

Republic of Montenegro

**PLAN OF ACTION
FOR CHILDREN**



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INTRODUCTION

The 2004-2010 Plan of Action for Children's Rights in Montenegro is the framework document for the actions, programmes and strategies that the State and civil society assume in order to create a world fit for children in Montenegro by 2010. It holds a direct relation with international accords and agreements that have been ratified by the Government of Serbia and Montenegro, having as its central standard the International Convention on the Rights of the Child. Likewise, the Plan considers the reform directions of Montenegro, including its strategy to reduce poverty, its goal to enter into the European Union, and its economic orientation to a market economy.

Our Vision is that all girls and boys will be productive and active participants in all aspects of our society. To do this it is necessary to prevent and combat disparities and exclusion, to raise all children out of poverty, ensure that all children have the chance to be healthy and to fully develop their potential.

Among the most outstanding aspects of the Plan of Action for Children's Rights in Montenegro are to protect all children facing economic and social difficulties, facilitate access and participation of children in formal education, assure a healthy life for children, provide appropriate recognition for children's rights to safety and citizenship, and protect the earth for sustainable development. The Plan aims to guide the government and civil society in its efforts to create a positive environment for children.

Background

In May 2002, more than 7,000 people from around the world gathered in New York to take part in the United Nations General Assembly Special Session on Children. The Special Session was attended by heads of state, high-level government delegates, as well as representatives of non-governmental organizations and hundreds of girls and boys aged nine to eighteen¹. It was an

¹ Two representatives from Montenegro participated in this assembly, Marko Volkov and Ana Stojovic-Jankovic.

opportunity to review progress since the World Summit for Children in 1990, identify emerging issues and renew the commitment to the world's children.

The Special Session ended with adoption by unanimity of a declaration and plan of action called *A World Fit for Children*. The document prioritizes four areas for action: (i) promoting healthy lives; (ii) providing quality education; (iii) protecting against abuse, exploitation and violence; and, (iv) combating HIV/AIDS. It contains a global plan of action, based on the best interests of the child, and describes what the nations of the world should do for and with children. The outcome document requested all States to develop a National Plan of Action for Children's Rights which would translate *A World Fit for Children* into an action plan that reflects their own States' circumstances.

The Plan of Action for Children's Rights in Montenegro lays out a road map to guide Montenegro's efforts for and with children, and raises milestones to mark progress towards these goals. It has been developed with people from all levels of government, individuals, civil society and children. It reflects what people in Montenegro perceive to be key issues affecting children and actions to be taken to improve their lives.

Montenegro, as a Republic of Serbia and Montenegro (SaM), has recognised the rights established in the *UN Convention on Rights of the Child* and its optional protocols on the involvement of children in armed conflict; and, the sale of children, child prostitution and child pornography. There are a number of other conventions ratified by SaM that specifically focus on the protection of children. Specifically these include: the *Convention on Human Rights*, the *International Covenant on Civil and Political Rights*, *ILO convention 138 on the Minimum Age Convention* and *182 Worst Forms of Child Labour Convention*².

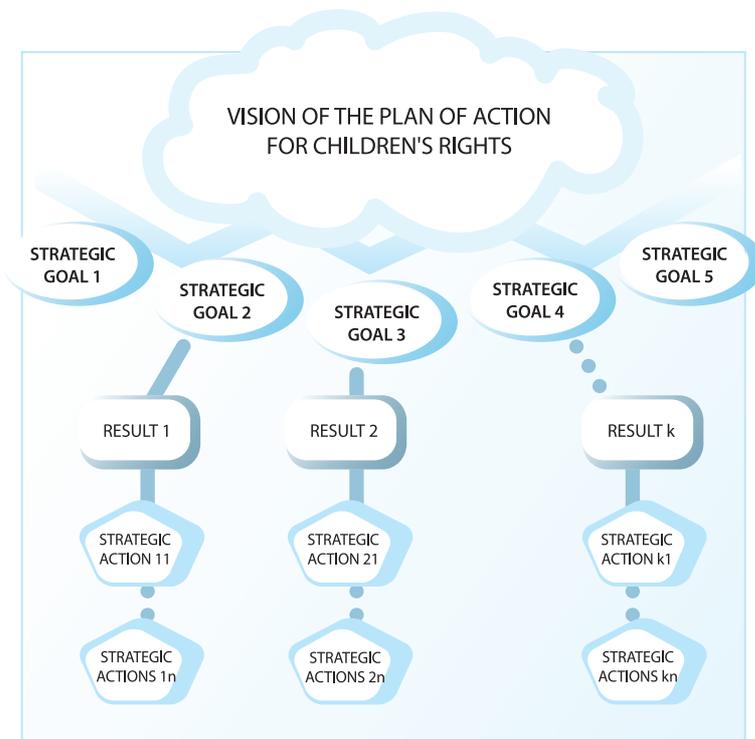
Under the Constitutional Charter of SaM (2002) and the Montenegrin Constitution (1992), a child enjoys, like every other citizen, equal rights before the Law. As a citizen, according to the Montenegrin Constitution, a child has the right to use her/his native language (Article 9), freedom of religion association (Article 11), right to social and health insurance (Article 55 and 57), right to primary school education (Article 62) and the right not to be abused (Article 61). Mothers and children also enjoy special protection (Article 60).

² See Annex A for a list of UN, ILO and EU conventions ratified by SaM.

Structure

This document details: (i) the methodology used to develop the Plan; (ii) the strategic goals; (iii) results expected by 2010; and, (iv) strategic actions. The Plan includes monitoring mechanisms and indicators to be used over the 2004-2010 period to evaluate the impact of the strategy and its effectiveness in reaching its goals. The Plan uses the life cycle approach with each result targeting an age group, recognising that interventions must be adapted according to the age of the child.

The Plan is structured following a log frame methodology. The Vision of the Plan will be achieved through five strategic goals. “Strategic Goals” are the long term overall aims of the Plan and for the time period beyond. For each of these strategic goals a number of Results are detailed. A “Result” is a positive statement of what is expected to occur by 2010 in a narrowly defined area. To achieve these results “strategic actions” are detailed. “Strategic actions” are activities that are to be carried out in order to reach the Result.



Methodology

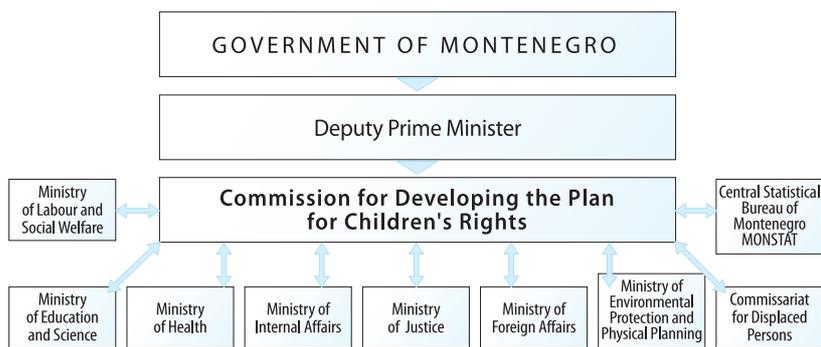
The 2004-2010 Plan of Action for Children’s Rights in Montenegro has been based on a broad process of consultation carried out from November 2003 to February 2004 under the direction of the Commission for Developing the Plan for Children’s Rights. There were three distinct components for the development of this Plan: (i) review of proposed government strategies; (ii) consultations with civil society; and, (iii) development of a monitoring system.³

FIRST STAGE (November 2003 – mid January 2004)

The objective of the first stage was to consolidate current and ongoing government programmes and identified priorities of the government and civil society.

Government of Montenegro formed a Commission for Developing the Plan for Children’s Rights by decision on 13 November 2003. It is tasked, in part, to develop the Plan of Action for Children’s Rights in Montenegro. Chaired by the Deputy Prime Minister of the Republic of Montenegro, the Ministry of Labour and Social Welfare (MoLSW) assumed the responsibility of technical secretariat. The Commission called on representatives from the ministries of Labour and Social Welfare, Health, Interior, Foreign Affairs, Education and Science, and Justice, along with the Commissariat for Displaced Persons and Ministry of Environmental Protection and Physical Planning to review strategies within their organisations that affect children. The result was a consolidation of the current policy situation for children, and proposed and ongoing government interventions.

Commission for Developing the Plan for Children’s Rights



³ The full time line of activities can be found in Annex B.

This was conducted in parallel with initial civil society consultations, held throughout December 2003. NGO “Dječji horizonti” was contracted as the lead 3rd sector organization responsible for facilitating these consultations.⁴ Through round tables, questionnaires, and focus groups it consulted children and adults on: (i) what the priorities are for children; (ii) the strategies required to meet these priorities; and, (iii) potential emerging issues for children. In total 328 children between the ages of 3 and 18, and 138 adults were involved, covering 19 municipalities in Montenegro. The consultations included Roma, Ashkaelia, Egyptian (RAE), internally displaced persons (IDPs) and refugees, and children with special needs, as specific target groups to ensure their input into the Plan.⁵

To develop the monitoring system for the Plan of Action for Children’s Rights in Montenegro, the government expressed interest in using the DevInfo computer system⁶, which provides a common format for inputting data from a variety of sources. In November a training seminar was held with representatives from the Ministries of Labour and Social Welfare, Education and Science, Justice, Interior, Health, Commissariat for Displaced Persons, and the PRSP Management Unit. This team of government representatives began to define the impact indicators for the Plan of Action for Children’s Rights in Montenegro. The team also began to identify how the current statistical gathering system of the Government departments may complement the implementation of DevInfo.

By mid January 2004 a draft document was produced. After approval by the Commission for Developing the Plan for Children’s Rights, as a document on which the Plan of Action for Children’s Rights in Montenegro could be developed, the second stage began.

SECOND STAGE (January–February 2004)

The objective of this stage was to encourage participation of diverse State and civil society actors to comment on and contribute to the identification of feasible

⁴ To carry out these consultations, “Dječji horizonti” worked in partnership with the “Udruženje roditelja Crne Gore”, “Društvo za ravnopravnost i toleranciju”, “Udruženje za pomoć licima ometenim u psiho-fizičkom razvoju Nikšić”, NGO “Početak”, and the “Istraživačko edukativni i informativni centar za izbjegla i raseljena lica u Crnoj Gori”.

⁵ All quotations from children and adults in this document are from these consultations. A copy of this report can be obtained directly from NGO “Dječji horizonti”.

⁶ This system, developed by UNICEF, was called ChildInfo until December 2003.

strategies and clear indicators. This included confirmation of and/or adjustment to the strategic goals that were identified in the draft Plan of Action for Children's Rights in Montenegro.

