



Government of Montenegro
Cabinet of the Prime Minister for International Economic Cooperation,
Structural Reforms and Enhancements of Business Environment

**DRAFT ACTION PLAN
FOR MONITORING IMPLEMENTATION OF RECOMMENDATIONS GIVEN IN THE
EUROPEAN COMMISSION'S OPINION**

Podgorica, 16 December 2010

At its session held on 18 November 2010, the Government of Montenegro adopted the **Information on the need of preparing an Action Plan for Monitoring Implementation of Recommendations Given in the European Commission's Opinion.**

Core Coordination Team has been created and is composed of: Igor Luksic, Prime Minister/Minister of Finance - Coordinator of the Core Team, Gordana Djurovic, Minister for European Integration, Milan Rocen, Minister of Foreign Affairs, Miras Radovic, Minister of Justice, Ivan Brajovic, Minister of Interior and Public Administration, Suad Numanovic, Minister of Labour and Social Welfare, and Ferhat Dinosa, Minister of of Human and Minority Rights.

The Core Coordination Team's task is to prepare an Action Plan for monitoring implementation of recommendations given in the European Commission's Opinion by 16 December 2010 and to submit it to the Government.

Working Groups' coordinators: Miras Radovic, Working Group on Judiciary, Fight against Corruption and Organised Crime; Ivan Brajović, Working Group on Public Administration Reform; Branislav Micunovic, Working Group on Media; Gordana Đurović, Working Group on Civil Society; Ferhat Dinosa, Working Group on Human Rights; and Suad Numanovic, Working Group on Preparation of a Strategy for Resolving the Konik Camp Issue, have created core teams, as well as prepared and submitted the Ministry for European Integration individual Draft Action Plans for implementation of recommendations related to the aforementioned areas.

At the same time, **the Parliament of Montenegro** submitted the Action Plan for Strengthening of the Legislative and Oversight Role of the Parliament of Montenegro for the period November 2010-November 2011. The parliamentary Action Plan has been integrated into one single draft document.

The **Ministry for European Integration**, through further communication with the working groups, has prepared the Draft document, which was considered on 15 December 2010 by the Core Coordination Team.

The Core Coordination Team concluded that it was necessary to **organise a public debate by 25 January 2010, put the Draft Action Plan on the Government's website and submit the translated document to the European Commission for comments.**

FRAMEWORK ACTIVITY PLAN AND DYNAMICS:

	Activity	Deadline	Status
1.	Preparation of the Activity Plan by defined subgroups	5 December 2010	Implemented
2.	Integration of certain parts of the Action Plans into a single Draft Action Plan	10 December 2010	Implemented
3.	Verification of individual Action Plans at the session of the Core Coordination Team (CCT)	15 December 2010	Implemented
4.	Adoption of the Action Plan for for Monitoring Implementation of Recommendations Given in the European Commission's Opinion – the Government of Montenegro	16 December 2010	
5.	Public Debate Programme (coordination of reporting through the Ministry for European Integration)	16 December 2010 – 25 January 2011	
	- Bilingual Draft Action Plan on the Government's website (submit to the European Commission/Delegation of the European Union for comments)	17 December 2011	
	- TAIEX workshop on independence of the judiciary	20 January 2011	
	- Roundtable with the representatives of civil society (Ministry for European Integration and other ministries – coordinators of respective areas)	24 January 2011	
6.	Preparation for a visit to the European Commission to be paid in January 2011, as well as for eventual Expert Missions of the member states – coordinated by the Ministry for European Integration	Continuous activity after the Action Plan is adopted	
7.	Periodical meetings of the Core Coordination Team	Continuously	
8.	Coordination of the lobbying process/Ministry of Foreign Affairs	Continuously	
9.	Periodical reporting at the Government's sessions	February , April, June,	
10.	Reporting to the European Commission: - First report must be sent to the European Commission approximately by 15 June 2011 - Final report: 31 July 2011	31 July 2011	

**1. ACTION PLAN FOR STRENGTHENING OF THE LEGISLATIVE AND OVERSIGHT ROLE OF THE PARLIAMENT OF MONTENEGRO
for the period November 2010-November 2011**

