p>	<p>Number of trainings; [IC] 1 training</p> <hr/> <p>Number of participants; [IC] 2 participants</p> <hr/> <p>Evolution of number of violations of the Codes of Ethics through comparison of number of violations of the Code of Ethics recorded in 2013 and 2014 and number of violations in 2015 and 2016. [?]</p>
1.2.4.4	Ensure that the Commissions for Monitoring Compliance with the Codes of Ethics of Judges and Public Prosecutors submit semi-annual reports on compliance with the Codes of Ethics to the Judicial and the Prosecutorial Councils <hr/> Note:	Commissions for Monitoring Compliance with the Codes of Ethics of Judges and	IC <hr/> Continuously	<p>Reports submitted to the Judicial and Prosecutorial Councils [IC] The Commission for Monitoring Compliance with the Codes of Ethics of Judges submitted a report on its work to the Judicial Council.</p>	<p>Evolution of number of violations of the Codes of Ethics through comparison of number of violations of the Code of Ethics recorded in 2013 and 2014 and number of violations in 2015 and 2016; [I] In 2013, until December, the</p>

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		Public Prosecutors			<p>Commission for the Code of Ethics received three initiatives over its violation. The Commission established the violation of the Code of Ethics by a judge in one case only.</p> <hr/> <p>Number of imposed disciplinary sanctions for violations of the Code of Ethics compared to the previous period. [?]</p> <hr/>
1.2.4.6	Raise public awareness on the mechanisms for control of work of judges and public prosecutors in terms of compliance with ethical rules, and publish notices on websites of Judicial and Prosecutorial Councils on how citizens can address the Commissions for Monitoring Compliance with the Codes of Ethics and report disrespect of the codes of ethics by judges and public prosecutors	DACI	IC <hr/> November 2013 and continuously	<p>Brochures made; [IC] Codes of Ethics and the report on the work of the Commission for Monitoring Compliance with the Code of Ethics available at the website of the Judicial and Prosecutorial Council. Brochure made by the Association of Judges</p> <hr/> <p>Citizens polls conducted; [IC] On the basis of a survey on the sample of 966 citizens, the report of NGO Civic Alliance and the Association of Judges contains the positions of citizens about the judicial system</p> <hr/> <p>Notice published on websites of Judicial and Prosecutorial Councils. [IC] Notice on the manner of addressing the Commission for Monitoring Compliance with the Code of Ethics posted on the website of the Judicial Council</p> <hr/>	<p>Research conducted by NGO (Association of Judges, Association of Public Prosecutors, CEMI and Civic Alliance) on adherence to the codes of ethics by judges and public prosecutors [IC] Survey by CEMI Surveys by Civic Alliance and the Association of Judges</p> <hr/>

1.3 ACCOUNTABILITY IN THE JUDICIARY

1.3.1 Recommendation: Review rules on disciplinary and dismissal procedures and their implementation and amend where necessary.

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No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
1.3.1.1	<p>Amend the Constitution in terms of prescribing the reasons for dismissal of judges in the Constitution, in accordance with the opinion of the Venice Commission</p> <hr/> <p>Note:</p>	Parliament	I <hr/> July 2013	<p><i>Amendments to the Constitution adopted; [!]</i></p> <p>The Constitution of Montenegro, Art. 121 par. 3, prescribes that a judge shall be released from duty in the following cases: if he/she has been convicted for an act that makes him unworthy for the position of a judge; if he/she performs the judicial duty in an unprofessional or negligent manner or loses permanently the ability to perform the judicial duty. Amendments to the Constitution of Montenegro were adopted on 31 July 2013.</p> <hr/> <p><i>The Constitutional Law for implementing the Amendments to the Constitution adopted; [!]</i></p> <p>The Constitutional Law for implementing the Amendments to the Constitution of Montenegro adopted on 31 July 2013.</p> <hr/> <p><i>Positive opinion of the European Commission. [**]</i></p> <hr/>	
1.3.1.2	<p>In accordance with amendments to the Constitution, amend the Law on Judicial Council, the Law on Courts and the Law on Public Prosecution Office so that the following will be entirely regulated by the law:</p> <ul style="list-style-type: none"> - competence for conducting disciplinary procedures and dismissal procedures, - the role of the Disciplinary Commission, and - respecting the principle of proportionality between the disciplinary offence and the disciplinary sanction. <hr/> <p>Note:</p>	MJ	IC <hr/> September 2013 - October 2014	<p><i>The Law on Judicial Council adopted, the Law on Courts adopted, the Law on Public Prosecution Office adopted [IC]</i></p> <p>The working groups to be working on the Law on Judicial Council, the Law on Courts and the Law on Public Prosecution Office were formed by the Ministry of Justice. Within the expert missions held in September and December, the working groups, together with experts hired through TAIEX support, considered, inter alia, the grounds for disciplinary accountability of public prosecutors and the model of disciplinary proceedings.</p> <hr/>	<p><i>Positive opinion of the European Commission (Progress Report); [?]</i></p> <hr/> <p><i>Report of expert mission. [?]</i></p> <hr/>

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No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
1.3.1.2.1	Conduct expertise of the disciplinary accountability model	MJ	I <hr/> October 2013	<p><i>Expertise conducted by an independent expert hired with support of TAIEX [I]</i></p> <p>In the period from 23 to 27 September 2013, together with the expert engaged through TAIEX support, the representatives of the working group considered a model of professional evaluation of public prosecutors, the criteria for promotion, criteria for voluntary permanent reassignment of public prosecutors and grounds for disciplinary liability.</p> <p>In the period from 9 to 14 December 2013, together with experts engaged through TAIEX support, the representatives of the working group considered the model of a central system for election of public prosecutors at the national level and the system of disciplinary liability.</p> <hr/>	

1.3.2 Recommendation: Review the system of functional immunity for judges and prosecutors. Procedures for removing functional immunity need to be strengthened to ensure full accountability of judges and prosecutors under the Criminal Code.

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
1.3.2.2	Conduct procedures regarding the accountability of judges and public prosecutors, in accordance with the law	JC	IC <hr/> Continuously	<p><i>Annual reports on work of the Judicial / Prosecutorial Council [**]</i></p> <hr/>	<p><i>Report by Judicial Council and Prosecutorial Council on imposed disciplinary measures; [**]</i></p> <hr/> <p><i>The number of dismissed judges / public prosecutors [IC]</i></p> <p>In 2013, five disciplinary proceedings were initiated against public prosecutors. Of this two cases have been finally decided upon, with the imposed sanction of a fine – reduced salary.</p>

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					<p>Three proceedings are still pending.</p> <p>Also, in 2013 one dismissal proceeding was initiated and decided upon. In this case, one deputy basic public prosecutor was dismissed.</p> <hr/>
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1.4 PROFESSIONALISM, COMPETENCE AND EFFICIENCY IN THE JUDICIARY

1.4.1 Recommendation: Ensure reliable and consistent judicial statistics and introduce a system to monitor the length of trial.

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
1.4.1.4	<p>Strengthen the administrative capacity necessary for the development and maintenance of PRIS in accordance with the adopted strategic documents for the development of ICT in the judiciary:</p> <ul style="list-style-type: none"> - employ 3 officers in 2014 in the IT department of the Secretariat of the Judicial Council, - Employ 6 officers in the 2015 in the IT department of the Secretariat of the Judicial Council. <hr/> <p>Note: Strengthening administrative capacities through new employment has been envisaged through the budget for 2014.</p>	JC	IC <hr/> Continuously	<p><i>Budget resources and donor support provided; [?]</i></p> <hr/> <p><i>The analysis of the existing staff done; [?]</i></p> <hr/> <p><i>Increased number of staff on the position of developing and maintaining PRIS; [?]</i></p> <hr/> <p><i>Determined the level of satisfaction with the PRIS based on PRIS users surveys; [?]</i></p> <hr/> <p><i>Training of employees. [?]</i></p> <hr/>	

1.4.2 Recommendation: Review and rationalise the court network and ensure sufficient funding for the efficient functioning of the entire court system. Further reduce the existing backlog, especially as regards civil cases.

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
1.4.2.1	Adopting a two-year plan for rationalisation of the judicial	MJ	I	<i>Reorganisation plan adopted in accordance with</i>	

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	network in accordance with conclusions of the Analysis on the need for rationalizing the judicial network, which was adopted in 2013		June 2013	<p><i>the 2013 Analysis. [I]</i></p> <p>At its session held on 27 June 2013, the Government of Montenegro adopted the Plan for reorganisation of the judicial network.</p> <hr/> <p><i>CEPEJ Report [?]</i></p> <hr/>	
1.4.2.6	Monitoring backlog of cases within PRIS and adopting the rules and annual programmes for resolving backlog of cases at the level of all courts	JC	IC Continuously	<p><i>Rules for resolving backlog of cases adopted; [?]</i></p> <hr/> <p><i>Annual plans and programmes for resolving backlog of cases adopted; [IC]</i></p> <p>A report prepared within PRIS about the backlog of cases in certain courts, on the basis of which the time schedule of resolving these cases can be monitored. In cooperation with the Supreme Court, in the beginning of 2014, the Judicial Council will adopt the plan for resolving the backlog of cases.</p> <hr/> <p><i>The number of resolved backlog cases and the number of pending cases. [?]</i></p> <hr/>	<p><i>The number of resolved backlog cases and the number of pending cases on an annual basis; [?]</i></p> <hr/> <p><i>Monitoring mechanism by the presidents of courts and hierarchically higher courts for solving the backlog of cases within the PRIS established. [?]</i></p> <hr/>
1.4.2.7	<p>Taking measures for resolving backlog of cases, as follows:</p> <ul style="list-style-type: none"> - voluntary secondment of judges who have less workload to a court having backlog of cases, - delegating cases, - improving and controlling the work of delivery and enforcement service, - monitoring work through monthly submission of reports to the president of the court by judges concerning the resolving of cases, 	JC	IC Continuously	<p><i>The measures are being taken [IC]</i></p> <p>The practice of voluntary transfer of judges who are less burdened to courts with backlogs, which was first established in 2007, has continued. In 2013, eight judges of the Supreme Court were sent to work in the High Court in Podgorica. A judge of the Basic Court in Podgorica was sent to work in the Basic Court in Cetinje. There is a constant improvement and control of delivery and enforcement</p>	<p><i>Number of seconded judges; [IC]</i></p> <p>In 2013, eight judges of the Supreme Court were sent to work in the High Court in Podgorica. A judge of the Basic Court in Podgorica was sent to work in the Basic Court in Cetinje.</p> <hr/> <p><i>Number of delegated cases; [?]</i></p> <hr/> <p><i>Reports on resolving backlog of cases; [IC]</i></p>

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	<p>- submission of reports on the work of advisors in the court on a quarterly basis,</p> <p>- alternative dispute resolution (mediation, court settlement, arbitration).</p>			<p>service.</p> <p>All judges submit monthly and quarterly reports on the number of resolved and unresolved cases to the president of the court, who then submits them to the President of the Supreme Court - Judicial Council.</p> <p>In all courts there are quarterly reports on the work of advisors submitted to the Supreme Court and the Judicial Council.</p> <p>Backlog cases have priority in the work of the courts in accordance with the Plan and programme for their resolution passed by all the courts. Based on the conclusion from the meeting of all court presidents, the court presidents are obliged to submit monthly reports to the Supreme Court, on cases older than three years.</p> <p>On 1 October 2013, there were a total of only 4995 cases older than three years before all courts and per all types of cases.</p>	<p>Backlog cases have priority in the work of the courts in accordance with the Plan and programme for their resolution passed by all the courts. Based on the conclusion from the meeting of all court presidents, the court presidents are obliged to submit monthly reports to the Supreme Court, on cases older than three years. On 1 October 2013, there were a total of only 4995 cases older than three years before all courts and per all types of cases.</p> <hr/> <p><i>Number of cases resolved through alternative dispute resolution methods. [?]</i></p> <hr/>
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1.4.3 Recommendation: Strengthen the enforcement of judgements in civil cases.

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
1.4.3.1	<p>Conduct an analysis of the bailiff system in relation to the judicial enforcement system in terms of efficiency and costs of enforcement procedure</p> <hr/> <p>Note:</p>	MJ	<p>I</p> <hr/> <p>October 2013</p>	<p><i>Analysis adopted [I]</i></p> <p>Ministry of Justice conducted an analysis of the bailiff system in relation to the judicial enforcement system in terms of efficiency and costs of enforcement procedure in November 2013. As a result, a need to change the remuneration (tariff) for work of bailiffs has arisen.</p> <hr/>	<p><i>Costs of proceeding enforcement realistic [?]</i></p> <hr/>

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No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
1.4.3.2.1	Adoption of tariff for work of bailiffs	MJ	I June 2013	Tariff adopted [I] The Government of Montenegro adopted the Decree on the Tariff for Work of Bailiffs, which entered into force on 22 June 2013.	Costs of enforcement realistic compared to value of the enforcement subject. [?]
1.4.3.2.2	Organizing training for applicants for bailiffs	MJ	I June 2013	Organised training for 32 applicants [I] In June 2013, the Ministry of Justice organised, in cooperation with the OSCE, a two-day training of applicants for bailiffs.	
1.4.3.2.3	Making decision on appointment of bailiffs (Rulebook provides for 32 posts). Note:	MJ	I November 2013	Decision adopted [I] The decision on appointment of bailiffs was adopted on 16 December 2013.	The bailiffs appointed in all municipalities [PI] 17 candidates applied at the competition for appointing bailiffs. On the basis of a decision of 16 December 2013, 14 applicants were appointed, in the following municipalities: Podgorica - 8 bailiffs, Budva, Kotor, Herceg - Novi, Berane, Rožaje and Pljevlja – one bailiff respectively.
1.4.3.2.4	Establishing fulfilment of necessary conditions for work (taking oath, providing offices) Note: The Law on Bailiffs provides that bailiffs shall take their oath before the Minister, within 30 days as of their appointment. Bailiffs shall, within two months as of taking the oath, submit evidence to the Ministry that they have, inter alia, provided for offices for work and the equipment for their offices. Date of commencement of bailiffs' work is decided upon by the Minister, who informs the bailiffs and the Chamber thereof.	MJ	NI (Not implemented) December 2013	Commission visits offices [?]	Established fulfilment of conditions [?]

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1.4.4 Recommendation: Ensure effective operation of the Judicial Training Centre.

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
1.4.4.1	Making an analysis of budget funds that the Centre needs for financing initial and continuous training, including recommendations on the future model of organisation and functioning of the Judicial Training Centre	JTC	I Fourth quarter of 2013	<p><i>Analysis made [I]</i></p> <p>As a part of the technical support of Luxembourg to Montenegro entitled "Multi-year consulting project", on 15 October 2013, experts from EIPA Institute from Luxembourg submitted the Centre with documents / analysis of institutional needs of JTC and draft job descriptions for current and future staff of the Centre.</p> <p>The above documents are the result of institutional needs analysis related to the current status and activities of the Centre, the strengths and weaknesses of the existing structure and functioning of the Centre, the medium-term proposals for overcoming certain problems and long-term strategy to transform the current system of education of the judiciary in Montenegro, which ensued after a series of meetings of experts from EIPA Institute from Luxembourg with representatives of judicial institutions in Montenegro, the Ministries of Justice and Finance, and the JTC and its employees.</p>	
1.4.4.2	Organising continuous training with regard to implementation of the Criminal Procedure Code and the Law on Civil Procedure as well as with regard to the new institutes introduced by substantive laws (Law on Obligations, Law on Property Relations, Family Law, Criminal Code, Law on Enforcement and Security of Claims)	JTC	IC Continuously	<p><i>Training implemented in accordance with the Training Programme [IC]</i></p> <p>In the period from 15 October to 15 November 2013, the Center conducted six activities of continuous training in which 31 representatives of the prosecution office and 73 representatives of the judiciary took part, while the activities related to the following topics: the right to freedom</p>	<p><i>Number of trainings; [IC]</i></p> <p>In the period from 15 October to 15 November 2013, the Center conducted six activities of continuous training and five activities of initial training.</p> <hr/> <p><i>Number of participants; [IC]</i></p> <p>In the six activities of continuous training, 31 representatives of the</p>

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				<p>and security, the treatment of juveniles in the criminal proceedings, the grounds for state aid, free legal aid and mediation. In the same period, five activities of initial training were conducted in which 21 participants of the initial training programme took part, while the activities were conducted on the following topics: ECHR, non-contentious and enforcement procedure, contractual relations – void and voidable contracts and compensation, property rights - ownership, and judicial skills.</p>	<p>prosecution office and 73 representatives of the judiciary took part. In the five activities of initial education, there were 21 participants.</p> <hr/> <p>Satisfaction of participants; [?]</p> <hr/> <p>Forms for evaluation of training [?]</p> <hr/>
1.4.4.7	Adopting and monitoring the implementation of programmes of training of trainees in the courts and public prosecution office	HC	IC <hr/> Continuously	<p>Rules adopted [IC]</p> <p>The Rulebook on the training programme for trainees for judges and volunteers exists in courts and is implemented. This document regulates the process of professional training of trainees and volunteers in order for them to be trained and to gain practice in all areas of the court work and the conditions for taking the bar exam, as well as the responsibilities of judges and the rights and obligations of trainees (volunteers) arising from this programme.</p> <p>Through the Government’s programme of vocational training, persons who acquired higher education have done an internship for a period of nine months, during which they were trained in the registry and were professionally trained to work on criminal cases with deputy prosecutors.</p> <hr/> <p>Reports by presidents of the courts on the implementation of training programmes [?]</p> <hr/>	

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1.4.5 Recommendation: Take incentive-based measures that will contribute to the voluntary mobility of judges and prosecutors.

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
1.4.5.1	Adopt incentive measures for voluntary temporary (until the new system of permanent transfer is in place) and permanent transfer of judges or deputy public prosecutors from one court/state prosecution office to another (salary bonus, resolving of housing needs, career incentives).	JC	IC June 2013 - December 2014	<i>Budget funds provided [IC]</i> Monthly remuneration per judge amounts to EUR 500.	<p><i>Number of seconded judges; [IC]</i> In 2013, eight judges of the Supreme Court were sent to work in the High Court in Podgorica, receiving remuneration for this. One judge of the Basic Court in Podgorica was sent to Basic Court in Cetinje, receiving a special remuneration for this.</p> <hr/> <p><i>Reports by Judicial Council on operation of courts to which judges have been seconded; [?]</i></p> <hr/> <p><i>Report by Prosecutorial Council on operation of state prosecution office to which deputy public prosecutors have been seconded; [IC]</i></p> <p>Two prosecutors, of which one public prosecutor (deputy) from Supreme Public Prosecution Office Podgorica and one chief (deputy) from the Basic Public Prosecution Office in Kolasin, were sent to the Division for Combating Organised Crime, Corruption, Terrorism and War Crimes.</p> <hr/> <p><i>Number of resolved backlog cases. [?]</i></p> <hr/>

1.5 DOMESTIC HANDLING OF WAR CRIMES

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
1.5.1	With the aim to prevent impunity for war crimes, prepare report including data and relevant information on proceedings in war crimes cases upon submitted criminal acts and/or upon direct knowledge of state prosecution office	SPPO	I December 2013 and continuously	<i>Report prepared [I]</i> Special Prosecutor prepared the Report and submitted it to Supreme Public Prosecutor.	<i>Number of final and enforceable judgments; [I]</i> Two cases completed with final and enforceable judgments. Two cases are pending. Seven cases is in the pre-investigation phase at the Division for Combating Organised Crime, Corruption, Terrorism and War Crimes in the SPPO. <i>Proceedings and judgements in line with international humanitarian law and the case law of the ICTY [I]</i>
1.5.2	Organise compulsory trainings for judges and prosecutors on international humanitarian law, involving international experts and in cooperation with the ICTY	JTC	I October 2013 and continuously twice a year	<i>Training for 20 judges, 10 public prosecutors and 5 associates in prosecutor's office organised [I]</i> Organised one seminar for judges and prosecutors on international humanitarian law (16 December 2013).	<i>Correct and full application of international humanitarian law as well as the domestic criminal legislation in the domestic handling of war crimes [?]</i>
1.5.3	Provide witness protection in war crime cases according to the Criminal Procedure Code during the proceedings and beyond the proceedings according to the Law on Witness Protection	High Court Podgorica	IC Continuously	<i>Protection provided [IC]</i> In the cases of war crimes, witness protection is provided in accordance with the CPC and the Law on Protection of Witnesses. Within both Montenegrin High Courts, there are Services to support witnesses / injured parties in war crimes. During their stay in the court, witnesses have medical services at their disposal, provided by physicians of Urgent Care Centre. Police Administration: In accordance with the requests of the High Court in Podgorica, the Specialized Division for organized crime, corruption, terrorism and war crimes, in	<i>Number of protected witnesses; [IC]</i> In accordance with the requests of the High Court in Podgorica, the Specialized Division for organized crime, corruption, terrorism and war crimes, in 2013, the Witness Protection Unit has implemented protection measures to seven (7) witnesses in criminal proceedings against Ivo Gojnić et al., for the criminal offence of war crimes against prisoners of war under Art. 144 of the CC of FRY, as well as to one (1) witness in the criminal proceedings against B. B. et al., for the criminal offence of war crimes against civilians under

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				<p>2013, the Witness Protection Unit has implemented protection measures to seven (7) witnesses in criminal proceedings against Ivo Gojnić et al., for the criminal offence of war crimes against prisoners of war under Art. 144 of the CC of FRY, as well as to one (1) witness in the criminal proceedings against Bosko Bojovic et al., for the criminal offence of war crimes against civilians under Article 142. par. 1 of the CC of FRY.</p>	<p>Article 142. par. 1 of the CC of FRY.</p> <hr/> <p><i>Confidence of witnesses in the witness protection system; [**]</i></p> <hr/> <p><i>Increased readiness of witnesses to testify. [**]</i></p> <hr/>
1.5.4	Provide protection for war crime victims according to the rules of the Witness Protection Service	High Court Podgorica	IC <hr/> Continuously	<p>Protection provided [I]</p> <p>Within both Montenegrin High Courts, there are Services to support witnesses / injured parties in war crimes. During their stay in the court, witnesses have medical services at their disposal, provided by physicians of Urgent Care Centre.</p>	
1.5.5	<p>Raise awareness of witnesses of the existence of a witness protection system</p> <hr/> <p>Note:</p>	High Court Podgorica	IC <hr/> Continuously	<p>Brochure preparation; [IC]</p> <p>Courts prepared a brochure on the protection of victims/witnesses in cases of war crimes.</p> <hr/> <p>Providing information by focal points; [IC]</p> <p>Investigations are underway with the Public Prosecution Office and at hearings before courts the witnesses are regularly presented the rights of witnesses, court protection and protection out of court, in line with procedural laws and the Law on Witness Protection.</p> <hr/> <p>Information on witness protection available at www.sudovi.me [IC]</p> <p>Courts prepared a brochure on the</p>	

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				protection of victims/witnesses in cases of war crimes. The brochure contains all the necessary information about the court proceedings and the rights of injured parties / witnesses, with contact data of authorized persons of the Service to support witnesses/injured parties. The brochure was publicly presented and is available at www.sudovi.me	
1.5.6	Prepare report on data regarding proceedings in cases for compensation of civilian victims of war crimes	Supreme Court	PI (Partly implemented) December 2013 and continuously	<i>Report prepared [PI]</i> The Report is being prepared.	<i>Number of requests for compensation of civilian victims of war crimes; [?]</i> <i>Number of civilian victims of war crimes who are granted reparation with data on amount awarded and legal bases on which the compensation is awarded [?]</i>

2 FIGHT AGAINST CORRUPTION

2.1 PREVENTIVE ACTIONS AGAINST CORRUPTION

- 2.1.1 Recommendation: Strengthen and possibly review the institutional framework for the fight against corruption. In particular, DACI's competences need to be upgraded and its capacities reinforced.

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
2.1.1.1	Make and adopt a model for improvement of institutional and normative anti-corruption preventative framework (establishment of the Anti-Corruption Agency). Note:	MJ	I September 2013	<i>Prepared model for new anti-corruption framework with special focus on evaluation of role and function of DACI, CPCI, National Commission and the State Election Committee within the field of competences for control of financing political parties and election campaigns which contains: [I]</i> Model adopted at the session of the Government held on 14 November	<i>Defined legal framework for establishing the Anti-Corruption Agency which should include the existing competences of the Directorate for Anti-Corruption, National Commission and present and planned competences of the CPCI and SEC in the field of competences for control of financing political parties and election campaigns. [I]</i> Model defining the legal framework for

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				<p>2013, with special focus on evaluation of role and function of DACI, CPCI, National Commission and the State Election Committee within the field of competences for control of financing political parties and election campaigns.</p> <hr/> <p><i>Evaluation of the Action Plan for the period 2011-2012; [I]</i></p> <p>Model containing the evaluation of the AP for the period 2011 – 2012 adopted</p> <hr/> <p><i>Evaluation of the international organizations in relation to achieved results and inter-institutional cooperation; [I]</i></p> <p>Model containing the evaluation of the international organizations in relation to achieved results and inter-institutional cooperation adopted</p> <hr/> <p><i>Analysis of anti-corruption framework with indicators of work efficiency of the existing bodies and level of their coordination; [I]</i></p> <p>Model containing the Analysis of anti-corruption framework with indicators of work efficiency of the existing bodies and level of their coordination adopted</p> <hr/> <p><i>Concrete solutions regarding drafting the Law on Anti-Corruption Agency, with a view of competences and relations with other institutions using experiences from up-to-date established similar models (Slovenia, Serbia), [I]</i></p> <p>Model containing the Concrete solutions regarding drafting the Law on Anti-Corruption Agency, with a view of competences and relations with other institutions using experiences from up-to-date established similar models (Slovenia, Serbia) adopted.</p> <hr/> <p><i>Organizational and personnel structure, assessment of necessary number of employees,</i></p>	<p>establishing the Anti-Corruption Agency which should include the existing competences of the Directorate for Anti-Corruption, National Commission and present and planned competences of the CPCI and SEC in the field of competences for control of financing political parties and election campaigns adopted.</p> <hr/>
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				<p><i>manner and deadlines for taking over employees from the existing bodies as well as necessary budget assets, premises and equipment; necessary specialization and education of employees. [I]</i></p> <p>Model containing the Organizational and personnel structure, assessment of necessary number of employees, manner and deadlines for taking over employees from the existing bodies as well as necessary budget assets, premises and equipment; necessary specialization and education of employees adopted.</p> <hr/>	
<p>2.1.1.2</p>	<p>Prepare Plan for the implementation of a model for new anti-corruption framework</p> <hr/> <p>Note:</p>	<p>MJ</p>	<p>I</p> <hr/> <p>October 2013</p>	<p><i>Defined Plan for implementation of model for new anti-corruption framework, within the meaning of defining necessary harmonization of the Proposal for a Law on Anti-Corruption Agency with the Law on Prevention of Conflict of Interests, the Law on Financing of Political Subjects and Election Campaigns, the Law on Lobbying, the Law on Civil Servants and State Employees, the Law on Labour and other regulations within this area [I]</i></p> <p>Plan for implementation is an integral part of the Model for promoting the institutional and normative anti-corruption prevention framework adopted by the Government at it s session held on 14 November 2013, defining the necessary harmonization of the Proposal for a Law on Anti-Corruption Agency with the Law on Prevention of Conflict of Interests, the Law on Financing of Political Subjects and Election Campaigns, the Law on Lobbying, the Law on Civil Servants and State Employees, the Law on Labour and other regulations within this area.</p> <hr/>	<p><i>The Law on the Anti-Corruption Agency started to be implemented with simultaneous amendments to and harmonization with laws from which it took over individual competences. [?]</i></p> <hr/>

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2.1.1.5	Adopt the Law on Amendments to the Law on Lobbying. The Law shall contain clear procedures of lobbying including obligation of keeping public register of lobbyists. Note:	MJ	PI _____ September - December 2013	<i>Proposal for a law defined [PI]</i> The working version is completed and is in the Governmental procedure. Currently, opinions are obtained from competent authorities (Legislation Secretariat, MFAEI, MF). <hr/> <i>Law on Amendments to the Law on Lobbying adopted. [?]</i>	<i>Precisely defined legal framework for efficient implementation of the Law on Lobbying. [?]</i> <hr/> <i>Increased level of transparency of the work of decision makers, decrease of possibilities for illegal influence on decision makers. [?]</i>
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No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
2.1.1.3.1	Prepare Draft Law Note:	MJ	PI _____ December 2013	<i>Prepared Draft Law on the Anti-Corruption Agency [I]</i> Following the decision of the Minister of Justice No. 01-12390/13 of 5 December 2013, a working group was formed to be working on preparing the Draft Law. Draft Law will be submitted to the institution proposing the law by the end of December.	

2.1.2 Recommendation: Improve the system of asset declarations, strengthening in particular the supervisory competencies and the professional capacity of the Commission for Prevention of Conflict of Interest to ensure effective and substantial checks on assets, and introduce measures preventing conflicts of interest going beyond holding double public offices.

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
2.1.2.1	Prepare the analysis of compliance of provisions of the Law on the Prevention of Conflict of Interests with the international standards, in a particular in relation to: - definition of a public official, scope and categories of persons obliged to report property through possible amendments to the Law on Internal Affairs, Law on Customs	CPCI	I _____ October 2013	<i>Prepared analysis of compliance in line with expert opinions including the recommendations for amendments to the laws (the Law on the Prevention of Conflict of Interest, the Law on Internal Affairs, Law on Customs Service, the Law on Public Prosecution, the Law on Courts, the Law on Civil Servants and State Employees etc.)</i>	<i>Prepared proposal of measures for the amendments to the law, [I]</i> The Analysis contains specific proposals for amendments to the Law and related secondary legislation.