Regional one-day seminars were held in Bar, Bijelo Polje and Podgorica with representatives from the surrounding municipalities, and from the Republic Ministries. The profile of municipal representatives at these regional consultations included: (i) mayor's office; (ii) health institute; (iii) Centre for Social Work or social service representative; (iv) police and/or judiciary; (v) education professional; (vi) health professional; (vii) local 3rd sector organizations; and, (viii) children. Each seminar included working sessions on each Strategic Goal, with specific focus on developing the Plan's indicators.⁷ In total 171 people attended these consultations, in addition to representatives from the media.

During the second stage work continued with MONSTAT, Ministries, and the Commissariat for Displaced Persons for the implementation of DevInfo. This included: (i) further refinement of the impact indicators and their corresponding definitions; (ii) development of operational guidelines for the Montenegro DevInfo Task Force (MDITF); and, (iii) initial structuring of the Montenegro DevInfo data base and data input.

THIRD STAGE (February–March 2004)

During the final stage the strategic goals, results, strategic actions, and indicators of the Plan of Action for Children's Rights in Montenegro were refined. At the beginning of February 2004 the document was revised based on the input from the stage two consultations, and an estimation of the cost of the Plan was produced. The impact indicators were finalised and inputted into the DevInfo system, and the MDITF operational guidelines drafted. This stage concluded with the presentation of this document to the government by the Commission for Developing the Plan for Children's Rights.

⁷ The consultations were opened by Deputy Minister Jusuf Kalamperović, and UNICEF representative Branka Kovačević. Each working group was chaired by a representative of the Commission for Developing the Plan for Children's Rights, facilitated by a UNICEF representative. Guidance in the development of indicators was provided by the Center for Entrepreneurship and Economic Development.

STRATEGIC GOALS

The Plan of Action for Children's Rights in Montenegro provides a road map of strategic goals. These goals can guide the State, civil society, families, girls and boys to respond to children's needs in a strategic manner. These goals support the development of all children, welcome their participation, and ensure their access to the necessary resources throughout their life cycle.

All children have the right to protection from inequality

Children at risk include: those economically poor; those who are in families at risk; those in need of special social services to support their full participation in society; and, those exposed to exploitation and violence. Montenegro is committed to breaking the cycle of poverty through investments in social services, income transfers, and prevention activities.

All girls and boys have the right and access to quality education

Education is a human right and a key factor in reducing poverty and promoting democracy, peace, tolerance and development. Montenegro is committed to ensuring that all children have a continuity of access to education from nursery through secondary school, and that this education includes the development of life skills for continued integration into society.

To assure a healthy life for girls and boys

Child health is crucial not only for the present but also for the future. Montenegro is committed to ensuring that all children have access to effective, equitable, sustained and sustainable primary health care systems, access to information, support for a healthy life style, and protection of children and their families from the human immunodeficiency virus/acquired immunodeficiency syndrome (HIV/AIDS).

To protect the environment for children

Children should be able to access and participate in a safe environment. Montenegro is committed to ensuring that children's living conditions are adequate and secure, the built environment is accessible, and the wider

environment does not put at risk children's health and their socio-economic future.

All children are full citizens

Each girl and boy is born free and equal in dignity and rights. The government of Montenegro recognises that special attention must be paid to those who may be excluded from citizenship rights, and to the establishment of restorative justice systems which safeguard children's rights.

RESULTS

The creation of a world fit for children is a never-ending process. This document details the steps that are expected to have been taken towards this vision by 2010.

Table: Results Table

RESULTS EXPECTED BY 2010		Target age group
All children have the right to protection from inequality		
i	Children have equal access to all services within the system of social protection, organised through a developed network of service providers.	0–18
ii	Children deprived of parental care and children with special needs have access to a range of care options, with institutionalisation a measure of last resort.	0–18
iii	Children with special needs are integrated into society and have access to all services (i.e. social protection, education, health).	0–18
iv	All children are protected from violence, abuse and neglect through an effective system of prevention, early detection and interventions.	0–18
v	All children are protected from exploitation through an effective mechanism to prevent trafficking of human beings.	0–18
vi	All children affected by economic poverty have the right and equal access to social security.	0–18
All girls and boys have the right and access to quality education		
i	Children up to age 3, particularly children of socially vulnerable groups, have access to nursery.	1–3
ii	The enrolment of children in quality preschool education has increased, for all children 3 years old to primary school age, especially for RAE children, children with special needs and those from socially vulnerable families.	4–6
iii	All children have access to quality primary education, with a reduction in the number of pupils dropping out of school, i.e. an increase in the of percentage of children who complete quality primary education.	7–15
iv	Quality primary education, with a child centred approach, is in place.	7–15
v	Children and youth are active in school life.	7–18
vi	The learning needs of all young people are met through equitable access to appropriate learning and life-skills programmes.	15–18
vii	Quality education in secondary school corresponds to employment trends and requirements (e.g. vocational training, preparation for work) is ensured.	15–18
viii	Percentage of illiteracy is less than 1% for the total population and under 0.2% for those aged 10–18.	10–18

RESULTS EXPECTED BY 2010		Target age group
Assure a healthy life for girls and boys		
i	There is equal access for all children to the health care system and benefits through adequate operations of the health services and health insurance, with special attention to vulnerable categories of children.	0–18
ii	95% of all children less than 1 year of age are immunized with at least 90% coverage in every municipality and subpopulation.	0–3
iii	Incidence of TB has been reduced by 50%, incidence of paediatric HIV/AIDS reduced by 50% by 2010.	0–18
iv	Provide all children with a healthy start in life, promoting young child health and survival.	0–5
v	The number of children and youth using abusive substances (tobacco, alcohol and illegal drugs) has decreased by 20%.	7–18
vi	Number of adolescent pregnancies has decreased 30% and incidence of sexually transmitted infections (STIs) reduced by 50%.	15–18
Protect the environment for children		
i	The proportion of households without access to hygienic sanitation facilities and affordable and safe drinking water has been reduced by at least one-third, and the proportion of households without secure accommodation (specifically for RAE and IDPS/refugees) has been reduced by one-half.	0–18
ii	25% of institutions regularly used by children such as schools, hospitals and public transport are structurally accessible for children with special needs, and all new public buildings are constructed considering physical accessibility.	0–18
iii	Regulations to protect the environment have been developed and are implemented to prevent the exposure of children to harmful environmental contaminants in the air, water, soil and food.	0–18
All children are full citizens		
i	All children are registered and hold a citizenship certificate.	0–18
ii	The number of children in conflict with law is decreasing and juvenile justice is harmonized with international standards.	14–16 /16–18
iii	All children have equal access to independent Ombudsman's office for children.	0–18

To monitor progress towards these results impact indicators have been selected. Criteria used to select these indicators are:

1. **Worth measuring** – the indicators represent an important and salient aspect of the sector;
2. **Can be measured for diverse populations** – the indicators are valid and reliable for the general population and diverse population groups;
3. **Understood by people who need to act** – people who need to act, on their own behalf or that of others, should be able to readily comprehend the indicators and what can be done to improve the status of those indicators;
4. **Information will stimulate action** – the indicators are of such a nature that action can be taken at the state, Republic, local and community levels by individuals as well as organized groups and public and private agencies;
5. **Actions that can lead to improvement are known and feasible** – these are proven actions (e.g. individual behaviours, implementation of new policies, etc.) that can alter the course of the indicators when widely applied; and,
6. **Measurement over time will reflect the results of the actions** – if action is taken, tangible results will be seen indicating improvements in various aspects of the sector.

Each of the indicators will be disaggregated as far as possible, and as appropriate, according to gender, sub-population groups (RAE, refugees, IDPs) and municipality.

All Children Have the Right to Protection from Inequality

To protect all children at risk from any kind of discrimination, Montenegro is committed to maintaining and improving services in the system of social protection, violence prevention and response, abuse and neglect, trafficking prevention and response mechanisms, development of integrated policies for the protection of children with disabilities, and adequate cash benefit provision.

It is expected that by 2010 the following will have been achieved:

Impact Table: All children have the right to protection from inequality

INDICATOR	SOURCE	VALUE (YEAR)	TARGETS FOR 2010	UPDATE PERIOD
<i>Children have equal access to all services within the system of social protection, organized through a developed network of service providers.</i>				
Number of suicides for under 18 year olds	Mol	5 (2003)	Decrease	Annually
<i>Children deprived of parental care and children with special needs have access to a range of care options, with institutionalisation a measure of last resort.</i>				
Number of children in institutions for social and child protection (total, female, male)	MoLSW, PRSP	154 (2003)	Decrease by 25%	Annually
Percentage of children in foster/guardian care of total number of children in need of alternative guardian care	MoLSW	51.8% (2002)	Increase by 25%	Annually
<i>Children with special needs are integrated into society and have access to all services (i.e. social protection, education, health).</i>				
Percentage of children with special needs	MoH, MoLSW, ISSP	Not available		Annually
<i>All children are protected from violence, abuse and neglect through an effective system of prevention, early detection and interventions.</i>				
Number of child abuse cases reported	MoLSW, Mol	17 (2003)	Short-term increase, then decrease	
Child abuse response period	MoLSW/ UNICEF	62% uncovered 6 months after the abuse began, 37% after a year, with the remainder only being uncovered after 2 or more years (UNICEF 2001b, p. 78)	Increase by % in shortest response time period	
<i>All children are protected from exploitation through an effective mechanism to prevent trafficking of human beings.</i>				
Number of identified trafficking cases	Mol	Not available	Increase (initially) to then decrease	Annually
Number of trafficking cases brought forward in court	MoJ	Not available	Increase (initially) to then decrease	Annually

INDICATOR	SOURCE	VALUE (YEAR)	TARGETS FOR 2010	UPDATE PERIOD
<i>All children affected by economic poverty have the right and equal access to social security.</i>				
Poverty rate among children (0–18)	ISSP (Household Survey 2002)	16%	Decrease by 50 %	
Poverty rate among RAE children (0–18)	ISSP (Household Survey of RAE, Refugees and IDPs, 2003)	57%	Decrease by 25%	
Poverty rate among refugee and IDP children (0–18)	ISSP (Household Survey of RAE, Refugees and IDPs, 2003)	48.9%	Decrease by 30 %	
Number of IDP/refugee children living in collective centres	Commissariat for Displaced Persons	3 774 (2003)	Closure of all collective centres by December 2005	Annually

To achieve this Montenegro will specifically focus on the following activities.

Result expected by 2010

Children have equal access to all services within the system of social protection, organized through a developed network of service providers.

LEGAL JUSTIFICATION

- *Convention on the Rights of the Child* – Article 19 states that States shall take all appropriate legislative, administrative, social and educational measures to protect the child including the establishment of social programmes to support for the child and those who have the care of the child.
- Laws on Social and Child Protection (O. G. of the Republic of Montenegro, no: 45/93, 16/95, 44/01).