LEGISLATIVE AND OVERSIGHT ROLE			
No.	Activity	Responsible Authority	Deadline
1.	1.a) Adoption of the Law on Election of Members of Parliament and Councillors, in accordance with the recommendations of the OSCE - ODIHR and the Venice Commission;	Parliament of Montenegro	Spring session
	1.b) Continuation of work of the multiparty working group on harmonisation of the Draft Law on Election of Members of Parliament and Councillors	Collegium of the President of the Parliament of Montenegro	December 2010
2.	Defining roles and responsibilities of the Parliament in the following stages of the process of integration into the European Union	Collegium of the President of the Parliament of Montenegro	I quarter of 2011
3.	Drafting and adoption of the Law on Parliamentary Oversight in the Field of Security and Defence	Committee on Security and Defence Parliament of Montenegro	Spring session
4.	Introduction of the practice for the secretaries of each committee to prepare an expert opinion on each proposed law in the corresponding field	Administrative Service of the Parliament of Montenegro /Secretaries of working bodies	January 2011
5.	Preparation of a time table and a schedule of activities of the Parliament and working bodies, including schedules for the monitoring of implementation of policies and laws	Collegium of the President of the Parliament of Montenegro / Administrative Service of the Parliament	I quarter of 2011
6.	Monitoring and control of implementation of recommendations from the Opinion of the European Commission on the application for membership of the EU and the Analytical Report	Working bodies, coordinated by the Committee on International Relations and European Integration	Continuously
7.	Adoption of the Decisions on amendments to the Rules of Procedure of the Parliament of Montenegro	Parliament of Montenegro	December 2010
8.	Analysis of the need for separation of responsibilities of individual committees and subcommittees	Collegium of the President of the Parliament of Montenegro	II quarter of 2011
WORK EFFICIENCY			

No.	Activity	Responsible Authority	Deadline
9.	Adoption of an Annual Plan for the harmonisation of legislation, including monitoring of its implementation	Collegium of the President of the Parliament of Montenegro / Administrative Service of the Parliament	I quarter of 2011
10.	Preparation and review of annual reports on the work performed by the working bodies	Working bodies	I quarter of 2011
11.	Adoption of a Rulebook on document management procedures in the Administrative Service of the Parliament	Secretary General	December 2010
12.	Adoption of the Classification Plan	Secretary General	December 2010
13.	Introduction of abbreviations for parliamentary acts	Collegium of the President of the Parliament of Montenegro / Secretary General	I quarter of 2011
14.	Introduction of a Record of Parliamentary Acts (RPA)	Collegium of the President of the Parliament of Montenegro / Secretary General	I quarter of 2011
15.	Introduction of Eurovoc descriptors	Collegium of the President of the Parliament of Montenegro	I quarter of 2011
16.	Adoption of the Rules of Procedure for the Division for analysis, documentation, research and library, with supporting documents	Secretary General	December 2010
17.	Preparation of a preliminary design for an information system that would enable IT tracking of the entire legislative process	Administrative Service of the Parliament of Montenegro	III quarter of 2010
ADMINISTRATIVE AND FINANCIAL CAPACITIES			
Br.	Activity	Responsible Authority	Deadline
18.	Adoption of a Strategy for Development of Human Resources in the Parliament of Montenegro for the period from January 2011 to December 2013, including a Training Plan	Administrative Service of the Parliament of Montenegro	January 2011
19.	Provision of intensive training for staff members of the parliamentary committees and MP clubs on the EU <i>acquis</i> by particular areas	Administrative Service of the Parliament of Montenegro	Continuously
20.	Filling vacancies in the Administrative Service of the Parliament, in accordance with the Rulebook on Internal Organisation and Systematisation	Administrative Service of the Parliament / Human Resources Management Office	Continuously

