

## 01 Science and Technology Park Montenegro

GEP: [Gender Equality Plan 2022 – 2026](#)

**Appreciation:** The GEP of the Science and Technology Park Montenegro is a 20 page document, not explicitly signed, providing a very interesting elaboration of the general context in Montenegro and then the following areas: 1 Principles, 1.1 Legal framework, 1.2 Operational activities, 1.3 Gender Mainstreaming, 2 Diagnosis, 2.1 Talent attraction, development and retention, 2.2 Balance between professional, family and personal life, 2.3 Social climate, 2.4 Communication and partnerships, 3 GEP along the following dimensions: Strategy, Mission and Values; Equal working conditions; Protecting in parenting; Balance between the professional, family and personal life; Prevention of harassment in workplace, 4. Monitoring and plan execution.

The legal analysis is provided in a brief chapter focusing on the most important aspects of gender equality legislation in the country. The “diagnosis” chapter includes only very basic data for example about the almost equal distribution of male and female employees. Further data is not presented in detail. The GEP highlights for example the encouragement of flexible work modes and remote work as key measure addressing work-live balance. Furthermore, it is encouraging the review of succession plans, encourage generally to provide equal opportunities, in particular in career development. Recruitment and retention are generally addressed but not with specific measures. The gender dimension in research and innovation is at this point not addressed. In relation to gender-based harassment, an internal procedure for reporting and analysing situations of potential harassment at work is suggested and a person who will be in charge for analysing such situations to be nominated.

When it comes to implementation of the encouragement, typically all units are involved, also highlighting in some cases the involvement of the management at different levels or the marketing department. STP ME plans to prepare annual reports and to collect evidence in an internal dashboard which is listed as a source to verify the measures and to present indicators.