CURRENT SITUATION

“Families should be happy and in harmony”

primary school aged child

- ♦ There are 10 CSWs tasked to implement prevention activities, diagnostic treatment, provide advisory therapeutic work, and assist families in resolving difficulties.
- ♦ CSWs are staffed with 291 people of whom 157 are professional staff (54%) including 25 university qualified social workers (*Government of the Republic of Montenegro 2003a*, p. 210).
- ♦ CSW lack staff, technical capacities and resources limiting their work effectiveness.
- ♦ Many local authorities do not consider the CSWs important municipal-level institutions (*Government of the Republic of Montenegro 2003b*, p. 39).
- ♦ The amount of Republic budget funds dedicated to CSW staff in 2003 was 2,335,675.22€.

STRATEGIC ACTIONS

OBJECTIVE	ACTIVITY	PROJECT INDICATOR	RESPONSIBLE BODY	TIMELINE
Every local government has developed plans for the protection of children's rights, especially those who are beneficiaries of social protection	(i) To develop and adopt new provisions of social protection for citizens at the municipal level	New provisions adopted	Municipalities	2005
	(ii) To establish municipal committees for the protection of children's rights	Number of municipal committees established		2005
Standards of professional services in the area of protection of children's rights are developed, adopted and implemented	(i) To define minimum common standards for the implementation of social care programmes for children	Adopted standards	MoLSW, CSW	2004–2005
	(ii) To form operational teams in CSWs	Number of operational teams in CSWs established		2004–2010

OBJECTIVE	ACTIVITY	PROJECT INDICATOR	RESPONSIBLE BODY	TIMELINE
MoLSW Strategic Plan adopted by GMN and its implementation is monitored	To develop annual activities	Progress towards the Strategic Plan's implementation	MoLSW	2004–2008
Social service professionals are knowledgeable and possess skills for improving children's rights	(i) To improve professional competence of staff in social protection	Number of trained staff	MoLSW	2004–2010
	(ii) To train CSW staff in developing social protection services in local communities			2004–2010
Social protection system includes a pluralism of social services providers	To establish an innovation fund for social and child protection	Developed criteria for fund allocation Number of grants	MoLSW	2004–2010

Results expected by 2010

Children deprived of parental care and children with special needs have access to a range of care options, with institutionalisation a measure of last resort.

LEGAL JUSTIFICATION

- *Convention on the Rights of the Child* – Article 9 states that a child shall not be separated from his or her parents against their will except when competent authorities deem that it is in the child's best interest. Article 20 states that in case of separation from the family, care of the child should consider the continuity of a child's upbringing and the child's ethnic, religious, cultural and linguistic background. Options for upbringing could include foster placement, institutional care (article 20), or adoption (article 20 and 21). Placements with competent authorities should be reviewed periodically (article 25). That said parents or others responsible for the child have primary responsibility to secure the conditions of living necessary for the child's development (article 27).
- Law on Family (O. G. of the Republic of Montenegro, no: 7/89).
- Law on Social and Child Protection (O. G. of the Republic of Montenegro, no: 45/93, 19/95 and 44/01).

CURRENT SITUATION

“I would prefer to be with my parents than to be here in the Internate”

child resident at “1st June”

- ◆ Placement in a social protection institution or foster care is granted to children: without parental care; whose development is disturbed due to the family situation; with moderate, difficult or severe disturbances in development; and those with disturbances in social behaviour, as well as pregnant women and single mothers with children under three years of age (*Government of the Republic of Montenegro 2003a*, p. 99).
- ◆ CSWs implement protection interventions, as the responsible guardian if it is legally recognised that the child is in need and according to a predefined plan of social and legal protection.
- ◆ Most services are carried out through the institutional system, and out-of-institution forms of support are undeveloped.
- ◆ In Montenegro, foster care refers to placement with the extended family, and requires additional financial, social and professional support.
- ◆ One day centre was established in Bijelo Polje, under the pilot project “Daily centre for the children with special needs”, implemented in cooperation with UNICEF and the Parent’s Association for Children with Disturbances in Development.
- ◆ Due to limited capacities it is difficult to develop specialized forms of support and care within institutional and foster care services (*Government of the Republic of Montenegro 2003b*, p. 39-40).

Table: Staffing and beneficiaries in residential institutions, including special schools

Institution	Staff	Professional	Users (aged 0–18)
PI Institute for children “Mladost”	66	29	140
PI Agency for schooling and rehabilitation of the persons with hearing and speaking disorder	24	45	128
PI Agency for schooling and professional rehabilitation of disabled	25	38	84
PI Special Institute for children and youth	44	10	136
PI Institute for education and upbringing of children and youth	25	19	23
PI Centre for education and training “1st June”	29	34	134
PI for vacation and recreation of children “Lovcen-Becici”	6	3	4 100
TOTAL	219	178	645*

* not including „Lovcen-Becici”

Source: *Government of the Republic of Montenegro 2003a*, p. 210-211, and MoLSW.

Table: Children in Extended Family and Institutions of Social and Child Protection, 2003

Age	Placed with families	Placed in Institutions
Up to 5 years old	18	49
6–10 years old	40	43
11–15 years old	98	32
15–18 years old	87	30
TOTAL	243	154

Source: Placed with families, *Government of the Republic of Montenegro 2003a*, p. 99.
Placed in the Institutions, *Government of the Republic of Montenegro 2003a*, p. 100.

STRATEGIC ACTIONS

OBJECTIVE	ACTIVITY	PROJECT INDICATOR	RESPONSIBLE BODY	TIMELINE
Standards for the protection of the rights of children with special needs, including alternative settings for institutional care are developed, adopted and implemented	(i) To transform child and social protection institutions, to integrate the institutions into the local community	Standards adopted Local community and parents of children with special needs have an active role in institutional care settings	MoLSW, CSW, institutions for social protection of children, municipalities	2004–2010
	(ii) To adopt active policies for assisting families with children with special needs	Number of families with children with special needs covered by the active programmes for assistance		2004–2010
Extended family foster care, for children without parental care and children with special needs, has improved	(i) To review legal regulations	Percentage of children in family foster care	MoLSW, CSW, municipalities	2004–2006
	(ii) To review and adopt standards for extended family foster care	Percentage of children in institutional care		2004–2006
	(iii) To establish special regulations related to foster care for children with special needs			2004–2006
New forms of foster care (short term, occasional, more specialized, accommodation for young mothers with children, and professional foster care) are implemented	(i) To amend Law to include new forms of foster care	Percentage of children in foster care	MoLSW, CSW	2004–2006
	(ii) To introduce a by-law which details activities in this area, including standards and procedures			2004–2006
	(iii) To train staff for working with new forms of foster care			2004–2006
	(iv) To develop specialized training sessions for potential foster carers			2004–2006

OBJECTIVE	ACTIVITY	PROJECT INDICATOR	RESPONSIBLE BODY	TIMELINE
New legal solutions related to child adoption are implemented and harmonized with international standards	(i) To amend parts of the family law related to child adoption	Number of adopted children	MoLSW, CSW	2004–2006
	(ii) To develop special standards and modernize adoption procedures	Special standards adopted		2004–2010
	(iii) To implement a comprehensive training of CSW employees for work in new alternative care settings	Number of CSW employees working in alternative care settings		2004–2010
	(iv) To implement a procedure of regular monitoring of the child and (potential) adoptive family for a period of one year during the adoption process			2004–2010
Placement of all children in institutions are reviewed, institutional plans are revised, and children are prepared for their future independent life	(i) CSWs to monitor individual plans of children placed in institutions and when possible facilitate reintegration or foster care	Number of children who left institutions and are placed in families	MoLSW, CSW	2004–2010
	(ii) To implement life skill training for children remaining in institutions	Number of children who left institutions and live independently		2004–2010
Professional staff employed in child and social protection institutions are trained to work with alternative protection methodologies within local communities	To train and conduct professional education of employees in institutions	Number of employees from institutions who are working with new alternative protection forms	MoLSW, CSW	2004–2006
Network of counselling services for children and youth are established	(i) To create teams within CSW and municipalities, to provide professional services to youth	Number of services that are accessible to youth	MoH, MoLSW, CSW, municipalities, NGOs	2004–2007
	(ii) To cooperate with local NGOs in order to provide professional services to youth			2004–2007

OBJECTIVE	ACTIVITY	PROJECT INDICATOR	RESPONSIBLE BODY	TIMELINE
Network of day centres for children with special needs are developed	To form 10 day centres for children with special needs based on the experience and standards received from Day Centre in Bijelo Polje	Number of day centres established	MoLSW, CSW, municipalities, Association of parents of children with special needs	2004–2010

Results expected by 2010

Children with special needs are integrated into society and have access to all services (i.e. social protection, education, health).

LEGAL JUSTIFICATION

- *Convention on the Rights of the Child* – Article 23 recognises that a mentally or physically disabled child should enjoy a full and decent life in conditions which ensure dignity, promotes self-reliance and facilitates the child's active participation in the community. This includes the right to special care and information exchange in the area of prevention in order to improve their capabilities and skills.
- Law on Social and Child Protection (O. G. of the Republic of Montenegro, no: 45/93, 16/95 and 44/01).

CURRENT SITUATION

"I don't like it when everybody stares and laughs at me, because it is not our fault being ill"

primary school aged child with disabilities

- It is estimated that 7-10% of the population in Montenegro is comprised of disabled persons (*Government of the Republic of Montenegro 2003b*, p. 43), out of which 18,000 are children, according to the Parents' Association of Children with special needs.

- ♦ There is no system for early response to disability such as early detection, registration, categorisation, early treatment and rehabilitation (UN Country Team 2003, pg. 45). Registration of a disability is conducted only when the child enters an institution, to receive a social and/or child protection benefit, or when starting school.
- ♦ There is no data on the number of children with special needs enrolled in mainstream schools, and a large number is not covered by the social protection system.
- ♦ Children with special needs are primarily educated in special schools and in special classrooms within regular schools where the curriculum is adjusted to pupils' needs.

STRATEGIC ACTIONS

OBJECTIVE	ACTIVITY	PROJECT INDICATOR	RESPONSIBLE BODY	TIMELINE
Registry of children and youth with special needs is established and regularly updated	To establish a unique database of children with special needs	Data base established and implemented	MoH	2004–2010
Inter-sectoral Commission, responsible for monitoring all laws, policies and their implementation related to children, is established	(i) To form an inter-sectoral Commission	Commission formed	MoLSW, MoH, MoES	2004–2006
	(ii) To develop an overall Action Plan for the Commission	Detailed and overall Action Plan developed		2004–2005
	(iii) To review all relevant laws related to children with special needs (especially the areas of health, education and social protection)	Law amendments in accordance with international standards		2004–2006
	(iv) To implement a campaign for raising public awareness regarding children with special needs	Public awareness campaign implemented Public awareness of issues facing children with special needs issues raised		2004–2010
Physical access to all facilities (buildings) is provided for all children with special needs	To develop a plan in each municipality for removing architectural barriers for children with special needs	Architectural barriers are removed in municipalities	Inter-sectoral Commission, municipality, MEPPP	2004–2010

OBJECTIVE	ACTIVITY	PROJECT INDICATOR	RESPONSIBLE BODY	TIMELINE
The network for supporting families of children with special needs is established	To establish active and mobile counselling services/teams for supporting families (multidisciplinary teams)	Number of teams established Number of families with children with special needs accessing these new counselling services	MoLSW, CSW, municipalities, NGOs, Association of parents of children with special needs	2004–2010

Result expected by 2010

All children are protected from violence, abuse and neglect through an effective system of prevention, early detection and interventions.