21.	Defining a plan of short-term and long-term planning of facilities for the purposes of the Parliament (Members of Parliament and Administrative Service)	Collegium of the President of the Parliament of Montenegro	I quarter of 2011
22.	Improvement of spatial and staff conditions for the work of Members of Parliament	Collegium of the President of the Parliament of Montenegro	II quarter of 2011
23.	Creation of conditions for the access to the Parliament building of persons with disabilities	Administrative Service of the Parliament of Montenegro	II quarter of 2011
OPENESS AND TRANSPARENCY			
No.	Activity	Responsible Authority	Deadline
24.	Preparation and publication of the Annual Report on the work performed by the Parliament of Montenegro	Administrative Service of the Parliament of Montenegro	February 2011
25.	Signing of a Memorandum of Understanding between the Parliament of Montenegro and NGOs	President of the Parliament of Montenegro	I quarter of 2011
26.	Roundtable discussion of Members of Parliament and representatives of the media	Administrative Service of the Parliament of Montenegro	II quarter of 2011
27.	Roundtable discussion on issues of conflict of interest of MPs	Parliament of Montenegro	II quarter of 2011
28.	Improvement of internal communications within the Administrative Service, including the preparation of rules of internal communication	Administrative Service of the Parliament / Human Resources Management Office	III quarter of 2011
29.	Further enhancement of transparency in the work of the Parliament and communication with the public	Administrative Service of the Parliament / Department for Public Relations	Continuously
30.	Programme "Open Parliament"	Administrative Service of the Parliament / Department for Public Relations	Continuously
31.	Reporting on the implementation of the Action Plan	Collegium of the President of the Parliament of Montenegro / Administrative Service of the Parliament	Quarterly

2. AKCIONI PLAN FOR THE AREA OF RULE OF LAW

PRIORITY	MEASURE	RESPONSIBLE AUTHORITY	DEADLINE	INDICATOR
Strengthen rule of law, in particular through de-politicised and merit-based appointments of members of the judicial and prosecutorial councils and of state prosecutors as well as through reinforcement of the independence, autonomy, efficiency and accountability of judges and prosecutors.	Launch an initiative for amending the Constitution with regard to the strengthening of independence of the judiciary	Ministry of Justice in cooperation with the Judicial and Prosecutorial Council	II quarter of 2011	- Analysis with recommendations for the enhancement of the constitutional framework has been adopted - Proposal has been prepared
	Amend the Law on the Judicial Council with regard to the strengthening of independence of judges and the judiciary in terms of transparency of selection and dismissal of judges procedures, disciplinary liability and revision of defined criteria, aimed at establishing a career promotion system and a system for evaluating the work of judges	Ministry of Justice, Parliament of Montenegro	I quarter of 2011	The Law on Amendments to the Law on the Judicial Council has been adopted
	Amended the Rules of Procedure of the Judicial Council with the aim of elaborating the transparency of the procedure and of defined selection criteria and the evaluation system	Judicial Council	II quarter of 2011	Amended Rules of Procedure of the Judicial Council have been adopted
	Establish a central database on selection, evaluation of work, dismissal and disciplinary liability of judges	Judicial Council	II quarter of 2011	A central database has been established in the Secretariat of the Judicial Council
	Amend the Law on Courts with regard to specifying the conditions for disciplinary liability of judges in terms of disciplinary offences and disciplinary measures, with a special emphasis on enhancing compliance with the Code of Ethics for Judges	Ministry of Justice, Parliament of Montenegro	I quarter of 2011	Amendments to the Law on Courts have been adopted
	Amend the Court Rules with regard to the keeping of registries, records and statistics in courts, to the strengthening of the role of court presidents in terms of timely and accurate work of judges, as well as improve the provisions related to the random allocation of cases and ensure consistent implementation thereof	Ministry of Justice	I quarter of 2011	New Court Rules have been adopted
	Enhance the methodology for making reports on the work performed by judges and public prosecution offices	Judicial Council Prosecutorial Council		Reports have been made in accordance with the new methodology

Amend the Law on Public Prosecution Office with regard to the transparency of selection and dismissal procedures, disciplinary liability, evaluation of work and of defined selection criteria	Ministry of Justice, Parliament of Montenegro	I quarter of 2011	Amended Law on the Public Prosecution Office has been adopted
Amended the Rules of Procedure of the Prosecutorial Council with regard to elaboration of transparency of procedures and defined selection criteria and the objective evaluation thereof	Prosecutorial Council	II quarter of 2011	Amended Rules of Procedure of the Prosecutorial Council have been adopted
As regards budget allocation for the work of courts, provide necessary funds for realisation of continuous training within a special item for education	Supreme Court	IV quarter of 2010	Special funds in the Budget for 2011 have been provided
Enhance the initial education programme - Draft an annual programme for education of judges and prosecutors with precisely defined curricula , which should provide for continuous education of judges and prosecutors, particularly in the following areas: - codes of ethics, personal and institutional integrity and liability of judges and prosecutors; - protection of the right to a fair trial, including the practice of the European Court of Human Rights; - knowledge of international conventions and laws related to the area of international legal aid; - EU law	Judicial Training Centre	I quarter of 2011	Initial education programme has been prepared
Organise trainings for judges and prosecutors on the protection of the right to a trial within a reasonable time, including the practice of the European Court of Human Rights	Judicial Training Centre	2 two-day seminars - II and III quarter of 2011	Seminars have been held
Organise EU law-related seminars for judges and prosecutors: - Legal system of the European Union: instruments, characteristics, fundamental principles (Basic principles, Defining the EU law as a specific legal entity, Structure of the EU legal system-legal instruments) - Organisation, functioning, legal remedies and procedures before the European courts (Structure, organisation and functioning of the European Court of Justice; Procedure for	Judicial Training Centre	3 one-day seminars – regionally – I ,II and III quarter of 2011	Seminars have been held