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	<p>Service, the Law on Public Prosecution Office, Law on Courts, Law on Civil Servants and State Employees etc. (e.g. certain categories of employees in a special Prosecution Office, categories of police, customs, tax and other civil servants),</p> <ul style="list-style-type: none"> - the need to cancel remunerations for officials participating in management boards of state owned companies, - competences related to the control of the asset declarations, respecting rules on personal data protection, - establishing obstacles for accessing necessary databases for verifying assets, - misdemeanour sanctions and their application, - possible introduction of the form of the statement on the control of the bank account of a public official etc. <hr/> <p>Note:</p>			<p>[I]</p> <p>In the framework of IPA 2010 project “Support to the implementation of the Anti-Corruption Strategy and Action Plan”, an activity is envisaged in which the German experts would share their thoughts and analysis of the existing legal regulation of issues of conflict of interest in Montenegro (in relation to the Law on Prevention of Conflict of Interest of 9 January 2009, as amended on 10 August and 23 September 2011, and the accompanying by-law - Rules on the procedure before the Commission, from March 2012), and proposals for amendments to these legal acts. Analyses of certain provisions of the Law and secondary legislation were submitted to Commission in October 2013 (solution to the issue of banking secrets and the dismissal of persons elected directly in elections is still missing) and will be considered when amending the Law on the Prevention of Conflict of Interest in the first half of 2014, once the working group is formed.</p> <hr/>	<p>During analysis, compliance achieved with solution from model under measure 2.1.1.1. in the prevention of conflict of interests. [PI]</p> <p>Note: Solution to the issue of banking secrets and the dismissal of persons elected directly in elections is still missing.</p> <hr/>
<p>2.1.2.6</p>	<p>Prepare the Program and Plan of trainings for: employees in the CPCI, especially in the part of control competences and use of databases and public and local public officials in relation to obligations prescribed by the Law on Prevention of Conflict of Interests. Implementation of trainings prescribed by the programme and plan.</p> <hr/> <p>Note:</p>	<p>CPCI</p>	<p>IC</p> <hr/> <p>December 2013; January - December 2014</p>	<p>Adopted annual training plan. [IC]</p> <p>Expert support for training of CPCI employees will be provided through TAIEX, especially with regard to control competences and using databases and public and local public officials in relation to obligations prescribed by the Law on Prevention of Conflict of Interests. The action plan was prepared in cooperation with HRMA.</p> <hr/> <p>Number and type of carried out trainings. [IC]</p> <p>The fulfilment of indicators will be verifiable in 2014.</p>	<p>Report on carried out trainings and number and ranks of participants [IC]</p> <p>The fulfilment of indicators will be verifiable in 2014 after receiving expert support</p> <hr/>

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				<hr/> Number and structure of trained employees. [IC] The fulfilment of indicators will be verifiable in 2014. <hr/>	
2.1.2.7	<p>Strengthen the public awareness on the institute of the conflict of interest and its influence on society, the need for reporting the cases of violation of the law and the role of citizens.</p> <p>Organise workshops for public officials, state and local, presence of experts from similar institutions, local experts.</p>	CPCI	IC <hr/> June – December 2013, January – December 2014	<p>Number of public campaigns carried out independently and in cooperation with NGOs; [IC]</p> <ul style="list-style-type: none"> - A Commission's TV spot was aired on TV and radio stations. -In the reporting period, the process of selecting of bidders was completed and a contract was concluded for the development of survey on the topic of "the public's attitude toward the Law on the Prevention of Conflict of Interest", which will be conducted on more than 1000 respondents in nine municipalities in Montenegro, with 42 questions. The new results will be presented in late December 2013, as well as through a PowerPoint presentation. Also, in the reporting period, previously made analyses were presented, which show comparative results of the surveys made in 2007, 2008, 2009 and 2011, in order to summarize the results of the perception of conflict of interest among the public. In December, CPCI finished the process for selection of bidders for the new website that will correctly present the scope of work and tasks performed by the Commission. The new presentation will be the best way to present the work and activities to existing and new users. - An electronic system was established for servicing citizens and businesses, which is updated daily, and through which citizens and the media are asking questions about the work of the 	<p>Number of reports submitted by citizens in relation to total number of considered cases of conflict of interest, in comparison to the previous period; [IC]</p> <p>In the period from 30 June to 20 December 2013, the Commission initiated proceedings on the basis of 426 submitted initiatives that the public officials were violating the Law on various grounds. The initiatives that there were violations of the Law were submitted by the Commission in 279 or 65.5% of cases, whereas the other subjects (NGO, citizens, legal persons, public officials) accounted for 147 or 34.5% of cases. The Commission issued 10 opinions following the requests of public officials.</p> <hr/> <p>Number of decisions upon which basis the Commission/Agency found that there was a conflict of interests by public official, according to report made by citizens. [IC]</p> <p>In the period from 30 June to 20 December 2013, the Commission passed 435 decisions (281 in the first instance procedure and 154 in the second instance procedure), of which in 237 cases it was determined that public officials were violating the Law on various grounds, in 196 they had been violating it (they eliminated the violations of the Law before the end</p>

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				<p>Commission and other information from the jurisdiction of the Commission. Also, the answers are given to these questions and published on our site. On the Commission's website there is a link <i>Ask the President</i> – through which citizens and businesses can report suspicions of a conflict of interest, as well as any other information within the competence of the institution.</p> <p>The Commission has a database in which all public officials are recorded (published records of reports on income and assets, whereas the scanned reports cannot be released because of the personal data they contain), starting from 2005, with the assets, adopted decisions on violations of the Law, current work, conducting of misdemeanour proceedings, requests for free access to information, programmes of the Commission, etc. All data are publicly and transparently presented at the Commission's website at (www.konfliktinteresa.me). In the reporting period of June – November, 23 press releases were made. The statements made were relating to publication of decisions taken, the conclusions and opinions on public officials, all with a view to implementing the Law on Prevention of Conflict of Interest and more effective control of the accuracy of the data submitted. Statements are also conveying information related to the sessions of the Commission, holding seminars for public officials (local and state officials), media representatives, and representatives of NGOs, as well as visits of foreign experts and diplomats, and holding regional conferences.</p> <p>As regards the visits to the Commission's</p>	<p>of proceedings – by resigning, submitting the report, etc.), whereas 6 public officials were not violating the Law.</p> <p>Note: In the description of indicators delete the word 'Agency', since decision/making now lies exclusively with the Commission.</p> <hr/>
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				<p>website, in the period from June to 11 December 2013 there were 45,472 visits, of which 7,397 in June, 6,862 in July, 5,468 in August, 6,999 in September, 7,414 in October, 8,141 in November, and 3,191 until 11 December, amounting to an average of 6,496 visits a month.</p> <p>The media are following the day-to-day work of the Commission, so the site is updated daily, which can be seen from the representation of information from the website of the Commission published in the media. In the reporting period, from 1 June to 1 December 2013, 183 articles were published on the work of this institution (71 in <i>Dan</i>, 41 in <i>Vijesti</i>, 30 in <i>Dnevne novine</i>, 20 in <i>Pobjeda</i>, 18 in <i>Blic Crna Gora</i> and 3 in <i>Monitor</i>), about which press clippings are made monthly and delivered to several addresses (the President of Montenegro, the Parliament, the Government, and others).</p> <hr/> <p><i>Number of organized workshops and number of participants; [IC]</i></p> <p>- Within the framework of the IPA 2010 project "Support to the implementation of Anti-Corruption Strategy and the AP", the following events were held: on 25 June 2013 an educational seminar in Podgorica for public officials who are appointed, elected or chosen by the Government of Montenegro; on 26 June 2013 an educational seminar in Podgorica for public officials who are appointed, elected or chosen by the Parliament of Montenegro; on 24 September 2013 an educational seminar in Tivat for local and state public officials in Tivat, Herceg Novi and Kotor municipalities, with the presence of</p>	
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				<p>foreign experts and representatives of the Commission. This was also an opportunity to exchange experience in the field of conflict of interest and assets declarations. The education was devoted to financial status reporting and verifying information from public officials' assets declarations, as well as exchange of experience with experts from Germany. The seminars were attended by 30 participants respectively. The twinning project provides for activities to include five educational seminars for training of state and local public officials, some of which have already been implemented, while the next training will be organized on 18 December 2013 for local and state public officials of the municipalities of Podgorica, Cetinje, Danilovgrad, and town municipalities Tuzi and Golubovci. Note: Given the resources allocated through the budget for the work of this institution in 2013, it was impossible to implement all the responsibilities and activities within the established 14 programmes, including the organization of a larger number of educational seminars (as well as preparation of a new TV spot, production of billboards and similar advertising material).</p> <hr/> <p><i>New promotional material prepared [IC]</i> In November 2013, the Commission has prepared and distributed a brochure containing results of work and the statistical data generated in 2012 and by the end of October 2013. The Commission also printed and distributed revised text of the Law on Prevention of Conflict of Interest and secondary legislation with forms, which was done in the form of brochures in</p>	
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				<p>Montenegrin and English. All produced materials were published on the Commission's website in order to enhance public awareness of the concept of conflict of interest and are distributed to participants in the meetings, round tables, educational seminars, foreign experts, diplomats and the like.</p> <hr/>	
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No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
2.1.2.2.1	<p>Prepare the Draft Law</p> <hr/> <p>Note:</p>	CPCI	<p>NI</p> <hr/> <p>December 2013</p>	<p><i>Draft Law determined [NI]</i></p> <p>On 18 November 2013, CPCI submitted to the Ministry of Justice an Initiative to institute the procedure for amending the Law on Prevention of Conflict of Interest in accordance with Article 40, paragraph 1, item 6 of the Law on Prevention of Conflict of Interest (Official Gazette of Montenegro 1/09, 41/11 and 47/11) which provides that the Commission shall take the initiative to amend the laws, regulations and general acts in order to bring them in line with European and international standards in the field of anti-corruption initiatives and transparency of business transactions. The initiative also expressed the need for the establishment of a working group, but to date the Commission received no feedback.</p> <p>Note: The working group was not formed.</p> <hr/>	

2.1.3 Recommendation: Review the rules of procedure of the public administration, including appointment and internal control, to fully integrate prevention of corruption and conflicts of interest aspects.

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No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
2.1.3.1	<p>Prepare report on the implementation of activities from the Strategy of Reform of Public Administration in Montenegro for the period 2011-2016.</p> <p>Prepare Innovated Action Plan for the period 2014-2016.</p> <hr/> <p>Note:</p>	MF	<p>I</p> <hr/> <p>December 2013</p>	<p><i>Report adopted - Report on undertaken measures and activities from the Action Plan on Implementation of AURUM published at the website of the Council for improvement of business environment. [I]</i></p> <p>Report on the implementation of activities under the Action Plan for the implementation of the Public Administration Reform Strategy for the period 2011-2013 with the proposed Action Plan for the period 2014-2015 were adopted at the session of the Council for Improvement of Business Environment on 15 November 2013 and at the session of the Government on 12 December 2013.</p> <p>Note: The Report and the AP should be published on the website of the Council.</p> <hr/> <p><i>Innovated Action Plan prepared (2014-2016). [I]</i></p> <p>Report on the implementation of activities under the Action Plan for the implementation of the Public Administration Reform Strategy for the period 2011-2013 with the proposed Action Plan for the period 2014-2015 were adopted at the session of the Council for Improvement of Business Environment on 15 November 2013 and at the session of the Government on 12 December 2013.</p> <p>Note: The Report and the AP should be published on the website of the Council.</p>	<p><i>Number of undertaken measures in comparison with total number of measures envisaged by the Action Plan; [I]</i></p> <p>Results are contained in the Report, which is available at: http://www.gov.me/sjednice_vlade/47.</p> <hr/> <p><i>Rating of Montenegro improved in reports of international organisations (SIGMA); [IC]</i></p> <p>It will be possible to report on the indicator once its implementation is due, i.e. when the report is published in 2014.</p> <hr/> <p><i>Assessment of the EC improved within the Progress Report for 2014. [IC]</i></p> <p>It will be possible to report on the indicator once its implementation is due, i.e. when the report is published in 2014.</p>
2.1.3.2	<p>Adopt the new Law on General Administrative Procedure in accordance with European standards and best practices. The new legal solutions will refer to the following:</p> <p>- simplification and acceleration of the general administrative procedure;</p>	MoI	<p>NI</p> <hr/> <p>December 2013; June 2014</p>	<p><i>Proposal for the Law on General Administrative Procedure adopted. [NI]</i></p> <p>The Proposal for a Law was prepared and, pursuant to the provisions of Article 40 of the Rules of Procedure of the Government of Montenegro</p>	<p><i>Normative framework provided for provision of more quality and quicker service, protection of rights of citizens, as well as protection of public interest. [NI]</i></p> <p>Note: The indicator is not due for</p>

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	<p>- reduction of procedural costs for all participants in the process;</p> <p>- modernisation of procedural mechanisms of the LAP;</p> <p>- creation of conditions and openness towards the use of modern information and communication technologies for provision of administrative services (so called eGovernment);</p> <p>- more efficient protection of both the public interest and individual interests of citizens and legal persons in administrative matters;</p> <p>- easier and more complete achievement and protection of both the legality and the rights and freedoms of citizens in the process of direct implementation of regulations in administrative matters.</p> <hr/> <p>Note: The Proposal for a Law was prepared and, pursuant to the provisions of Article 40 of the Rules of Procedure of the Government of Montenegro (Official Gazette of Montenegro 3/12), submitted, on 05 November 2013, to the Ministry of Finance, Ministry of Foreign Affairs and European Integration, Ministry of Justice, Ministry of Information Society and Telecommunications and the Secretariat for Legislation for opinion.</p>			<p>(Official Gazette of Montenegro 3/12), submitted, on 05 November 2013, to the Ministry of Finance, Ministry of Foreign Affairs and European Integration, Ministry of Justice, Ministry of Information Society and Telecommunications and the Secretariat for Legislation for opinion.</p> <hr/> <p>Law adopted. [NI]</p> <p>Note: The indicator is not due for implementation.</p>	<p>implementation; it will be implemented once the Law is adopted.</p> <hr/>
<p>2.1.3.8</p>	<p>Conduct trainings for persons responsible for preparation and implementation of the integrity plans (90 integrity managers).</p> <hr/> <p>Note:</p>	<p>DACI</p>	<p>PI</p> <hr/> <p>December 2013</p>	<p>Number of authorities which established the working groups for adoption of Integrity Plans; [!]</p> <p>Pursuant to Art. 68 of the Law on Civil Servants and State Employees, state authorities are required to appoint a person responsible for the preparation and implementation of integrity plans (integrity managers). In order to better implement these commitments, the Directorate for Anti-Corruption Initiative, with the help of experts from the Federal Office of Administration (BVA), conducted five trainings for integrity managers on the development of integrity plans. In</p>	<p>Employees responsible for preparation and implementation of the Integrity Plans enabled to implement both the Risk Analyses and the Integrity Plans. [IC]</p> <p>90 employees were appointed and trained for integrity managers. The education for the implementation of risk analysis and integrity plans is continued by the end of validity of the IPA 2010 Project - April 2014.</p> <hr/>

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				<p>trainings, guidelines were presented for developing integrity plans, and so were the preparatory activities for the purpose of integrity plans, and organizational and regulatory activities of integrity managers. Participants were shown, on a practical example, how to fill the integrity plan. So far, the training for integrity managers was completed by 90 employees from 68 state institutions (41 public administration bodies, 20 courts, 1 prosecution office and 6 local self-governments), and by the end of the year another such training will be organised. 68 authorities (41 public administration bodies, 20 courts, 1 prosecution office and 6 local self-governments) formed the working groups for adopting integrity plans.</p> <hr/> <p><i>The Manual for Integrity Managers developed. [NI]</i></p> <p>Note: The Manual for Integrity Managers will be prepared in February 2014, as this activity is planned through IPA 2010 project for this period.</p> <hr/> <p><i>Number of appointed and trained integrity managers [!]</i></p> <p>90 employees were appointed and trained for integrity managers.</p> <hr/>	
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2.1.4 Recommendation: Improve the system of political party funding, ensuring reliable reporting as well as effective supervision and sanctioning powers by an independent authority. Strengthen the capacities of the monitoring bodies and ensure a clear division of tasks and cooperation framework. Accounting obligations for political parties should be increased and all in-kind donations should be reported. The recommendations of GRECO should be followed-up.

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
2.1.4.1	Adopt the Law on Financing of Political Entities and Election	MF	PI	<i>Law adopted; [PI]</i>	<i>The GRECO report for 2014 providing the</i>

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	<p>Campaigns in accordance with GRECO recommendations for its amendment (clearly defined competencies of SAI and SEC in the implementation of laws, the involvement of independent audit houses as regards the audit of reports' sections, prescribing the duty of third parties to submit the information required upon requests by the competent authorities, defining investigative powers of competent authorities, and the promoted system of sanctions).</p>		<p>September 2013</p>	<p>The Parliament of Montenegro has formed a working group to build confidence in the electoral system in order to change the legislative framework in the field of electoral legislation and funding of political parties.</p> <p>Accordingly, the working group of the Ministry of Finance prepared, in September 2013, the draft Law on Financing of Political Parties and Election Campaigns and forwarded it to the working group of the Parliament for further consideration and adoption.</p> <p>Note: The Law was not adopted.</p> <hr/> <p>GRECO recommendations fulfilled; [PI]</p> <p>The draft proposal, which was submitted to the working group for building confidence in the electoral system, contains provisions thoroughly prescribing, in accordance with GRECO recommendations, the clear limitations in financing the operations and campaigns of political parties, an effective system of control and accountability with clearly defined sanctions and procedures in terms of powers to initiate proceedings for breach of statutory provisions, enabling administrative investigation, an expanded range of penalties, the introduction of measures to predict the loss of funds in case of a serious breach of the Law, and others.</p> <p>Note: The Law was not adopted.</p> <hr/> <p>Strengthened control powers of SEC. [PI]</p> <p>The draft proposal foresees provisions that describe, more clearly and explicitly, the monitoring of the</p>	<p>number of recommendations accepted; [IC]</p> <p>The fulfilment of indicators will be verifiable in 2014.</p> <p>Note: The Law was not adopted.</p> <hr/> <p>NGO Report; [IC]</p> <p>The fulfilment of indicators will be verifiable in 2014.</p> <p>Note: The Law was not adopted.</p> <hr/> <p>Improved EC's assessment in the Progress Report for 2014. [IC]</p> <p>The fulfilment of indicators will be verifiable in 2014.</p> <p>Note: The Law was not adopted.</p> <hr/> <p>The Law will encompass the current Law on Financing Political Parties and the Law on Financing Campaigns for Election of the President of Montenegro. [PI]</p> <p>In September 2013, the working group of the Ministry of Finance prepared a draft Law on the Financing of Political Parties and Election Campaigns, which will encompass the current Law on Financing Political Parties and the Law on Financing Campaigns for Election of the President of Montenegro.</p> <p>The fulfilment of indicators will be verifiable in 2014.</p> <p>Note: The Law was not adopted.</p>
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				<p>implementation of the Law and therefore the authority to exercise control over the financing of political parties and election campaigns by the State Election Commission. Among other things, the draft provides that the supervision over the implementation of the Law and the implementation of elections is done by the SEC, while the jurisdiction of SAI in this area relates only to the audit of the consolidated annual reports. It also prescribes the jurisdiction of SEC in terms of direct and unimpeded access to records and reports of political entities, the imposition of measures in case of violation of the Law, which are relating to the misdemeanour proceedings and partial or complete loss of budgetary resources to finance the cost of the election campaign.</p> <p>Note: The Law was not adopted.</p> <hr/>	
<p>2.1.4.2</p>	<p>In accordance with the new Law on Financing of Political Entities and Election Campaigns, adopt the relevant secondary legislation which will regulate the following:</p> <ul style="list-style-type: none"> - the use of public resources for political subjects' activities and the election campaigns (GRECO recommendation), - the manner of keeping of business books of political entities, and - determine the manner of regular and transparent reporting of revenues, expenditures, assets and liabilities and the sources of funds of political entities. <hr/> <p>Note:</p>	<p>MF</p>	<p>NI</p> <hr/> <p>December 2013</p>	<p><i>Adopted secondary legislation, the number and type of secondary legislation acts. [NI]</i></p> <hr/> <p>Note: The Law was not adopted.</p> <hr/> <p><i>Reports of political entities. [NI]</i></p> <hr/> <p>Note: The Law was not adopted.</p> <hr/>	<p><i>The GRECO report for 2014 providing the number of recommendations accepted; [?]</i></p> <hr/> <p><i>NGO Report; [?]</i></p> <hr/> <p><i>Improved EC's assessment in the Progress Report for 2014 [?]</i></p> <hr/> <p><i>Increased quality of financial management and records (keeping business records) of political parties. [?]</i></p> <hr/>

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2.1.5 Recommendation: Ensure effective implementation of free access to information rules, inter alia, with regard to sensitive information with economic value. The provisions of the Law on Prevailing Public Interest need to be clarified. Appropriate interaction between the Law on Free Access to Information and the Laws on Protection of Personal Data and the Law on Data Secrecy should be ensured.

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
2.1.5.1	<p>Carry out trainings for the employees responsible for the decision-making upon requests for free access to information in line with case law and international standards, and pursuant to the annual programme of the HRMA</p> <hr/> <p>Note:</p>	HRMA	<p>I</p> <hr/> <p>January – December 2013; January – December 2014</p>	<p><i>The number and type of trainings conducted; [I]</i></p> <p>In the reporting period, a total of 15 trainings on “Practical application of the Law on Free Access to Information” were conducted, of which ten at the local and five at the central level. HRMA applied for TAIEX support for organizing trainings in February 2014. In cooperation with the Human Resources Management Authority, under the auspices of the OSCE Office in Podgorica, on 13 November 2013 the Agency organized the training of staff of the Agency involved with free access to information.</p> <hr/> <p><i>The number and structure of participants. [I]</i></p> <p>In the reporting period, a total of 15 trainings on “Practical application of the Law on Free Access to Information” were conducted, of which ten at the local and five at the central level. At the local level, trainings were attended by a total of 159 participants, and at the central level 110 participants, employees of state administration and local self-government.</p>	<p><i>Employees trained to act in line with the provisions of the Law [I]</i></p> <p>Employees trained to act in line with the Law; In the reporting period, a total of 15 trainings on “Practical application of the Law on Free Access to Information” were conducted.</p> <hr/>
2.1.5.2	<p>Monitor the implementation of the Law on Free Access to Information.</p> <p>Regularly inform the public on the application of the Law on Free Access to Information, as well as about the rights defined in this Law.</p>	Personal Data Protection Agency	<p>PI</p> <hr/> <p>December 2013 and subsequently once a year in the fourth</p>	<p><i>Annual reports on the application of the Law containing all the information from Articles 12, 39, 40 and 41 of the Law. [PI]</i></p> <p>The preparation of the annual report on the implementation of the Law is underway. At the press conference held on 26 September 2013 to mark the</p>	<p><i>The relationship between the number of requests received and: [I]</i></p> <p>Note: Requests received in total: 1630.</p> <hr/> <p><i>The number of decisions in the first instance; [I]</i></p>

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	<p>Note:</p>		<p>quarter</p>	<p>International Day of the right to access to information, the public was informed about the results achieved in the period from the entry into force of the Law on Free Access to Information, 17 February 2013 to 27 September 2013. In this period, 403 complaints were considered, and the Council adopted 295, partly adopted 7, rejected 1, and there were 54 of them discontinued through conclusions made. Also, 46 complaints were dismissed, which accounts for approximately 10 percent of the total number of complaints filed. This is to confirm that the Council of the Agency affirms the public's right to know in the best way. There were 38 actions filed against the decisions of the Council. So far, only one judgment was made, confirming the decision of the Council of the Agency. Due to the lack of administrative capacity and the fact that the Agency does not employ a controller to perform inspections, no inspections were conducted in the reporting period. There was no misdemeanour charges filed because the second instance procedure found no violation of the Law on Free Access to Information. The Agency did not impose any administrative measures.</p>	<p>Note: The number of decisions in the first instance amounts to 1628.</p> <hr/> <p><i>The number of requests resolved and the number of requests that have not been resolved within the prescribed period; [I]</i></p> <p>Note: The number of requests resolved is 1628. The number of requests not resolved within the prescribed period is 330.</p> <hr/> <p><i>The number of submitted, rejected and / or dismissed and adopted appeals; [I]</i></p> <p>Note: The total number of complaints filed to the Agency per type of petitioners (574): a) NGO as the petitioner (479), b) natural person (43), v) legal person (25). 1. The total number of adopted complaints; b) the number of partly adopted complaints; (8) c) the number of procedures discontinued through conclusions made; (88) d) the number of rejected complaints; (1) e) the number of adopted complaints: (403) 2. The total number of dismissed complaints for reasons of (1) a) wrongly established factual situation – decision amended; -violation of the rules of procedure: - wrong implementation of substantive law; untimely submission of complaints resulting in dismissal. 3. The total number of dismissed complaints is (41) for the reason that: a)legal person was not obliged by the Law;(7) b)rightly applied legal provision;(10) c)fully adopted requests through decisions made;(23) d)information published on the authority's website (1) 4.the number of discontinued procedures (88) 5. Dismissed requests of the Electric Power Company of Montenegro for postponing the enforcement of the decision (14) In 14 cases the Agency dismissed requests by <i>Elektroprivreda Crne Gore AD Nikšić</i> for postponing the enforcement of the decision.</p>
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					<p><i>The number of claims submitted to the Administrative Court, and the number of annulled decisions. [!]</i></p> <p>Note: Number of submitted actions against decisions of the Agency (40). In the reporting period, 40 actions were filed against the decisions of the Council of the Agency, to which it timely submitted a response to the Administrative Court in Podgorica. a) number of accepted claims; (7) a) the number of dismissed claims; b) the number of rejected claims; (5), of which one case verdict upheld by the Supreme Court c) proceedings suspended. In 14 cases the Agency addressed the Ministry of Interior, Inspection Directorate, for the inspection to be carried out to check whether the first instance authority was in possession of the requested information. In 19 cases the Agency addressed the first instance body to submit full information.</p>
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2.1.6 Recommendation: The control system for public procurement is to be strengthened as well as the supervision of implementation of awarded contracts.

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
2.1.6.1	<p>Adopt amendments to the Law on Public Procurement which will include:</p> <ul style="list-style-type: none"> - Changes to the manner of appointing the Chairman and members of the State Commission for the Control of Public Procurement Procedures (appointment by the Parliament); - the obligation for at least one member of the Commission for bid opening and valuation to have a certificate of passed state license exam to cover public procurement related duties; - legal grounds to adopt a rulebook which would govern clear criteria for the procedure and manner of appointing members of the Commission for bid opening and valuation and their 	MF	<p>PI</p> <hr style="width: 50px; margin-left: 0;"/> <p>December 2013</p>	<p><i>Amendments to the Law adopted [PI]</i></p> <p>Programme of Work of the Government of Montenegro for 2013 provides for the adoption of the Law on Amendments to the Law on Public Procurement in the fourth quarter. Through decision 01-6986 of 06 June 2013, the Minister of Finance formed a working group to draft the Amendments to the Law on Public Procurement.</p> <p>Note: The implementation of the measure is expected in the first quarter of 2014, due to further alignment with the legislation.</p>	<p><i>Reduced number of irregularities in public procurement procedures compared to the previous year [?]</i></p> <hr style="width: 100%;"/>

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	<p>authorizations and responsibilities;</p> <ul style="list-style-type: none"> - Authorize inspectors of the Administration for Inspection Affairs to exercise control over contracts awarded ; - Introducing negative reference checks on bidders, including a prohibition to bidders to participate in a public procurement procedure if they had violated deadlines or other provisions of the public procurement contract in the past; - The system of control of conflict of interests in public procurement procedure improved; - Records system kept by the contracting authorities and the contents of PPA's reports on public procurement improved. <hr/> <p>Note:</p>				
<p>2.1.6.3</p>	<p>Monitor the improvement of the system of control of public procurement:</p> <ul style="list-style-type: none"> - establish a methodology of risk analysis in the control, with the aim of proactive action in the prevention and early detection of corruptive acts and other acts with corruption elements; - Perform control in accordance with established methodology. <p>Prepare an annual report of PPA.</p> <hr/> <p>Note: The implementation of the establishment of the Working Group for the development of risk analysis methodologies in the control with the aim of pro-active action in the prevention and early detection of corrupt acts and other acts with elements of corruption is underway. The working group will consist of representatives of the PPA, Administration for Inspection Affairs and relevant institutions in this area (DACI...).</p> <p>The annual report on public procurement for 2012 was adopted by the Government of Montenegro at its session held on 4 July 2013, No: 08-1499/4 of 11 July 2013.</p>	<p>PPA</p>	<p>NI</p> <hr/> <p>Once a year; June 2013; June 2014</p>	<p><i>Established methodology. [?]</i></p> <hr/> <p><i>The number of controls on the basis of which irregularities have been established and corruptive acts and other acts with elements of corruption discovered. [?]</i></p> <hr/> <p><i>Prepared annual report of PPA which contains the data on: [?]</i></p> <hr/> <p><i>Contracts concluded and their implementation; [?]</i></p> <hr/> <p><i>The number of contracts whose implementation is checked; [?]</i></p> <hr/> <p><i>The number of contracts in which the violation of the implementations has been discovered; [?]</i></p> <hr/> <p><i>The number of contracts terminated; [?]</i></p>	<p><i>The percentage of institutions in which the control was conducted on an annual basis in relation to the total number of contractors; [?]</i></p> <hr/> <p><i>The number of irregularities compared to the previous period. [?]</i></p>

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				<p style="text-align: center;"><i>The number and type of sanctions imposed; [?]</i></p>	
				<p style="text-align: center;"><i>The number and type of penalties imposed; [?]</i></p>	
				<p style="text-align: center;"><i>The number of bidders to whom the participation in PP procedures has been temporarily banned. [?]</i></p>	

2.1.7 Recommendation: Develop specific measures to tackle corruption in particularly vulnerable areas, such as those identified in the findings of the risk assessment of July 2011. For these areas, separate Action Plans should be envisaged. Ensure that risks assessments are being used systematically. Anti-corruption measures must be improved at the level of local self-governments.