LEGAL JUSTIFICATION

- *Convention on the Rights of the Child* – Article 19 states that all State parties shall take appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury, abuse, neglect, negligent treatment, and exploitation, including sexual abuse.
- *Convention against Torture and any Other Cruel Inhuman or Degrading Treatment or Punishment* (succession: March 2003.)
- *Proposal on National Strategy for Violence Prevention* (adopted by Government of Montenegro on 13 November 2003).
- Criminal Code (O. G. of the Republic of Montenegro, no: 42/93).
- Family Law (O. G. of the Republic of Montenegro, no: 7/89).

CURRENT SITUATION

“Children are afraid to report mothers and fathers who are beating them”

primary school aged children

- CSWs are responsible for identifying cases and coordination of diagnostic procedures, implementing legal sanctions defined by court, and legal protection of a child as responsible custodian.

- ♦ CSWs are responsible for monitoring the fulfilment of parental obligations, and all citizens and institutions are mandated by law to report cases of parental neglect to the CSWs although there are no sanctions if reports are not made (UNICEF 2001b, p. 77).
- ♦ CSWs and police are reluctant to pursue cases of suspected neglect and investigate families where children may be at risk due to the notion of the privacy of the family (UNICEF 2001b, p. 77).
- ♦ 190 professionals have been educated on basic methods for working with child survivors of abuse.
- ♦ 62% of child abuse cases were uncovered 6 months after the abuse began, 37% after a year, with the remainder only being uncovered after 2 or more years (FRY Initial Report on the Committee on the CRC, paragraph 166, in UNICEF 2001b, p. 78).
- ♦ Operational multidisciplinary teams in Nikšić and Bijelo Polje have been formed, to work on actual cases to protect children who are neglected and abused. The working version of the protocol on organisation and implementing procedures for these bodies has been drafted.
- ♦ Recent survey indicates that 1 in 4 women in Montenegro are physically abused. According to mothers' statements 17% of children are mentally abused and 13% physically abused (Vlada Republike Crne Gore, Ministarstvo zdravlja, Komisija za izradu projekta "Nasilje i zdravlje" 2003c, p. 7).
- ♦ Out of total number of women who call the SOS Hotline for Women and Children Victims of Violence, 83.7% were mentally abused, 81.8% were physically abused, and 33.3% of women were thrown out of their apartment. Of the abused mothers who called, 15.3% stated that their children had been kidnapped (Vlada Republike Crne Gore, Ministarstvo zdravlja, Komisija za izradu projekta "Nasilje i zdravlje" 2003c, p. 7).
- ♦ For most of the offences against juveniles a large penalty is delivered. If force or threat was not used the offence will be punished.
- ♦ Domestic violence against minors is treated as a hard felony.

STRATEGIC ACTIONS

OBJECTIVE	ACTIVITY	PROJECT INDICATOR	RESPONSIBLE BODY	TIMELINE
Early warning system to respond to cases where children are neglected or abused is established and implemented	(i) To establish operational multidisciplinary teams (OMT) in each CSW for protecting the rights of abused and neglected children	Number of established OMTs in CSW	MoLSW, CSW, MoES, MoH, Mol, Prosecutor's office, Courts, municipalities, NGOs	2004–2007
	(ii) To establish OMT in each municipality	Number of established OMTs in each municipality		2004–2006
	(iii) To establish a team in each institution (e.g. Health centre, school)	Number of established teams in institutions		2004–2006
	(iv) To adopt Protocols of cooperation and the working methodology of the OMT	Protocol of cooperation within OMTs adopted		2004–2006
	(v) To establish Protocol of cooperation for OMT at the municipal level	Protocol at the municipal level adopted		2004–2006
	(vi) To establish a Coordinating Body at the republican level to support each OMT	Coordinating Body established		2004–2006
	(vii) To establish a Protocol of cooperation at the republican level	Protocol at the republican level adopted		2004–2006
	(viii) To establish a procedure for unique recording and monitoring of all recorded cases, within CSWs	Recording procedures established		2004–2006
	(ix) To develop mobile assistance to OMT to discover cases on the field	Number of mobile teams established		2004–2006
	(x) To develop educational training for officials of CSWs, health institutions, education, police, Prosecutor's office, Judiciary, NGOs, in methods for working with children victims of violence	Training formulated		2004–2010
	(xi) To conduct overall action of training and education in each municipality	Percentage/number of professionals trained in each municipality		2004–2006

OBJECTIVE	ACTIVITY	PROJECT INDICATOR	RESPONSIBLE BODY	TIMELINE
Strategy for the prevention of violence is implemented	(i) To develop preventive activities within CSW, for dealing with families that have problems	Number of families participating in preventive activities	MoLSW, CSW, municipalities, NGO	2004–2005
	(ii) To develop support initiatives for “being a better parent”, at the a municipal level			2004–2010
All relevant legal regulations are reviewed according to international standards	(i) To establish a Working Group to evaluate the application of legal regulations, considering the child’s best interests	Working Group established with clear terms of reference	MoLSW, MoES, MoJ, MoH, OMT, municipalities, NGO	2004–2007
	(ii) To propose amendments to all relevant laws	Laws reviewed and amended		2004–2007
	(iii) Adopt standards for protection and Protocol of cooperation	Standards and protocol implemented		2004–2007
Network of shelters for temporary accommodation of children who are survivors of any kind of violence, is established	(i) To establish safe houses and children’s centres	The number of safe houses and children’s centres operating	MoLSW, MoH, NGO, municipality	2004–2010
	(ii) Select and train volunteers in safe houses and children’s centres	Number of volunteers working in safe houses and children’s centres		2004–2010
Overall strategy for raising public awareness about violence against children, is developed and implemented	(i) To adopt the Code of conduct for media, to prevent disclosure of identifying information, in reporting about children who are victims of any kind of violence	Identifying information of children who are survivors of violence is not in the public domain	GMN, relevant ministries	2004–2005
	(ii) To develop training package for media	Training package developed		2004–2005
	(iii) To run the training in each municipality	Number of trainings conducted		2004–2005
	(iv) To establish a Working Group to develop an Action Plan for a campaign to raising public awareness about violence	Change in public awareness of violence issues		2004–2005

OBJECTIVE	ACTIVITY	PROJECT INDICATOR	RESPONSIBLE BODY	TIMELINE
Children's exposure to violence through TV programmes has reduced	To develop an Action Plan for addressing children's access to TV violence (e.g. programming schedule, censor bodies, electronic home channel blockers, etc)	Action Plan developed	MoLSW, MoES, PR Bureau	2007–2010
Network of intervention teams as a support to operational teams is established in each municipality	(i) Form crisis centres to serve abused women and children (with paediatric department/ section and 24 hour treatment)	Number of crisis centre established	MI, CSW, Justice, Child Care institutions, Clinical Centre of Montenegro, Counselling Development Centre, Centre for Education, MoH, Health Centre Podgorica Health Centre Bijelo Polje	2004–2006
	(ii) Develop child counselling centre for identifying and treating child abuse and prevention	Childhood counselling centre established		2004–2010
	(iii) Establish counselling centres for children victims of violence	Number of counselling centres for victims of violence established		2004–2010

Result expected by 2010

All children are protected from exploitation through an effective mechanism to prevent trafficking of human beings.

LEGAL JUSTIFICATION

- *Convention on the Rights of the Child* – Article 11 states that State parties shall take measures to combat the illicit transfer and non-return of children abroad, and shall promote the conclusion of bilateral or multilateral agreement or accession to existing agreements.
- *Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography* (ratified October 2002)
- *Strategy for Combating Trafficking* (adopted by Government of Montenegro on November 13, 2003)

CURRENT SITUATION

- ♦ The expanding “sex industry” intensifies the negative stereotypes of women and makes sexual exploitation of women more acceptable (*Government of the Republic of Montenegro 2003b*, p. 63).
- ♦ Almost all those trafficked for the sex industry are minors and women, and there are few support mechanisms available for them. MoI had only one registered case of a juvenile who was a victim of sex trafficking between Sept. 2002 and Mar. 2004 on the territory of Montenegro.
- ♦ Working group for Combating Human Trafficking and Anti-Trafficking with government, international community and NGOs representatives was established in 2000.
- ♦ NGOs have established shelters, SOS hotlines and survivor counselling, and lobby for legislative and policy reform (UN Country Team 2003, p. 84).
- ♦ Special Police Teams have been established in Montenegro and considerable effort invested in training police and raising public awareness on trafficking (UN Country Team 2003, p. 83).
- ♦ The new felony of child trafficking has been introduced, and a person who removes a child illegally for adoption will be punished.

STRATEGIC ACTIONS

OBJECTIVE	ACTIVITY	PROJECT INDICATOR	RESPONSIBLE BODY	TIMELINE
Overall legal framework for protecting the rights of children who are victims of trafficking in human beings, is adopted	(i) To adopt a Law on witness protection, including witnesses	Law adopted and implemented	GMN, National Coordinator office for combating trafficking	2004–2006
	(ii) To adopt/amend current laws in order to provide adequate protection against child exploitation			2004–2006
	(iii) To adopt a Code of Conduct to prevent the media disclosing identifying information, in reporting about children who are victims of any kind of violence	Code of Conduct adopted		2004–2006

OBJECTIVE	ACTIVITY	PROJECT INDICATOR	RESPONSIBLE BODY	TIMELINE
Mechanisms for referral of children who are victims of trafficking are established	(i) To perform an analysis of the current situation, and to collect data on children who are/were victims of trafficking of human beings	Analytical data collected and publicly available	GMN, National Coordinator office for combating trafficking	2004–2006
	(ii) To adopt a strategy and action plan for combating trafficking of children	Action plan adopted and implemented		2004–2006
	(iii) To adopt Regional guidelines for the protection of children who are victims of trafficking of human beings	Regional guidelines developed and adopted		2004–2006
	(iv) To adopt a Protocol of Cooperation for all institutions regulating the procedure for protecting children who are victims of trafficking of human beings	Protocol of cooperation adopted and implemented		2004–2006

Result expected by 2010

All children affected by economic poverty have the right and equal access to social security.

LEGAL JUSTIFICATION

- *Convention on the Rights of the Child* – Article 26 states that every child has the right to benefit from social security taking into account the resources and circumstances of the child and of persons responsible for the maintenance of the child.
- Montenegro Law on Social and Child Protection (O. G. of the Republic of Montenegro, no: 45/93, 16/95, 44/01).
- Law on Employment (O. G. of the Republic of Montenegro, no: 5/02).

