



The National Action Plan 1325: In late 2023, the Government of Montenegro adopted the Strategy for the Implementation of the United Nations Security Council Resolution 1325 - Women, Peace and Security and accompanying resolutions for the period 2024-2027, with the Action Plan for 2024-2025.¹⁰ This is the third strategic document that includes the goals of the UNSC Resolution 1325 in Montenegro. The Ministry of Defence has created a special section on women in the defence on its official website, which ensures greater transparency and facilitates access to information on gender equality in the defence sector.¹¹



Participation of women in the MoD and the Armed Forces: More than two thirds of the employees in the Ministry of Defence and Armed Forces are women (66%), which is the highest percentage in the region. Still, the representation of women among professional military personnel has not significantly changed (11.55%). Among the professional military personnel, there are the most women in officer ranks, that is 17%. On the other hand, the representation of women is the lowest among non-commissioned officers (NCOs) and amounts to 6%. The highest rank held by women in the Army of Montenegro is still the rank of major, and in the coming period some women should be promoted to the ranks of lieutenant colonel/frigate captain and colonel/captain of battleships. Finally, 16% of women serve in the army as enlisted personnel.



Representation of women in command and leadership positions: Due to frequent changes of government, the first Minister of Defence of Montenegro, Prof. Dr. Olivera Injac remained in office for less than a year and a half (December 4, 2020 to April 28, 2022). Nonetheless, the percentage of women in managerial positions in the Ministry of Defence is quite high and amounts to 51%, while percentage of women in command positions in Montenegro's Armed Forces is 8%.¹² Until 2022, Major Sanja Pejović worked as a gender advisor in the NATO command structure SHAPE, that is, the country's first position in the NATO command structure.¹³



Participation of women in peacekeeping operations: According to the Strategy, Montenegro significantly increased participation of women in international missions and operations. So far, 28 women members of the MoD and AF have participated in missions in Afghanistan, Somalia (ATALANTA), Western Sahara (MINURSO) and in Kosovo (KFOR). In 2022 alone, six women were engaged, which is 11% of the total number of military personnel, while in 2023, 7% of women were engaged in multinational missions and operations.

10 Vlada Crne Gore, Strategija implementacije R SBUN 1325 - Žene, mir i bezbjednost i njoj pratećih rezolucija za period 2024-2027, sa AP za 2024-2025. godinu, [Strategy for the implementation of UNSCR 1325 - Women, peace and security and accompanying resolutions for the period 2024-2027, with AP for 2024-2025], 15 December 2023, <https://www.gov.me/dokumenta/a8a5a5ef-a812-4097-a34c-3175d58eb871>

11 Vlada Crne Gore, Strategija implementacije Rezolucije Savjeta bezbjednosti Ujedinjenih nacija 1325, [Strategy for the implementation of United Nations Security Council Resolution 1325], 15 December 2023, <https://www.gov.me/mod/saradnja-sa-nvo>

12 The Strategy for the Implementation of UNSCR 1325 - WPS and accompanying resolutions for the period 2024-2027, page 15.

13 Ibid.