- PRIVATISATION

- URBAN PLANNING

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
2.1.7.4	Efficiently monitor the system for reporting illegal construction and the establishment of clear and precise procedures for dealing with complaints and reports of citizens related to the work of inspection. Note:	DACI	IC As of July 2013 twice a year	<p style="color: green;"><i>Number of reports of citizens of illegal construction in relation to the number of processed reports; [I]</i></p> <p>During the reporting period from 01 June 2013, there were 578 cases of illegal construction reported. In this period, there were 131 decisions made to demolish the buildings, and there were 16 criminal charges filed against the supervised entities. In 67 cases, the reports were rejected or forwarded to other authority for further action for lack of jurisdiction. Demolition of 52 facilities was carried out.</p> <p style="color: green;"><i>The percentage of reports processed compared to the total number of reports; [IC]</i></p> <p>All 578 cases of illegal construction were</p>	<p><i>The number of reports by citizens increased; [?]</i></p> <hr/> <p><i>The number of processed reports increased; [?]</i></p> <hr/> <p style="color: green;"><i>The number of complaints of citizens related to the work of inspections decreased. [IC]</i></p> <p>There were no complaints related to the work of inspections in the reporting period.</p>

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				<p>processed. Therefore 100%.</p> <hr/> <p>Procedures for handling complaints of citizens related to the work of inspections set up; [I] System for following reports of illegal construction set up.</p> <hr/> <p>The number of complaints related to the work of inspections. [IC] There were no complaints related to the work of inspections in the reporting period.</p> <hr/>	
2.1.7.5	<p>Reporting of criminal offenses: building a structure without a building permit and unlawful connection of construction site to technical infrastructure.</p> <hr/> <p>Note:</p>	SPPO	<p>IC</p> <hr/> <p>As of July 2013 twice a year</p>	<p>A report drafted that contains: [?]</p> <hr/> <p>The number of criminal charges filed; [?]</p> <hr/> <p>The number of indictments raised; [?]</p> <hr/> <p>The number of adjudicated cases and types of decisions [IC] HC: In the period from 01 January 2013 to 01 October 2013, there were 284 cases for criminal offense from Art. 326a of the CC of Montenegro before courts in Montenegro. Out of this number, 156 cases were resolved, of which 144 by conviction, 6 by acquittal, 5 by dismissal, while in one case the charges were rejected. In 137 cases, suspended sentence was imposed, in 5 case prison sentence was imposed, while in one case the sentence of community service was imposed, and in one a fine was imposed. In 161 cases the judgement became final and enforceable.</p>	<p>The number of indictments increased compared to the number of submitted criminal charges; [?]</p> <hr/> <p>The number of final judicial decisions increased. [?]</p> <hr/>

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				<p>In the same period, there were 7 cases for criminal offense from Art. 326b of the CC of Montenegro processed before courts in Montenegro. Of this number, 3 cases were resolved - 2 by conviction and 1 by acquittal. In both cases of conviction suspended sentence was imposed. No judgements became final and enforceable in this period.</p> <p>SPPO: The Ministry of Justice was notified of the number of filed criminal charges and the results thereof in the period from 01 January to 01 November 2013.</p> <hr/> <p><i>The number of final judicial decisions. [?]</i></p> <hr/>	
<p>2.1.7.6</p>	<p>Establish and regularly publish a list of investors and contractors which have been found to violate regulations governing the field of spatial planning.</p> <hr/> <p>Note:</p>	<p>AIA</p>	<p>IC</p> <hr/> <p>As of July 2013 twice a year</p>	<p><i>The list drawn up and made public on the website of the AIA. [IC]</i></p> <p>A list of investors and contractors which have been found to violate regulations governing the field of spatial planning was made and published on the website of the Administration for Inspection Affairs (www.uip.gov.me).</p> <hr/>	<p><i>The number of investors violating the regulations in the field of spatial planning reduced. [IC]</i></p> <p>In the period from 01 January 2013 to 01 December 2013, the inspection of construction has received 437 initiatives to perform the inspection and 344 reports of works on the basis of issued construction permits.</p> <p>The inspection of construction carried out 401 inspections and made 401 records, adopted nine decisions on banning the construction, and two decisions on demolition.</p> <p>Compared to 2012, the inspection of construction was submitted 433 initiatives to perform inspection and 350 reports of works on the basis of issued construction permits.</p> <p>The inspection of construction carried</p>

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					<p>out 534 inspections and made 534 records, adopting 19 decisions on banning the construction, and 12 decisions on demolition.</p> <p>Continuously</p>
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- EDUCATION

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
2.1.7.7	<p>Establish a transparent system of control of accreditation and licensing of educational institutions.</p> <hr/> <p>Note: The Council for Higher Education publishes the decisions on issuing certificate of accreditation or re-accreditation at its web site www.svo.gov.me. The table of licensed institutions of higher education is available on the website of the Ministry of Education at www.mps.gov.me and on the website of the Council for Higher Education at www.svo.gov.me.</p>	Ministry of Education and Sports	<p>IC</p> <hr/> <p>As of July 2013 twice a year</p>	<p><i>Make public all issued accreditations with a report on compliance with the requirements for the issuance thereof; [IC]</i></p> <p>The Council for Higher Education publishes the decisions on issuing certificate of accreditation or re-accreditation at its web site www.svo.gov.me. The table of licensed institutions of higher education is available on the website of the Ministry of Education at www.mps.gov.me and on the website of the Council for Higher Education at www.svo.gov.me.</p> <hr/> <p><i>Number of licensed educational institutions; [?]</i></p> <hr/> <p><i>Number of educational institutions that have lost their license; [?]</i></p> <hr/> <p><i>Number of implemented controls of institutions whose license had expired. [?]</i></p>	<p><i>The number of irregularities in the work of educational institutions reduced. [?]</i></p>
2.1.7.8	<p>Improve online databases in all higher education institutions (all faculties within the University of Montenegro) concerning the employed academic staff and open them to the public.</p>	PPA	<p>IC</p> <hr/> <p>As of July</p>	<p><i>Database in all higher education institutions developed and made publicly accessible. It contains: [IC]</i></p>	<p><i>Transparent data on the teaching personnel of the University of Montenegro. [?]</i></p>

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	<p>Note: On their websites, all university units have databases of employed academic staff, which are regularly updated. A complete database of all the employees is also kept by the Information System Center of the University of Montenegro and it is also regularly updated.</p>		<p>2013 twice a year</p>	<p>On their websites, all university units have databases of employed academic staff, which are regularly updated. A complete database of all the employees is also kept by the Information System Center of the University of Montenegro and it is also regularly updated.</p> <hr/> <p>CV of each hired lecturer; [IC]</p> <p>Online database containing information on the teaching staff at the University, including information on their education, position, and personal bibliography (list of published scientific papers), is available within the information system on research activities in Montenegro (http://e-cris.cg.cobiss.net/).</p> <hr/> <p>Class load per lecturer; [IC]</p> <p>Class load per lecturer may be available based on the review of the classes at each university unit, which is published on the website of the University (www.ucg.ac.me), SNIKE Portal, which is accessible only to the staff of the University of Montenegro.</p> <hr/> <p>Annual self-evaluation of educational institutions and external evaluation by the Education Inspectorate; [?]</p> <hr/> <p>Evaluation of lecturers by students per semester, in accordance with the decision of the authorities. [IC]</p> <p>On the website of the University (www.ucg.ac.me), there is SNIKE Portal, which is accessible only to the staff of the University of Montenegro, which</p>	
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				publishes the information on the self-evaluation of the work of the University, as well as the results of evaluation of lecturers by students. For the time being, it is only accessible to the academic staff of the University.	
2.1.7.9	<p>Publish annual financial statements of the University of Montenegro and university units at the website of the University of Montenegro.</p> <hr/> <p>Note: The University of Montenegro regularly publishes financial statements of the University and University Units and does so annually at the end of the year, which is in line with the law. Currently posted on the website is the financial report for 2012.</p> <p>All individual reports and consolidated financial reports for 2012 are published on the website www.ucg.ac.me.</p>	DACI	<p>IC</p> <hr/> <p>As of July 2013 twice a year</p>	<p><i>The number of published reports at the University of Montenegro website, which in addition to standard items, include reports on revenues from profitable activities of the University and its units. [IC]</i></p> <p>The University of Montenegro regularly publishes financial statements of the University and University Units and does so annually at the end of the year, which is in line with the law. Currently posted on the website is the financial report for 2012.</p> <p>In line with Art. 5 of the Rulebook on the manner of preparing and submitting financial reports, budget, state funds and local self-government units, the University of Montenegro submits quarterly and annual financial reports to the Ministry of Education and the Ministry of Finance using the form 4- Report on the cash flows and form 5- Report on unsettled commitments. Financial reports are adopted by the Management Board of the University. All individual reports and consolidated financial reports for 2012 are published on the website www.ucg.ac.me.</p>	<p><i>The level of financial reporting transparency increased. [?]</i></p> <hr/> <p><i>The number and type of sanctions against persons responsible for established irregularities. [?]</i></p>

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HEALTH CARE					
No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
2.1.7.10	<p>Promote the Code of Ethics of Chamber of Physicians and organize trainings for health care professionals on the application of the provisions of the Code of Ethics.</p> <p>Monitor adherence to the Code of Ethics.</p> <p>Note:</p>	Chamber of Physicians	<p>IC</p> <hr/> <p>As of July 2013 twice a year</p>	<p><i>Number of trainings; [?]</i></p> <hr/> <p><i>Number of participants; [?]</i></p> <hr/> <p><i>Number of conducted info campaigns; [?]</i></p> <hr/> <p><i>Number of TV shows; [?]</i></p> <hr/> <p><i>Code of Ethics published on the websites of the MH, Chamber of Physicians and Public Health Institute; [!]</i></p> <p>The Chamber of Physicians prepared the Code of Medical Ethics and Deontology. The above Code was printed in the Bulletin of the Chamber of Physicians (4/06), which was distributed to all physicians and dentists and was posted on the website of the Chamber. The document has a force of a Law and is obligatory for all the members of the Chamber. It is also published on the websites of the MH, Chamber of Physicians and Public Health Institute.</p> <hr/> <p><i>Number of disciplinary proceedings; [IC]</i></p> <p>Bulletin of the Chamber regularly cites the case of violations of the Code of Ethics and rules of professional work. There are regular meetings of the Executive Committee of the Chamber and meetings of the Commission of the Chamber discussing current problems and pointing out the problems that are the subject of work of the Commission, especially citizens' complaints on the professional work and violations of the</p>	<p><i>The provisions of the Code of Ethics are respected and applied; increased trust of citizens. [?]</i></p> <hr/>

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				<p>rules of ethics. The Chamber of Physicians did not receive complaints from citizens about corruptive actions and proceedings that are pending before the Chamber bodies were initiated on the own initiative of the Chamber and on the basis of information in the media about the ongoing court proceedings.</p> <hr/> <p>Number of health care workers who have violated the Code of Ethics. [?]</p> <hr/>	
2.1.7.11	<p>Regularly publish reports on public procurement in the health sector.</p> <hr/> <p>Note: All public health care institutions have submitted the report on public procurements to the Ministry of Health and the Public Procurement Administration.</p>	MH	<p>IC</p> <hr/> <p>As of July 2013 twice a year</p>	<p>Annual report on public procurement in the health sector drafted and made public; [IC]</p> <p>Working group for drafting the annual report on public procurement in the health sector was formed. The report is compiled annually by 28 February of 2014 for the previous year.</p> <hr/> <p>The number of irregularities found by the inspectors for public procurement; [?]</p> <hr/> <p>The number of decisions cancelled by the Commission. [?]</p> <hr/>	<p>The number of irregularities in public procurement in the health sector reduced. [?]</p> <hr/>

- LOCAL SELF-GOVERNMENT

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
2.1.7.12	<p>Prepare, adopt and monitor the implementation of action plan to combat corruption for each local self-government unit, based on the Model of harmonized action plan to combat corruption in local self-government (2013-2014). The strategic objectives are established by the model, which are used to further elaborate measures in the AP at the local level:</p>	Local self-governments	<p>PI</p> <hr/> <p>December 2013</p>	<p>The number of adopted action plans; [PI]</p> <p>Ten units of local self-governments has adopted the APs whereas eleven of them still did not do so. APs were adopted by Podgorica, Cetinje, and another eight municipalities: Bar, Berane, Kotor, Mojkovac, Plav, Pljevlja,</p>	<p>An increased degree of responsibility and professionalism in the work of local self-governments; [?]</p> <hr/> <p>Improved transparency in the process of planning, adopting regulations and their</p>

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<p>- Increased level of responsibility and professionalism of local self-government's work;</p> <p>- Improved transparency in the planning process, developing documents and their implementation, with respect to the participatory principle.</p>			<p>Herceg Novi, and Šavnik.</p> <hr/> <p><i>The number of reports; [NI]</i></p> <p>No data on the number of reports. A working group was formed to monitor the implementation of the Action Plan for the Fight against Corruption in local self-government units.</p>	<p><i>implementation with respect to the participatory principle. [?]</i></p> <hr/>
<p>Note:</p>			<hr/> <p><i>Promoted internal and external control of work of local self-government; [PI]</i></p> <p>Established procedures for reporting cases of corruption at the local level, Information available to the citizens and interested entities.</p> <hr/> <p><i>Strengthening the integrity of local self-government units and implementation of ethical standards in local self-government; [PI]</i></p> <ul style="list-style-type: none"> - Guide for free access to information adopted, - Based on the already adopted codes of ethics, committees for local officials and employees, as well as for elected representatives and officials, were formed. <p>Training of local servants and officials conducted in various areas (from the administrative procedure to project preparation) and was attended by 159 local servants and employees.</p> <hr/> <p><i>Creating conditions and encouraging civil and private sector to engage in the fight against corruption at the local level; [PI]</i></p> <p>Citizens and the NGO sector are involved in the process of decision-making at the local level.</p>	

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				<p><i>Publish all the data on donations, sponsorships, and subventions on the web-pages of local self-governments. [NI]</i></p> <p>No information submitted.</p>	
2.1.7.13	<p>Establish transparent procedures on public procurements in line with the Law on Public Procurements.</p> <p>Note:</p>	Local self-governments	<p>IC</p> <p>As of July 2013 once a year</p>	<p><i>Report on the analysis and audit of public procurements (from the aspect of risks of corruption); [IC]</i></p> <p>In line with the Law on Public Procurements, the data on the website of the Public Procurement Administration is regularly updated with information for PP procedures implemented in all units of local self-government.</p> <p><i>Publish all the contracts on public procurements on the web-pages of local self-governments. [IC]</i></p>	<p><i>The number of irregularities in public procurement procedures at the local level reduced. [IC]</i></p>

- POLICE

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
2.1.7.15	<p>Conduct internal control of work of Police Administration</p> <p>Note:</p>	Mol	<p>IC</p> <p>As of July 2013 twice a year</p>	<p><i>Prepared and published semi-annual report containing; [IC]</i></p> <p>The measure is implemented continuously, through the execution of tasks within the scope of the Internal Control Division of the police, as a control mechanism over police work.</p> <p><i>The number of cases on the basis of reports and ex-officio; [IC]</i></p> <p>In the reporting period, there were 26 complaints of citizens over the actions of the Police Administration officers.</p>	<p><i>Increased number of indictments compared to the number of filed criminal charges. [IC]</i></p> <p><i>Increased number of final judicial decisions. [IC]</i></p>

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				<p>During the same period, there were 17 controls of the legality ex officio.</p> <hr/> <p>The number of citizens' reports of cases related to the corruption of PA employees; [IC] In the reporting period, the Internal Control Division of the police was not reported a single case which would indicate corruption of police officers.</p> <hr/> <p>The number of initiated disciplinary procedures on the basis of internal control reports; [IC] In the reporting period, based on the Internal Control reports, three disciplinary procedures were initiated against 6 police officers.</p> <hr/> <p>The number and type of imposed disciplinary sanctions; [IC] In the reporting period, there were no final disciplinary measures imposed regarding the cases in which, in the reporting period, the Internal Control Division of the police proposed disciplinary procedures to be initiated.</p> <hr/> <p>The number of investigations initiated against PA employees on the basis of internal control reports. [IC]</p> <hr/>	
<p>2.1.7.16</p>	<p>Investigate the reports of corruption in the Ministry of Interior and PA</p> <hr/> <p>Note: Officers of the Criminal Police Department conduct investigative actions in 3 cases encompassing 5 persons, for reasonable suspicion that they commit or are preparing to commit criminal acts of corruption in the Mol.</p>	<p>Mol</p>	<p>IC</p> <hr/> <p>As of July 2013 twice a year</p>	<p>Adopt the Amendments to the Law on Internal Affairs; [!] The Law on Amendments to the Law on Internal Affairs, which prescribes the obligation to report assets for officials in managerial positions, was adopted. The Rulebook on assets declaration of</p>	<p>The annual report on work of the Ministry of Interior and PA establishing a reduced number of irregularities in the work of personnel. [?]</p> <hr/>

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				<p>police officers was adopted, No: 050/13-54394/3 of 8 October 2013.</p> <hr/> <p><i>The number of reports submitted by citizens, legal persons, NGOs, media and ex-officio, with regard to corruption in the Ministry of Interior and PA; [?]</i></p> <hr/> <p><i>Type of decisions made under reports filed; [?]</i></p> <hr/> <p><i>The number of investigations initiated under reports; [?]</i></p> <hr/> <p><i>The number of indictments; [?]</i></p> <hr/> <p><i>The number of final judicial decisions. [IC]</i></p> <hr/>	
2.1.7.17	<p>Implement measures to combat corruption at the high level in the Ministry of Interior and PA</p> <hr/> <p>Note:</p>	Mol	<p>IC</p> <hr/> <p>As of July 2013 twice a year</p>	<p><i>The number of investigations initiated for high-level corruption in the Ministry of Interior and PA; [IC]</i></p> <p>Officers of the Criminal Police Department conduct investigative actions in 3 cases encompassing 5 persons, for reasonable suspicion that they commit or are preparing to commit criminal acts of corruption in the Mol.</p> <hr/> <p><i>The number of indictments raised; [?]</i></p> <hr/> <p><i>The number of final judicial decisions. [?]</i></p> <hr/>	<p><i>Public opinion poll showing an increased public confidence in the work of Ministry of Interior and PA employees. [?]</i></p> <hr/>
2.1.7.18	Implement continuous campaigns on the manner of reporting	Mol	IC	<i>The number of campaigns led; [IC]</i>	<i>An increased number of detected cases of</i>

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	<p>corruption and the measures for protection of citizens reporting corruption</p>		<p>As of July 2013 twice a year</p>	<p>Campaign “Not a cent for bribery” was implemented. Through the campaign, a round table with NGO CEMI and a round table in cooperation with the American Chamber of Commerce in Montenegro were organised.</p> <p>In order to ensure that informative material from the campaign “Not a cent for bribery” is available to as many people as possible, DACI has invited other institutions to join the campaign and distribute flyers in their regional offices, branch offices, local offices, municipal organizations. All the bodies which were sent a letter responded positively. Flyers were distributed to the Ministry of Interior (1500 flyers), Ministry of Health (1500 flyers), Ministry of Labour and Social Welfare (500 flyers), Ministry of Education (1000 flyers), Police Administration (1000 flyers), Customs Administration (1000 flyers), Tax Administration (500 flyers), Real-Estate Administration (1000 flyers), the Association of Municipalities (500 flyers), and the Post Office of Montenegro (2000 flyers).</p> <p>Given that the AP provides that DACI shall implement campaigns in cooperation with NGOs, DACI submitted the material from the campaign to NGOs as well, as follows: NGO CRNVO (400 flyers), NGO CEMI (300 flyers) and NGO Institut alternativa (300 flyers), with a request to ensure that the material is made available in the premises of NGOs, as well as in round tables, seminars and other events organized.</p> <p>On the website of Police Administration of the Ministry of Interior, there is a link “Report corruption”, which is viewed as a continuous promotion of reporting</p>	<p>corruption on the basis of reports by citizens, NGOs and the media. [?]</p>
	<p>Note:</p>				

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				<p>corruption and a type of permanent campaign.</p> <hr/> <p><i>The number of corruption cases reported by citizens, NGOs, and the media; [?]</i></p> <hr/> <p><i>The number and type of decisions made upon reports of citizens, NGOs, and the media; [?]</i></p> <hr/> <p><i>The number of investigations compared to the number of cases reported. [?]</i></p> <hr/>	
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2.1.8 Recommendation: Strengthen the Parliament's role in fighting corruption by stepping up supervision of the executive. The Parliament should also pay specific attention to anti-corruption issues when revising and improving the legal framework. Ensure a thorough integrity system within the Parliament.

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
2.1.8.1	<p>Provide for efficient application of all control mechanisms of the Parliament of Montenegro</p> <hr/> <p>Note:</p>	Parliament	<p>PI</p> <hr/> <p>As of December 2013 once a year</p>	<p><i>Annual report on the application of control mechanisms which contains data on: [IC]</i></p> <p>Annual Report on Work of the Parliament of Montenegro is prepared at the beginning of the year for the previous year; The working bodies of the Parliament of Montenegro are adopting annual reports on work at the beginning of the year for the previous year. As the deadline for the implementation of this measure is once a year since December 2013, complete information will be available in the Annual Report on Work of the Parliament of Montenegro for 2013, which is expected early in 2014.</p> <hr/> <p><i>The number of submitted and approved requests</i></p>	

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				<p><i>for holding consultative hearings and number of interrogated persons; [PI]</i></p> <p>Consultative hearings The number of requests submitted: 2 The number of requests adopted: 2 The number of hearings held: 8 The number of persons interrogated: 9</p> <hr/> <p><i>The number of submitted and approved requests for holding control hearings and number of interrogated persons; [PI]</i></p> <p>Consultative hearings The number of requests submitted: 10 The number of requests adopted: 7 The number of hearings held: The number of persons interrogated: 4</p> <hr/> <p><i>The number of submitted and approved requests for launching parliamentary investigation, number of meetings of inquiry committees held and number of interrogated persons; [PI]</i></p> <p>Parliamentarian investigation Requests submitted: 1 Requests adopted: 1 The number of meetings of the inquiring committee: 6 The number of persons interrogated: 12</p> <hr/> <p><i>The number of submitted and considered interpellations concerning the work of the Government; [?]</i></p> <hr/> <p><i>The number of proposed and adopted conclusions. [PI]</i></p> <p>Conclusions The number of conclusions proposed: 31 The number of conclusions adopted: 31</p> <hr/>	
2.1.8.2	Prepare a report on the work of the Committee on Anti-Corruption.	Parliament	PI _____ As of	<p>Annual report on the work of the Committee which contains: [?]</p> <hr/>	<p>Strengthened role of the Committee on Anti-Corruption in the fight against corruption through increased efficiency and transparency</p>

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	<p>Monitor actions taken by public authorities upon complaints filed by citizens to the Parliamentary Committee on Anti-Corruption.</p> <hr/> <p>Note: As mentioned in the deadline for this measure, more complete data will be contained in the Annual report on the work of the Committee for Anti-Corruption for 2013, which is expected in early 2014.</p>		<p>December 2013 once a year</p>	<p><i>The number of petitions filed by citizens; [I]</i></p> <p>The Committee for Anti-Corruption has so far received two petitions. Statements by competent authorities are now expected. Through TAIEX, an attempt will be made to provide an expert that will help the Committee for Anti-Corruption and the Committee for Human Rights and Freedoms to determine procedures for acting on complaints of citizens.</p> <hr/> <p><i>The number of statements provided by state authorities; [PI]</i></p> <p>One control hearing was held.</p> <hr/> <p><i>The number and type of activities taken upon citizens' petitions by state authorities; [?]</i></p> <hr/> <p><i>Information on state authorities, institutions, organizations and bodies for fight against corruption and organized crime that have been analyzed in the reporting period; [PI]</i></p> <p>One conclusion was sent to a state authority.</p> <hr/> <p><i>Data on examined issues and problems in implementation of laws regarding fight against corruption and organized crime and proposals for their amendments; [?]</i></p> <hr/> <p><i>Proposals for additional measures aimed at improving strategies, action plans and other documents concerning the fight against corruption and organized crime; [?]</i></p> <hr/> <p><i>The number and types of laws and other legal acts that have been modified as a result of the</i></p>	<p><i>in the work of the Committee. [?]</i></p> <hr/>
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				<p><i>use of control mechanisms of the Parliament; [PI]</i></p> <p>One proposal for amending the law was submitted.</p> <hr/> <p><i>The number of persons against who appropriate procedures was initiated as a result of using the control functions of the Parliament. [?]</i></p> <hr/>	
2.1.8.3	<p>Adopt the Code of Ethics of MPs which will contain:</p> <ul style="list-style-type: none"> - clear guidelines to MPs on conflict of interest, lobbying and other related areas in accordance with best practice examples and GRECO recommendations, - the structure and composition of the body for monitoring the compliance with provisions of the Code. <hr/> <p>Note:</p>	Parliament	<p>NI</p> <hr/> <p>December 2013</p>	<p><i>Code of Ethics of MPs adopted [PI]</i></p> <p>The preparatory activities are underway. Parliament's Service, i.e. Research Center, is finalizing a research paper on code of ethics, which can provide information and comparative insights useful in the preparation of the Code.</p> <hr/>	

2.1.9 Recommendation: Ensure that NGOs are involved in the anticorruption agenda.

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
2.1.9.1	<p>Conduct joint campaigns with the aim of fostering greater and more efficient participation of citizens in the fight against corruption</p> <hr/> <p>Note:</p>	DACI	<p>IC</p> <hr/> <p>As of July 2013 twice a year</p>	<p><i>The number of joint activities implemented [IC]</i></p> <p>Campaign "Not a cent for bribery" was implemented continuously until June 2013. Through the campaign, a round table with NGO CEMI and a round table in cooperation with the American Chamber of Commerce in Montenegro were organised.</p> <p>In order to ensure that informative material from the campaign "Not a cent for bribery" is available to as many people as possible, DACI has invited other institutions to join the campaign and distribute flyers in their regional offices, branch offices, local offices, municipal organizations. All the bodies</p>	<p><i>Increased number of reports from citizens by comparison with the previous period [IC]</i></p> <p>The effects of the campaign through an increased number of reports by citizens will be verifiable once the campaign is over.</p> <hr/>

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				<p>which were sent a letter responded positively. Flyers were distributed to the Ministry of Interior (1500 flyers), Ministry of Health (1500 flyers), Ministry of Labour and Social Welfare (500 flyers), Ministry of Education (1000 flyers), Police Administration (1000 flyers), Customs Administration (1000 flyers), Tax Administration (500 flyers), Real-Estate Administration (1000 flyers), the Association of Municipalities (500 flyers), and the Post Office of Montenegro (2000 flyers).</p> <p>Given that the AP provides that DACI shall implement campaigns in cooperation with NGOs, DACI submitted the material from the campaign to NGOs as well, as follows: NGO CRNVO (400 flyers), NGO CEMI (300 flyers) and NGO Institut alternativa (300 flyers), with a request to ensure that the material is made available in the premises of NGOs, as well as in round tables, seminars and other events organized.</p>	
<p>2.1.9.2</p>	<p>Regularly report on the participation of NGO representatives in the work of working groups established by state authorities and in organized public debates and roundtable discussions on the draft laws</p> <hr/> <p>Note:</p>	<p>Office for Cooperation with NGOs</p>	<p>PI</p> <hr/> <p>As of July 2013 twice a year</p>	<p><i>The number of NGO representatives in working bodies at the local and national level, and the level for preparing anti-corruption policies; [PI]</i></p> <p>Summary data from the report on the total cooperation of state authorities and NGOs in the first 6 months of 2013: state authorities formed 105 working teams, which included, on the basis of public calls, 108 NGO representatives. In case of 31 teams there were no nominated candidates from NGOs.</p> <p>DACI formed three working teams with representatives of NGOs.</p>	<p><i>Increased involvement of NGO representatives into the working groups established by state authorities; [?]</i></p> <hr/> <p><i>Increased monitoring over the work and work transparency of the working bodies for drafting anti-corruption policies; [?]</i></p> <hr/> <p><i>Contribution to the quality of anti-corruption public policies. [?]</i></p>

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				<p><i>The number of public debates and roundtable discussions organized. [PI]</i></p> <p>Data from the report on the cooperation of state authorities and NGOs in the first six months of 2013:</p> <ul style="list-style-type: none"> - state authorities organised 8 round tables, and - 22 public discussions <p>There are no separate data for the field of fight against corruption</p> <p>Note:</p> <hr/>	
2.1.9.3	Include NGO representatives in the Anti-corruption Committee, in line with set rules and procedures	Parliament	<p>PI</p> <hr/> <p>As of July 2013 once a year</p>	<p><i>The number of NGO representatives included in the work of the Committee [IC]</i></p> <p>Since July 2013, the sessions of the Anti-corruption Committee were attended by seven representatives of three NGOs.</p> <hr/>	<p><i>More efficient monitoring of the work of all the bodies in charge of the fight against corruption. [NI]</i></p> <p>Note: It will be possible to measure this indicator through the increase in the number of initiatives for the use of all control mechanisms of the Parliament and monitoring the implementation of the conclusions under these initiatives.</p> <hr/>
2.1.9.4	<p>Promote reports of relevant NGOs dealing with issues of corruption and anti-corruption activities</p> <hr/> <p>Note:</p>	Office for Cooperation with NGOs	<p>IC</p> <hr/> <p>As of July 2013 twice a year</p>	<p><i>The number of NGO reports posted on the websites of state authorities; [IC]</i></p> <p>NGO reports posted on the website of the Ministry of Justice and the Directorate for Anti-Corruption Initiative.</p> <hr/> <p><i>The number of round tables, debates and panel discussions that promoted NGO reports. [IC]</i></p> <p>1. Report on the situation in the area of judicial reform and human rights (Chapter 23) in Montenegro in the period from 10 October 2012 to 10 October 2013 (annual), the NGO Coalition for Monitoring the Accession Negotiations with the European Union</p>	<p><i>Increased awareness of citizens on various issues related to the fight against corruption; [?]</i></p> <hr/> <p><i>Increased quality of information on various issues related to the fight against corruption. [?]</i></p> <hr/>

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				<p>in Chapter 23, 15 November 2013.</p> <p>2. Promoting the above report at the local level, Bijelo Polje, 5 December, Bar - 6 December.</p> <p>3. Survey on the perception of presence of corruption, health care quality and information about the basic rights of patients in the health care system of Montenegro, CEMI, 28 October 2013.</p> <p>4. Research "How much is invested in the fight against corruption and organised crime in Montenegro and are the results in this field visible", Civic Education Center (CGO), 9 December 2013.</p> <p>5. Research "Anti-corruption mechanisms and the responsibility of police officers in Montenegro", Center for Democracy and Human Rights (CEDEM), 25 December 2013.</p> <p>6. Report on the fight against corruption in 14 Montenegrin municipalities in the period January – September 2013, CGO and Institute Alternativa (IA), October 2013.</p> <p>7. "How do Montenegrin municipalities conduct procurements" – a study on public procurements at the local level, carried out by IA within the partnership project with CGO, "Corruption at the local level – zero tolerance", November 2013.</p>	
<p>2.1.9.5</p>	<p>Organize joint training programmes for civil servants as regards the issues of the fight against corruption</p> <hr/> <p>Note:</p>	<p>DACI</p>	<p>IC</p> <hr/> <p>As of July 2013 twice a year</p>	<p><i>The number of joint trainings and seminars; [IC]</i></p> <p>In the period from July to December 2013, the number of joint trainings, trainings and seminars with representatives of NGOs, state authorities and international organizations is around 25. DACI, HRMA and Police Academy are continuously implementing trainings of</p>	<p><i>A larger degree of training of civil servants on various topics in the field of fight against corruption. [IC]</i></p> <p>A larger degree of training of civil servants on various topics in the field of fight against corruption will be verifiable through reports of local and international partners in the future period.</p>