- ♦ Pensions for those retired, work disabled, and survivor pensions (O. G. of FRY, no: 30/96 and Republican Law on Pension and Invalid Insurance (O. G. of the Republic of Montenegro, no: 14/83, 12/85, 14/89, 28/91, 18/92, 20/93).
- ♦ Law on Pensions and Invalid Insurance (O. G. of Montenegro no: 54/03).
- ♦ Law on for Military Invalid Protection (O. G. of Montenegro 69/03).

CURRENT SITUATION

“All people should have a house, no family should be hungry, and all should have plenty of food”

primary school aged child

- ♦ Of the total population in the country, 17.6% are under 16 years of age. Of these 12.4% are poor which is slightly higher than other age cohorts, and comprise 23.1% of the poor (*Government of the Republic of Montenegro 2003a*, p. 30).
- ♦ 12.2% of the population in Montenegro lives in absolute material poverty and more than one-third of the population are classified as economically vulnerable. Economically vulnerable refers to those who live below 150% of the poverty line, with the poverty line set at 116.20€/month. (*Government of the Republic of Montenegro 2003b*, p. 2).
- ♦ RAE have a poverty rate of 52.3% (*Government of the Republic of Montenegro 2003b*, p. 2).
- ♦ The poverty rate for refugees and IDPs is approximately 40%, and among the standard population the poverty rate is 9.6% (*Government of the Republic of Montenegro 2003b*, p. 2).
- ♦ Regionally 45% of the poor live in the northern region of Montenegro, 35% in the central region and 19% in the southern region (*Government of the Republic of Montenegro 2003b*, p. 2).
- ♦ Basic cash benefits available for children are Child Allowance, Allowance for new-born baby, Recreation and Holiday, Meals in Preschool

Institutions, and indirectly Family Material Support (FMS). Other government cash transfer programmes include employment insurance and pension and invalid insurance. Structure and amount of entitlements provided by NGOs and HO (Humanitarian Organizations) is not consolidated.

- The social and child allowances are financed by the budget of Government of Montenegro and represent 2% of GDP (*Government of the Republic of Montenegro 2003b*, p. 5). Municipal authorities may finance housing solutions and allowances for persons in economic difficulty.
- Without government-run social transfers, the poverty rate would increase 34% among the standard population (*Government of the Republic of Montenegro 2003b*, p. 6).
- Refugees and IDPs are not eligible for any allowances (*UNDP – Montenegro, ISSP 2003*, p. 47 and p. 59).
- Maternity leave benefits are provided to employed mothers, those unemployed registered with the Employment Bureau (EB) and mothers who are regular students.

Table: Cash Benefits (year 2003)

	No. of Families	No. of Children	Financing Source and amount (for one month)	Amount
Family Material Support	10 351 families w/ 29 797 members	11 860	Republic budget: 617 125€	Range 47.43 for 1 person to 94.85€ for family of 5+ members per month
Child Allowance	6 650	12 432	Republic budget: 196 038€	Range of amount is 15–25€ per child per month
Maternity Leave	5 359	5 359	Republic budget: 379 052€	
Allowance for newborn baby		624	Republic budget: 62 400€	Two minimum wages (100€) (lump sum)
Meals in preschool institutions (For children whose parents are beneficiaries of FMS, and for the children without parental care)		648	Republic budget: 11 027.50€	50% of the preschool accommodation price
Allowance for taking care of disabled or chronically ill person		4 968	Republic budget: 170 205€	4 231 beneficiaries receive 30€ per month; 737 beneficiaries receive 50€ per month

Source: Ministry of Labour and Social Welfare.

STRATEGIC ACTIONS

OBJECTIVE	ACTIVITY	PROJECT INDICATOR	RESPONSIBLE BODY	TIMELINE
Improved targeting system for children in need of social protection, is established	(i) To pass a new law on child and social protection focussing on targeting	Pass a new law on social and child protection	MoLSW	2004–2006
	(ii) To develop the monitoring indicators for targeting child beneficiaries	Regular monitoring of surveys to identify groups of people in need who do not have access to cash benefits, and adjustment of benefit criteria accordingly		2004
Marginalized and chronically excluded children are included in the social protection system	To provide access to FMS for all children who are living on the territory of MN (regardless of their citizenship status) (note: this activity depends on, e.g., the upcoming National Strategy for Refugees and IDPs)	Number of IDPs and refugees provided with FMS	MoLSW	2004–2006
Monitoring system of economic poverty is established	(i) Develop indicators to monitor material poverty	Indicators defined and adopted	MoLSW, MONSTAT, municipalities	2004–2006
	(ii) Develop an integrated and unique information system on social and child protection	Information system established at MoLSW level		2004–2006
	(iii) Vertical expansion of the information system within municipalities	Information system established at municipal level		2004–2010
	(iv) Establish a research, evaluation and monitoring team within MoLSW	Unit formed and quarterly analysis received		2004–2010

All Girls and Boys Have the Right and Access to Quality Education

Montenegro is committed to improving the access of all girls and boys to quality education, from nursery through secondary school, and to provide equal access to the school system for all children, with special attention to children of national minorities, ethnic groups (e.g. RAE), and children with special needs. It will consider the effects of school rationalisation on the quality of education, including transport requirements.

It is expected that by 2010 the following will have been achieved:

Impact Table: All girls and boys have the right and access to quality education

INDICATOR	SOURCE	VALUE (YEAR)	TARGETS FOR 2010	UPDATE PERIOD
<i>Children up to age 3, particularly children of socially vulnerable groups, have access to nursery</i>				
Proportion of children covered by nursery (1–3)	MoES		Increase by 2.5% annually	Annually
<i>The enrolment of children in quality preschool education has increased, for all children 3 years old to primary school age, especially for RAE children, children with special needs and those from socially vulnerable families</i>				
Proportion of children covered by preschool education (3–6)	MoES	22% (2002/03)	Increase by 2.5% annually	Annually
Number of RAE children covered by preschool education (total, female, male)	MoES	50 (2002/03)	Increase by 10% annually	Annually
Number of children with special needs covered by preschool education (total, female, male)	MoES	No data	Increase by 5% annually	Annually
<i>All children have access to quality primary education, with a reduction in the number of pupils dropping out of school, i.e. an increase in the percentage of children who complete quality primary education</i>				
GDP portion allocated to education	MoES	7.3% (2002)		Annually
Enrolment ratio in primary school (total, female, male)	MONSTAT	96.93% (2002)	Increase to 100%	Annually
Number of RAE children enrolled in primary school (total, female, male)	MoES	1006 (2003)	Increase by 10% annually	Annually

INDICATOR	SOURCE	VALUE (YEAR)	TARGETS FOR 2010	UPDATE PERIOD
Enrolment ratio in primary school of RAE children (total, female, male)	ISSP, Special Survey Needed	25.2% (2003)	Increase by 10% annually	Annually
Enrolment ratio in primary school of refugee/IDP children (total, female, male)	ISSP, Special Survey Needed	93.6% (2003)	Increase to 100%	Annually
Number of children with special needs covered by inclusive primary education (total, female, male)	MoES, MRSS	20 (2003)	Increase by 25% annually	Annually
Number of children with special needs in primary education (total, female, male) (Institutions, special classes in regular schools)	MoES	Not available	Increase by 25% annually	Annually
<i>Quality primary education, with child centred approach, is in place</i>				
Proportion of pupils who complete grade 5 (total, RAE ⁸ , female, male)	MoES	99.1% (no data for RAE children)	Increase to 100% (5% for RAE children)	Annually
Proportion of children who complete primary school (total, RAE, female, male, rural, urban)	MoES	98% (RAE 18%)	Increase to 100% (for RAE to 40%)	Annually
<i>Children and youth are active in school life</i>				
Percentage of schools with established Pupils' Association and Youth Parliaments	MoES		Increase to – %	Annually
<i>Learning needs of all young people are met through equitable access to appropriate learning and life-skills programmes</i>				
Enrolment ratio in secondary education (total, female, male)	MoES	72.9%; (This number does not include Military, Police and Religious School)	Povećanje za 10%	Annually
Number of RAE children in secondary education (total, female, male)	MoES	35	Proportion of RAE children raised 0.5%/year	Annually

⁸ In 2003, the number of RAE children who entered primary school was collected, as was the number of RAE children by grades. Therefore this value will be available for the first time in 2007.

INDICATOR	SOURCE	VALUE (YEAR)	TARGETS FOR 2010	UPDATE PERIOD
<i>Quality education in secondary school corresponds to employment trends and requirements (e.g. vocational training, preparation for work) is ensured</i>				
Percentage of students who complete secondary school (total, male, female, RAE, rural, urban)	MoES			Annually
<i>Percentage of illiteracy is less than 1% for the total population and under 0.2% for those aged 10–18</i>				
Illiteracy rate (10–18) (total, female, male)	MONSTAT	5.9%, (0.8% 10–19) (Census 1991)	Decrease by 25%	According to Census Timeline
Illiteracy rate among RAE (10–18) (total, female, male)	ISSP – Special Survey Needed	63% (ISSP Survey 2003)	Decrease by 20%	

To achieve this Montenegro will specifically focus on the following activities:

Result expected by 2010

Children up to age 3, particularly children of socially vulnerable groups, have access to nursery.

LEGAL REGULATIONS

- *A World Fit for Children* – Article 40 notes that actions will be taken to strengthen early childhood care and education by providing services, developing and supporting programmes directed to families, legal guardians, caregivers and communities.
- *Convention on the Rights of the Child* – Article 18 recognises that parents or legal guardians have primary responsibility for the upbringing and development of the child. It also notes that the State shall take all appropriate measures to ensure that children of working parents have the right to benefit from child-care services and facilities for which they are eligible.
- Law on Labour (O. G. of the Republic of Montenegro, no: 43/03).
- Law on Pre-school Education (O. G. of the Republic of Montenegro, no: 56/92, 64/02).

CURRENT SITUATION

**“The letters are taught
in school. It’s good there.
There are toys there”**

child in nursery

- ♦ Current law on labour states that maternity leave is for the first year after birth. When the mother is unable to take care of the child due to chronic illness or disease, or is deceased, there is paternity leave.
- ♦ The majority of pre primary school facilities are for children over 3 years of age resulting in a lack of adequate child care for families with children aged 1-3.
- ♦ The legal framework exists for nurseries to be public or private however no private nurseries were operational in 2003.

Table: Number of children in Nursery and Preschool

Year	% children in nursery and preschool (0–6)	% of these children in nursery school (0–3)
1999/2000	19.04%	2.4%
2000/01	21.32%	2.7%
2002/03	22%	3.1%

- ♦ The number of children in educational groups for children under 2 years of age can not be more than 12, for groups of children aged 2 to 3 it can not be more than 14, and for a mixed group of children aged under 3 it can not be more than 10.

