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### Summary of the book "Gender Data for Montenegro" Published by NGO Woman Action

As there does not exist much statistical data regarding the status of Montenegrin women in different spheres of life, the NGO "Woman Action" has gathered data on the participation of women in all areas and on all levels of life and work. The results of the organization's work were published in a book entitled "Gender Data for Montenegro". Please see the text of this book in Serbo-Croatian attached here.

The book consists of eight areas in which the participation of women is presented statistically and analyzed from a sociological perspective. The following areas were analyzed: Women and Legislative Power, Women and Executive Power, Women and Judicial Power, Women and Education, Women and the Labour Market, Women and Trade Unions, Women in NGOs and Women in Media.

Regarding Women and Legislative Power, the following data were obtained: among 75 MPs in the Parliament of Montenegro, 8 are women or 10,66%. From the analysis of the structure of the representatives of parliamentary parties which constitute the legislative power, it can be seen that more than a half of political parties have no women MPs; all of the parties, except for Civic Party, however, had women candidates on their election lists (from 8,5%-21,43%). Of the remaining four political parties who have women MPs in the Parliament of Montenegro, except for Democratic Party of Socialists (5 or 16,3%), three are opposition parties (Liberal Alliance of Montenegro – 1 or 25%, Socialist Peoples Party – 2 or 10,52%, Serbian Peoples Party – 1 or 16,67%). It is interesting to mention that the Social-democratic Party of Montenegro, which had the most women candidates on election lists (21,43%), has no women MPs in the Parliament. Regarding the participation of women in the structures of political parties, it can be seen that trend of the participation of women decreases with the increasing of the decision-making level.

In the analysis of the Women's participation in executive power, the data are as following. Out of the total number of employees in the ministries, women represent the majority (57,68%) and that is not an encouraging indicator of their real political activism in the executive power. Women's participation decreases with the higher levels of managing positions in executive power. The position of president, vice-president and general secretary of the Government is given to males only. The number of women ministers is 2 or 12,5%. Women deputy ministers participate with 30,61% (15 from total 49 deputy ministers) and as general secretaries of the ministry with 23,08% (3 women from total 13 secretaries). The same may be said of the appointment of directors and

members of Steering Committees of public enterprises in the competence of the Government of Montenegro: in 12 enterprises of state importance, there is no woman director, and in 7 enterprises the members of Steering Committees, there are only men. We can say that the top positions in the structure of executive power are distinctly “males”.

If we observe globally, women are in a somewhat better position in the judiciary and Supreme Court than in previously analyzed areas. When we speak about the holders of prosecutor's positions, women are better represented than men (51,35% of women and 48,65% of men). It should be particularly stressed that a woman performs the highest position – State prosecutor of the Republic of Montenegro. In the prosecutor's field, women are much more present in higher positions than it is the case with managing positions in main prosecutor's office (16,66 of women and 83,34% of men). However, this positive trend of women's representation at the highest positions of the prosecutor's office is not true of the representation of women among judges of the Supreme Court where women are represented with 26,6% and the president is a man.

Regarding the issue of women and education, first of all we should stress data from the census carried out in 1991 that gives cause for concern: girls, i.e. young women, remain illiterate in greater number than men: 10-19 years old 51,67% and from 20-34 years old 62,24%. Yet, it should be stressed that the percentage of illiterate people is decreasing continuously, but that women make up the majority of illiterate. One of the possible factors that contribute to this phenomenon is that girls, at the very beginning of education – in primary schools, participate in less number than boys (49,63%).

When we speak about the employment of women in the education field, we can say that at the higher positions women are less prominent. For example the percentage of women directors of primary schools in Montenegro is 13,04% and in secondary schools is 4,25%. In university education, the data shows that women are continuing their education at the faculties and show a high level of interest in progressing in their studies toward greater expertise. The number of women working as assistants at the faculties for the year 2001/02 is 61,3%, while their percentage of associate professors is 30,9% and among full professors, women make up only 7,8%; thus, with higher positions the participation of women declines dramatically.

From the previous part of the analysis about the participation of women in managing positions in education it is visible that despite the greater number of highly educated women, not many women are succeeding in reaching adequate status in the total division of social power and wealth, which can be illustrated by the indicators on the status of women the sphere of employment. According to the data from the poll conducted by Federal Statistic Bureau (October 1999) women in Montenegro participate in the structure of total work force with 50,79%. Women were mostly employed (28,14%) in the institutions with social property and with significantly less participation in the enterprises with private property. This indicator shows the lack of women's courage and self-confidence as concerns property relations. Significant representation of women among employed people is characteristic for health and social protection (73,2%). Beside

health institutions, women represent the majority of employed people in financial organizations (58,7%), trade (58,4%), hotel business (56,6%), while they are the least present in forestry management (12,5%), architecture (14,3%), transport (24%).

85-90% of total number of employed people are the members of Trade Union, and women make the 40% of Trade Union membership. Yet, here we can also see the negative trend of the representation of women in managing positions. For example, only 7,7% of women are members of the presidency of Trade Union, 14,5% of women are delegates on the Congress and 12% are members of the Council of Trade Union of Montenegro. It shouldn't be especially emphasized that the president of Trade Union is a man.

On numerous seminars/workshops organized by certain women NGOs, the request for the establishment of joint information-center for all women NGOs in Montenegro has been emphasized. The aim of this information-center would be the prerequisite for faster networking of women activities on both local and national level. According to the data obtained by Center for development of NGO sector (CRNVO) and Network for the affirmation of NGO sector (MANS), in Montenegro 39 NGOs are dealing with women's rights issues.

Regarding the position of women in media the following data were obtained. From the total number of 143 media organizations in Montenegro (written and electronic), in 82 there is no woman on managing positions (director, editor in chief). In the rest of the media organizations (61), women are the most represented at the bottom of the managing pyramid (the position of editor – 40,50%) and in this field the very top of the pyramid is “ruled” by men (editors in chief – 78,94% of men and women 21,06% while on the position of managers – men 84,2% and women only 15,8%). Namely, in 143 different media organizations, there are 421 people employed on managing positions and gender structure shows that out of that number 308 men are managers (or 73,16%) and women 113 (or 26,84%).

As this is the first attempt to gather gender data on the republic level, the book ends with a statement of the importance of gathering data on all relevant indicators related to the status of women and gender equality in Montenegro

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