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				<p>employees on the topic of fight against corruption. In the period from July to December 2013, a large number of trainings was organised through IPA 2010 project: "Support to implementation of the Antic-Corruption Strategy and AP". Very important partners are also the Association of Municipalities, JTC, TAIEX, RACVIAC, NGOs CEMI and Civic Alliance, American Chamber of Commerce in Montenegro and state authorities.</p> <hr/> <p><i>The number of NGOs with which the cooperation has been established; [IC]</i></p> <p>Cooperation exercised with two NGOs.</p> <hr/> <p><i>The number of trainees in education programmes. [IC]</i></p> <p>Over 250 employees of state authorities, judicial authorities and local self-government bodies participated in trainings from July to December 2013.</p> <hr/>	
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2.2 REPRESSIVE ACTIVITIES AGAINST CORRUPTION

2.2.1 Recommendation: Ensure independent, effective specialised investigation/prosecution bodies.

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
2.2.1.1	<p>a. Prepare comprehensive Analyses of organisational structure, capacities and competences of state authorities and public administration bodies in the fight against organised crime and corruption, that will include:</p> <p>Overview of legislative framework for fight against corruption and organised crime (Criminal Code, Criminal Procedure Code, Law on Internal Affairs, Law on Customs Service etc);</p>	Mol	<p>I</p> <hr/> <p>October 2013</p>	<p><i>Analyses made with recommendations for amending legislative and institutional framework for fight against corruption in accordance with the Government Work Plan – priority activities item 56 [I]</i></p> <p>At its session held on 14 November 2013, the Government adopted the Analysis of the organizational structure,</p>	

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	<p>Organisational structure and functional content of the public prosecutor's office, police, Customs Administration, Tax Administration etc.;</p> <p>Special section on seizing of material gain , with emphasis on practical issues when identifying property for extended seizure, exchange of information and competences of the Public Property Administration in respect of management and redemption of the temporarily seized property;</p> <p>Special section on the current position of special investigative team and its relationship towards other bodies;</p> <p>Existing relevant databases for the efficient implementation of the CPC and recognize the technical barriers in terms of access to databases of the Tax Administration, Customs Administration, Police Administration, Mol, Public Property Administration, Central Depository Agency, Harbour Master's Office, Securities Commission, Central Register of Commercial Entities, and reassess the role of the current special investigative team;</p> <p>Comparative model of Croatia and Slovenia, and</p> <p>Proposal of conclusions for overcoming existing legislative and institutional limitations.</p>			<p>capacities and authority of state authorities and administration bodies in the fight against corruption and organized crime, with recommendations to improve the regulatory and institutional framework.</p> <hr/>	
<p>2.2.1.2</p>	<p>Adopt Plan of realisation of conclusions from previous Analysis with concrete measures that need to be realised, competent authorities and deadlines for realisation of measures, especially:</p> <p>Laws that need to be amended, and particularly the Criminal Code, Criminal Procedure Code, Law on Internal Affairs, Law on Customs Service etc.;</p> <p>Changes that need to be made in organisational structure;</p> <p>Improvement of procedure for seizure of material gain and functioning of Property Administration;</p> <p>Define future role of investigative team;</p>	<p>Mol</p>	<p>NI</p> <hr/> <p>December 2013</p>	<p><i>Plan of realisation of conclusions from Analysis adopted [NI]</i></p> <p>Note: The preparation of the Plan of implementation of the conclusions from Analysis of the organizational structure, capacities and authority of state authorities and administration bodies in the fight against corruption and organized crime is underway. Implementation plan will be adopted in January 2014.</p> <hr/>	

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	Establish unique data base and enable exchange of information between relevant authorities; Adopt best solutions from comparative experience.				
2.2.1.6	Expansion of spatial capacities of the Division for the suppression of corruption, organised crime, terrorism and war crimes	SPPO	NI December 2013	<i>Expanded spatial capacities [NI]</i>	<i>Provided better working conditions for the prosecutor's office [NI]</i>
2.2.1.14	Designate target groups which will undergo specialized trainings on the application of modern investigative methods within the Public Prosecution Office and Courts and define and organize specialized trainings for the prosecutors and judges on modern investigative methods and measures and use of evidence obtained through application of these methods	JTC	I December 2013	<i>Target groups in the Public Prosecution Office and courts designated and trainings organized [I]</i> Target groups designated.	<i>Trainings delivered; [I]</i> The first specialist training was conducted on 27 and 28 November 2013. <i>Number and structure of attendees; [I]</i> 12 prosecutors, 23 judges and 3 representatives of Police Administration took part. <i>Assessment of the success of training by evaluation forms. [?]</i>

2.2.2 Recommendation: Amend the Criminal Procedure Code where needed and ensure its effective implementation.

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
2.2.2.1	Prepare a report on the need for amendments to the CPC, particularly in the following areas: - assignment of <i>ex officio</i> defence council in the order following the list of the Bar Association; - more precise establishment of legally invalid evidence in reference to specific articles of the CPC; - the procedure of enforcement of decision of temporary	MJ	I June 2013	<i>Prepared report on the scope of needed amendments to the CPC and adopted decision on the time frame for work on specific amendments to the CPC [I]</i> At its session held on 27 June 2013, the Government of Montenegro adopted a report on the need to amend the Criminal Procedure Code.	

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<p>seizure, and the rights of conscientious third parties in respect of temporarily seized property;</p> <ul style="list-style-type: none"> - provisions regulating secret surveillance measures in relation to the subjects imposing them, the scope of SSM, criminal offences for which these are applicable, persons on whose these are applied and their duration; - provisions regulating dismissal of criminal charges and control of the dismissal; - provisions regulating authorisations and actions of the police in preliminary investigation, whereas particular consideration will be given to a possibility for the police to conduct hearing of the suspect subject to approval of the state prosecutor and without consent of the suspect, length of period of deprivation of liberty conducted by the police, as well as the need for the police to adopt decisions; - time limits for decision of the state prosecutor on custody, and to prescribe the time limits for complaint against custody decision, and particularly to consider the need to modify the period of custody for some of the criminal offences (organised crime and corruption); - provisions regarding proposal of evidence in investigation in terms of prescribing the obligation of the state prosecutor to adopt a decision which can be complained against; - provisions governing the control of indictment in regards to functional jurisdiction over confirmation of indictment. 				
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2.2.3 Recommendation: Improve the use of financial investigations, possibly through establishing a team of highly qualified inspectors for this purpose.

2.2.4 Recommendation: Improve the cooperation and information exchange between authorities involved in the fight against corruption, including also tax and other only indirectly involved authorities.

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
2.2.4.1	Sign a Protocol on Cooperation of the Police Administration and Supreme Public Prosecutor's Office, whereby cooperation in the pre-trial and criminal procedures will be regulated	SPPO	NI _____ Ongoing	<i>Protocol signed [?]</i> _____	<i>Clearly determined roles of the police and prosecution on the occasion of conducting preliminary investigation related to corruptive</i>

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<p>Note: The working version of the Protocol prepared. The Protocol is being finalized and is expected to be signed.</p>				<i>and other criminal offences [?]</i>
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2.2.5 Recommendation: Improve the collection of unified statistics on corruption.

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
2.2.5.1	<p>Perform the analysis of the possibility for application of the existing judicial information system (PRIS) with respect to the statistical monitoring of criminal offences with elements of corruption from filing of the criminal charges until the adoption of the final judgment</p>	Secretariat of the Judicial Council	PI <hr style="width: 50%; margin: 0;"/> December 2013	<p><i>Analysis with a special overview of the possibility for setting up the uniform statistical data on corruption at the level of all bodies, drafted and [PI]</i></p> <p>The working group was formed and the analysis preparation is underway.</p> <hr style="width: 80%; margin: 10px 0;"/> <p><i>Distinction of various types of criminal offences; [?]</i></p> <hr style="width: 80%; margin: 10px 0;"/> <p><i>Enabled estimate of duration of a procedure and outcome upon the filed criminal charges. [?]</i></p> <hr style="width: 80%; margin: 10px 0;"/>	
2.2.5.2	<p>Upgrade PRIS with respect to setting up of uniform statistical data for monitoring criminal offences with elements of corruption</p> <hr style="width: 80%; margin: 10px 0;"/> <p>Note: The implementation of the above measure will be possible after the implementation of measure 2.2.5.1.</p>	Secretariat of the Judicial Council	NI <hr style="width: 50%; margin: 0;"/> December 2013	<p><i>System for keeping uniform statistics at all levels in the field of corruption, set up; [NI]</i></p> <hr style="width: 80%; margin: 10px 0;"/> <p><i>Automated system updating enabled. [NI]</i></p> <hr style="width: 80%; margin: 10px 0;"/>	<p><i>Regular reporting from the PRIS [NI]</i></p> <hr style="width: 80%; margin: 10px 0;"/>
2.2.5.3	<p>Deliver trainings for the persons in charge of keeping, monitoring and reporting on the statistics for the criminal offences with elements of corruption</p>	JTC	PI <hr style="width: 50%; margin: 0;"/> December 2013 and further on	<p><i>Plan of trainings adopted; [PI]</i></p> <p>Activities undertaken to prepare trainings for persons in charge of statistical reporting. Target groups for training designated.</p> <hr style="width: 80%; margin: 10px 0;"/> <p><i>Trainings implemented; [?]</i></p>	

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				Number of trainings delivered; [?]	
				Number and structure of trainees; [?]	
				Assessment of the success of the training by evaluation forms. [?]	

2.2.6 Recommendation: The procedures for seizure, confiscation and management of proceeds of crime need to be further regulated and the professional capacity of the Property Administration strengthened.

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
2.2.6.1	Within the Analysis of the organizational structure, capacities and authorizations of the state authorities and administration bodies in fight against organized crime and corruption, the procedure for confiscation of pecuniary gain, custody and management over it will be particularly analysed, and a model for improvement will be proposed. Note: See measure 2.2.1.1 within recommendation 2.2.1	Mol	I <hr style="width: 50px; margin-left: 0;"/> October 2013	<i>Analysis made with the overview of the current state in the cases where pecuniary gain was confiscated, further custody and management thereof by the Property Administration, obstacles detected and deficiencies in application of this institute and recommendations for improvement [I]</i> At its session held on 14 November 2013, the Government adopted the Analysis of the organizational structure, capacities and authorizations of the state authorities and administration bodies in fight against organized crime and corruption, with recommendations for improving the normative and institutional framework.	
2.2.6.7	Adopt a plan of trainings and deliver trainings for the civil servants of the Property Administration in the field of custody and management of confiscated property	HRMA	I <hr style="width: 50px; margin-left: 0;"/> December 2013 and continuously	<i>Plan of trainings adopted; [I]</i> These trainings are part of the joint activities of HRMA and JTC, and are intended for representatives of the judiciary, the prosecutor's office, Police Administration, as well as employees of	

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				<p>the Property Administration. The trainings are a part of the annual report of JTC and HRMA.</p> <hr/> <p>Number of trainings delivered; [I]</p> <p>Training on “Financial investigation and confiscation of property - the experience of the Republic of Croatia and Great Britain” was held on 21-22 March 2013. The seminar was attended by 18 participants, of which two from the Property Administration.</p> <p>Training on “Financial investigation and confiscation of property” was held on 2 and 3 July 2013. The seminar was attended by 26 participants, of which two from the Property Administration.</p> <p>Training on “Financial investigation and confiscation of property – the experience of the Slovak Republic” was held on 10 October 2013. The seminar was attended by 31 participants, of which three from the Property Administration.</p> <p>The Organization for Security and Cooperation in Europe (OSCE) in Montenegro organised two-day training for the officers of the Property Administration on 14 and 15 November 2013, on Management of seized and confiscated assets (problem solving and methods).</p> <hr/> <p>Number and structure of trainees. [I]</p> <p>Training on “Financial investigation and confiscation of property - the experience of the Republic of Croatia and Great Britain” was held on 21-22 March 2013. The seminar was attended by 18 participants, of which two from the Property Administration.</p> <p>Training on “Financial investigation and confiscation of property” was held on 2</p>	
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				<p>and 3 July 2013. The seminar was attended by 26 participants, of which two from the Property Administration. Training on “Financial investigation and confiscation of property – the experience of the Slovak Republic” was held on 10 October 2013. The seminar was attended by 31 participants, of which three from the Property Administration.</p> <p>The Organization for Security and Cooperation in Europe (OSCE) in Montenegro organised two-day training for the officers of the Property Administration on 14 and 15 November 2013, on Management of seized and confiscated assets (problem solving and methods).</p>	
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2.2.7 Recommendation: Take the necessary steps to make the system of whistle-blower protection more effective in practice.

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
2.2.7.1	<p>Analyse the existing normative framework and implementation of regulations referring to the protection of persons reporting corruption with the information on:</p> <ul style="list-style-type: none"> - key problems in implementation of the regulations; - number of reporting instances from the private sector; - number of reporting instances from the state administration; - number of initiated investigations; - number of indictments raised; - number of final judicial decisions; - number of persons who bore consequences due to 	Office for Cooperation with NGOs	<p>NI</p> <hr style="width: 50%; margin-left: 0;"/> <p>September 2013</p>	<p><i>Make an analysis into implementation of the regulations referring to the protection of persons reporting corruption [NI]</i></p> <p>The Working Group was formed. Drafting the analysis is underway. There is a delay in the implementation of this measure because the harmonization and unification of the statistical data needed for the analysis was aggravated, due to the fact that a significant number of state authorities and administration bodies do not have electronic records. It is planned that this measure is implemented by the end of December 2013.</p>	

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	<p>reporting, including the data on number and type of sanctions pronounced against these persons;</p> <p>- number of sanctioned superiors using the measures of intimidation, restrictions or punishing of civil servants who point out to corruption;</p> <p>- type and extent of sanctions pronounced against managers.</p> <hr/> <p>Note:</p>				
<p>2.2.7.2</p>	<p>Ensure legal protection of whistle blowers through amendments to the Criminal Code, whereby protection of whistle blowers will be ensured through incrimination of persons who cancel the labour contract to an employee, who due to the reasonable doubt that a criminal offence with elements of corruption has been perpetrated, submitted a report or addressed the competent persons or bodies</p>	<p>MJ</p>	<p>I <hr/> September 2013</p>	<p>Law on Amendments to the Criminal Code adopted [!]</p> <p>The Law on Amendments to the Criminal Code adopted and published in the Official Gazette of Montenegro 40/13 of 13 August 2013. The Law entered into force on 21 August 2013.</p> <hr/>	<p>Legal protection of whistle blowers ensured; [?]</p> <hr/> <p>Number of criminal charges; [?]</p> <hr/> <p>Number of dismissed criminal charges; [?]</p> <hr/> <p>Number of persons charged; [?]</p> <hr/> <p>Number of persons convicted. [?]</p> <hr/>
<p>2.2.7.5</p>	<p>Promote channels for corruption reporting and protection mechanisms, as well as good examples of corruption reporting</p>	<p>DACI</p>	<p>I <hr/> Continuously</p>	<p>Number of informative campaigns; [!]</p> <p>In the period from July to November 2013, the Administration for Anti-Corruption Initiative (DACI) promoted channels for reporting corruption and protection mechanisms through an anti-corruption campaign entitled "Not a cent for bribery". The material in this campaign (posters, leaflets, flyers, city-lights, billboards...) lists all telephone numbers through which corruption can be reported to the relevant government institutions. In addition, other channels through which corruption can be reported to DACI (online, fax, email, in person) are presented.</p> <hr/> <p>Annual public opinion surveys carried out in</p>	<p>Percentage of citizens' trust in police, public prosecutors' offices and judiciary, as well as the Administration for Anti-corruption Initiative. [?]</p> <hr/>

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				<i>order to monitor trust of citizens in institutions in charge of fight against corruption; [?]</i>
				<i>Number of surveys carried out. [?]</i>

2.2.8 Recommendation: Review the system of immunities and ensure that effective procedures for lifting of immunities are in place.

2.2.9 Recommendation: Review the procedure for closure of criminal cases and consider possibilities for appeals or complaints.

No.	Measure / Activity	Responsible authority	Deadline Status	INDICATOR OF RESULT	INDICATOR OF IMPACT
2.2.9.1	Improve elaboration and recording of Prosecutorial Decisions by introducing/revising rules on: - Reviewing of prosecutorial decisions relating to: 1) rejecting or accepting criminal reports, 2) preliminary investigations, 3) indictments; - Keeping records of reviewed prosecutorial decisions under items 1), 2) and 3).	SPPO	PI <hr style="width: 50px; margin-left: 0;"/> From September to December 2013	<i>Prosecutorial decisions regarding rejecting or accepting criminal complaints and decisions on preliminary investigations are better elaborated and documented/recorded [PI]</i> The Analysis is being prepared.	

3 FUNDAMENTAL RIGHTS

3.1 Recommendation: Strengthen the capacity of the Ombudsman, in particular in view of his role as national mechanism for the prevention of torture.

No.	Measure/Activity	Responsible authority	Deadline Status	INDICATORS OF RESULTS	INDICATORS OF IMPACT
3.1.1	Adoption of the Law on Amendments to the Law on the Protector of Human Rights and freedoms of Montenegro, harmonized with the EU and UN regulations and standards in relation to the realization of the function of the National Preventive Mechanism (NPM). Clearer and more complete positioning of the Ombudsman	Ministry of Human and Minority Rights	DR <hr style="width: 50px; margin-left: 0;"/> December 2013	<i>Adopted Law on Amendments to the Law on the Protector of Human Rights and Freedoms harmonized with the EU acquis, inter alia, with relation to the realization of the function of the NPM in line with the Optional Protocol to the Convention against Torture and other</i>	<i>Preparation and submission of the NMP Work Report to the Parliament of Montenegro and publication on the institution's website. [?]</i>

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	<p>function as the NPM and of authorized officers who perform duties related to the NPM (adoption of the so-called "Ombudsman Plus Model", i.e. in addition to the professionals, normative engagement of the NGO sector to perform the NPM tasks).</p> <p>Better implementation of the independent function of the Ombudsman as the NPM in accordance with the Optional Protocol.</p> <hr/> <p>Note:</p>			<p><i>Cruel, Inhuman or Degrading Treatment or Punishment.</i></p> <p>The Law was adopted by the Government on 3 October 2013 and submitted to the Parliament for adoption.</p> <hr/>	
<p>3.1.9</p>	<p>a) Drafting of the four year Plan of visits to authorities, organizations and institutions for the retention of persons deprived of liberty or persons whose movement is restricted - The Plan includes the names of authorities of organizations and institutions for the retention of persons deprived of liberty, and persons whose movement is restricted, time of the visit, the team and the participants, time frames, specific activities, the necessary funds, etc. (to be specified for each year individually)</p> <p>b) Drafting of the annual plan of visits</p> <p>The Plan includes the names of authorities of organizations and institutions for the retention of persons deprived of liberty, and persons whose movement is restricted, time of the visit, the team and the participants, time frames, specific activities, the necessary funds, etc.</p> <hr/> <p>Note:</p>	<p>The Ombudsman of Montenegro</p>	<p>R</p> <hr/> <p>December 2013</p> <p>December 2013 and continuously for each following year</p>	<p><i>The four year Plan of visits to authorities, organizations and institutions for the retention of persons deprived of liberty or persons whose movement is restricted is adopted (specified for each year individually) [R]</i></p> <p>At the end of December, the Annual Plan of visits to authorities, organizations and institutions for the retention of persons deprived of liberty or persons whose movement is restricted was adopted. It includes bodies of organisations and institutions which will be visited.</p> <hr/> <p><i>b) Annual Plan of visits to authorities, organizations and institutions for the retention of persons deprived of liberty or persons whose movement is restricted – adopted and specified for each year individually [R]</i></p> <p>At the end of December, the Annual Plan of visits to authorities, organizations and institutions for the retention of persons deprived of liberty or persons whose movement is restricted for 2014 was adopted. It identifies and includes authorities, organisations and institutions which will be visited.</p>	<p><i>Continuously prepared reports of the Ombudsman as the NPM based on the visits carried out by the NPM Team according to the established plan. [NR]</i></p> <hr/> <p>Note: Obligation is due in 2014.</p>

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3.1.10	<p>Innovate the methodology for procedure of the NPM during visits to authorities, organizations and institutions for the retention of persons deprived of liberty or persons whose movement is restricted</p> <hr/> <p>Note:</p>	The Ombudsman of Montenegro	<p>R</p> <hr/> <p>December 2013</p>	<p><i>Adopted innovated methodology for procedure of the NPM with regard to the characteristics according to types of authorities, organizations and institutions being visited. [R]</i></p> <p>At the end of December, Methodology (new Methodology) for procedure of the NPM during visits to authorities, organizations and institutions for the retention of persons deprived of liberty or persons whose movement is restricted was adopted</p>	<p><i>Enabled a better picture of the situation and making reports more competent with the opinions and recommendations for improvement. [DR]</i></p> <hr/>
3.1.12	<p>Accreditation by the International Coordination Committee (ICC) for obtaining the status</p> <p>Strengthening of cooperation with the UN Human Rights Council, the UN Committee against Torture (CAT) and the European Committee for the Prevention of Torture (CPT)</p> <hr/> <p>Note:</p>	The Ombudsman of Montenegro	<p>DR</p> <hr/> <p>December 2013 (submission of application).</p> <p>2014 - and continuously</p>	<p><i>Accreditation obtained; [DR]</i></p> <p>Activities have begun regarding the preparation of the Accreditation procedure. Translation of documentation to be submitted to ICC in the Accreditation procedure is ongoing.</p> <hr/> <p><i>Activities implemented to strengthen the cooperation with the UN Human Rights Council, the UN Committee against Torture (CAT) and the European Committee for the Prevention of Torture (CPT). [R]</i></p> <p>Ombudsman established cooperation with bodies of the Un and Council of Europe and submitted all the required reports and information.</p>	<p><i>Report of the UN Council, CAT and CPT. [?]</i></p> <hr/> <p><i>Paris principles met for obtaining the status before the International Coordinating Committee (ICC) [NR]</i></p> <hr/>

3.2 Recommendation: Introduce an effective legal remedy in line with Article 13 ECHR to redress violations of human rights under the convention

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3.3 Recommendation: Fully implement the recommendations provided by the European Committee for the Prevention of Torture and Inhuman or Degrading Treatment or Punishment (CPT). Improve prison conditions; measures to reduce the prison population, in particular alternative sanctions and conditioned sentencing could be further explored.

- MONITORING THE CPT RECOMMENDATIONS FROM 2008 and 2013

No.	Measure/Activity	Responsible authority	Deadline Status	INDICATORS OF RESULTS	INDICATORS OF IMPACT
3.3.1	<p>Adopt the Law on the Enforcement of Prison Sentences;</p> <ul style="list-style-type: none"> - Greater degree of incorporation of provisions of the European Prison in part related to improvement of the system of visits, introduction of a new form of protecting the rights of prisoners through multi-degree decision-making in administrative proceedings and administrative disputes and introduction of new measures of protective supervision of conditionally released prisoners; - New concept of the Commission for Probation Release; - Visits of extramarital partners to prisoners. <p>Recommendation from the CPT report for 2008.</p> <hr/> <p>Note: Draft Law is prepared.</p>	Ministry of Justice	<p>NR</p> <hr/> <p>December 2013</p>	<p><i>Law on the Enforcement of Prison Sentences adopted. [NR]</i></p> <hr/>	<p><i>The CPT reports ascertained higher degree of compliance of the law with ECHR and European Probation Rules, as well as EU legislation. [?]</i></p> <hr/>
3.3.2	<p>Drafting a plan and program for the training of officers of the Institution for Enforcement of Criminal Sanctions in the area of application of the Law on Enforcement of Prison Sentences</p> <ul style="list-style-type: none"> - Prepared analysis of the situation and the need for further training in some segments of the Law; - Provided statistics on current professional qualifications of employees in the Institution for Enforcement of Criminal Sanctions, for the purpose of developing a training program. Implementation of the training program. <p>Recommendation from the CPT report for 2008.</p> <hr/> <p>Note:</p>	Ministry of Justice	<p>RK</p> <hr/> <p>December 2013</p> <p>January – December 2014 and continuously</p>	<p><i>Program for the training- drafted; [RK]</i></p> <p>Education programme was determined within the Twinning Project IPA 2011 “Support Penitentiary Reform in Montenegro”.</p> <p>Note: This type of training is continuously implemented through the project “Support Penitentiary Reform in Montenegro”. In addition, at the Training Centre of the Institution for Enforcement of Criminal Sanctions regular trainings are planned and implemented for prison staff.</p> <hr/> <p><i>Plan of training of officers of the Institution for Enforcement of Criminal Sanctions in the area of application of the Law on Enforcement of Prison Sentences - implemented; [DR]</i></p> <p>Note: Considering that the new Law has not come into force yet, we cannot talk about trainings implemented on the basis of this Law. However, taking into account that the trainings</p>	<p><i>CPT report of the conditions in the Prisons; [?]</i></p> <hr/> <p><i>Report of the UN Human Rights Committee; [?]</i></p> <hr/> <p><i>Report of the Ombudsman; [?]</i></p> <hr/> <p><i>Report of the NGOs dealing with the monitoring of human rights in prisons. [?]</i></p> <hr/>

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				<p>are implemented by the expert from Germany, who is indirectly included into the drafting of the mentioned Law, we can state that they are in accordance with EU practice and knowledge in this area.</p> <hr/> <p>Report on the number of officers who participated in the training. [RK]</p> <p>Note: Considering that the trainings carried out through the IPA 2011 Twinning Project are still ongoing (project ends in June 2014), there is not a final list of officers attending the trainings.</p> <hr/>	
3.3.3	<p>Drafting the plan of education, vocational training and working treatment of convicts and juveniles who are serving a prison sentence based on:</p> <ul style="list-style-type: none"> - Analysis of the current situation and need for working treatment of convicts; - Analysis of the current situation and need for elementary and secondary education and vocational training of convicts. - Analysis of the current situation and program of literacy training for convicts where this need was identified. <p>Implementation of trainings according to the designed program.</p> <p>Recommendation from the CPT report for 2008.</p> <hr/> <p>Note: Programme of elementary and secondary education of convicts who apply for it is implemented on a continuous basis. In addition, the education programme carried out through the cooperation with the Ministry of Education will be continued in the following period. Vocational training is carried out through work engagement of prisoners in the workshops of the Institution for Enforcement of Criminal Sanctions, under the supervision of qualified instructors employed at the Institution.</p>	Ministry of Justice	<p>RK</p> <hr/> <p>December 2013 January – December 2014 and continuously</p>	<p>Plan - elaborated and carried out; [RK]</p> <p>Programme of elementary and secondary education of convicts who apply for it is implemented on a continuous basis. In addition, the education programme carried out through the cooperation with the Ministry of Education will be continued in the following period. Vocational training is carried out through work engagement of prisoners in the workshops of the Institution for Enforcement of Criminal Sanctions, under the supervision of qualified instructors employed at the Institution.</p> <hr/> <p>Statistical data on the number of convicted persons and juveniles who are serving a prison sentence who acquired vocational qualifications; [?]</p> <hr/> <p>Enlarged number of books in the prison library; [?]</p> <hr/> <p>Report of the Institution for Enforcement of</p>	<p>CPT report of the conditions in the Prisons; [?]</p> <hr/> <p>Report of the UN Human Rights Committee; [?]</p> <hr/> <p>Report of the Ombudsman; [?]</p> <hr/> <p>Report of the NGOs dealing with the monitoring of human rights in prisons.[?]</p> <hr/> <p>A greater degree of vocational training and working treatment of convicts and juveniles who are serving a prison sentence achieved compared to the previous period. [?]</p> <hr/>

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				<p><i>Criminal Sanctions on the benefits accomplished through the working treatment of the convicted persons; [?]</i></p> <hr/> <p><i>Conducted surveys among the prison population of the need for literacy training; [?]</i></p> <hr/> <p><i>Obtained certificates/diplomas on the acquired elementary and secondary education as well as on the acquired degree of vocational education. [?]</i></p> <hr/>	
3.3.4	<p>Construction of the Prison of Bijelo Polje.</p> <p>Moreover, with the construction several more recommendations are being implemented, as explained in the introductory section.</p> <p>Envisaged number of posts 150;</p> <p>Note: We had one round of negotiations with the Council of Europe Development Bank. The technical mission on elaboration of the feasibility study is to follow by the end of the year, in order to define the scope and cost of this investment.</p> <p>Recommendation from the CPT report for 2008.</p> <p>Note: This year, the reconstruction of the semi-open ward of the prison in Bijelo Polje was completed, for which the budget allocation in 2013 amounted to EUR 100 000.</p>	Ministry of Justice	<p>DR</p> <hr/> <p>First quarter 2015 – the beginning of construction works, phase I</p>	<p><i>Constructed Prison of Bijelo Polje; [DR]</i></p> <p>This year, the reconstruction of the semi-open ward of the prison in Bijelo Polje was completed, for which the budget allocation in 2013 amounted to EUR 100 000.</p> <hr/> <p><i>Reduced overload in the prison and better living and working conditions of persons serving prison sentences; [DR]</i></p> <hr/> <p><i>Workshop facilities for sporting activities and a library for prisoners constructed. [NR]</i></p> <hr/>	
3.3.8	<p>Adopt Instruction on medical examination at the Institution for Execution of Criminal Sanctions.</p> <p>Recommendation from the CPT report for 2008 in relation with urgent CPT recommendation from 2013.</p>	Ministry of Justice	<p>R</p> <hr/> <p>June 2013</p>	<p><i>Instruction on medical examination already adopted. [R]</i></p> <p>Instruction on health care of convicted persons, persons in custody and persons convicted of misdemeanour offences was adopted on 27 May 2013.</p> <hr/>	<p><i>CPT recommendation fulfilled. [R]</i></p> <p>CPT recommendation fulfilled</p> <hr/> <p><i>Medical examination of persons who come to prison performed within a period of 24 hours from the moment of arrival to prison according to the recommendation of the CPT. [R]</i></p> <hr/>