STRATEGIC ACTIONS

OBJECTIVE	ACTIVITY	PROJECT INDICATOR	RESPONSIBLE BODY	TIMELINE
Preconditions for a child's optimal development, are provided	(i) To offer diversified programmes to include more children in nursery, to provide optimal psycho-social, emotional and cognitive development of every child	Number of developed programmes Number of children in nurseries (total, female, male, RAE)	MoES, MoH, MoLSW	2005–2007
	(ii) To form an inter-sectoral body for taking care of children with special needs	Inter-sectoral body operating with clear terms of reference		2004–2007
	(iii) Programmes to include children who are socially vulnerable, RAE children, and those with special needs	The number of children from vulnerable groups in nursery		2004–2007
	(iv) Educate staff to work in children's native language	Number of trained teachers Number of established programmes Number of trained teachers working in nurseries		2004–2010
	(v) To educate parents, health and social workers, and local community representatives, through the media, to promote optimal psycho-social, emotional and cognitive development for every child	Number of educated parents in optimal child development		2004–2007
Conditions in nurseries are improved	(i) To extend the capacity of existing nurseries	Number of newly formed nurseries	MoES, LC	2006–2010
	(ii) To incorporate local communities into the public nurseries funding system	Participation of local communities in the public nurseries' funding system		2006–2010
	(iii) To encourage private initiative	Number of private nurseries Number of children in private nurseries		2006–2010

Result expected by 2010

The enrolment of children in quality preschool education has increased, for all children 3 years old to primary school age, especially for RAE children, children with special needs and those from socially vulnerable families.

LEGAL JUSTIFICATION

- ♦ *A World Fit for Children* – Article 40 notes that actions will be taken to strengthen early childhood care and education by providing services, developing and supporting programmes directed to families, legal guardians, caregivers and communities.
- ♦ *Convention on the Rights of the Child* – Article 18 notes that both parents (and guardians) have the primary responsibility for development of the child and the State shall ensure the development of institutions, facilities and services for child care.
- ♦ Law on Pre-school Education (O. G. of the Republic of Montenegro, no: 56/92, 64/02).

CURRENT SITUATION

"Schools should be beautiful: with toys, desks, blackboards, spoons, and chalk"

preschool aged child

- ♦ The percentage of preschool aged children enrolled in preschool is only 22%. The percentage of children aged 6-7 enrolled in preschool institutions is 48.85%. Low enrolment is partly due to a lack of facilities and poor programmes (*Government of the Republic of Montenegro 2003b*, p. 46).
- ♦ There is a lack of space (3.56 m² per child), difficulty in providing all-day stay, lack of alternative programmes and poor conditions, in preschool institutions in Montenegro (*Government of the Republic of Montenegro 2003a*, p. 8).

- In 2002/03 there were 80 RAE children enrolled in preschool institutions in Montenegro, and 60 children with special needs.
- Proportion of rural children in preschool institutions is very low.
- Preschool education is conducted in the native language (Serbian and Albanian language) (*Government of the Republic of Montenegro 2003b*, p. 45).

Table: Preschool education coverage according to age, for children from 1 to 7 years of age

	All day pre-school		Half-day pre-school		1-year programme		TOTAL
	# children	%	# children	%	# children	%	
1999/00	7 283	11.69	950	1.52	1 469	2.35	19.04
2000/01	9 467	14.98	1 081	1.71	1 214	1.92	21.32

Source: *Government of the Republic of Montenegro 2003a*, p. 131.

STRATEGIC ACTIONS

OBJECTIVE	ACTIVITY	PROJECT INDICATOR	RESPONSIBLE BODY	TIMELINE
Quality preschool education enrolment rate increased 2.5% yearly	(i) To implement diversified programmes to include preschool children, children from socially endangered families, RAE children and those with special needs	Number of implemented programmes Number of children in preschool institutions Number of RAE children and other subpopulation groups in preschool institutions	MoES, LC	2004–2010
	(ii) Local community to participate in public preschool institutions' funding	Participation of local communities in funding preschool education		2004–2007
	(iii) Network renewal and extension of the capacity of preschool institutions	Number of new preschools established	MoES, GMN	2004–2010
	(iv) Encourage private initiative	Number of private preschool facilities Number of preschool children within private preschools		2004–2010

OBJECTIVE	ACTIVITY	PROJECT INDICATOR	RESPONSIBLE BODY	TIMELINE
Preconditions for a child's optimal development are in place	(i) To offer diversified programmes in order to include more children in preschools and to promote optimal psycho-social, emotional and cognitive development of every child	Number of teachers and other personnel trained and working in preschools	MoES	2005–2007
	(ii) To educate parents, health and social workers, local community representatives, through the media, to promote optimal psycho-social, emotional and cognitive development of every child			2004–2007
Enrolment rate for quality preschool education of children from socially vulnerable families, RAE children, refugees and IDPs, and children with special needs has increased	(i) To establish free preschool education for the most vulnerable children with diversified programmes and an inclusive approach corresponding to the local community needs	Number of children receiving free preschool education	MoES with NGOs and international organisations	2005–2010
	(ii) To develop playgroups near settlements with socially vulnerable families and RAE population	Number of developed playgroups		2004–2007
	(iii) Preparation of teachers and other personnel to work with RAE children in their native language	Number of preschool teachers and other personnel who are educated to work in RAE native language and who are working in preschool institutions		2004–2007

Result expected by 2010

All children have access to quality primary education, with a reduction in the number of pupils dropping out of school, i.e. an increase in the percentage of children who complete quality primary education.

LEGAL JUSTIFICATION

- *Convention on the Rights of the Child* – Article 28 State parties recognise the right of the child to education, achieving this right progressively and on the basis of equal opportunity.
- Constitution of the Republic of Montenegro (O. G. of the Republic of Montenegro, no: 48/92).
- General Law on Education (O. G. of the Republic of Montenegro, no: 64/02).
- Law on Primary School (O. G. of the Republic of Montenegro, no: 34/91, 56/92, 32/93, 20/95).
- Law on Primary Education (O. G. of the Republic of Montenegro, no: 64/02).
- Law on Special Education and Upbringing (O. G. of the Republic of Montenegro, no: 56/92).

CURRENT SITUATION

**"It's hard for children to come to school
from the villages far away on foot"**

primary school aged child

Table: Primary School Republic Budget Allocations

	2001		2002		2003	
	Amount (DEM)	% total budget	Amount (DEM)	% total budget	Amount (EURO)	% total budget
Total budget of Montenegro	448 889 825		647 481 367		422 189 761	
Budget for education	137 356 125	30.6	175 576 823	27	96 298 745	22.8
Ministry	3 797 430	2.76	4 906 645	2.79	1 106 111	1.15
Primary education	74 162 308	53.99	86 061 098	49.01	52 567 018	55.58

Source: *Government of the Republic of Montenegro 2003a*, p. 156.

- ♦ The GDP rate for education is high (7.2% for 2003), and in the past three years 70% of the allocated education budget has been used for the payment of salaries (*Government of the Republic of Montenegro 2003a*, p. 156).
- ♦ There are 161 primary schools in Montenegro, with 305 branch schools. Out of the 466 schools, 22% of them have less than 60 pupils or less than 2% of the total number of primary school pupils. The percentage of employees in schools with less than 60 pupils is 8% of all employees in primary education. The costs for these schools are approximately 8% of the total budget for primary education.
- ♦ Budgetary spending annually per pupil in 2001/02 was 492€ and for 2002/03 was 601€ (*Government of the Republic of Montenegro 2003b*, p. 46).
- ♦ The physical school environment is of a low standard. Significant issues include old roofs, poor heating systems and electric installations, damaged carpentry, inadequate water and sewage installations. Didactical materials and supplies have not been replaced for the last 15 years.
- ♦ In 88.7% of the primary schools only 10.8% of the teachers and 14.07% of the students are trained in the use of computers. In 149 surveyed schools there are 381 PCs (*Government of the Republic of Montenegro 2003a*, p. 152).
- ♦ Beginning in 1999, the number of pupils in primary schools has been decreasing by 2% annually. The enrolment rate in primary schools, compared to the total number of the children aged 7 to 14, was 98.47% for the 1999, and 96.3% for the 2002.
- ♦ In the northern municipalities of Montenegro there is a decrease in the number of students with a constant influx of pupils into larger towns where there is a lack of school space.
- ♦ During the school year 2002, 1.1% of all regular primary school pupils were RAE pupils.
- ♦ Enrolment rate of children from socially vulnerable categories, children with special needs, refugees and IDPs, is very low, especially for RAE children because of illiteracy, poverty, lack of facilities and inadequate trained teachers.
- ♦ Although compulsory education is free this does not include significant expenditures for textbooks, supplies and other materials. CSW and schools run activities for collecting old textbooks, and for supporting children from socially vulnerable families (*Government of the Republic of Montenegro 2003b*, p. 45-47).

- Of the RAE population: 63.1% have no formal education, 21.3% have not completed primary school, 9.2% completed primary school, 1% completed two-year of vocational training, 2.5% completed three-year secondary education, 2.3% completed four-year secondary education, 0.4% higher education and 0.3% completed university. A disproportionately high number of RAE children are in special schools at 80% of the total special school population (*UNDP – Montenegro and ISSP 2003*, p. 95-96).
- During 1999, 4.2% of the total number of primary school pupils were taught in the Albanian language. The number of enrolled Albanian taught pupils in the 1st grade of primary schools was 12.4% of the total number of primary school pupils.
- Even though the MoES is to participate in paying for transport, it often is not doing so due to lack of resources, or the regular buses are not able to stop in an appropriate location to pick up the children.