	giving preliminary instructions; - Role of the national judge in enforcing the EU law in a series of selected areas (National judges and European Arrest Warrant; Preliminary ruling procedure)			
	Organise trainings for judges on the topic of alternative dispute resolution, referral of cases to the mediation procedure, an pay a special attention to family-related cases (domestic violence)	Judicial Training Centre	2 two-day seminars - II and III quarter of 2011	
	Selection of notaries	Ministry of Justice	I quarter of 2011	Notaries have been selected
	Adopt the Law on Enforcement and Security	Ministry of Justice, Parliament of Montenegro	I quarter of 2011	The Law on Enforcement and Security has been adopted
	Make an analysis of alternative dispute resolution with the aim of efficient application of alternative ways with recommendations on amending the Law on Mediation	Ministry of Justice	I quarter of 2011	Analysis with recommendations has been made
	With the aim of ensuring efficient work in resolving backlog cases, continue with defining, at the level of every court, annual programmes for backlog cases resolving on the basis of measures defined in the framework programme of the Supreme Court	Supreme Court and all courts	I quarter of 2011	Framework programme and annual programmes have been adopted

3. ACTION PLAN FOR THE AREA OF FIGHT AGAINST CORRUPTION

PRIORITY	MEASURE	RESPONSIBLE AUTHORITY	DEADLINE	INDICATOR
<p>Improvement of anti-corruption legal framework and implementation of the Government's Strategy for Fight against Corruption and Organised Crime and accompanying Action Plan; Establishment of a sound mechanism for monitoring results in the area of investigations, prosecution and final court rulings, at all levels</p>	<p>Regular (semi-annual) monitoring of implementation of measures contained in the Action Plan (2010 -2012) for Implementation of the Strategy for Fight against Corruption and Organised Crime:</p> <ul style="list-style-type: none"> - Adopt the Professional instructions on procedures for organisation and functioning of the Secretariat of the National Commission, regulating detailed procedures for the process of planning, organising, processing and analysing reports for the National Commission - Create an adequate IT system, and install the necessary software, which will improve the reporting process required by the Action Plan - Provide administrative, technical and analytical support to the National Commission through efficient performance of the Secretariat of the National Commission for monitoring implementation of the Action Plan for Fight against Corruption and Organised Crime 	<p>Administration for Anti-Corruption Initiative</p>	<p>First quarter of 2011</p>	<p>First final report on implementation of measures contained in the AP prepared</p>
	<p>Create a system for mandatory submission of statistical data on corruption reporting by all bodies that have open phone lines for reporting of corruption, as well as on further procedure upon these reports taken by the Administration for Anti-Corruption Initiative:</p> <ul style="list-style-type: none"> - Create forms for submission of data on corruption reporting by all bodies that have open phone lines for reporting of corruption, as well as on further procedure upon these reports taken by the Administration for Anti-Corruption Initiative - Provide analytical processing of data on corruption reporting by all bodies that have open phone lines for reporting of corruption, as well as on further procedure upon these reports 	<p>Administration for Anti-Corruption Initiative in cooperation with: Administration for Games of Chance, Customs Administration, Tax Administration, Public Procurement Directorate, Police Administration, Office for Reporting Corruption in Judiciary (Judicial Council), Ministry of</p>	<p>First quarter of 2011</p>	<p>First (quarterly) report of the Administration for Anti-Corruption Initiative prepared</p>