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					<p>Medical examination of persons who come to prison performed within a period of 24 hours from the moment of arrival to prison according to the recommendation of the CPT</p> <hr/> <p><i>A higher level of health care for prisoners achieved. [R]</i></p> <hr/>
3.3.9	<p>Refurbishing of Ward A in the Correctional facility for long sentences in the Institution for the Enforcement of Criminal Sanctions.</p> <p>Urgent CPT recommendation from 2013.</p>	Ministry of Justice	<p>R</p> <hr/> <p>May/June 2013</p>	<p><i>Renovated and refurbished rooms with private bathroom facilities used by prisoners. [R]</i></p> <p>Renovated and refurbished rooms (Ward A) with private bathroom facilities used by prisoners from mid-October 2013.</p> <hr/>	<p><i>CPT recommendation fulfilled. Improved living conditions of prisoners. [R]</i></p> <p>Refurbishing of Ward A meets the CPT recommendation which simultaneously improves living conditions of prisoners.</p> <hr/>
3.3.10	<p>Transfer a convicted person (Serbian citizen) into the relevant psychiatrist clinic in Serbia.</p> <p>Urgent CPT recommendation from 2013.</p>	Ministry of Justice	<p>R</p> <hr/> <p>October 2013.</p>	<p><i>Convicted person transferred. [R]</i></p> <p>Transfer a convicted person into the relevant psychiatrist clinic in Serbia on 21 October 2013.</p> <hr/>	<p><i>CPT recommendation fulfilled and the urgent recommendation from 2013. [R]</i></p> <p>CPT recommendation from 2008 fulfilled as well as the urgent CPT recommendation from 2013.</p> <hr/>
3.3.11	<p>Monitor implementation of the recommendations from the regular CPT report for 2013.</p> <hr/> <p>Note:</p>	Ministry of Justice	<p>RK</p> <hr/> <p>Continuously until the next regular CPT report</p>	<p><i>Report on the level of implementation of the CPT recommendation drafted – once a year. [RK]</i></p> <p>In the I quarter of 2014, response of the competent Montenegrin institutions will be prepared to the official CPT Report from 2013.</p> <hr/>	<p><i>CPT recommendations fulfilled. [RK]</i></p> <p>Three urgent recommendations from Preliminary CPT Report from 2013 have been fulfilled.</p> <hr/>

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IMPROVEMENT OF THE CONDITIONS IN PRISONS					
No.	Measure/Activity	Responsible authority	Deadline Status	INDICATORS OF RESULTS	INDICATORS OF IMPACT
3.3.14	Adopting Rulebook on the uniform, titles and badges title of the Security Sector officers in the Institution for Enforcement of Criminal Sanctions;	Ministry of Justice	R September 2013	<i>Rulebook on the uniform, titles and title badges of the Security Sector officers in the Institution for Enforcement of Criminal Sanctions adopted. [R]</i> Rulebook adopted and published in the Official Gazette of Montenegro 36/13.	
3.3.17	Design a training program and plan for employees working in the Institutions for Enforcement of Criminal Sanctions on treatment of juveniles to whom criminal sanctions have been imposed on the basis of - the prepared analysis of the situation and the need for further training in some segments of the Law; - provided statistics on current professional qualifications of employees in the Institution for Enforcement of Criminal Sanctions. Implementation of trainings according to the designed training program.	Ministry of Justice	R June 2013 January – December 2014	<i>Training program for employees working in the Institutions for Enforcement of Criminal Sanctions on treatment of juveniles to whom criminal sanctions have been imposed – elaborated and implemented; [R]</i> Training plan and program for employees working in the Institutions for Enforcement of Criminal Sanctions on treatment of juveniles to whom criminal sanctions have been imposed is determined. Note: Consultant has prepared the Rulebook on indoor rules of behaviour juveniles to whom criminal sanctions have been imposed at the juveniles division of the Institution for Enforcement of Criminal Sanctions <i>Number and type of trainings carried out; [RK]</i> Training for the employees working in reception, treatment and juveniles divisions at the Institution for Enforcement of Criminal Sanctions was organised. <i>Number and composition of participants. [?]</i>	<i>CPT report of the conditions in the Prisons; [?]</i> <i>Report of the UN Human Rights Committee; [?]</i> <i>Report of the Ombudsman; [?]</i> <i>Report of the NGOs dealing with the monitoring of human rights in prisons.[?]</i> <i>A greater degree of cooperation with the UNICEF Office in Montenegro achieved. [?]</i>

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<p>3.3.18</p>	<p>Conducting effective investigations of allegations of abuse at the Institution for the Enforcement of Criminal Sanctions.</p> <hr/> <p>Note: No information on such cases.</p>	<p>Ministry of Justice</p>	<p>RK</p> <hr/> <p>December 2013 December 2014 and continuously</p>	<p><i>Number of persons who possibly may have been abused during their stay at the Institution for the Enforcement of Criminal Sanctions; [RK]</i> No information on such cases.</p> <hr/> <p><i>Report on conducted investigation on the possible abuse of persons who have resided or reside in the Institution for the Enforcement of Criminal Sanctions. [RK]</i> No information on such cases.</p>	<p><i>Any form of possible further abuse of persons residing in the Institution for the Enforcement of Criminal Sanctions – prevented, [?]</i></p> <hr/> <p><i>Legal measures against all persons who in any way participated in the abuse of prisoners – taken, [?]</i></p> <hr/> <p><i>Improved assessment of the situation in the next CPT report. [?]</i></p>
<p>3.3.19</p>	<p>Sign agreements on cooperation with non-governmental organizations dealing with human rights-related issues in order to facilitate the monitoring of prison units and participation in the reintegration and resocialization of inmates for life in the community by the civil sector.</p>	<p>Ministry of Justice</p>	<p>R</p> <hr/> <p>December 2013 December 2014 and continuously</p>	<p><i>Number of signed agreements on cooperation with NGOs and other legal entities aiming at transparent execution of criminal sanctions and providing assistance in this segment; [R]</i> Agreement signed with seven NGOs dealing with human rights issues, with a special focus on prison system.</p> <hr/> <p><i>Report on activities implemented on the basis of agreements signed [RK]</i></p>	<p><i>Increased number of persons whose successful reintegration and resocialization for life in the community was achieved as compared with the previous period. [?]</i></p> <hr/> <p><i>Increased number of prisoners who are treated for withdrawal from narcotics, implemented by some non-governmental organizations, in cooperation with relevant institutions. [?]</i></p>
<p>3.3.20</p>	<p>Refurbishing and equipping prison kitchen</p> <hr/> <p>Note:</p>	<p>Ministry of Justice</p>	<p>NR</p> <hr/> <p>September – December 2013</p>	<p><i>Prison kitchen refurbished; [NR]</i> Publishing of tender by the Directorate for Public Works is ongoing.</p> <hr/> <p><i>Better food quality; [?]</i></p> <hr/> <p><i>Increased control of food products; [?]</i></p> <hr/> <p><i>New equipment for food preparation purchased.</i></p>	

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- UPGRADING THE SYSTEM OF ALTERNATIVE SANCTIONS AND MEASURES					
No.	Measure/Activity	Responsible authority	Deadline Status	INDICATORS OF RESULTS	INDICATORS OF IMPACT
3.3.23	Adoption of the Law on execution of the suspended sentence and the sentence of community service that will provide Compatibility with the European Probation Rules, particularly in relation to: <ul style="list-style-type: none"> - Provision of post-penal assistance to the convicted person and taking measures for the purpose of reintegration and re-adaptation in the community - More humane and economic manner of enforcement of criminal sanctions through enforcement of the penalty of community service - Providing assistance to the injured parties and the crime victim; - Expert control, providing assistance and implementation of protection surveillance of the conditionally released prisoners. <hr/> Note:	Ministry of Justice	DR <hr/> December 2013	Law on Enforcement of Alternative Sanctions - adopted. [DR] Proposal of the Law on execution of the suspended sentence and the sentence of community service adopted by the Government on 26 December 2013. Note: Proposal of the Law sent to EC for opinion.	The CPT reports ascertained higher degree of compliance of the law with ECHR and European Probation Rules, as well as EU legislation; [?] <hr/>
3.3.27	Drafting of the media strategy on alternative sanctions and implementation of the campaign for concluding agreements with legal entities and other bodies and organizations for the purpose of the enforcement of the penalty of publicly useful work <hr/> Note:	Ministry of Justice	NR <hr/> December 2013	Drafted media strategy on alternative sanctions; [NR] Continuous work is done on the preparation of the media strategy with the assistance of the expert from Holland hired through the 2011 IPA project "Support to Penitentiary System Reform in Montenegro", The finalisation of the Strategy is expected in the I quarter of 2014. Statistical data on the number of legal entities and other bodies and organizations engaged in the process of enforcement of the penalty of publicly useful work. [?]	Improved public awareness on the importance and benefits of alternative punishing; [?] <hr/> Annual report on the benefits accomplished through the enforcement of alternative sanctions. [?] <hr/>

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- **KOMANSKI MOST**

No.	Measure/Activity	Responsible authority	Deadline Status	INDICATORS OF RESULTS	INDICATORS OF IMPACT
3.3.28	<p>Enhance staff capacities in the Public Institution “Komanski most” through additional recruitment of one general practitioner, defectologists, nurses and other professional workers</p> <hr/> <p>Note:</p>	Ministry of Labour and Social Welfare	<p>RK</p> <hr/> <p>December 2013</p> <p>December 2014</p> <p>December 2015</p> <p>December 2016</p>	<p><i>Increased number of employees [RK]</i></p> <p>General practitioner hired who works three hours a day and when necessary. Head nurse with completed university education employed, a nurse with completed secondary education, a senior auxiliary nurse with completed secondary education, a Physiotherapist with completed university education and two practice nurses have been hired. In addition, Medical Specialist of Urology was hired which fulfils the team of doctors of different specialties regularly visiting the Institution.</p> <hr/>	
3.3.29	Carry out education of the employees in the Public Institution “Komanski most”, daily centres for the work with children and adults with intellectual disabilities, social work centres, as providers of different services for the NGO sector employees, in line with the standards in this area	Ministry of Labour and Social Welfare	<p>RK</p> <hr/> <p>December 2013</p> <p>December 2014 and continuously</p>	<p><i>Number and type of training implemented. [RK]</i></p> <p>This year – five professional workers were educated for using the sensor room and 6 was educated in working with autistic persons. Workshop for physiotherapy techniques with the focus on family therapy was held. Seminar dedicated to inter-departmental cooperation and cooperation with the civil sector was organised</p> <hr/> <p><i>Number and composition of participants. [RK]</i></p>	<p><i>Qualified staff to work with persons with intellectual disabilities, in order to increase the skills and competencies to work with the specific needs of users. [RK]</i></p> <hr/>

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<p>3.3.30</p>	<p>Provide individual treatment and monitoring of planned goals from the individual plans for the protection of persons with disabilities residing in the Public Institution "Komanski most"</p>	<p>Ministry of Labour and Social Welfare</p>	<p>R September 2013 and beyond, annually</p>	<p><i>Individual plans with short evaluation deadlines developed; [R]</i> Individual plans for each user are completed. Plans were developed by professional teams of institutions and competent social work centres in cooperation with foster parents and where possible with the very users themselves.</p> <hr/> <p><i>Report of the Public Institution "Komanski most" on the results of individual treatment Prepared. [R]</i></p>	<p><i>Annual Ombudsman's Report on the Human Rights of Institutionalized Mentally Ill Persons; [R]</i> Regarding the last report of the Ombudsman's Report on the Human Rights of Institutionalized Mentally Ill Persons, in October 2013, at the Committee for Human Rights and Freedoms, control hearing of the Minister of Labour Predrag Bošković was held and progress has been stated regarding the functioning at the Public Institution "Komanski most"</p> <hr/> <p><i>Report of the NGO monitoring team on the situation in the social and child protection institutions. [R]</i> Final Report of the NGO monitoring team for the state of human rights of persons residing at the Public Institution "Komanski most" was publicized and it stated a significant progress of state in this institution.</p>
<p>3.3.31</p>	<p>Developing a plan for the transformation of the Public Institution „Komanski most“ into the institution for supporting the adults who are not capable of living independently to introduce a broader spectre of services provided by the Institute "Komanski most", which will provide technical support to other local services in working with children with disabilities and adults with intellectual disabilities</p> <hr/> <p>Note:</p>	<p>Ministry of Labour and Social Welfare</p>	<p>R December 2013</p>	<p><i>The plan for the transformation of the Public Institution adopted; [R]</i></p> <hr/> <p><i>Number of consultations and measures of expert support and supervision implemented in relation to other service providers in local communities intended for the adults with intellectual disabilities. [RK]</i></p>	<p><i>Annual report on the work of the Institution; [RK]</i></p> <hr/> <p><i>Annual Information on the implementation of the Action Plan of the Strategy for integration of persons with disabilities in Montenegro. [RK]</i></p>

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<p>3.3.33</p>	<p>Developing other services of support to persons with intellectual disabilities (such as supported housing, protection workshops) in local communities for the purpose of prevention of institutionalization and enhancement of capacities of the persons with intellectual disabilities for the integration into the community</p>	<p>Ministry of Labour and Social Welfare</p>	<p>NR</p> <hr/> <p>Fourth quarter of 2013 and beyond (depending on the capacity of local governments and NGOs to develop support services)</p>	<p><i>Annual Information on the implementation of the Plan for transformation relating to other services of support to persons with intellectual disabilities. Annual Information on the implementation of the Action Plan of the Strategy for integration of persons with disabilities in Montenegro [NR]</i></p> <p>It was not possible to prepare Report on the implementation of measures from the Plan for Transformations since the Plan was drafted in December 2013.</p> <p>Note: Report on the Information on the implementation of the Action Plan of the Strategy for integration of persons with disabilities in Montenegro for 2013 will be adopted in March 2014.</p>	<p><i>Increased number of newly opened support services in the community; [RK]</i></p> <hr/> <p><i>Increased number of persons with intellectual disabilities using the services of support in their respective local communities. [RK]</i></p>
<p>3.3.34</p>	<p>Improving living conditions of patients in the Special Hospital of Dobrota by improving accommodation, technical and hygiene conditions</p>	<p>SH Dobrota</p>	<p>RK</p> <hr/> <p>December 2013 - December 2014</p>	<p><i>Electrical generating unit provided, bathrooms renovated, room for visits adapted, created conditions for patient privacy. [RK]</i></p> <p>Improvement of accommodation, technical and hygiene conditions in the Special Hospital Dobrota is an activity implemented continuously in the last several years. In 2013, funds received from donations were used to replace the entire old carpentry of the northern side of the largest facility of the hospital with PVC, which significantly improved conditions of patients' staying several years for treatment in two divisions. In 2013, partial refurbishing of sanitary knots in two divisions and repair of roofs in two wards. Funds allocated by the Fund for Health Care Insurance at the end of 2012, were used in February 2013 for the purchase of a generator which solved the problem which exists since the establishment of the hospital – optimal functioning of the hospital when electric energy is out, which</p>	<p><i>Annual Ombudsman's Report on the Human Rights in the Special Hospital of Dobrota [?]</i></p>

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				<p>happens often during winter months. All the larger and smaller repairs at the Hospital were carried out in 2013 from allocated funds, having in mind the fact that no funds were allocated for the hospital for capital investments.</p> <hr/>	
3.3.37	Implementing campaigns for health workers in order to make the work with psychiatric patients more attractive	MH	<p>RK</p> <hr/> <p>June - December 2013 January - December 2014</p>	<p><i>Number of TV shows, published brochures; [RK]</i> TV shows -10</p> <p>Campaigns in printed media - continuously</p> <p>Health workers guest on local radios at least twice a month</p> <hr/> <p><i>Continuation of the regular bonus on the monthly salary of all the employees in the Special Hospital of Dobrota in the amount of 15% due to the difficulty and conditions of work. [R]</i></p> <p>Branch collective agreement for health care area Official Gazette 11/2012 as of 22 February 2012.</p> <hr/>	<p><i>Increased number of health professionals engaged in the Special Hospital Dobrota [R]</i> 3 trainees – volunteers, health care workers, nurses and 4 MDs from September 20013.</p> <hr/>

- 3.4 Recommendation: Ensure protection of journalists against threats and violence, in particular through effective investigations and deterrent sanction of past attacks. Review and amend the legislative and institutional framework for the protection of media freedom.

No.	Measure/Activity	Responsible authority	Deadline Status	INDICATORS OF RESULTS	INDICATORS OF IMPACT
3.4.1	Amendments of the Criminal Code for the purpose of stipulating the exemption from criminal liability for criminal offences referred to in Articles 172 - 176 of the Criminal Code	Ministry of Justice	<p>R</p> <hr/> <p>September</p>	<i>Adopted Law on Amendments to the Criminal Code which stipulates the exemption from criminal liability for criminal offences referred to</i>	<i>Exemption from criminal liability for criminal offences referred to in Articles 172 - 176 of the Criminal Code aims to encourage investigative</i>

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	<p>(in case of breach of mail and other packages, unauthorized eavesdrop and recording, unauthorized photographing, unauthorized disclosure and presentation of someone else's writings, portraits and videos, unauthorized collection of personal data) if taking actions of committing any of those offences led to the prevention or detection of a criminal offence for which the law defines the punishment of imprisonment in the duration of five or more years.</p>		<p>2013</p>	<p><i>in Articles 172 - 176. [R]</i></p> <p>Law on Amendments to the Criminal Code which stipulates the exemption from criminal liability for criminal offences referred to in Articles 172 – 176 (Official Gazette of Montenegro 40/13). Law entered into force on 21 August 2013.</p> <hr/> <p><i>Number of persons against whom criminal proceedings have not been initiated or who were acquitted of liability on the basis of the new provisions of the Criminal Code. [NR]</i></p> <p>Note: There are no statistical data available due to the fact that the Law entered into force on 21 August 2013. This indicator will be continuously monitored.</p>	<p><i>journalism and contribute to the improvement and more complete reporting of sensitive issues in the society. [RK]</i></p> <hr/>
<p>3.4.2</p>	<p>Establish a Government Commission to monitor the actions of competent authorities in the investigation of old and recent cases of threats and violations against journalists and murders of journalists, consisting of representatives from the Ministry of Interior, prosecutor's office, police, NGOs and the media, with the aim to investigate the reasons for unsolved murders of journalists through cooperation with the competent authorities, collection and reviewing of all relevant documents.</p> <hr/> <p>Note:</p>	<p>Ministry of Interior</p>	<p>DR</p> <hr/> <p>December 2013</p>	<p><i>Adopted Decision on establishing a Multidisciplinary commission for investigating murders of journalists; [R]</i></p> <p>Draft Decision on establishing a Multidisciplinary with precise competences and tasks was made. Adoption of the Decision is planned for the last session of the Government to be held on 26 December 2013.</p> <hr/> <p><i>Adopted Rules of Procedure of the Commission setting up the organization, method of work and decision-making process of the Commission. Provided space and resources for the Commission; [NR]</i></p> <p>Following the adoption of the Decision.</p> <hr/> <p><i>Facilities and work equipment for the</i></p>	<p><i>Commission's report on investigations; [?]</i></p> <hr/> <p><i>Evaluation of the situation in the area of protection of journalist in the Annual Progress Report of Montenegro; [?]</i></p> <hr/> <p><i>UN Reports (UPR). [?]</i></p>

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				<i>Commission provided. [**]</i>	
3.4.4	<p>Introducing the system of measures and actions that Police Administration undertakes with a view to protection of journalists against threats and violence</p> <p>System of preventive measures undertaken to protect journalists:</p> <ul style="list-style-type: none"> - risk analysis of vulnerability of employees in the media <hr/> <p>Note: System of preventive measures undertaken to protect journalists by the Police Directorate</p> <ul style="list-style-type: none"> - Operational checks are carried out continuously regarding the persons who could endanger safety of journalists and analysis is done in written and electronic media i.e. if their current activity can have a consequence of endangering safety of employees in these media. - Upon the request/information of the journalist or media institution where they are employed, that there is danger to the safety of journalists and their families, police undertakes the following activities <ul style="list-style-type: none"> • Requests the National Security Agency to do a danger assessment, in accordance with the regulation in this area; • Depending on the content of the security assessment, undertakes specific measures of physical protection of people (and family ,when needed) and adopts Security Plan which defines actions; • Degree and intensity of security measures depends on the level of endangered safety and in this regard, security measures are undertaken at the place of work, accommodation, in movement, place, during travel, etc. • Defined number of officers is allocated, which, in a certain formation, undertake physical protection measures and a certain number of officers undertake measures for the protection of place of work and housing of the person protected; • Continuous cooperation is established with security subjects regarding the operationally preventive work and monitoring security state of the person protected; • Legal basis for such actions is the Decision on determining facilities and persons protected by the Police Directorate 	Ministry of Interior	RK	<i>No indicators</i>	

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	<p>(Official Gazette of Montenegro 37/13).</p> <p>- Activity of protecting one journalist with permanent protection and escort of police officers is ongoing. Regarding persons registered as perpetrators of attacks on journalists, operational field checks are carried out continuously so that police officers can react in a timely manner, if there are indicators that the perpetrator will repeat the offence, or in any manner endanger the safety of journalist or their property.</p> <p>When it comes to repressive actions, they are permanent and implemented continuously. Namely, in cooperation with the competent public prosecutor, officers of the Police Directorate, intensively and in their full capacity, implement measures and actions in order to solve all attacks on journalists and their property, perpetrated in the previous period.</p> <p>Activities are permanent and implemented continuously.</p>				
3.4.5	<p>Preparing a report on implementation of professional and ethical standards in Montenegrin journalism.</p> <p>Publishing reports on respect for the Code of journalists in media</p>	MC	<p>RK</p> <hr/> <p>December 2013 December 2014</p>	<p>Report on implementation of professional and ethical standards in Montenegrin journalism - adopted; [RK]</p> <p>Media Self-Regulation Council presented its VIII Report on implementation of professional and ethical standards of its members from 15 July to 1 October 2013.</p> <hr/> <p>Reports published on web pages of the Media Council. [RK]</p> <p>http://medijskisavjet.me/wp-content/uploads/2013/11/lzvjestaj-VIII.docx</p>	<p>The number of complaints on the work of the media (submitted and processed) [?]</p> <hr/>
3.4.6	<p>Developing Program of training for journalists in the area of human rights with special emphasis to Article 10 of the European Convention on Human Rights – Freedom of expression with the aim to introduce the European standards in terms of reporting on the respect for human rights with special reference to the area of freedom of expression</p>	MC	<p>NR</p> <hr/> <p>December 2013</p> <p>Implementation of training from January 2014</p>	<p>Program of training for journalists developed ; [DR]</p> <p>Draft Training programme for journalists in the area of human rights with special emphasis to Article 10 of the European Convention on Human Rights is being prepared (Self-</p>	

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Implement the trainings on the basis of the determined programme. <hr/> Note:		and beyond	regulation Council for local and periodical printed media). <hr/> Number and types of training. [?] <hr/> Number and composition of participants. [?] <hr/>
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3.5 Recommendation: Ensure the independence of the audio-visual regulator and of the public broadcaster.

3.6-A A - Recommendation: Take concrete steps to ensure practical implementation of non-discrimination, including through strengthening of the monitoring bodies and more effective reactions of the law enforcement bodies to possible violations.

No.	Measure/Activity	Responsible authority	Deadline Status	INDICATORS OF RESULTS	INDICATORS OF IMPACT
3.6.1.1	Adopt Amendments to the Law on Prohibition of Discrimination and the Law on Protector of Human Rights and Freedoms of Montenegro, according to the EC and CoE recommendations (amendments will apply to the definition of election and re-election of the Ombudsman, responsibility, immunity and the way of removal) (By amendments to the Law compliance with EU standards was accomplished, namely: promotion of equality, in accordance with the Consolidated Version of the Treaty on European Union 2012/C 326/01, the concept of direct and indirect discrimination, Council Directive 2000/43/EC, 2000/78/EC, 2004/113/EC, 2006/54/EC – Race Directive, ECRI's General Policy Recommendation No.7, special forms of discrimination in accordance with Council Directive 2004/113/EC).	MHMR	DR <hr/> December 2013	<i>Adopted Amendments to the Law on Prohibition of Discrimination and the Law on Protector of Human Rights and Freedoms; [DR]</i> Law on Amendments to the Law on Prohibition of Discrimination went through the adoption procedures and its final adoption is expected at the plenary meeting of the Parliament of Montenegro. Law on Amendments to the Law on Protector of Human Rights and Freedoms was submitted to the Parliament for further adoption procedure. <hr/> <i>A report on the application of the law one year after adoption prepared.; [?]</i> <hr/> <i>Number of registered cases of discrimination in ordinary courts, state prosecutor's offices, authorities for misdemeanour, authorities</i>	<i>The reports of the Council of Europe and UN and Progress Report for 2013 noted the degree of compliance with these standards and directives. [?]</i> <hr/>

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				<i>responsible for police affairs and inspection authorities. [?]</i>	
3.6.1.2	<p>Implementation of education regarding the anti-discriminatory behaviour through continuous implementation of seminars/workshops and trainings in accordance with the defined Plan of implementation of anti-discriminatory legislation on an annual basis.</p> <p>Training courses include:</p> <ul style="list-style-type: none"> - Term and nature of discrimination - General legal regime of protection against discrimination - Protection of the most vulnerable social groups against discrimination. - Special forms of discrimination against persons with disabilities, LGBT population, women, HIV infected people and people infected with hepatitis C. - <p>All campaigns are based on the standards defined by the European Charter on Human Rights, the Council of Europe's European Convention for the Protection of Human Rights, Convention on the Rights of Persons with Disabilities, and the relevant UN conventions.</p>	MHMR	R <hr/> April – November 2013	<p><i>Number and type of realized trainings; [R]</i></p> <p>Five seminars plus five workshops were organised as envisaged in the Training Plan for the area of implementation of anti-discrimination legislation for 2013.</p> <hr/> <p><i>Total number and structure of participants who received a certificate for providing protection against discrimination. [R]</i></p> <p>24 inspectors-representatives of the Administration for Inspection Affairs of Montenegro.</p>	<p><i>Conducted public opinion survey as a monitoring mechanism on the state of human rights shows a lower level of discrimination against the most vulnerable social groups [R]</i></p> <p>Research carried out. Results will be presented at the press conference to be held on 20 December 2013.</p>
3.6.1.4	<p>Hire three new employees on the protection against discrimination to vacant positions prescribed in the Rulebook on internal organization and systematization of the Protector of Human Rights and Freedoms.</p> <p>Link: measures related to employment at the institution of the Protector 3.1.6 and 3.8.1.8</p> <hr/> <p>Note:</p>	The Ombudsman of Montenegro	NR <hr/> December 2013; June 2014; II quarter of 2015.	<p><i>Increased number of employees by one employee in 2013, one employee in 2014 and one employee in 2015. [NR]</i></p> <p>Implementation of this measure (employment of a new person – December 2013) was postponed until the Rulebook on Amendments to the Rulebook on Internal Organization and Job Description of the Protector of Human Rights and Freedoms of the Technical Service of the Protector of Human Rights and Freedoms is adopted.</p>	

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3.6-B B - Recommendation: Take concrete steps to ensure practical implementation of gender equality in practice, including through strengthening of the monitoring bodies and more effective reactions of the law enforcement bodies to possible violations, as well as through better awareness raising and support measures, especially on employment and public representation of women.

No.	Measure/Activity	Responsible authority	Deadline Status	INDICATORS OF RESULTS	INDICATORS OF IMPACT
3.6.2.2	Continue cooperation and support with municipalities in order to more efficiently implement gender equality policies at the local level	MHMR	R June – December 2013, Second and third quarter of 2014, Second and third quarter of 2015, Second and third quarter of 2016	<i>Number of established local offices/councils for gender equality, number of adopted local action plans [R]</i> Five local APs adopted for gender equality for Kotor, Budva, Mojkovac, Cetinje and Tivat. Two offices established: one in Bijelo Polje and another Division in Nikšić.	<i>Reports on implemented activities [**]</i>
3.6.2.3	Implementation of training programs and mentoring for women who are starting a private business in four pilot municipalities in order to strengthen gender equality at local level Note:	MHMR	R June - December 2013	<i>Number of registered women entrepreneurs in four pilot municipalities [R]</i> Two women from Cetinje registered their companies, 17 business plans of women received the financial support in municipalities of Kolašin and Mojkovac. Note: Project was successfully implemented in Kolašin, Mojkovac and Cetinje. Municipality of Pljevlja successfully finalized stage I of the project, since it joined the project later.	<i>Reports on implemented activities [R]</i> Report on implemented activities adopted at the meeting of the Supervisory Committee of IPA Gender Programme 2010.
3.6.2.4	Encourage diversification of rural economies through establishment of women's business in the field of traditional crafts, souvenirs, handicrafts, etc.) in four pilot municipalities in order to strengthen gender equality in rural areas Note:	MHMR	R June - December 2013	<i>Number of registered women entrepreneurs in four pilot municipalities dealing with traditional crafts, souvenirs and handicrafts [R]</i> Two registered women entrepreneurs in municipality of Cetinje.	<i>Reports on implemented activities [R]</i> Report adopted at the meeting of the Supervisory Committee of IPA Gender Programme 2010.