STRATEGIC ACTIONS

OBJECTIVE	ACTIVITY	PROJECT INDICATOR	RESPONSIBLE BODY	TIMELINE
All children are covered with quality primary education	(i) To introduce a monitoring system for children's registration in schools, for school drop outs, and for children who are completing school, with disaggregated data (rural/urban/boys/girls/RAE/national minorities)	Monitoring system operational	GMN, MoES, MoLSW	2004–2007
	(ii) Develop optimal school network in line with local needs			2004–2007
Standards to support the inclusion of all children in formal education are established	(i) To support the projects that motivate children from socially vulnerable categories (and RAE) to attend school	Number of pupils from socially vulnerable categories covered with supporting programmes	MoLSW, MoES	2004–2010
	(ii) To provide textbooks and school material/ to support local initiatives	Number of donated textbooks		2004–2010
	(iii) Psychological and social support to families and cooperation with NGOs			2004–2010

OBJECTIVE	ACTIVITY	PROJECT INDICATOR	RESPONSIBLE BODY	TIMELINE
Civic education programmes that support understanding and respect of differences among children are developed	(i) Integrate gender equity principles into schools, curricula and textbooks	Percentage of female pupils completing primary and secondary school	MoES, NGOs	2004–2010
	(ii) To develop programmes to encourage girls' education (beginning and continuing education), particularly for RAE girls, as well as civic education programmes to promote children rights	Percentage of children included in supporting programmes		2004–2010
Conditions for inclusive education of children with special needs	(i) To establish intersectoral Commission for monitoring children and child care of children with special needs, including the provision of health, education and protection	Number of implemented programmes Number of children and youth with special needs included into the system of education	MoES, MoH, MoLSW	2004–2007
	(ii) To establish a data base for children with special needs	Number of children with special needs		2004–2007
	(iii) To adopt a Law on the education of persons with special needs within the formal education system	Law adopted		2004–2006
	(iv) To form mobile teams in order to support inclusive education (helping teacher and pupil)	Number of established mobile teams		2005–2007
	(v) To develop specific educational programs for children with special needs	Number of educational programmes for children with special needs		2005–2007
	(vi) To train teachers/ professionals in methodologies to work with children with special needs	Number of trained teachers/professionals		2004–2007
Children with special needs have improved access to quality education	Provide better access to schooling for children with special needs and their inclusion in mainstream schools, in order to support the children in their developmental process	Percentage of schools adapted for children with special needs Number of children receiving specific support in education	GMN, MoES, NGO, Institutions, MoH, MoLSW	2004–2007

OBJECTIVE	ACTIVITY	PROJECT INDICATOR	RESPONSIBLE BODY	TIMELINE
Percentage of children from socially vulnerable RAE and IDP/refugee families, who attend primary school has increased	(i) To support the education of RAE students attending the Faculty of Pedagogy	Number of RAE students enrolled in the Faculty of Pedagogy	MoES, Institutions, NGO, LC	2005–2007
	(ii) Define special stimulating conditions for children from socially vulnerable poor families of RAE and refugee/IDP	Number of pupils from socially vulnerable categories enrolled in primary schools Average education duration		2004–2007
Access to educational institutions is ensured, regardless of the place of residence	(i) Harmonize the network of public educational institutions with the needs of population	Number of schools that changed their status (e.g. central to branch school, etc.)	MoES	2004–2007
	(ii) Rationalize school bus (or other adequate vehicle) transport for children who live far away from school, and wider activities to improve road infrastructure	Number of pupils who live more than 5 km from school (who use transport or walk to school) Number of schools with regular school transport provided	MoES	2004–2007

Result expected by 2010

Quality primary education with child centred approach is in place.

LEGAL JUSTIFICATION

- *Convention on the Rights of the Child* – Article 28 recognises the right of the child to education with a view to achieving this right progressively and on the basis of equal opportunity including making primary education compulsory and available free of charge to all.
- Law on Primary Schools (O. G. of the Republic of Montenegro, no: 34/91, 56/92, 32/93, 20/95)
- Law on Primary Education (O. G. of the Republic of Montenegro, no: 64/02)
- Law on Special Education and Upbringing (O. G. of the Republic of Montenegro, no: 56/92).

CURRENT SITUATION

“The letters are taught by teachers at school.
It’s good and nice there. We have to learn
and we can play”

primary school aged child

- The new Law on Primary Education will be phased in in 20 primary schools which will work according to the new educational curricula beginning Sept. 2004. This Law in article 9 defines inclusion of children with special needs into the formal system of education.
- The Law on education of persons with special needs includes education of children with special needs. The Law on Special Education of Children with Developmental Disturbances is in the last phase of drafting.

Table: Pupils enrolled in Primary school and who completed Primary school

Year	Total # students	# girls	% girls	Total who finished school
1996/97	79 129	38 574	48.74	9 306
1997/98	77 640	37 738	48.6	9 288
1998/99	77 199	37 570	48.66	9 363
1999/00	77 726	37 762	48.58	9 425
2000/01	76 154	29 901	39.26	9 244
2001/02	74 935	37 264	49.72	9 123
2002/03	73 319	36 393	49.63	9 071

Source: Government of the Republic of Montenegro 2003a, p. 133-134.

STRATEGIC ACTIONS

OBJECTIVE	ACTIVITY	PROJECT INDICATOR	RESPONSIBLE BODY	TIMELINE
Child centred education which promotes: new teaching methods; active participation of all children; ideas of peace, tolerance and mutual understanding; continuing education; and, parent, school and local community partnerships has been established	(i) To improve the quality of school programmes through innovative programmes, relevant knowledge, and development of life skills, ensuring programme flexibility according to pupil's individual needs	Number of innovated programmes	GMN, MoES	2004–2007

OBJECTIVE	ACTIVITY	PROJECT INDICATOR	RESPONSIBLE BODY	TIMELINE
	(ii) To improve cooperation between schools and parents	Number of Parents' Associations that are actively cooperating with schools		2004–2007
	(iii) To improve the quality of education through (professional and permanent) monitoring of pupils' achievements according to international standards	Number of schools in which the testing of pupils and monitoring of achievement has been introduced		2004–2007
	(iv) To educate teachers in teaching/learning methods for motivating active participation of children	Percentage of trained teachers in new teaching methods Percentage/number of teachers who are implementing new teaching methods		2004–2007
	(v) To introduce professional development programme for teachers and work evaluation	Number of professional development teachers' programmes introduced in number of schools		2004–2007
	(vi) To develop pre-service teachers training	Pre-service teachers programmes introduced Number of students covered with this programme		2004–2007
	(vii) To increase the quality of education with adequate didactic equipment and teaching aids	Percentage of schools equipped with adequate didactical means		2004–2007
	(viii) To evaluate gained knowledge of teachers and pupils	Number of evaluation reports		2004–2007
	(ix) To develop new textbooks	Percentage of schoolbooks in development phase		2004–2007
School network has been rationalised	(i) Reduce number of teachers to EU average of 1 teacher/16 pupils	Number of pupils per 1 teacher	MoES, GMN	2004–2010
	(ii) Adjustment of number of schools to demographic movement and standards of educational process	Number of new built schools Budgetary spending per pupil		2004–2007
	(iii) To build new school facilities			2004–2010
	(iv) Participation of local community in the education system			2004–2006

OBJECTIVE	ACTIVITY	PROJECT INDICATOR	RESPONSIBLE BODY	TIMELINE
Improved cooperation between preschools and primary schools and smooth enrolment to 1 st grade has been facilitated	To train pre- and primary school teachers to work as a team in 1 st grade of nine-year primary school, including parents	Number of preschool and primary school teachers trained	MoES, primary schools, preschools	2004–2007

Result expected by 2010

Children and youth are active in school life.

LEGAL JUSTIFICATION

- ◆ *Convention on the Rights of the Child* – Article 12 notes that State parties should ensure the child’s right to express views freely in all matters related to the child considering her/his age and maturity. Article 13 recognises children’s right to freedom of expression.
- ◆ General Law on Education (O. G. of Republic of Montenegro, no: 64/02)

CURRENT SITUATION

“People think Roma are worth less”

RAE child of primary school age

- ◆ General Law on Education defines the establishment of associations of high school pupils, and their participation in selecting the directors of the high schools.
- ◆ There are 40 Youth Parliaments, established on the initiative of pupils with support from international organisations and a republic wide Parents’ Association (according to data from CRS).
- ◆ In primary and secondary schools students’ associations contribute to school operations, and their representatives can express their opinions and suggest activities.

STRATEGIC ACTIONS

OBJECTIVE	ACTIVITY	PROJECT INDICATOR	RESPONSIBLE BODY	TIMELINE
Mechanisms for cooperation between school, parents, local communities and NGO sector have been established	(i) To enhance networking and cooperation between Parents' Associations, Youth Parliaments, Pupils' associations and schools on the local, republican, state and international level	Number of Parents' Associations established	MoES, with support of NGOs such as the Parents' Association	2004–2010
	(ii) To strengthen cooperation between youth NGOs and schools	Number of established and functioning forums for communication		2004–2010
	(iii) To introduce civil education programmes into schools, and programmes that promote healthy lifestyles	Number of schools that have introduced civic education		2004–2010
	(iv) To develop peer education	Number of developed clubs for peer education in primary and secondary schools		2004–2010
Children and youth are interested and participate in the decision making process	(i) To establish Youth Parliaments and Pupils' associations which will solve pupils' issues	Number of school parliaments and pupils' associations established	MoES, schools, NGOs	2004–2010
	(ii) Share experiences through networking pupil's parliaments and pupil's associations			2004–2010

Result expected by 2010

Learning needs of all young people are met through equitable access to appropriate learning and life-skills programmes.

LEGAL JUSTIFICATION

- ◆ *Convention on the Rights of the Child* – Article 28 recognises the right of all children to education including encouraging the development of different forms of secondary education.
- ◆ Law on Secondary Education (O. G. of the Republic of Montenegro, no: 56/92, 27/94).
- ◆ Law on Secondary Schools (O. G. of the Republic of Montenegro, no: 28/91, 64/02).

CURRENT SITUATION

“I’d like schools to have more equipment, to have a computer”

secondary school-aged child

- ◆ Secondary schools in Montenegro include high schools, gymnasiums and technical schools, attended by children aged 15-18 (*Government of the Republic of Montenegro 2003a*, p. 140).
- ◆ There are 8 gymnasiums with 9,849 enrolled students and 37 technical schools serving 21,748 students (*Government of the Republic of Montenegro 2003a*, p. 140).
- ◆ Out of total number of pupils who finish primary school, 96.8% enrol in secondary school, out of which 62.82% enrol in technical schools, and 31.1% in gymnasium. Females comprise 51% of the pupils enrolled in secondary schools.
- ◆ The percentage of pupils in technical schools, with regard to the total number of pupils in secondary education, has reduced from 73.27% in 1997 to 68.82% in 2002. Of those enrolled in secondary school during 2002/03, 33.47% were enrolled in three-year technical schools and 66.53% in 4-year technical schools.

- The drop out rate in technical schools is 3.11% (*Government of the Republic of Montenegro 2003a*, p. 140).
- In technical education, 2.2% of the pupils were taught in the Albanian language in 2001, and 2.3% in 2002.
- Among the RAE population 13.4% of those aged 15-18 are in secondary school (*UNDP – Montenegro and ISSP 2003*, direct communication).
- Within refugees aged 11 to 18 who left school, 17.6% dropped out due to lack of motivation, 29.4% due to insufficient financial resources for transportation and books, and 17.6% needed to start working (*UNDP – Montenegro, ISSP 2003*, p. 43).
- According to the same survey 10.4% left education due to high school expenses. A lack of motivation and the need to work were reasons for leaving school within 3.8% and 4.8% interviewed, respectively (*UNDP – Montenegro, ISSP 2003*, p. 56).

Table: Students in High schools

Year	Total # students	Total female students	% female students	# students in vocational school	# students in Gymnasium
1997/98	28 537	14 728	51.61	20 909	7 628
1998/99	29 157	15 356	52.66	21 308	7 849
1999/00	30 756	15 662	50.92	22 349	8 407
2000/01	30 848	15 668	50.79	22 158	8 690
2001/02	31 730	15 441	50.83	22 044	9 686
2002/03	31 597	?	?	21 748	9 849

Source: *Government of the Republic of Montenegro 2003a*, p. 136 and 138.