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3.6.2.5	Strengthen cooperation with women's NGOs in the implementation and monitoring of the implementation of international and national standards for gender equality	MHMR	R <hr/> June - December 2013 Second quarter of 2014, Second quarter of 2015, Second quarter of 2016	Number of joint activities implemented [R] Four projects jointly implemented in cooperation with NGOs Note: Project referred to combating violence against women, combating forces and juvenile marriages with Roma and Egyptian women, media monitoring from gender equality perspective and beginning of joint activities in establishing Museum of Women of Montenegro. <hr/>	Reports on implemented activities; [**] <hr/> Reports of NGOs. [**] <hr/>
3.6.2.6	Implement the education programs for teachers in education institutions from kindergartens to secondary schools in order to eliminate gender stereotypes	MHMR	R <hr/> June 2013 June 2014 Second quarter of 2015, Second quarter of 2016	Number and type of trainings; [R] One training implemented in Bijelo Polje on 24 June 2013. <hr/> Number and structure of participants. [R] School principals in Bijelo Polje. <hr/>	Raised awareness of employees in education on gender equality; [**] <hr/> Improved assessment of the situation in the field of gender equality in the Annual progress report of Montenegro; [**] <hr/> Annual progress report of Montenegro (UPR); [**] <hr/> Reports of the CEDAW Committee. [**] <hr/>
3.6.2.8	Implementation of education of journalists in media organizations on gender equality	MHMR	RK <hr/> September 2013, December 2014, Fourth quarter of 2015, Fourth quarter of	Number and type of training;; [R] One training implemented. <hr/> Number and structure of participants. [R] 10 journalists educated in the area of gender equality. <hr/>	Number of newspaper articles and features that promote gender equality.. [**] <hr/>

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3.6.2.11	Organization of training for political parties on international standards and comparative models of inclusion of women in public and political life	Parliament	2016 RK <hr/> May - June 2013, May - June 2014	<p><i>Number and type of training at national and local level.; [R]</i></p> <p>Committee for Gender Equality of the Parliament of Montenegro in cooperation with the OSCE Mission in Montenegro – Department of Democratisation and support of experts of OSCE Office for democratic Institutions and Human Rights (ODIHR) from Warsaw, organised a two-day seminar on gender equality for MPs of the Parliament of Montenegro – members of several working bodies of the Parliament from 19 to 20 July 2013 in Bar. Seminar was organised with the aim of gaining more respect for gender equality through the work of the Parliament. Participants discussed international standards and best practices in this area, parliamentary mechanisms for empowering gender equality, as well as obstacles and challenges for participation of women in politics.</p> <p>Seminar was held within a panel on the following topics:</p> <p>Introduction to Gender Equality: “Terminology”, “Why is Gender Equality Important for the Parliament”, “Women, Us and Security”, “Political Engagement of Women”, “Parliamentary Mechanisms for Gender Equality” and “Strengthening Interparty cooperation in the field of Gender Equality”.</p> <p>Plan of activities for achieving gender equality was presented at the seminar for 2013-2014 which presents a development document for the implementation of gender equality policies. Implementation of this document adopted by the Government</p>	<p><i>Percentage of women in senior positions in public and political life [?]</i></p> <hr/>
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				<p>of Montenegro requires cooperation and coordination of the Ministry for Human and Minority Rights and the Department for gender equality affairs with competent ministries, administration bodies, members of the Committee for Gender Equality, MPs of the Parliament of Montenegro, public institutions, local self-government bodies and civil sector.</p> <hr/> <p>Number and structure of participants. [?]</p> <hr/>	
3.6.2.12	Organization of raising awareness campaigns on necessity of greater inclusion of women in public and political life	Parliament	<p>RK</p> <hr/> <p>October 2013, October 2014, Third quarter of 2015, Third quarter of 2016</p>	<p>Number of media performances.; [R] 5 media performances.</p> <hr/> <p>Number of thematic meetings at national and local level; [R] Regional conference was held with the support of TAIEX under the title "Women in politics" from 25 to 27 November 2013. Participants included representatives of the governments and parliaments of the regional countries and EP and NGOs.</p> <hr/> <p>Number of media reports. [?]</p> <hr/>	<p>Percentage of women in senior positions in public and political life [?]</p> <hr/>
3.6.2.18	Implement research on violence against women and domestic violence and include data of state institutions	MHMR	<p>RK</p> <hr/> <p>November 2013, December 2014</p>	<p>Number of research, made recommendations. [RK] Gender equality committee held a control hearing of the Minister of Labour and Social Welfare Pregrad Boskovic, deputy to the Minister of Health Mensud Grbovic, and Director of the Police Directorate Slavko Stojanovic on</p>	<p>Number of reported cases of violence; [**]</p> <hr/> <p>Citizens' perception of this problem. [**]</p> <hr/>

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				<p>the topic – Implementation of Strategy for Protection from Domestic Violence from 2011 to 2015, at the 19th session held on 25 November. Representatives of EU, international organisations and NGOs attended the session.</p>	
3.6.2.19	Campaigning 16 Days of Activism of fight against women and domestic violence	MHMR	R November-December 2013 and 2014, Fourth quarter of 2015, Fourth quarter of 2016	<p>Campaigns conducted; [R] 1 campaign implemented in the period from 25 November to 10 December</p> <p>Media performances; [R] Newspaper articles, Radio and TV shows, shows on Internet websites</p> <p>Press clipping. [?]</p>	<p><i>Number of reported cases of violence against women and domestic violence; [**]</i></p> <p><i>Developed citizens' awareness of this problem. [**]</i></p>
3.6.2.21	Implementation of education of members of multidisciplinary teams in order to implement more efficiently the Law on Protection against Domestic Violence and Protocol of action	MHMR	R June 2014, Second quarter of 2015, Second quarter of 2016	<p>Number and type of training; [R] Training for members of multidisciplinary teams on the implementation of the Protocol of Action</p> <p>Number and structure of participants. [R] 50 participants - members of multidisciplinary teams</p>	<p><i>Number of reported cases of violence; [**]</i></p> <p><i>Number of solved cases of violence. [**]</i></p>
3.6.2.22	Elaborate and implement the training plan for judges and prosecutors on domestic violence	MHMR	R May 2013, June 2014, Second quarter of 2015,	<p>Number and type of training; [R] 3 trainings implemented for judges and prosecutors.</p> <p>Number and structure of participants. [R] 50 representatives of judiciary and</p>	<p><i>Number of reported cases of violence; [**]</i></p> <p><i>Number of solved cases of violence. [**]</i></p>

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			Second quarter of 2016	misdemeanour bodies.	
3.6.2.23	Elaborate and implement the training program for teachers of civic education on domestic violence Note: Training programme drafted but they have not begun because the licence of the Ministry of Education is expected in order to implement this activity.	MHMR	DR November 2013, First and second quarter of 2014	100 civic education teachers trained [?]	Number of reported cases of violence; [?] Number of solved cases of violence. [?]

3.6-C C - Recommendation: Particular focus should be put on ending discrimination of the LGBT community.

No.	Measure/Activity	Responsible authority	Deadline Status	INDICATORS OF RESULTS	INDICATORS OF IMPACT
3.6.3.1	Adopt the Law on Amendments to the Law on Anti-Discrimination to promote equality and combat discrimination, transphobia and homophobia Note: the same measure is envisaged in 3.6.1.1	MHMR	DR December 2013	<i>The Law on Amendments [DR]</i> Law on Amendments to the Law on Antidiscrimination was submitted into the adoption procedure and its final adoption is expected at the plenary session of the Parliament of Montenegro. <i>to the Law on Anti-Discrimination adopted [?]</i>	<i>Report on the application of the Law one year after adoption; [?]</i> <i>Report of international and non-governmental organizations responsible for monitoring LGBT rights; [?]</i> <i>Report on the progress of Montenegro. [?]</i>
3.6.3.2	Strengthen capacity and promote anti-discrimination behaviour through continuous implementation of seminars / workshops and training according to the established plan for implementation of anti-discriminatory legislation. Note: the same measure is envisaged in 3.6.1.2 Note:	MHMR	R April – December 2013	<i>Number and type of training realized; [R]</i> Five seminars plus five workshops envisaged by the Plan of trainings in the area of antidiscrimination legislation for 2013 were implemented. <i>Total number and structure of participants who received the certificate for provision protection from discrimination [R]</i> 24 inspectors-representatives of the	<i>Target groups trained [R]</i>

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				Directorate for Inspection Affairs of Montenegro.	
3.6.3.6	Provide access to the HELP program of the Council of Europe (www.coe.int/help)	Judicial Training Centre	R June 2013 - December 2013	Access to the HELP program provided [R] Access provided.	
3.6.3.8	Prepare and publish an analysis of the situation and recommendations regarding policy documents, curricula and textbooks in the context of the representation of LGBT issues	MPS	R June 2013 – December 2013	The analysis and recommendations prepared and published on the website of responsible authorities. [R] Analysis prepared, publicized, distributed and presented. Educational measures of the strategy promoted: prepared and distributed informational-educational leaflet with the Centre for Civic Education and the support of the Council of Europe.	Increased availability of analysis and data within the context of the representation of LGBT issues [R]
3.6.3.9	Promote the principles and measures of the Strategy among professionals and general population: work with professional services in schools, design a manual, train teachers	Ministry of Education	R June 2013 – December 2013	Number of trained teachers [R] Training for teachers implemented (30 participants). and professional services in schools; [R] The manual designed and distributed; [R] Manual for school psychologists and school counsellors (NGO Juventas) created and submitted to the Bureau for Education Services and Ministry of Education and Sport. Number of schools	Teachers and professional services trained [R]

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				<i>to which it was distributed. [R]</i>	
3.6.3.10	<p>Improve accommodation facilities of the LGBT shelter and support services</p> <hr/> <p>Note: Implementation of measure is ongoing (request was submitted to the Directorate for Real Estate in order to find appropriate solution for “Social centre of LGBT persons”)</p>	MHMR	<p>NR</p> <hr/> <p>June 2013 – December 2013</p>	Financial support provided [?]	
3.6.3.11	Support the development of lesbian social network	Ministry for Information Society	<p>R</p> <hr/> <p>June 2013</p>	<p>Lesbian social network developed [R]</p> <p>Website completed at the address: www.shelovesher.me . Submitted for further use to the representatives of LGBT Forum Progress.</p>	
3.6.3.12	Training of social and professional workers in the Centres for Social Work and the institutions of social welfare and child care, with the aim of understanding and improving the quality of life for LGBT people in the family and community	Ministry of Labour and Social Welfare	<p>R</p> <hr/> <p>September 2013 - continuously</p>	<p>Social and professional workers in the Centres for Social Work and the institutions of social welfare and child care trained [R]</p> <p>Training was organised in order to promote quality of life of LGBT community members for employed professional workers at the Social centres and institutions for social and child welfare at Ivanova korita from 3 to 4 December 2013.</p>	
3.6.3.13	Sign a Memorandum of Understanding on measures to combat discrimination based on sexual orientation or gender identity and promote tolerance towards LGBT people with local authorities	MHMR	<p>DR</p> <hr/> <p>October 2013</p>	<p>The Memorandum of Understanding signed with local authorities [DR]</p> <p>Draft Memorandum of understanding and cooperation with local self-government in Montenegro drafted.</p>	
3.6.3.14	Train law enforcement officers in sensitive work with the LGBT community	Police Academy	<p>RK</p> <hr/>	Number and structure of trained police officers covered by the project; a team of trust	

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	<p>Note:</p>		<p>Until July 2013</p>	<p><i>established between the LGBT community and the police service; [RK]</i></p> <p>Training of 60 police officers for sensitive work with LGBT community was completed and organised by the Police Directorate and LGBT Forum Progress.</p> <hr/> <p><i>Examples of good practice published; an active cooperation between the LGBT community and the police service established. [R]</i></p> <p>Manual was drafted for police officers under the title “Police. Tolerance and accepting identity” in cooperation with LGBT Forum, Ministry of Interior, and Police Directorate. The Manual was distributed to employees of the Police Directorate.</p>	
<p>3.6.3.15</p>	<p>Conduct an analysis of existing records on hate crimes and discrimination. Check the national structures and procedures for investigating violations of the rights of LGBT people.</p> <p>Note:</p>	<p>MHMR</p>	<p>RK</p> <hr/> <p>June – December 2013 -</p>	<p><i>Records of the responsible authorities analysed; [RK]</i></p> <p>Within the regular Annual Report on the work of the Ombudsman, the area regarding protection from discrimination is covered, which contains data on submitted lawsuits regarding discrimination. Work Report is available on the website of the Ombudsman.</p> <hr/> <p><i>The analysis with recommendations and reviews completed and published, and further guidance presented. [R]</i></p> <p>Drafted and publicized publication “Practical introduction into European standards against discrimination”. Publication is published within the project “Introducing European standards against discrimination in</p>	

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				<p>Montenegro and other regional countries”, in cooperation with the advisor of the Prime Minister of Montenegro for human rights and protection from discrimination and with the support of the German Ministry of Foreign Affairs.</p> <p>Publication is available on the website of competent authorities.</p> <hr/>	
3.6.3.16	Identify and appoint contact persons to work with the LGBT community in the regional police units, taking into account the experience based on implemented training.	Ministry of Interior	R <hr/> December 2013	<p>Contact persons to work with the LGBT community in the regional police units appointed [R]</p> <p>Contact persons were designated in the police units in Podgorica, Nikšić, CB Budva, Bar, Herceg Novi, Pljevlja, Berane and Bijelo Polje.</p> <hr/>	
3.6.3.17	<p>Conduct training of health care workers and medical staff and improve the service to work with the LGBT community in order to understand and improve the quality of life for LGBT people</p> <hr/> <p>Note:</p>	MZ	RK <hr/> Continuously	<p>Number and type of trainings implemented; [RK]</p> <p>Within the Institute for Public Health, trainings are implemented continuously for health care workers and medical staff in order to understand and improve the quality of life of LGBT persons with the participation of experts from the region and wider, where this area is <i>lex specialis</i>.</p> <hr/> <p>Number and structure of trained health care workers and medical personnel and a report of NGOs monitoring the LGBT rights on the quality of health services for LGBT community. [RK]</p> <hr/>	
3.6.3.18	Institutionalize the relations of health authorities with the LGBT community through the signature of cooperation	Ministry of Health	R <hr/>	<p>Cooperation agreement signed and joint initiatives identified; [R]</p>	

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	agreement and the development of joint initiatives. <hr/> Note:		November 2013	Memorandum on Cooperation was signed between the Ministry of Health and NGO LGBT Forum Progress on 19 December 2013. <hr/> <i>NGO report on the implementation of the objectives defined by the Agreement. [R]</i> <hr/>	
3.6.3.19	Create a database of LGBT experts and activists in order to mobilize them for consultations related to the process of decision-making <hr/> Note: Database of activists from the Ministry of Health and 32 PHI (Institute for Public Health, health care centres, general and special hospitals, Clinical centre, Bureau for Urgent Medical Assistance and blood transfusion). Data Base of experts for LGBT of medical profession has not been created so far.	Ministry of Health	DR <hr/> December 2013	<i>Authentic LGBT representatives included in the process of consultation and decision-making with regard to all matters of interest to the LGBT community. [R]</i> <hr/>	
3.6.3.20	In cooperation with the LGBT community, prepare and adopt the Rulebook on the admission and treatment of transgender persons in connection with the process of their gender confirmation <hr/> Note: Draft Rulebook on gender change for medical reasons was drafted, and the text was submitted to medical profession experts for opinion in the area of endocrinology and surgery, and the finalisation and adoption is planned by the end of 2014.	Ministry of Health	NR <hr/> May - October 2013	<i>The Rulebook on the admission and treatment of transgender persons in connection with the process of their gender confirmation adopted [NR]</i> <hr/>	

3.7 Recommendation: Take steps to ensure full transparency of trade unions' representativeness and the right to establish new unions, in line with the relevant national regulations.

No.	Measure/Activity	Responsible authority	Deadline Status	INDICATORS OF RESULTS	INDICATORS OF IMPACT
3.7.2	Make accessible to the public the Registry of Trade Union Organizations and Registry of Representative Trade Unions	MLSW	R <hr/> December 2013	<i>Registries published on the Ministry's web site.; [R]</i> Registries are published on the website of the Ministry.	

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				<hr/> <i>Regular update. [RK]</i> Regular updates.	
3.7.3	Make accessible to the public the national legislation and international standards governing the right to the formation and registration procedure of the trade unions and establishing the representativeness of the trade unions Note:	MLSW	R <hr/> December 2013	<i>Legislation and international standards published on the Ministry's web site. ; [R]</i> Regulations and international standards are published on the website of the Ministry. <hr/> <i>Regular update. [RK]</i> Regular updates.	

3.8.1 A - Recommendation: Improve the protection and enforcement of rights of the children, including by strengthening the relevant councils, and continue deinstitutionalisation where possible.

No.	Measure/Activity	Responsible authority	Deadline Status	INDICATORS OF RESULTS	INDICATORS OF IMPACT
3.8.1.1	Amendments to the Criminal Code in part: - incrimination of all forms of torture and other inhumane and degrading treatment and punishment of children, with special emphasis on the children living in child and social protection institutions and children deprived of their liberty with the guarantee of submitting complaints on the treatment; - incrimination of children trafficking for sexual exploitation, sale of body organs for profit, forced work and illegal adoption; - incrimination of alluring a child with a view to performing criminal offence against sexual freedom; - incrimination of using the sexual services of a minor; - amendments to the offense of child pornography; - envisaging prosecution ex officio for criminal offence intercourse with incapable person; - Incrimination of concluding the forced marriages.	Ministry of Justice	R <hr/> September 2013	<i>Law amending the Criminal code has been adopted in accordance with the EU standards, as follows: Directive 92/11 and Framework Decision 2004/68/JHA of the Council, the Council of Europe Convention on the protection of children from sexual exploitation and abuse of children, the Convention on Cybercrime and the Convention CEDAW [NR]</i> Law on Amendments to the Criminal Code has been adopted in accordance with the EU standards and Directive 92/11 and Framework Decision 2004/68/JHA of the Council, the Council of Europe Convention on the protection of children from sexual exploitation and abuse of children (Official Gazette of Montenegro)	

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				<p>40/13). The Law entered into force on 21 August 2013.</p> <hr/> <p><i>A greater degree of criminal protection of child rights is provided. [R]</i></p> <p>Amendments to the Criminal Code provide for a higher level of judicial protection of children.</p> <hr/>	
3.8.1.2	Adoption of the new Law on Social and Child Protection that would regulate the mechanisms of professional overview over the work of institutions of social and child welfare as well as inspection surveillance and drafting secondary legislation.	Ministry of Labour and Social Welfare	DR <hr/> July 2013.	<p><i>Law on Social and Child Welfare adopted [R]</i></p> <p>The Law was adopted in June and published in the Official Gazette of Montenegro 27/13 and the Rulebook on detailed conditions for exercising rights from social and child welfare was adopted in July (Official Gazette of Montenegro 40/13), and the rest secondary legislation is being drafted.</p> <hr/> <p><i>1. 1. Rulebook on minimum standards of the quality of social and child protection services, [NR]</i></p> <p>Note: Rulebook is being drafted.</p> <hr/> <p><i>2. Rulebook on family accommodation/fostering [NR]</i></p> <p>Note: Rulebook is being drafted.</p> <hr/> <p><i>3. Rulebook on the work of social work centres, [NR]</i></p> <p>Note: Rulebook is being drafted.</p> <hr/> <p><i>4. Rulebook on regulatory mechanisms (licensing, accreditation [NR]</i></p> <p>Note: Rulebook is being drafted.</p>	

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				<hr/> <p>5. Rulebook on material benefits, [NR]</p> <p>Note: Rulebook is being drafted.</p> <hr/> <p>6. Rulebook on records. [NR]</p> <p>Note: Rulebook is being drafted.</p> <hr/>	
3.8.1.3	Adopt the Law on Ratification of the Optional Protocol III on communication procedures (appeal) to the Convention on the Rights of the Child	Ministry of Labour and Social Welfare	R <hr/> July 2013	<p><i>The Law on Ratification of the Optional Protocol III on communication procedures (appeal) to the Convention on the Rights of the Child adopted, allowing the child the opportunity to access to justice at the international level, through the newly adopted appeals process [R]</i></p> <p>Adopted on 9 July 2013 and published in the Official Gazette of Montenegro, International Treaties 6/13.</p> <hr/>	
3.8.1.4	Adoption and application of the new National Action Plan for Children (NAP) 2013-2017	Ministry of Labour and Social Welfare	DR <hr/> June 2013	<p><i>NAP for Children adopted; [R]</i></p> <p>Adopted in June 2013.</p> <hr/> <p><i>Planned and provided budgetary funds for the application of NAP provided; [?]</i></p> <hr/> <p><i>Council for the Rights of a Childs monitors, supervises, coordinates and stimulates the application of NAP. [?]</i></p> <hr/>	<p><i>Regular monitoring and updating of indicators of impact from the NAP for Children in all areas;</i></p> <p><i>Report of the UN Committee on the Rights of the Child.. [?]</i></p> <hr/>
3.8.1.5	Adoption of the Strategy of developing social and child protection 2013-2017	Ministry of Labour and Social Welfare	R <hr/> December 2013	<p><i>Strategy of developing social and child protection adopted; [R]</i></p> <p>Government adopted the Strategy of Developing Social and Child Protection System from 2013 to 2017 and the Action Plan for period 2013-2014 on 27 June 2013.</p>	

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				<hr/> <i>EC progress report. [?]</i> <hr/>	
3.8.1.11	<p>Adopt Strategy of developing social and child protection with an action plan for the reform of the social welfare centres, reorganization of their work process and the application of the new methodology.</p> <p>Note: The same as in measure 3.8.1.5, with the exception that this measure will be used to prepare the Report on the implementation of the attached AP once a year.</p>	Ministry of Labour and Social Welfare	<p>DR</p> <hr/> <p>December 2013</p> <p>Annually reporting on implementation</p>	<p><i>Strategy and action plan established, report on implementation of the action plan prepared. [DR]</i></p> <p>Government adopted the Strategy of Developing Social and Child Protection System from 2013 to 2017 and the Action Plan for period 2013-2014 on 27 June 2013.</p> <hr/>	
3.8.1.13	<p>Prepare a plan for the transformation of residential institutions for social and child protection, which will contain:</p> <ul style="list-style-type: none"> - The number of necessary small home communities and foster homes needed for the relocation of children placed in Children's Home in Bijela; - Number of employees; - Amount and method of providing funds for the relocation; - Authorities; - Potential sources of funding <hr/> <p>Note: Transformation plan is being developed..</p>	Ministry of Labour and Social Welfare	<p>NR</p> <hr/> <p>December 2013</p>	<p><i>Plan prepared [?]</i></p> <hr/>	<p><i>Number of children in the residential institutions for social and child protection reduced by 30% (no children aged 0-3 in residential institutions by 2017) [?]</i></p> <hr/>
3.8.1.15	<p>Organise special trainings for employees working in institutions for enforcement of criminal sanctions aimed at training them for designing special programmes for treatment of juveniles to whom criminal sanctions have been imposed</p> <hr/> <p>Note:</p>	Ministry of Justice	<p>RK</p> <hr/> <p>June 2013 – January 2014</p>	<p><i>Special training programmes adopted; [R]</i></p> <p>Special Training programme was developed within the project "Justice for Children" in cooperation with UNICEF.</p> <hr/> <p><i>Number of planned trainings; [RK]</i></p> <p>According to the determined Programme, trainings will be carried out continuously, at least once a year.</p> <hr/> <p><i>Evaluation reports on organised trainings; [RK]</i></p> <p>According to the adopted Programme, there will be an evaluation Report on implemented trainings following each</p>	

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				<p>training carried out.</p> <hr/> <p>Employees trained in accordance with international standards [R]</p> <p>Implemented in cooperation with UNICEF.</p> <p>Training attended by 15 employees of the Institution for Enforcement of Criminal Sanctions.</p> <hr/>	
3.8.1.16	<p>Make annual analyses of individual programmes for treatment of juveniles, particularly with regard to education of juveniles and their re-socialisation, and give recommendations grounded in the analyses for improvement of individual programmes for treatment of juveniles</p> <hr/> <p>Note:</p>	Ministry of Justice	<p>DR</p> <hr/> <p>Continuous;</p>	<p>Analyses made [DR]</p> <p>Methodology for implementation of individual treatment programmes for juveniles was developed in cooperation with UNICEF through the project “Justice for Children”.</p> <hr/> <p>Number of recommendations [DR]</p> <p>Methodology for implementation of individual treatment programmes for juveniles was developed in cooperation with UNICEF through the project “Justice for Children”.</p> <p>According to the Methodology, recommendations for improvement of individual juvenile treatment programmes were determined.</p> <hr/> <p>Report on implementation of recommendations; [NR]</p> <p>Note: On the basis of determined Methodology, in the following period there will be juvenile treatment programmes organised in accordance with international standards.</p> <hr/> <p>Improved juvenile treatment program in</p>	

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				<i>accordance with international standards [?]</i>	
3.8.1.17	Improvement of the work and treatment of juveniles who are in custody and who had been sentenced with criminal sanction according to best practices and relevant international standards.	Ministry of Justice	DR <hr/> June 2013 – January 2014	<p><i>Adopted and implemented special training programs for working with juveniles in the Institute for Execution of Criminal Sanctions; [R]</i> Special training programme within the project “Justice for Children” in cooperation with UNICEF was adopted.</p> <hr/> <p><i>Officers are trained to work with juveniles in accordance with special programs and international standards; [R]</i> At least 20 experts went through specialised training on implementation of prison measures and sanctions for juveniles in accordance with the standards from the new legislation which are harmonised with European rules and standards in this area.</p> <hr/> <p><i>Juveniles who reside in custody serving a prison sentence are separated from adults; [R]</i> At the Institute for Execution of Criminal Sanctions, conditions are made in order to separate juveniles in custody and in serving a prison sentence from adults. Note. Only in case when there is only one juvenile in custody or prison, he is placed with adults with special treatment.</p> <hr/> <p><i>Juveniles who reside in custody serving a prison sentence are enabled with education and vocational training in accordance with age and interests. [?]</i></p> <hr/>	<p><i>100% of children in Institute for Execution of Criminal Sanctions have individual rehabilitation and reintegration program and have access to education; [?]</i></p> <hr/> <p><i>100% employees of the Institute for Execution of Criminal Sanctions who are contacting and working with children are trained according to training programme.. [?]</i></p> <hr/>
3.8.1.18	Strengthen human resources in the educational service of the Centre for Children and Youth Ljubović by recruiting two	Ministry of Labour and	NR <hr/>	<i>Two special educationalists in the educational service [?]</i>	

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	special educationalists <hr/> Note:	Social Welfare	June 2013 – January 2014		
3.8.1.22	Develop a network of small group houses for children without parental care and for children with developmental disorders <hr/> Note: Final stage of the group house in Bijelo Polje is ongoing, which is implemented with the financial support of US Embassy.	Ministry of Labour and Social Welfare	NR <hr/> 2013 - 2017.	<i>Small group houses constructed and functional in 5 municipalities [?]</i>	<i>Number of children who use the services of daily care centres and small group homes increased [?]</i> <hr/>
3.8.1.23	Keep developing inclusive preschool, primary and secondary education for children with developmental disorders in communities in which they live	Ministry of Education and Sports	RK <hr/> 2013 continuous	<i>Children with developmental disorders covered by preschool education system. [RK]</i> Measures and activities are implemented in all educational institutions (kindergartens, elementary, secondary schools...) in order to achieve more quality education of children with developmental disorders. <hr/> <i>Children with developmental disorders covered by the regular education system. [RK]</i> Measures and activities are implemented in all educational institutions (kindergartens, elementary, secondary schools...) in order to achieve more quality education of children with developmental disorders. The number of children with developmental disorders included into the regular education system is increasing. For each child who has developmental disorder, individual developmental and educational plan is developed. At the system level, specific institutions are transformed into resource centres. In Montenegro, there are PI "Resource Centre for Hearing and Speech", Kotor, 2) JPI Resource Centre for Children and Persons with Intellectual Disorders and Autism "1	<i>Number of children with developmental disorders included in the educational system increased in comparison to the previous year [RK]</i> The number of children with developmental disorders included into the regular education system is increasing.

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				<p>June ", Podgorica; 3) PI Resource Centre "Podgorica" for Physical and Visual Impairments. Resource centres, besides being specialised to provide support to children for certain disorders, provides assistance to regular schools through establishment of joint teams and in the training of teachers to respond to the needs of children with developmental disorders in the right way.</p> <p>With the aim of providing children with developmental disorders, who attend education in regular schools, full inclusion, joint classes are carried out in certain subjects with their peers in regular classes. Support of the special teacher is provided for students which attend classes according to the adjusted programme. Specialised teams (specialised teacher of resource centres), provide professional and advisory support in regular schools. Teams have been established and educated for support and training for inclusive education in seven vocational schools, space is adjusted and didactic equipment obtained. Adoption of the programme for the training of teachers of vocational schools on the implementation of inclusion is ongoing and its Manual is being drafted.</p> <p>Programme of assistant support in classes in being implemented through the programme of Public Works of the Employment Agency (help in the house, personal assistant, teaching assistant), with the participation of NGOs and educational institutions.</p> <p>In addition, in the education system, external exam is adjusted for children with specific educational needs.</p> <p>Instructions for adjustment of external</p>	
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				<p>exams are finished and equipment at the Examination Centre is obtained for adjustment to the needs of every student, supported through the EU IPA2010 Project "Social Welfare Child Care System Reform: Enhancing Social Inclusion" –component: inclusive education.</p> <p>At the Resource centre Podgorica, in cooperation with UNICEF and the Bureau for Books and Teaching Aids, books are transferred into audio in order to provide the deaf children to use them in the same way as their peers.</p> <p>Trainings of teachers for the implementation of Braille alphabet are carried out.</p> <p>At the Resource Centre for Speech and Hearing there is a plan and programme of training for sign language.</p> <hr/>	
3.8.1.24	Organise further trainings for members of the commissions dealing with orientation of children with special educational needs	Ministry of Education and Sports	RK <hr/> 2013 - 2017	<p><i>Members of the commissions dealing with orientation of children with special educational needs trained in accordance with the recognised need for capacity strengthening [RK]</i></p> <p>Trainings for members of the commissions for orienting children with special educational needs into the education system have so far been organised at the following topics. Significance of keeping records on children with special educational needs; Promoting communication of members of the commission with parents; Orienting children with special educational needs into vocational schools. According to the needs assessment, commissions have been introduced with the novelties in the system of vocational education.</p>	

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				<p>Trainings for three groups of commissions have been held: from the central, coastal and northern region. Trainings followed and were oriented towards adopting knowledge on disorders from the area of autism, i.e. introducing members of the commission with the instruments for assessment of autistic disorders and so-called scale for autism detection as well specific needs of teachers of autistic children. Previous activities in trainings of commissions for orienting children with special educational needs were supported by the UNICEF Office in Montenegro.</p>	
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3.8.2 B - Recommendation: Improve the protection and enforcement of rights of persons with disabilities, including by strengthening the relevant councils, and continue deinstitutionalisation where possible.

No.	Measure/Activity	Responsible authority	Deadline Status	INDICATORS OF RESULTS	INDICATORS OF IMPACT
3.8.2.1	Develop Initial Report on the Implementation of the UN Convention on the Rights of Persons with Disabilities Note:	MLSW	DR <hr/> December 2013	<i>Report prepared, submitted to the UN Committee monitoring the Convention on the Rights of Persons with Disabilities [DR]</i> Report completed. Adoption is expected at the last Government meeting in 2013.	<i>Improved evaluation of state of affairs in the UN report on Montenegro [NR]</i>
3.8.2.3	Develop a Strategy for inclusive education for the period 2014-2018	Ministry of Educations and Sport	R <hr/> December 2013	<i>The Strategy and Action Plan adopted [R]</i> Strategy for Inclusive Education from 2014 to 2018 with the Action Plan 2014-2015 was adopted at the session of the Government on 18 December 2013.	<i>Report on implementation of measures referred to in the Action Plan. [RK]</i> Reports will be prepared annually.
3.8.2.5	Amend the Law on Spatial Development and Construction of	Ministry of	R	<i>The Law on Spatial Development and</i>	<i>Annual information on implementation of the</i>

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	Structures for the purpose of introducing enhanced obligations of all subjects of control in process of monitoring compliance with the requirements for access and movement of persons with reduced mobility, as well as for faster, easier and cheaper construction of facilities (access ramps, lifts, etc.) since the construction of those will be treated as the construction of temporary facilities. Note:	Sustainable Development and Tourism	September 2013	Construction of Structures amended [R] Law on Amendments to the Law on Spatial Development and Construction of Structures was adopted (Official Gazette of Montenegro 35/13).	Strategy on persons with disabilities - a part that covers accessibility. [?]
3.8.2.6	Amend the Rulebook on detailed conditions and method of adjusting the facilities for the access and movement of persons with reduced mobility. Note: Rulebook on detailed conditions and method of adjusting the facilities for the access and movement of persons with reduced mobility was adopted on 14 October 2013(Official Gazette of Montenegro 48/13).	Ministry of Sustainable Development and Tourism	DR December 2013	Number of completed inspection controls in the process of monitoring compliance with the requirements for access and movement of persons with reduced mobility. ; [?] Number of building permits issued in accordance with the conditions of access and movement of persons with reduced mobility. [?] Number of sentences in the process of monitoring compliance with the conditions of access and movement of persons with reduced mobility. [?]	Annual information on implementation of the Strategy on persons with disabilities - a part that covers accessibility. [?]
3.8.2.7	Include persons with disabilities in measures of active employment policy through professional information and counselling of persons with disabilities, equipment at place of work, subsidies for employment of persons with disabilities etc.	Ministry of Labour and Social Welfare	RK December 2013 and beyond, with this amount of money as minimum amount every year	Increased number of implemented measures of active employment policy; [RK] Increased number of implemented programs.. [DR]	Increased number of persons with disabilities who have been provided with a service.; [DR] Increased number of persons with disabilities who are included in the measures of active employment policy; [DR] Increased number of employed persons with

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					<i>disabilities. [RK]</i>
3.8.2.8	Implementation of the measures and activities of vocational rehabilitation of persons with disabilities, subject to the assessment and opinion of local vocational rehabilitation committees, within inclusion of persons with disabilities into adequate modules of vocational rehabilitation	Ministry of Labour and Social Welfare	RK December 2013 and beyond, with this amount of money as minimum amount every year	<i>Increased number of persons with disabilities included in individual measures and activities of vocational rehabilitation. [RK]</i>	<i>Annual information on implementation of the Strategy on persons with disabilities - a part that covers employment [RK]</i>
3.8.2.9	Draft a Proposal for the Rulebook on financing special employment organisations and grant schemes funding Fund grant schemes to encourage employment of persons with disabilities and to support the development of entrepreneurship of persons with disabilities Note:	Ministry of Labour and Social Welfare	DR December 2013 and beyond, with this amount of money as minimum amount every year.	<i>Rulebook drafted; [R]</i> Text of the Rulebook is completed and sent for opinion to the Legislation. <i>Increased number of persons with disabilities that are employable: in the open labour market; under special conditions; unemployable persons with disabilities; [NR]</i> <i>Increased number of loans; [NR]</i> <i>Increased number of implemented programs and projects.; [RK]</i> <i>Increased number of persons involved.; [NR]</i> <i>Increased number of employees after the</i>	<i>Annual information on implementation of the Strategy on persons with disabilities - a part that covers employment. [RK]</i>

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				<i>implemented measures and activities.. [**]</i>
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3.9 Recommendation: Ensure the effective functioning of the free legal aid system, also through the allocation of sufficient financial means.

No.	Measure/Activity	Responsible authority	Deadline Status	INDICATORS OF RESULTS	INDICATORS OF IMPACT
3.9.1	Prepare annual analysis of approved cases of free legal aid and necessary funds for financing at annual level, and as a special subject of the analysis include the approved cases of legal aid for persons whose financial situation is not evaluated: namely persons with special needs, the beneficiaries of social welfare, children without parental care, victims of the crime of trafficking and domestic violence	Ministry of Justice	RK <hr/> October 2013 for the previous year and continuous	<i>Analysis conducted and financial funds for approved cases approved [R]</i> Analysis of approved cases of free legal aid was completed for 2012 and until 1 September 2013.	
3.9.2	Provide the necessary financial resources in the budget for free legal aid for the current year	SS	RK <hr/> Continuous for each budget year	<i>Funds provided in the budget for free legal aid; [R]</i> Funds are allocated for the current year within the budget for the operation of courts. <i>Percentage of provided funds in relation to the approved cases [?]</i>	<i>On grounds of results from measure 1 provide the necessary financial resources for free legal aid in budget [?]</i>
3.9.3	Raising public awareness of the right to free legal aid and ways of exercising Note:	MP Ministry of Justice	RK <hr/> September 2013 and continuously	<i>Brochure on the right to free legal aid available to all citizens in the courts, on the website of the Ministry of Justice and the courts.; [R]</i> Brochures on the right to free legal aid were completed and distributed to services for free legal aid, Centres for social work and post offices, NGOs, Bar Association, courts and prosecutors. Brochure of the Law on Free Legal Aid was completed and it contains the text of the Law and secondary legislation and it was distributed to courts, public prosecutors, Bar Association and	<i>Raising public awareness of the right to free legal aid and ways of exercising [DR]</i> Two workshops were held with the representatives of NGO sector on the topic: "Implementation of the Law on Free Legal Aid, with special emphasis on vulnerable social groups".

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				<p>centres for social work.</p> <hr/> <p>Special TV Show,; [R] TV show Robin Hood, broadcasted on 4 October was dedicated to free legal aid and research of free legal aid, completed on the basis of the proposal of the Ministry of Justice by Civic Alliance and CEDEM with the support of UNDP.</p> <hr/> <p>Ads published in daily newspapers.. [?]</p> <hr/>	
3.9.4	<p>Carry out training on implementation of the Law on Free Legal Aid, designed for officers in free legal aid, court presidents, judges and lawyers, representatives of the state administration and NGO sectors (40 participants).</p> <hr/> <p>Note:</p>	Ministry of Justice	<p>RK</p> <hr/> <p>December 2013 and continuously</p>	<p>Number of trainings conducted,; [R] Two trainings were carried out on 12 and 22 November 2013. In December, Round table on the topic "Implementation of the Law on Free Legal Aid" was organised, where the speakers were the Minister of Justice and Chairman of the Supreme Court.</p> <hr/> <p>Number and structure of participants ; [R] 18 representatives of courts participated in the first trainings, and the other one was organised for court chairmen.</p> <hr/> <p>Annual Report of the Judicial training centre, Human Resources Administration. [RK] Judicial training centre drafted the Report on trainings implemented, which is available on its website.</p> <hr/>	<p>Decreased number of initiated administrative disputes in cases for approving free legal aid. [?]</p> <hr/>
3.9.5	Improve the infrastructure of offices for free legal aid/equip	Ministry of	RK	<p>Number of offices for free legal aid which were</p>	<p>Established database for free legal aid within</p>

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<p>the remaining 9 offices for free legal aid</p> <p>Develop a separate database for free legal aid within the Judicial Information System (PRIS), which will enable keeping records of the number, type, costs and category of persons who free legal aid have been provided</p>	<p>Justice</p>	<p>April 2013 and continuous</p>	<p><i>rehabilitated and equipped with furniture and IT equipment; [R]</i></p> <p>During 2013. 9 services were equipped for providing free legal aid, so all 15 services at basic courts have appropriate equipment.</p> <hr/> <p><i>Established database for free legal aid within the Judicial Information System (PRIS) functional.. [R]</i></p> <p>Module PRIS was developed for cases for free legal aid.</p>	<p><i>the Judicial Information System (PRIS) functional.; [R]</i></p> <p>All services are identically equipped with the same equipment.</p> <hr/> <p><i>Within the Judicial Information System (PRIS) provided database of the number, type, costs and category of persons to who free legal aid have been provided.. [RK]</i></p> <p>Module of free legal aid provides data on number, type, costs and categories of persons who have been granted free legal aid and who submitted request for it.</p>
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3.10.1 A - Recommendation: Take concrete measure to prevent discrimination of minorities. Ensure continuous registration of the RAE population, as well as their equal access to economic and social rights and their adequate representation in public authorities. Particular focus should be given to improve the living conditions of the poorest part of the RAE population.

No.	Measure/Activity	Responsible authority	Deadline Status	INDICATORS OF RESULTS	INDICATORS OF IMPACT
3.10.1.2	Stimulate and support amateurism of minorities in the area of culture, particularly music and folklore, as well as support to publish periodicals, with a special emphasis to minority literature	Ministry of Culture	RK <hr/> December 2013, December 2014, fourth quarter of 2015, 2016, 2017	<p><i>Number of supported programmes [R]</i></p> <p>Ministry of Culture supported 11 programmes. Fund for Minority Rights supported 141 programmes.</p> <hr/> <p><i>Amount of funds [R]</i></p> <p>Ministry of Culture: EUR 24 500. Fund for Minority Rights: EUR 727 500.</p>	<p><i>Supported activities that are important for preservation and development of national and ethnic particularities of minorities [RK]</i></p> <p>Project of all minority national communities in Montenegro were supported, regarding preservation and development of national and ethnic characteristics, promotion of cultural identity and heritage, development of language identity and promotion of religious identity.</p>
3.10.1.3	Continuation of creating radio and TV shows on minorities and in minority languages, particularly those important for	Ministry of Culture	RK <hr/>	<p><i>Continued creation of radio and TV shows on minorities and in minority languages, particularly</i></p>	<p><i>Increased level of radio and TV shows on minorities and in minority languages,</i></p>

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	development of science, culture and informing <hr/> Note:		December 2013, December 2014, Fourth quarter of 2015, 2016, 2017	<i>those important for development of science, culture and informing [RK]</i> In the first, second and third quarter of 2013, there were 236 TV shows on minorities and in minority languages at the RTCG. In the first, second and third quarter of 2013, there were 567 shows on minorities and in minority languages in the Radio of Montenegro. For the following report, we will prepare information on the total implementation on TV and radio shows on minorities and in minority languages for 2013.	<i>development of inter-culturality and tolerance [?]</i> <hr/>
3.10.1.6	Conduct periodical surveys on representation of minorities in public administration bodies, local self-government units and public services	Ministry for Human and Minority Rights	R <hr/> June 2013 December 2014 Fourth quarter of 2015 Fourth quarter of 2016	<i>Number of periodical surveys on representation of minorities in public administration bodies, local self-government units and public services [R]</i> Government adopted the Information on representation of minorities in education, health care and social and child welfare on 18 July 2013.	<i>Monitoring of changes in exercising the right to proportional representation of minorities in public administration bodies, local self-government units and in public services [RK]</i> <hr/>
3.10.1.11	Develop a plan and enrol RAE population children, enable free stay and food in kindergartens for RAE children from families with social needs	Ministry of Education and Sport	RK <hr/> December 2013 December 2014 Fourth quarter of 2015 Fourth quarter of 2016	<i>Number of children from RAE population included in preschool and kindergarten education and upbringing; [R]</i> At the beginning of school year 2013/14, at the Public kindergarten Đina vrbica, and educational unit Vrela Ribnička there were 32 children of RE population, while in the afternoon hours there 86 children more covered, with the support of the REF. <i>Annual report of the Ministry of Education. [NR]</i> Report for 2013 will be prepared in the I quarter of 2014.	<i>Increased number of children in kindergartens, increased readiness to attend elementary schools [RK]</i> <hr/>

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3.10.1.12	Reduce the level of segregation of RAE pupils	Ministry of Education and Sport	RK <hr/> December 2013; December 2014; December 2015.	<p><i>Number of RAE children enrolled in city schools and the number of included city schools, number of workshops and parents involved, number of engaged mediators [RK]</i></p> <p>From the school year 2008/09, Ministry of Education is implementing activities in including RE children from Camp Konik into the city elementary schools. List of first grade pupils was made for 2013/14 school year so the education of children is carried out in 6 schools in Podgorica. In addition to schools which have integrated children from Konik during previous years (PI ES "Božidar Vuković Podgoričanin", PI ES "Marko Miljanov", PI ES "21. maj", PI ES "Savo Pejanović"), new schools are included into this type of support to RE children (PI ES "Vladimir Nazor" and PI ES "Vuk Karadžić"). Transfer to city schools is organised for children.</p> <hr/>	<p><i>Ensured equal access to education and elimination of segregation [RK]</i></p> <hr/>
3.10.1.13	Provide textbooks and school supplies for RAE children	Ministry of Education and Sport	R <hr/> September 2013 September 2014 September 2015 September 2016	<p><i>Textbooks and school supplies provided for 100% of the target group – RAE children [R]</i></p> <p>Ministry for Human and Minority Rights, with the cooperation of the Ministry of Education, provided free books for 962 pupils of Roma and Egyptian population enrolled in the I, II and II grade of elementary school. The total allocation amounted to EUR 54 349,50.</p> <hr/> <p><i>Annual report of the Ministry of Education [NR]</i></p> <p>Report for 2013 will be prepared in the I quarter of 2014.</p> <hr/>	<p><i>Assistance to children and their parents for a regular attendance to classes; reduced number of drop-outs [RK]</i></p> <hr/>

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3.10.1.14	Ensure adequate number of scholarships for secondary school pupils and students	Ministry of Education and Sport	R <hr/> September 2013 September 2014 September 2015 September 2016	<p>Scholarships provided; [R] Scholarships provided.</p> <hr/> <p>Number of secondary school pupils and students receiving scholarships. [R] Ministry for Human and Minority Rights allocated funds for scholarship for all high school students (75) and university students (9) of RAE population in the amount of EUR 75 000.</p> <hr/>	<p>Stimulation to keep on with education, increased number of children and youth in secondary schools and at universities. [R]</p> <hr/>
3.10.1.15	<p>Organise campaigns and school activities and projects and use examples of prominent, successful and highly educated members of RAE population</p> <hr/> <p>Note:</p>	Ministry of Education and Sport	RK <hr/> December 2013 December 2014 Fourth quarter of 2015 Fourth quarter of 2016	<p>Number of TV and radio shows about promotion of education of RAE population; [RK] Director of the Elementary School Božidar Vuković Podgoričanin was the guest of the morning TV show with one member of RE population who has completed university education and significance of education was promoted in this manner.</p> <hr/> <p>Number of presentations of highly educated members of RAE population delivered to school children and their parents. [R] Donation night was held on 12 December 2013 for the elementary school "Božidar Vuković Podgoričanin" where 2 highly educated members of RE population (former students of this school) held a presentation on the significance of education. Presentation was attended by teachers and pupils and their parents.</p> <hr/>	<p>Promote importance of education of RAE population (children and parents); [RK]</p> <p>Small school campaigns are implemented through SIMPLE project. The following elementary schools are included: „Savo Pejanović“ i „21. maj“from Podgorice, „Mileva Lajović-Lalatović“Nikšić, „Maršal Tito“ Ulcinj, „Milan Vuković“ Herceg Novi i „Radomir Mitrović“ Berane. Representatives of the professional service are carriers of activities in schools. Preparatory workshops and student materials- posters with slogans have been prepared. Welcome posters are prepared – posters of equality, placed through schools and on a visible place. Participation in the project of the Council of Europe and European Union “Regional Support to Inclusive Education” whose aim is improvement of social inclusion and social cohesion in the region by promoting inclusive education and training. In order to achieve this goal, project is directed towards promotion of concept of inclusive education as reform principle which respects and</p>

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					<p>fosters diversities among all participants with special emphasis on the ones which are exposed to the risk of marginalisation and exclusion the most. Seven elementary and secondary schools were chosen for the implementation of this project as follows: „Vuk Karadžić“ Podgorica, „Mileva Lajović - Lalatović“ Nikšić, „Mustafa Pećanin“ Rožaje, Secondary Mixed School "Bećo Bašić" Plav, Secondary Mixed School "Ivan Goran Kovačić" Herceg Novi, Gymnasium "Tanasije Pejatović" Pljevlja i Secondary vocational school "Sergije Stanić" Podgorica .</p> <hr/> <p><i>Increased motivation for education, increased number of members of REA population at all educational levels. [RK]</i></p> <hr/>
3.10.1.16	Implement the program of functional literacy of the adult population;	Ministry of Education and Sport	RK December 2013 December 2014 Fourth quarter of 2015 and 2016	<p><i>Number of programs and number of attendees [RK]</i></p> <p>Organisers of education for adults which have the licence of the Ministry of Education for implementation of Education programme for elementary functional literacy and Programme of elementary school for adults implement these programmes where illiterate persons and persons without completed elementary education are included. Most attendees of these programmes are representatives of RE population. Centre for Vocational Training monitors the implementation of these programmes and ensures support to teachers carrying the programmes. There were 270 participants of this</p>	<p><i>Percentage of increase of attendees at adult education programs [RK]</i></p> <hr/>

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				<p>programme in 2012. Total information is collected from organisers of adult education on an annual level. Training of Roma people for simple vocations of carpenter and assistant steel fixer is being organised in cooperation with the Organisation HELP in Montenegro.</p>	
3.10.1.17	<p>Implement informational campaigns on rights and obligations in the employment area; informational interviews for newly registered persons in the employment offices; informational and motivational seminars (workshops)</p>	<p>Employment Agency of Montenegro</p>	<p>RK</p> <hr/> <p>December 2013; December 2014; December 2015; December 2016; December 2017.</p>	<p><i>Number of campaigns implemented; [RK]</i></p> <hr/> <p><i>Number of announcements in the media; [RK]</i></p> <hr/> <p><i>Number of newly registered persons (% of women); [RK]</i></p> <p>In the period from 1 January to 30 September 2013, 50 RAE persons (46% women) were reported at the records for unemployed persons.</p> <hr/> <p><i>Number of informational interviews held (% of women); [RK]</i></p> <p>In the period from 1 January to 30 September 2013, informative interviews were carried out with 50 RAE persons (46% women) where these persons were informed on their rights and obligations of unemployed persons.</p> <hr/> <p><i>Number of participants in workshops; [RK]</i></p> <hr/> <p><i>Numbers of employment plans designed. [RK]</i></p>	<p><i>Increased level of knowledge of REA population about rights and obligations in the employment area [RK]</i></p> <p>Newly reported persons are familiar with the rights and obligations of unemployed persons, reported at the records (right to employment agency, right to participate in measures of active employment policies, rights from unemployment insurance and other rights from social insurance; obligations of regularly applying at the unemployment records, obligation of actively searching for a job; in accordance with the individual employment plan).</p>

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				In the period from 1 January to 30 September 2013, employment plans for all newly reported RAE population persons were drafted.	
3.10.1.18	Organize programmes for acquisition of the first qualification for persons with no professional qualifications	Employment Agency of Montenegro	R December 2013 December 2014 December 2015 December 2016	<p>Number of implemented programmes; [R] Education programme was implemented for the profession “Women hairdresser” in Podgorica.</p> <hr/> <p>Number of persons covered by programmes (% of women), with age and regional structure [R] Two RAE population members, who are women, were included in the education programme for the profession “Women hairdresser” ages 20 and 34.</p> <hr/>	<p>Increased number of members of REA population with acquired first qualification [R]</p> <p>Programme was fully implemented for the target group, which satisfied entry educational requests of this programme, and in accordance with individual employment plans.</p> <hr/>
3.10.1.19	Organise programmes for education and training for known employer	Employment Agency of Montenegro	DR December 2013 December 2014 December 2015 December 2016	<p>Number of implemented programmes and projects; [NR] In 2013, there were no educational and training programmes for a familiar employer in which RAE population members were included. Note: This is the programme which is implemented upon the request of the employer, which is independent in choosing participants of this programme.</p> <hr/> <p>Number of covered persons; [R] One person, a man, member of the RAE population, aged 24, was included in the programme of professional training for university graduates during 2013, in Herceg Novi.</p> <hr/> <p>Number of employed persons. [?]</p>	<p>Increased number of trained members of REA population and increase of employment rate [DR]</p> <hr/>

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<p>3.10.1.20</p>	<p>Seasonal employment of RAE population registered with the Employment Agency of Montenegro, in line with demand and professional qualifications of those persons in area of tourism, construction and agriculture</p>	<p>Employment Agency of Montenegro</p>	<p>R <hr/> October 2013 October 2014 October 2015 October 2016</p>	<p><i>Number of seasonally employed persons during the year (% of women) with age and regional structure [R]</i></p> <p>In the period from 1 January to 30 September 2013, 31 member of RAE population (12 women or 38,70%) were hired in seasonal jobs.</p> <p>REGIONAL STRUCTURE:</p> <ul style="list-style-type: none"> - from the records of the Employment Agency of Podgorica – ten men, - from the records of the Employment Agency of Herceg Novi – nine persons (29%) six of which were women (66,66%), - from the records of the Employment Agency of Bar – six persons (19,35%) three of which are women (50%), - from the records of the Employment Agency of Nikšić – three men, - from the records of the Employment Agency of Bijelo Polje – three women. <p>AGE STRUCTURE:</p> <ul style="list-style-type: none"> - from 15 to 24– 16 persons (6 women or 37,5%), - from 25 to 35– 10 persons (four women or 40%), - from 36 to 45– two men - from 46 to 55 – three persons (two women or 66,66%). 	<p><i>Increased number of persons involved in seasonal jobs [R]</i></p> <p>Including RAE population persons in seasonal employment influences promotion of integration of this category of unemployed persons, social status of employed persons and their families, work habits are promoted, experience in working environment is gained and possibilities of permanent employment are increased.</p> <hr/>
<p>3.10.1.21</p>	<p>Implement a programme for subsidised employment in accordance with the Decree on subsidies for employment of certain categories of unemployed persons</p> <hr/>	<p>Ministry of Labour and Social Welfare</p>	<p>RK <hr/> December 2013</p>	<p><i>Number of implemented programmes and projects; [RK]</i></p> <p>In the period from 1 January to 30 September 2013, one public work was</p>	<p><i>Deeper interest of employers in employment of REA population [RK]</i></p> <p>Amendments to the Rulebook on fees at the Chamber of Engineering of</p>

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	Note: Until the end of 2013, employment of a certain number of RAE population members is expected upon this basis.		December 2014 December 2015 December 2016	organised ("Make it clean") which included five men, members of RAE population. <i>Number of persons covered by subsidised employment. [RK]</i> During 2013, according to the data of the Tax Administration, number of persons who used subventions for employment in accordance with the Decree on subvention for employment of certain categories of unemployed persons was 257.	Montenegro, which decreased the fee for membership at the Chamber for foreigner with permanent residence from EUR 2,500 to EUR 150 (as for nationals), entered into force on 11 March 2013. Rulebook is the internal act and is not published in the Official Gazette.
3.10.1.22	Monitor health condition and health needs of Roma and Egyptians Note:	Ministry of Health	RK December 2013 December 2014 Third quarter 2015 fourth quarter of 2016	<i>Number of primary and control examinations, number of preventive examinations, number of referral slips to secondary and tertiary levels [RK]</i> There are precise data on the number of health care services, but not at the level of IDP/DP because IT system does not separate these services for now. At the chosen doctor in the Health Care Institution in Berane there were 5012 service provided, 6067 in Bar, 1734 in Herceg Novi and 12 566 in Podgorica. There are data for the secondary level: for example, department of surgery of the General Hospital of Berane – 290 services; General Hospital of Bar – 228 services, General Hospital of Niksic – 124 services, etc.	<i>Determined degree of use of health services by REA population [?]</i>
3.10.1.23	Organise educational and informational workshops, distribute educational material; open calls in the field of healthcare and healthcare needs	Ministry of Health	RK December 2013 December 2014	<i>Number of educational and informational workshops; [R]</i> Twenty workshops were held at Camp Konik, each topic was completed twice.	<i>Improved knowledge about possibilities of use of health services [?]</i>

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			December 2015 December 2016	<p><i>Type and number of educational material distributed; [R]</i></p> <p>Brochure was developed: SAVE YOUR HEALTH (assistance for Roma women in improving and promoting health). Topics in the brochure include: Women's Rights, Protection from Unwanted Pregnancy, Pregnancy, STD, Genital infections, Breast cancer, Smoking and health of women, Tuberculosis; Bowel Disease.</p> <hr/> <p><i>Number of open calls [R]</i></p> <p>In cooperation with the Centre for Radiology Diagnostics of the Clinical Centre of Montenegro, during October and November, free mammographic checks were organised for 30 women, from Roma populations, from Camp I Konik.</p> <hr/>	
3.10.1.24	Produce informational and educational brochures and distribute them to women, youth and children, informing them on human rights, right to health and health protection, right to reproductive health, right to life without violence, etc. and educating them about health protection, sexuality, objective age for entering into marriage, safe sex, safe pregnancy, etc.	Ministry of Health	RK <hr/> December 2013 December 2014	<p><i>Number of RE children aged up to 15 years who have chosen general practitioner – paediatrician; [RK]</i></p> <hr/> <p><i>Number of women aged 15-65 years who have chosen general practitioner – gynaecologist</i> <i>Number of children who have undergone compulsory vaccination. [R]</i></p> <p>Vaccination of children placed in camps was carried out: 1306 was vaccinated with compulsory immunisation DTP, OPV, infarnix, tripacel, Hib, HB, IPV, MMR, dT, DT, TT, and in unscheduled campaign, vaccination of 70 children was carried out with Avaximom 80i.u.(pediatric).</p>	<p><i>Improved knowledge about importance of health protection, increased number of vaccinated children and children with chosen general practitioner – paediatrician, increased number of adults with chosen general practitioners, increased number of women who have chosen general practitioner – gynaecologist [?]</i></p> <hr/>

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3.10.1.25	Organise informational campaigns in settlements inhabited by Roma and Egyptians about the right to social and children protection and exercise thereof Note:	Ministry of Labour and Social Welfare	RK December 2013 December 2014 December 2015	Number of workshops and participants at the annual level in each settlement; [RK] 6 campaigns were organised. 120 people included. Following are campaigns which include social welfare, health care, employment and status solving. Note: Relevant indicator for this measure is the number of campaigns and informed persons and not workshops and participants because such workshops are not held in Roma and Egyptian areas. Number of announcements in the electronic media at the annual level. [RK] 6 announcement for 6 campaigns held in state and local media.	REA population informed about the right to social and children protection and exercise thereof [RK]
3.10.1.27	Organisation of campaigns in Roma settlements on problem of violence against women and forced marriages of RE girls	Ministry for Human and Minority Rights	RK November 2013, Fourth quarter of 2014, 2015, 2016, 2017	Number of events related to underage forced marriages, number of media performances [RK] Three round tables on the topic of juvenile forced marriages held in Niksic, Berane and Podgorica.	Number of criminal charges referred to in the Criminal code of Montenegro [**]
3.10.1.29	Produce and broadcast legally defined programme contents in Roma language via public service of the Radio Television of Montenegro	Ministry of Culture	RK December 2013 December 2014 December 2015 December 2016	Radio of Montenegro - number of broadcasted shows; [RK] 24 broadcasted shows "Voice of Roma" TV of Montenegro - number of broadcasted shows. [RK] 20 shows broadcasted in different genres ion Roma population	Production and broadcasting of shows on Radio and Television of Montenegro, REA population better informed [?]
3.10.1.30	Precisely define programmes for Roma and Egyptians in	Ministry of	NR	Number of contracts with precisely stated	Local radio broadcasting services broadcast

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	<p>annual contracts on compulsory programme contents of public interest by local self-governments having local broadcasting services</p> <hr/> <p>Note: Implementation of this measure is expected soon.</p>	Culture	<hr/> <p>December 2013</p> <hr/> <p>December 2014</p> <hr/> <p>December 2015</p> <hr/> <p>December 2016</p>	<p><i>programmes for Roma and Egyptians [?]</i></p> <hr/>	<p><i>programmes for REA population, local REA population better informed [?]</i></p> <hr/>
3.10.1.31	<p>. Prepare the proposal for the Law on Social Housing. The Law will define the basic institutes of social housing, competences, specify the persons who are entitled to solving of the housing issue, define sources of financing, define the widest range of possibilities for development of social housing, i.e. the legal framework by which a lot of participants can be included in the social housing system, for the purpose of solving the housing needs of all the persons, namely households which cannot solve the housing need in the market</p>	Ministry of Sustainable Development and Tourism	<p>R</p> <hr/> <p>December 2013</p>	<p><i>Law on Social Housing adopted; [R]</i></p> <p>Law on Social Housing adopted and published in the Official Gazette of Montenegro 35/13 and entered into force on 30 July 2013.</p> <hr/> <p><i>Report on implementation of the Law a year after its adoption; [?]</i></p> <hr/> <p><i>Number of illegally built-up houses owned by REA population. [?]</i></p> <hr/>	<p><i>Defined legal framework for providing of an adequate standard of housing for all households that have financial difficulties in exercising of their right to access to decent housing in the market [R]</i></p> <p>The aim of this Law is to determine legal framework for ensuring appropriate standard of housing for all households which, from the perspective of income, have a problem in finding decent housing on the market, in order to find accommodation in appropriate social and urban environment.</p> <p>Since the lack of funds is one of the basic challenges for establishing a sustainable system for social housing, Draft Law contains a solution which will develop the social housing system through specific programmes which will be formulated by the Government of Montenegro or the local self-government unit, and which will enable flexibility in planning and activities implementation.</p> <p>Law on Social Housing also presents basis for the implementation of the National Housing Project for displaced and internally displaced persons.</p> <hr/>
3.10.1.32	<p>Establish cooperation with local self-governments in drafting</p>	Ministry for	R	<i>Cooperation established with local self-</i>	<i>Defining and implementation of policies for</i>

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	and implementing local action plans for Roma and Egyptians (Berane, Bijelo Polje and Ulcinj).	Human and Minority Rights	September 2013	<i>governments; [R]</i> Cooperation established. <i>Number of adopted action plans in municipalities. [R]</i> 3 LAPs adopted in Bijelom Polje, Berane and Ulcinj.	<i>social integration of REA population at local levels [RK]</i>
3.10.1.33	Ensure respect for legally defined affirmative action measures when employing members of Roma and Egyptian population in public administration bodies, local self-government bodies and public services Note: In the reporting period, there were no persons who claimed to be of Roma or Egyptian nationality during employment in public administration, local self-governance and public services.	Ministry for Human and Minority Rights	RK December 2013 December 2014 December 2015 December 2016	<i>Number of employments in public administration bodies, local self-government bodies and public services [RK]</i>	<i>Implementation of constitutional and legal guarantees, increased employment of REA in public administration bodies, local self-government bodies and public services [RK]</i>

3.10.2 B - Recommendation: Ensure continuous registration of the displaced persons, as well as their equal access to economic and social rights. Particular focus should be given to improve the living conditions of the displaced persons.