- On average there are 28.48 students in each gymnasium class (*Government of the Republic of Montenegro 2003a*, p. 137) and 11.17 in each technical school class (*Government of the Republic of Montenegro 2003a*, p. 140).
- In the 45 high schools 18.9% of the teachers and 29.2% of the students are trained to use computers with the schools having 595 PCs (*Government of the Republic of Montenegro 2003a*, p. 152).
- Although education is free monthly expenses for high school students is 76€ (*Government of the Republic of Montenegro 2003a*, p. 248).
- Budgetary spending annually per pupil for 2001 was 648€, and for the 2003 it was 630€.

Table: Planned Distribution of Budgetary Assets Dedicated to Education

	2001		2002		2003	
	Amount (DEM)	% total budget	Amount (DEM)	% total budget	Amount (EURO)	% total budget
Total budget of Montenegro	448 889 825		647 481 367		422 189 761	
Budget for education	137 356 125	30.6	175 576 823	27	96 298 745	22.8
Ministry	3 797 430	2.76	4 906 645	2.79	1 106 111	1.15
Student loans	2 900 000	2.11	3 500 000	1.99	1 500 000	1.55
Student housing and transport	3 500 000	2.55	8 000 000	4.55	5 800 000	6.02
Secondary education	29 736 700	21.64	42 437 594	24.17	19 927 004	20.69

Source: Government of the Republic of Montenegro 2003a, p.156.

STRATEGIC ACTIONS

OBJECTIVE	ACTIVITY	PROJECT INDICATOR	RESPONSIBLE BODY	TIMELINE
Conditions for adjusting and modernizing vocational training to respond to: social changes; requirements of modern, democratic and economically developed society; a market economy; technical and technological progress and information technology have been provided	(i) To ensure a minimum level of professional training for every child	Number of curriculum reformed	GMN, MoES, EB, MoLSW	2004–2006
	(ii) Educational programme disaggregated to modules to ensure that by acquiring a certain module one gains vocational qualifications	Number of students attending secondary school Number of students completing secondary school		2004–2006
	(iii) Introduce selective subjects in four-year vocational school programmes			2004–2006
	(iv) Build an evaluation system for informally acquired knowledge and skills	Evaluation system implemented		2004–2006
	(v) Include social partners into the process of management, decision-making and funding vocational education			2004–2007

OBJECTIVE	ACTIVITY	PROJECT INDICATOR	RESPONSIBLE BODY	TIMELINE
School network is rationalized	(i) Build new secondary school premises	Number of new built secondary school premises	GMN, MoES	2004–2007
	(ii) Reduce number of teachers according to EU average: 1 teacher/20 pupils	Number of pupils per 1 teacher	MoES, GMN	2004–2006
	(iii) Adjustment of number of schools to demographic movement and needs of local communities	Budgetary spending per pupil		2004–2006
	(iv) Participation of local community in funding part of the education system	Share of the local community in funding		2004–2006

Result expected by 2010

Quality education in secondary school corresponds to employment trends and requirements (e.g. vocational training, preparation for work) is ensured.

LEGAL REGULATIONS

- ILO *Minimum Age Convention* (1973)
- Law on Labour (O. G. of the Republic of Montenegro, no: 43/03)

CURRENT SITUATION

- According to the Law on Labour the minimum work age is 15.
- For a large number of students trained through technical schools, the knowledge and skills acquired do not correspond to the requirements and standards in the labour market. According to the Employment Bureau there is a surplus of 167 types of professions while there is a deficit of approximately 86 types of professions (*Government of the Republic of Montenegro 2003a*, p. 141).

- There is no adequate system for children under 18 to return to the educational system once they have left.
- Out of the total number IDPs who are actively looking for job 19.6% are not able to attend additional training due to lack of financial sources (*UNDP – Montenegro and ISSP 2003*, p. 59).
- The low level of education limits work possibilities for the RAE population.

STRATEGIC ACTIONS

OBJECTIVE	ACTIVITY	PROJECT INDICATOR	RESPONSIBLE BODY	TIMELINE
Training Centres have been established and are operating	(i) Agreement with social partners	Number of Training Centres established	GMN, MoES, EB, MoLSW	2004–2007
	(ii) To build and equip Training centres	Number of trained candidates		2004–2010
	(iii) Train teachers	Percentage/number of unemployed with skills matching the training centre programmes		2004–2010
Institutional support to the education system has been provided	(i) Provide support to establish Schooling Bureau and Vocational Training Centres for the purpose of improving the educational process and monitoring employment (ii) To stimulate business initiative in the field of education with respect to the monitoring and control of knowledge and professional standards	Number of vocational trainings	GMN, MoES	2004–2010
		Number of reformed curriculum Number of newly established tests Percentage of teachers and school principals trained Number of private secondary schools		2004–2010

Result expected by 2010

Percentage of illiteracy is less than 1% for the total population and under 0.2% for those aged 10–18.

LEGAL JUSTIFICATION

- *Convention on the Rights of the Child* – Article 28 states that States shall promote and encourage international cooperation in matters relating to education with a view to contributing to the elimination of ignorance and illiteracy throughout the world.
- Law on Primary School (O. G. of the Republic of Montenegro, no: 34/91, 56/92, 32/93, 20/95).
- Law on Primary Education (O. G. of the Republic of Montenegro, no: 64/02).

CURRENT SITUATION

- According to the 1991 census, 5.9% of the population was illiterate of which 82.8% were women (*Government of the Republic of Montenegro 2003b*, p. 48). Among the RAE population, 63.1% have not completed primary school (UNDP-Montenegro and ISSP 2003, p. 95).

Table: Illiteracy

Census year	Age	Illiterate	% male illiterate	% female illiterate
1981	10–19	1 335	38.57	61.42
	20–34	1 960	30.71	69.28
1991	10–19	805	48.32	51.67
	20–34	1 356	37.75	62.24

Source: *Government of the Republic of Montenegro 2003a*, p. 149.

- A contributing factor to illiteracy is population migration, as the child after the moving is not registered in school in the new place of residence. Schools do not have the exact lists of those who are to attend school so are not able to follow-up with the student.

- ♦ Parents' elementary and functional literacy effect the child's education, health, ecology, and completion of documents.
- ♦ Data on disease and mortality of illiterate compared with literate parents indicate significant differences, emphasizing the need for further actions to reduce illiteracy.

STRATEGIC ACTIONS

OBJECTIVE	ACTIVITY	PROJECT INDICATOR	RESPONSIBLE BODY	TIMELINE
Necessary conditions for functional literacy are ensured	(i) Strengthen institutions for youth education, especially for girl's education	Percentage of illiterate adults	MoES, schools	2004–2007
	(ii) Train teachers and trainers for working with youth/girls	Percentage of illiterate children between age 10–18		2005–2010
	(iii) Raise the level of formal education for socially marginalised groups, especially for girls	Percentage of illiterate girls age 10–18		2004–2010

Assure a Healthy Life for Girls and Boys

A healthy life begins with the health of the mother and the new born child. Montenegro is striving to address the issues of infectious diseases (e.g. HIV/AIDS, TB). Success is noted in the area of immunisation, and this will continue. Montenegro will be more proactive in the areas of preventative health care, substance abuse, reproductive health, and health care education. It will respond to access issues faced by children with special needs, RAE, refugees and IDPs, and those living in rural areas.

It is expected that by 2010 the following will have been achieved:

Impact Table: Assure a healthy life for girls and boys

INDICATOR	SOURCE	VALUE (YEAR)	TARGETS FOR 2010	UPDATE PERIOD
<i>There is equal access for all children to the health care system and benefits through adequate operations of the health services and health insurance, with special attention to vulnerable categories of children.</i>				
GDP portion allocated to health	MoH			Annually
<i>95% of all children less than 1 year of age are immunized with at least 90% coverage in every municipality and subpopulation.</i>				
DTP immunization coverage	IPH, MoH	89% (2002)	95%	Annually
Measles immunization coverage	IPH, MoH	89% (2002)	95%	Annually
Polio immunization coverage	IPH, MoH	89% (2002)	95%	Annually
<i>Incidence of TB has been reduced by 50%, incidence of paediatric HIV/AIDS reduced by 50% by 2010.</i>				
Tuberculosis immunization coverage	IPH, MoH	95% (2002)	99%	Annually
HIV/AIDS prevalence reported among children 0–18 years old (total, female, male, 0–15, 15–18)	IPH, MoH	1 (0–15) 0 (15–18) (IPH, 2003)	Decrease	Annually
Number of children orphaned by AIDS	MoH, MoLSW	2		
Number of HIV/AIDS infected pregnant women recorded	IPH, MoH	0	Decrease by 25%	Annually

INDICATOR	SOURCE	VALUE (YEAR)	TARGETS FOR 2010	UPDATE PERIOD
<i>Provide all children with a healthy start in life, promoting young child health and survival.</i>				
Infant Mortality Rate	IPH, MoH	14.7 (2001)	Decrease to 8	Annually
Under Five Mortality Rate	IPH, MoH	15.7 (2001)	Decrease by 20%	Annually
Proportion of children with low birth weight (total, female, male)	IPH, MoH	2.81% (2001)	Decrease by 20%	Annually
Exclusive Breastfeeding Rate (0–6 months)	MoH, Special Survey Needed	18.1% (2000) (UNICEF MICS)	Increase by 25%	Annually
Prevalence of children under 5 years of age who are underweight (-2SD) (total, female, male)	MoH, Special Survey Needed	2.1 % (2000) (UNICEF, MICS)	Decrease by 30%	Annually
Maternal mortality rate	IPH, MoH	2 women in 2001	Tend to eliminate	Annually
Proportion of births attended by skilled health personnel	MONSTAT	99.5% (2001)	Increase to 100%	Annually
Antenatal care (15–49)	IPH, MoH		Increase by x %	Annually
<i>The number of children and youth using abusive substances (tobacco, alcohol and illegal drugs) has decreased by 20%</i>				
Percentage of children smoking (total, female, male, 7–14, 14–18)	IPH, MoH Special Survey Needed	3.6% (7–14) (GYTS, 2003) 19.7% (14–18) (IPH, 1999)	Decrease by 20%	Annually
Percentage of children using alcohol (total, female, male, 7–14, 14–18)	IPH, MoH Special Survey Needed	9% (7–14), 27.1% (14–18) (ZZZ,1999. god.)	Decrease by 20%	Annually
Percentage of children using drugs (total, female, male, 7–14, 14–18)	IPH, MoH Special Survey Needed	0.4% (7–14), 6.7% (14–18) (IPH, 1999)	Decrease by 20%	Annually
<i>Number of adolescents pregnancies has decreased 30% and incidence of sexually transmitted infections (STIs) reduced by 50%</i>				
Contraceptive prevalence rate (total, female, male)	Special survey needed, IPH	52.7% (2000 IPH)	Increase by 20%	
Adolescent fertility rate (15–19)	MONSTAT	21.1 (2000)	Reduction by 30%	Annually