No.	Measure/Activity	Responsible authority	Deadline Status	INDICATORS OF RESULTS	INDICATORS OF IMPACT
3.10.2.1	Carry out an analysis of legislation in this field, especially from the aspect of comparative experiences, envisaged by the Law on Foreigners regarding regulation of permanent residence of children born in Montenegro whose one or both parents are foreign nationals with permanent residence in Montenegro Amend the Law on Foreigners in line with the recommendations from the Analysis. Note:	Ministry of Interior	DR December 2013 December 2014	<i>Analysis with accompanying recommendations adopted; [DR]</i> Government of Montenegro adopted the Technical and Economy Study and delegated Ministry of Interior, Ministry of Labour and Social Welfare and Employment Agency of Montenegro to implement all the normative measures necessary for establishing and implementing the system of single procedure for issuing residence and working permits for foreigners, within the deadlines envisaged in the Study. The Study refers to the area of foreigners, especially from the point of	<i>Semi-annual reports on the approval process for permanent residence,; [NR]</i> <i>Statistical data on the number of complaints filed by the applicants,; [NR]</i> <i>Statistical data on the number of complaints filed before the Administrative Court by the applicants,; [NR]</i>

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				<p>view of comparative experiences in the part of regulating permanent residence of children born in Montenegro, whose one or both parents at the moment the child is born, have status of foreigners with permanent residence.</p> <hr/> <p>Law on Foreigners adopted. [NR]</p> <p>Law on Foreigners is being drafted which will contain a provision that permanent residence can be approved for a child whose one or both parents at the moment of its birth had permanent residence in Montenegro approved.</p> <hr/>	<p>Number of children who regulated their status in accordance with the new Law on Foreigners. [NR]</p> <hr/>
3.10.2.2	<p>Continue with searching for a solution for providing assistance to the financially most vulnerable displaced and internally displaced persons in obtaining personal documents within the Regional Technical Working Group for Documentation (Sarajevo process)</p> <hr/> <p>Note:</p>	Ministry of Interior	<p>RK</p> <hr/> <p>December 2013 and December 2014</p>	<p>Number of meetings held by of the Regional Technical Working Group; [RK]</p> <p>Five meetings of the Regional Technical Working Group were held so far (one in 2013).</p> <p>Note: Conditions for obtaining personal identification documents in Croatia, Bosnia and Herzegovina and Serbia. FOR IDP who are nationals of Kosovo in the organisation of MLSW, Directorate for Care of Refugees and in cooperation with UNHCR collective visits are organised to Kosovo and Serbia in order to obtain documentation necessary for solving status in Montenegro.</p> <hr/> <p>Number of persons who have obtained necessary documents. [RK]</p> <p>11 216 people obtained required documents.</p> <hr/>	<p>Number of persons who have obtained necessary documents; [RK]</p> <p>11 216 people obtained required documents.</p> <hr/> <p>Number of persons who submitted requests to regulate their status. [RK]</p> <p>11 216 submitted requests for status solving.</p> <hr/>
3.10.2.3	<p>Continue with entries or subsequently make entries into civil registers of birth, through the administrative procedure conducted by municipal units of the Ministry of Interior</p>	Ministry of Interior	<p>RK</p> <hr/> <p>December</p>	<p>Number of submitted and solved requests; [RK]</p> <p>In the period from 1 January 2013 to 1 December 2013, there 276 requests</p>	<p>Increased number of registered persons [?]</p> <hr/>

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	<p>Note:</p>		<p>2013 December 2014</p>	<p>submitted in total for additional entry into the Register of Births – Article 33 of the Law on registries, out of which 263 requests were solved (230 adopted, 22 rejected, 1 denied, 2 suspended and 8 stopped). In addition, 6 997 entries into the Register of Births were carried out according to the Article 19 of the Law on Registries.</p> <hr/> <p><i>Report on the number of submitted and solved requests. [RK]</i></p> <p>Out of 276 requests submitted in total for additional entry into the Register of Births, 263 requests were solved (230 adopted, 22 rejected, 1 denied, 2 suspended and 8 stopped). In order to solve status issues, Government of Montenegro adopted National Action Plan for Children from 2013 to 2017 which plans identification of children which are not registered in the Register of Births, and defining procedure of entering children born outside health care institution in Montenegro into the Register of Births, through Amendments to the Law on Civil procedure (amendments of the law are planned for the ii quarter of 2014) in cases where facts cannot be determined in the administrative procedure,</p> <hr/>	
<p>3.10.2.4</p>	<p>Identify extremely vulnerable families that cannot obtain documents and assist them in obtaining documents</p> <hr/> <p>Note:</p>	<p>Ministry of Labour and Social Welfare</p>	<p>RK December 2013</p>	<p><i>Number of extremely vulnerable families and number of persons with disability identified; [R]</i></p> <p>In the reporting period, MLSW identified 30 persons who need assistance in obtaining documentation. Persons are social welfare beneficiaries.</p>	<p><i>Increased number of persons who provided necessary documents [RK]</i></p> <hr/>

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				<hr/> <p>Number of families and number of persons with disability to which assistance is provided in obtaining documents. [R]</p> <p>In communication with UNHCR and legal Centre, obtaining financial resources is one of the activities in order to provide assistance in obtaining documentation for 15 persons. Embassy of Bosnia and Herzegovina in Podgorica and NGO Legal Centre, with the assistance of UNHCR has begun visiting displaced persons from Bosnia and Herzegovina in order to obtain biometric data for issuing passports of Bosnia and Herzegovina. Data were taken from 15 persons (2 persons at Komanski Most, 3 persons in a psychiatric Hospital in Kotor, 1 person from Tivat, 1 from Herceg Novi, 1 from Ulcinj, 4 from Bar and 3 from Berane). In the following period, visits to Pljevlja and Bijelo Polje are planned. UNHCR covers costs of issuing passport for these persons.</p> <hr/>	
3.10.2.5	Carry out targeted information campaigns for DP/IDP population on conditions to exercise rights in line with the Law on Social and Child Protection and other rights (organize field visits, focus groups...)	Ministry of Labour and Social Welfare	RK <hr/> Second, third, fourth quarter of 2013 Second, third, fourth quarter of 2014.	<p>Number of implemented campaigns; [RK]</p> <p>One informative campaign implemented in two circles.</p> <hr/> <p>Number of organized forums. [RK]</p> <p>In the period from 10 May to 7 June, Ministry of Labour and Social Welfare and UNHCR, in cooperation with OSCE and NGO Legal Centre and Help implemented the fourth circle of informative campaign on the status of</p>	<p>Increased level of information of DP/IDP population on conditions to exercise rights [R]</p> <hr/>

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				<p>foreigner with permanent residence in Montenegro. Campaign covered municipalities: Podgorica, Nikšić, Kolašin, Berane, Rožaje, Andijevica, Plav, Gusinje and Bijelo Polje, or more than 450 internally displaced and displaced persons living in them. Second circle of informative campaign, covering the rest of municipalities in Montenegro, was implemented from 23 September to 4 October. UNHCR and its partner NGO Legal Centre provide information to internally/Displaced persons regarding the solving of their legal status in Montenegro on a daily basis and exercise of their rights.</p>	
3.10.2.6	<p>Amend the Law on Higher Education in order to adjust it to the Law on Foreigners</p> <hr/> <p>Note: Draft Law on Higher Education was pulled out of the Parliamentary procedure in July 2013. Draft Law, harmonised with the EU recommendations, allows the EU Member States citizens, , when Montenegro accedes the EU, to enter the higher education institutions under the same conditions, in accordance with previously determined criteria, as Montenegrin citizens. EU students, provided that they meet the criteria, will be able to have the status of students financed from the Budget of Montenegro.</p>	Ministry of Education	<p>NR</p> <hr/> <p>By the end of 2013</p>	<p><i>The Law on Higher Education provides effective access to higher education for person having the status of foreigner (Aligned with the Directive on education of migrant workers children 77/486/EEC of 25 July 1999) [?]</i></p>	<p><i>Provided accessibility of education to foreigners [?]</i></p>
3.10.2.7	<p>Amend the Law on Elementary Education to ensure rights of foreigner with permanent residence to be employed in educational institutions</p>	Ministry of Education	<p>R</p> <hr/> <p>December 2013;</p>	<p><i>Law on Amendments to the Law in General Education adopted [R]</i></p> <p>Law on Amendments to the Law in General Education adopted (Official Gazette of Montenegro 39/13). It entered into force on 15 August 2013.</p>	<p><i>Persons with foreigner status with permanent residence provided with possibility of employment in educational institutions[R]</i></p> <p>Paragraph 2 was added to Article 100a which states:“ Foreigner with permanent residence in Montenegro can be employed as a teacher under the conditions determined in a special law”.</p>

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<p>3.10.2.8</p>	<p>Continuously monitor attendance of classes by children of the displaced and internally displaced persons</p> <hr/> <p>Note:</p>	<p>Ministry of Education</p>	<p>RK</p> <hr/> <p>Continuous activity</p>	<p><i>Increased number of children attending the classes compared to the previous school year. [RK]</i></p> <p>From the beginning of this school year, records on the number of children of DP/IDP attending classes in two elementary schools are being kept. Commission for monitoring and combating drop-outs of Roma and Egyptian children in education system in Podgorica was established (it includes representatives of competent ministries, Red Cross of Montenegro, NGO sector).</p>	<p><i>Number of children of displaced and internally displaced persons. [RK]</i></p>
<p>3.10.2.9</p>	<p>Develop and implement a preparatory programme for children aged 5-6 years who are not involved in the pre-school education and train the staff</p>	<p>Ministry of Education</p>	<p>RK</p> <hr/> <p>December 2013</p> <p>December 2014</p> <p>December 2015</p>	<p><i>Developed elementary school preparatory programme for children aged 5 to 6 who are not involved in the pre-school education.; [RK]</i></p> <p>In accordance with plans in the area of pre-school education, activity was carried out for preparatory kindergartens for RAE population children during the last two weeks of June 2013. Namely, following the beginning of this model through the Project "Inclusive Education Services" (supported through IPA 2010), which includes children of Roma and Egyptian population through pre-school education in PPI Đina Vrbica in Podgorica and Dragan Kovačević in Nikšić, we have decided to continue, expand and independently implement these activities. "Preparatory kindergartens for Roma and Egyptian children" were implemented in PPI "Đina Vrbica" - Podgorica, PPI "Dragan Kovačević" Nikšić, PPI "Radmila Nedić"</p>	<p><i>Number of trained teachers; [RK]</i></p> <hr/> <p><i>Number of children included in the preparatory programme. [RK]</i></p> <p>In Podgorica, 15 girls and boys, in Nikšić 36, Berane 10, Tivat 19 RAE population children were included and in Herceg Novi, preparatory programme for elementary education was organised for 7 children.</p>

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				<p>Berane, PPI “Bambi” Tivat and PPI “Naša radost” Herceg Novi.</p> <p>The implementation of activities have begun in April when all the institutions carried out preparatory activities (list of children was made, communication established with families, Roma community, local self-government, municipal organization of Red Cross, schools where the children will be enrolled, procurement of hygiene packages carried out, etc.). Target group are RE children who have the right to be enrolled in school in the school year of 2013/2014, and which have not been included in any systematic form or programme of education.</p> <hr/> <p><i>Trained staff. [RK]</i></p> <hr/>	
<p>3.10.2.10</p>	<p>Organize educational-informational workshops for the general DP/IDP population on the possibilities to use healthcare services and preserve health. Prepare and distribute educational material from the field of healthcare and healthcare needs of the DP/IDP population</p>	<p>Ministry of Health</p>	<p>RK</p> <hr/> <p>December 2013 December 2014 December 2015 December 2016</p>	<p><i>Number of education – informational workshops; [R]</i></p> <p>Each topic was done twice and there 20 workshops for a part of Roma population in Camp I Konik (HIV, AIDS, collective housing – health risk, prevention of diabetes, family violence, gender equality).</p> <p>Four Roma mediators trained.</p> <p>Note: Activities on developing brochures on the rights of patients for the remaining part of this population is ongoing.</p> <hr/> <p><i>Number and type of published educational material. [RK]</i></p>	<p><i>Increased use of counselling services in the support centre [R]</i></p> <p>In the period from 1 September to 12 December, there were 33 920 health care services provided in all health care institutions in all levels. Centre for Mental Health Berane – 627 services provided to members of this population. In the same institution, chosen gynaecologists provided 517 services to the women of this population. At the HI Nikšić – centre for Health Care provided 690 services Central for Physical medicine Bar –</p>

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				<p>Development of the brochure on right of patients is being development and it will be distributed in health care Centres, in order to educate this population.</p> <p>Signing of Memorandum on cooperation between the Ministry of Health and NGO Centre form Roma Initiative and NGO Women’s Rights “Prva” from Niksic is ongoing.</p> <p>Brochure “Save Your Health” intended for Roma women developed.</p>	<p>provided 1270 services</p> <p>Centre for children with special needs Podgorica provided 127 services for the treatment of this population from 1 January to 12 December 2013 and EUR 1,7 million was spent.</p>
3.10.2.11	Produce informational and educational brochures and distribute them to women, youth and children, informing them about the right to health and importance of prevention and preservation of health, education on preservation of reproductive health, optimal time for marriage, protection from unwanted pregnancy and behaviour during pregnancy and the like.	Ministry of Health	<p>RK</p> <hr/> <p>December 2013</p> <p>December 2014</p>	<p><i>Number of DP/IDP children aged up to 15 years who have chosen general practitioner – paediatrician, doctor for adults, number of women aged 15-65 years who have chosen general practitioner –gynaecologist, as well as number of children who have undergone compulsory vaccination. [RK]</i></p> <p>Number of DP/IDP children aged up to 15 years who have chosen general practitioner - 1216</p> <p>number of women aged 15-65 years who have chosen general practitioner – gynaecologist - 4611</p> <p>number of children who have undergone compulsory vaccination - 1707</p>	<p><i>Increased number of vaccinated children and children with chosen paediatrician, increased number of persons with chosen general practitioner for adults,; [RK]</i></p> <hr/> <p><i>Increased number of women with chosen gynaecologist. [RK]</i></p>
3.10.2.13	Organise round tables and meetings with employers with a view to raising employers’ awareness on the right to work and employment pertaining to displaced and internally displaced persons as well as to persons with the status of foreigner	Ministry of Labour and Social Welfare	<p>NR</p> <hr/> <p>2013</p> <p>From 2014 at least twice a year</p>	<p><i>Number of round tables and meetings held; [NR]</i></p> <hr/> <p><i>Number of employers covered by round tables and meetings. [NR]</i></p>	<p><i>Increased number of employees involved in active employment policy [NR]</i></p>

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<p>3.10.2.14</p>	<p>Organise informational campaigns with a view to raising awareness among displaced and internally displaced persons on rights arising from unemployment</p> <hr/> <p>Note: Campaigns are planned for the topics of social welfare, health care, employment and status solving.</p>	<p>Ministry of Labour and Social Welfare</p>	<p>NR</p> <hr/> <p>October quarter 2013</p> <p>From 2014 at least twice a year</p>	<p><i>Number of campaigns carried out; [NR]</i></p> <hr/> <p><i>Number of gatherings organized [NR]</i></p>	<p><i>Increased number of persons in the records of the Employment Agency for the purpose of exercising rights arising from unemployment [NR]</i></p>
<p>3.10.2.15</p>	<p>Identify locations for construction of residence buildings in municipalities in Montenegro</p> <hr/> <p>Note:</p>	<p>Local self-government units</p>	<p>RK</p> <hr/> <p>December 2013</p> <p>December 2014</p>	<p><i>Number of identified locations in municipalities [RK]</i></p> <p>Regional housing project will be implemented in over 13 municipalities: Berane, Andrijevica, Podgorica, Ulcinj, Nikšić, Budva, Rožaje, Plav, Herceg Novi, Bar, Danilovgrad, Tivat, Pljevlja and others. Joint regional programme for permanent solution of issues of displaced persons (Sarajevo Process/Belgrade Initiative), for the needs of implementing the housing programme of locations for construction of housing project were allocated by municipalities of Nikšić, Pljevlja, Berane, Herceg Novi as well as the Capital of Podgorica. Preparation of documentation is ongoing for accepted application, by the CEB, for municipalities of Nikšić (62 housing units), Pljevlja (retirement home) and Podgorica (120 housing units). Timeframe for the implementation of projects is a four-year period from 2012 to 2015. Out of thirteen municipalities in total that applied for it, five have allocated locations for the implementation of this project and those are the following municipalities: Herceg Novi, Nikšić, Berane, Podgorica i Pljevlja.</p>	

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				Prepared application form for projects in municipalities of Nikšić, Pljevlja and Podgorica which was submitted to CEB and accepted so further implementation of project is ongoing.	
3.10.2.16	<p>Implementation of IPA 2011 project "Identifying durable solutions for (I)DPs and residents of Konik Camp" –</p> <p>Activity 1: Urban development and construction of residential objects; Activity 2: Social integration; Activity 3: Voluntary return; Activity 4: Technical assistance.</p> <hr/> <p>Note:</p>	Ministry of Labour and Social Welfare	DR <hr/> Start of construction December 2013	<p><i>Built 90 new residential objects for internally displaced persons members of RAE population from Konik Camp 1 and 2 and for local vulnerable population [DR]</i></p> <p>Ministry of Labour and Social Welfare obtained the Plan of urban development and technical conditions after which the project leader for the Main Construction project was chosen. The Main Construction Project was completed and additional harmonised with the DEU in Podgorica in order to define solar heating system. The audit of the Main Construction project is ongoing. Obtaining construction licence is the next activity in order to create basis for the beginning of construction following the obtaining of financial resources envisaged in IPA Funds. The construction is expected to begin in 2014.</p>	<p><i>Shutting down Konik Camp 2; [?]</i></p> <hr/> <p><i>Significant increase of children included in primary educational system or who benefit from adequately directed education services; [?]</i></p> <hr/> <p><i>Developed social and cultural skills of internally displaced persons of RAE population; [?]</i></p> <hr/> <p><i>Increased number of internally displaced persons of RAE population included in professional training in order to provide them with better employment opportunities ; [?]</i></p> <hr/> <p><i>Solved status of larger number of internally displaced persons of RAE population; [?]</i></p> <hr/> <p><i>Created conditions for voluntary return of internally displaced persons of RAE population . [?]</i></p>
3.10.2.17	<p>Provide conditions for construction of housing units for 1.177 families in collective settlements, including irregular settlement and Vrela Ribnička (Regional project of Belgrade Initiative) Sarajevo process through:</p>	Ministry of Labour and Social Welfare	RK <hr/> 2013, 2014, 2015 and 2016	<p><i>Number of housing units constructed [RK]</i></p> <p>Project refers to permanent solution of housing issues for 62 families in Nikšić</p>	<p><i>Increased number of families with housing issue solved [RK]</i></p>

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	<p>Construction of 907 housing units; Delivery of construction material for 120 housing units; Construction of 60 prefabricated houses; Construction of 90 housing units in the Elderly Home in Pljevlja..</p>			<p>approved by donors in the first half of the year, and activities are implemented in creating conditions for its implementation. At the session held on 13 June, Government appointed PROCON as the unit for implementation of the Regional Housing programme, signed memorandum on Cooperation between PROCON and Ministry of Labour and Social Welfare. Ministry determined the criteria for selection of users, as well as the chart. In addition, in Nikšić municipality there was a notification for all interested persons who have not solved their housing issue, and who intend to solve it through this programme. Currently, harmonisation of design with the terms of reference is being carried out for the purpose of developing the Mean Construction project. Project of constructing apartments for 120 families of Roma nationality in Konik was submitted at the end of June to CEB and conditionally approved by the Technical Committee at the meeting held on 13 September 2013. Project for the Retirement Home in Pljevlja, which should solve accommodation issues for 68 persons older than 65 in the social protection institution was submitted at the end of June to CEB and conditionally approved by the Technical Committee at the meeting held on 13 September 2013. Regarding the project in Konik and project in Pljevlja, additional efforts should be invested so that conditional approval can result in signing the Grant Agreement. Precondition for the implementation of all projects and signing of grant agreements is the signing of the</p>	
	<p>Note:</p>				

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				<p>Framework Agreement, adopted by the Government on 26 September 2013. Framework Agreement was signed in Paris on 4 October 2013.</p>	
3.10.2.18	Carry out informational campaigns on exercising rights within the Regional Housing Project	Ministry of Labour and Social Welfare	<p>RK</p> <p>Until the end of 2013 and 2014</p>	<p><i>Beneficiaries of the Regional Housing Project informed on the implementation stages [R]</i></p> <p>Campaign implemented in all municipalities where RHP will be implemented.</p>	<p><i>Number of families that applied for solving of the housing issue [RK]</i></p>

3.11 Recommendation: Ensure adequate prosecution of hate crime.

No.	Measure/Activity	Responsible authority	Deadline Status	INDICATORS OF RESULTS	INDICATORS OF IMPACT
3.11.1	Amend the Criminal Code in the part of prescribing: offense of violation of equality (Article 159); supplement in a way that this offence can be committed if due to their sexual orientation or gender identity human rights or freedoms of any person are limited or denied, referring to prescribing of special circumstances for weighing up a sentence for a hate crime	MJ	<p>R</p> <p>September 2013</p>	<p><i>Law on Amendments to the Criminal Code adopted in line with; [R]</i></p> <p>Law on Amendments to the Criminal Code was adopted (Official Gazette 40/13). It entered into force on 21 August 2013.</p> <hr/> <p><i>Data on prosecuted hate crimes. [RK]</i></p> <p>Note: Statistical data are not available yet considering that the Law entered into force on 21 August 2013. This indicator will be continuously monitored.</p>	<p><i>Law on Amendments to the Criminal Code aligned with the provisions of Council Framework Decision 2008/913/JHA of 28 December 2008 on combating certain forms and expressions of racism and xenophobia by means of criminal law</i></p> <p><i>- provisions of the Convention on the Elimination of All Forms of Discrimination against Women - CEDAW and recommendations of ODIHR [R]</i></p> <hr/> <p><i>EC Report . [?]</i></p>

3.12 Recommendation: Ensure the alignment with the acquis in the area of protection of personal data and allow for assessment through the preparation of the relevant transposition tables; ensure sufficient financial and human resources to the Data Protection Agency

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No.	Measure/Activity	Responsible authority	Deadline Status	INDICATORS OF RESULTS	INDICATORS OF IMPACT
3.12.4	<p>Training of public servants, representatives of the media and NGOs on the Law on Personal Data Protection and judgements of the European Court of Human Rights – Article 8 of the European Convention regarding the protection of personal data (intended for officers who apply the Law on Personal Data Protection, representatives of electronic and print media and representatives of the NGO sector)</p>	<p>Agency for Personal Data Protection and Free Access to Information</p>	<p>RK</p> <hr/> <p>June-December 2013</p> <p>January-December 2014</p> <p>January-December 2015</p> <p>January-December 2016</p>	<p><i>Number and type of training; [RK]</i></p> <p>On 13 November 2013, Agency submitted request for TAEIX workshop on the basis of short procedure via Ministry of Foreign Affairs and EU integrations and the time for organising it was proposed to be October of 2014.</p> <p>On 20 November 2013, Ministry of Interior of Montenegro in cooperation with the Ministry of Justice of Macedonia, within the project “Promoting Judicial Cooperation in Montenegro” organised seminar under the title “Data Protection in EU”. Participants were also employees of the Agency.</p> <p>On 12 December 2013, Agency, together with Telekom Podgorica, organised the conference “Personal data protection –legislation and practice”. Speakers were Dr Claus-Dieter Ulmer, Personal Data Protection Officer at Deutsche Telekom Grupe, Marijana Marušić Kos , Personal Data Protection Officer of Macedonian Telekom and Zora Čizmović, Head of the Personal Data Protection Department at the Ministry of Interior of Montenegro. Participants were employees of the Agency, representatives of courts, prosecution, other public authorities, NGPO sector and private sector.</p> <hr/> <p><i>Number and structure of participants . [RK]</i></p> <p>On 20 November 2013, Ministry of Interior of Montenegro in cooperation with the Ministry of Justice of Macedonia, within the project</p>	<p><i>Decreased number of complaints for personal data protection [RK]</i></p> <p>During the reporting period, Agency received 11 complaints in the area of personal data protection. Council has adopted the total of six complaints.</p> <hr/>

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				<p>“Promoting Judicial Cooperation in Montenegro” organised seminar under the title “Data Protection in EU”. Participants were also employees of the Agency, representatives of judicial bodies and Ministry of Interior employees. There were 25 participants. On 12 December 2013, Agency, together with Telekom Podgorica, organised the conference “Personal data protection –legislation and practice”. Speakers were Dr Claus-Dieter Ulmer, Personal Data Protection Officer at Deutsche Telekom Grupe, Marijana Marušić Kos , Personal Data Protection Officer of Macedonian Telekom and Zora Čizmović, Head of the Personal Data Protection Department at the Ministry of Interior of Montenegro. Participants were employees of the Agency, representatives of courts, prosecution, other public authorities, NGPO sector and private sector. There were 30 participants. Request for TAIEX was submitted but not approved yet. Therefore, the total number of participants is not defined.</p>	
3.12.6	<p>Training of employees of the Agency for Personal Data Protection and Free Access to Information through thematic training:</p> <ul style="list-style-type: none"> - previous controls - more efficient sophisticated investigations - inspection controls - monitoring development of international standards in this area 	Agency for Personal Data Protection and Free Access to Information	<p>R</p> <hr style="width: 50px; margin-left: 0;"/> <p>June – December 2013 January – December 2014 January – December 2015 January –</p>	<p>Number and types of training: [R]</p> <p>TAIEX support programme of the EC in cooperation with the Personal Data Protection Agency of Croatia as the host, organised the Workshop on the topic “Personal data protection and Internet – New Challenges” from 20 to 21 June 2013 in Zagreb. Five employees of the Personal Data Protection Agency participated. First TAIEX application was completed in order to organise a workshop with</p>	<p>Assessment of work of the Agency from national and foreign reports [RK]</p> <p>In the EC Progress Report for 2013, it was stated that efforts should be made in providing appropriate implementation of the relevant legislation in the area of personal data protection. The right balance should be achieved between the right to free access to information and right to personal data protection.</p>

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			<p>December 2016</p>	<p>international experts. It was sent to TAIEX in November 2013. The TAIEX workshop was approved and will be held from 23 to 24 January un Podgorica. Number of approved participants in 30, 15 of which are employees at the Agency.</p> <hr/> <p><i>Number and composition of participants; [R]</i></p> <p>TAIEX support programme of the EC in cooperation with the Personal Data Protection Agency of Croatia as the host, organised the Workshop on the topic "Personal data protection and Internet – New Challenges" from 20 to 21 June 2013 in Zagreb. Five employees of the Personal Data Protection Agency participated.</p> <p>First TAIEX application was completed in order to organise a workshop with international experts. It was sent to TAIEX in November 2013. The TAIEX workshop was approved and will be held from 23 to 24 January un Podgorica. Number of approved participants in 30, 15 of which are employees at the Agency.</p> <hr/> <p><i>Report on the Agency's work with recommendations. [R]</i></p> <p>At the session of the Parliament of Montenegro held in July 2013, Report on the work of the Agency for 2012 was adopted with two-thirds of votes without recommendations.</p> <hr/>	
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4 COOPERATION WITH THE NGO

No.	Measure/Activity	Responsible authority	Deadline Status	INDICATORS OF RESULTS	INDICATORS OF IMPACT
1	<p>Preparation and adoption of the Decree on composition, criteria for election and procedure of nomination the members of the Commission for Allocation of the Funds to NGO</p> <hr/> <p>Note: Draft Decree on composition, criteria for election and procedure of nomination the members of the Commission for Allocation of the Funds to NGO was prepared. Its adoption is postponed until the final adoption of the Law on Games of Chance.</p>	Ministry of Finance	NR ————— 2013	<p><i>Decree on composition, criteria for election and procedure of nomination the members of the Commission adopted; [?]</i></p> <hr/> <p><i>Public call to members of the Commission was launched on grounds of the Decree; [?]</i></p> <hr/> <p><i>Number of received applications; [?]</i></p> <hr/> <p><i>Commission for Allocation of the Funds to NGO formed. [?]</i></p> <hr/>	
2	<p>Preparation and adoption of the Decree on more detailed criteria for assessment of projects, i.e. NGO programmes</p> <hr/> <p>Note: Draft Decree on more detailed criteria for assessment of projects, i.e. NGO programmes was prepared. Its adoption is postponed until the final adoption of the Law on Games of Chance.</p>	Ministry of Finance	NR ————— 2013	<p><i>Decree on more detailed criteria for assessment of projects, i.e. NGO programmes was adopted; [?]</i></p> <hr/> <p><i>Number of project assessed on grounds of the Decree; [?]</i></p> <hr/> <p><i>Number of appeals of NGOs to the manner of assessment of projects on grounds of Decree. [?]</i></p> <hr/>	

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3	Elaboration and adoption of the Strategy of development of non-governmental sector in Montenegro	MI	R _____	2013	<p><i>Strategy of development of non-governmental sector in Montenegro adopted [R]</i></p> <p>Strategy of development of non-governmental sector in Montenegro adopted at the session of the Government on 26 December 2013.</p>
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No.	Measure/Activity	Responsible authority	Deadline Status	INDICATORS OF RESULTS	INDICATORS OF IMPACT	
6	Establishment of Commission for allocation of funds for NGO programmes and projects Note:	Government of MNE	NR _____	2013	<p><i>Decision on establishment of the Commission issued; [NR]</i></p> <p>_____</p> <p><i>Members of the Commission signed the statement on conflict of interest. [?]</i></p> <p>_____</p>	
7	Strengthening the capacities of members of the Commission for allocation of funds for NGO programmes and projects through trainings on application of legislation in this field Note:	Office for cooperation with NGO	NR _____	2013 continuously	<p><i>Number of trainings for members of the Commission on manner of application of the Decree on closer criteria for project assessment, i.e. NGO programmes; [?]</i></p> <p>_____</p> <p><i>Number of trainings for members of the Commission on methodology of work of professional evaluators of the project. [?]</i></p> <p>_____</p>	
8	Preparation of analysis for defining the status and competences of the Office for cooperation with NGO Note:	Office for cooperation with NGO	NR _____	2013.	<p><i>Analysis was prepared and adopted with concrete proposals relating to the scope and position of the Office, Position and necessary number of employees [NR]</i></p> <p>_____</p>	
11	Strengthening of capacities of the employees in the Office	HRMA	NR	NR	<p><i>Number of trainings; [?]</i></p>	

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	<p>Note: TAIEX application was filled in and submitted for expert support regarding the strengthening of capacities of the Office, where trainings needs assessment needs to be carried out for employees at the Office and contact persons for cooperation with NGOs in authorities.</p>		<p>Continuously</p>	<p><i>Better results of employees after trainings; [?]</i></p> <p><i>Increased satisfaction of NGO with the work of the Office. [?]</i></p>	
<p>13</p>	<p>Organisation of visits and exchange of knowledge for members of the Council for cooperation with the representatives of similar bodies in the region</p> <p>Note:</p>	<p>Office for cooperation with NGO</p>	<p>NR</p> <p>Continuously</p>	<p><i>Number of meetings of members of the Council from countries from the region and the EU [NR]</i></p>	