		Health, Ministry of Education and Science, Supreme Court, Supreme Public Prosecutor's Office.		
	Provide analytical processing of data on the number of criminal charges for and cases of corruption and organised crime, under proceedings before the courts or with final court rulings, with special emphasis put on the structure of perpetrator and areas that the offences have been committed in	Representatives of the Police Administration, Supreme Court and Supreme Public Prosecutor's Office (Tripartite Commission)	First quarter of 2011	(Quarterly) Report of the Tripartite Commission
	<p>Improve the anti-corruption legal framework:</p> <ul style="list-style-type: none"> - In normative terms, regulate the obligation of adopting the integrity plans in the public sector, by passing the new Law on Civil Servants and Public Employees 	Ministry of Interior and Public Administration, in cooperation with Administration for Anti-Corruption Initiative	Second quarter of 2011	Provisions on integrity adopted
	<ul style="list-style-type: none"> - Normatively regulated lobbying area by means of adoption of the Law on Lobbying , in accordance with international standards and good practice, so that lobbying activity could be determined, as well as the rules for performing the control over the lobbying procedure, publicity and transparency of the lobbying procedure provided, as well as illegal lobbying procedure prevented; 	Ministry of Finance in cooperation with the Administration for Anti-Corruption Initiative		The Law on Lobbying has been adopted
	<ul style="list-style-type: none"> - Normatively regulated institute of protection of persons reporting corruption by 	Ministry of Interior		Provisions on

	means of adoption of the new Law on Civil Servants and Public Employees, so that the application of this institute could be extended to all employed persons, employed both on permanent and temporarily basis, as well as to volunteers;	and Public Administration in cooperation with the Administration for Anti-Corruption Initiative		protection of persons reporting corruption have been adopted
	Drafting and adoption of amendments to the Law on Prevention of Conflict of Interests (particularly with regard to: 1) extension of authorisations of the Commission for the Prevention of Conflicts of Interests and strengthening the supervisory role thereof ; 2) stricter penal policy; 3)prohibitions for persons directly elected to be members of managing and supervisory committees; 4) raise in the number of public officials; 5) more precise definition of the term 'public official'; 6) more precise regulation of the procedure for dismissal of a public official; 7) changing of the deadline for submitting the Report on revenues and property; 8) value of gifts; etc, in line with the recommendations of the European Commission.	Commission for the Prevention of Conflicts of Interests , Ministry of Interior and Public Administration, Parliament	Second quarter of 2011	The Law on Amendments to the Law on Prevention of Conflict of Interests has been adopted
	Implement the Training Programme for judges and prosecutors in the area of the fight against corruption, aimed at providing better recognising of corruption and efficient suppression thereof (as a part of the Centre's Annual Programme), covering the following: - Program 1.- Personal and institutional integrity - Program 2. – Corruptive criminal offences -Program 3. – Investigation of criminal activities having the elements of corruption and related issues, with a special emphasis on the modern financial investigation	Judicial Training Centre	Continuously First, second and third quarter of 2011	Programme implemented in cooperation with the UNDP, OSCE, US Embassy and the Human Resources Administration For the purpose of more complete realisation, financial resources are necessary to be provided for engaging national lecturers

4. ACTION PLAN FOR THE FIGHT AGAINST ORGANISED CRIME

PRIORITY	MEASURE	RESPONSIBLE AUTHORITY	DEADLINE	INDICATOR
Strengthening of the fight against organised crime based on threat assessment and proactive investigations, increased cooperation with regional and EU partners, efficient processing of criminal intelligence and enhanced law enforcement capacities and coordination. Development of solid track-record in this area	Provide necessary funds for the implementation of the CPC: - the budget for 2011 should envisage resources for salaries and other personal incomes of public prosecutors and their deputies, the missing number of servants and employees in line with the Plan for Implementation of the Criminal Procedure Code (CPC)	Supreme State Prosecutor's Office, Prosecutorial Council, Government of Montenegro, Parliament of Montenegro	I – III Q 2011	Budgetary funds for the salaries of public prosecutors and their deputies, the missing number of servants and employees, as well as the amount of 1,450,000 euro for capital expenditures for state prosecution offices have been provided.
	- create appropriate working environment and provide equipment for the needs of the State Prosecutor's Office			The budgetary funds amounting to 300,000 euro for the reconstruction and equipping of court rooms are provided
	- reconstruction and equipping of three court rooms (two in Podgorica and one in Bijelo Polje)			The court rooms have been reconstructed.
	- election of a missing number of state prosecutors' deputies and employment of a corresponding number of servants and employees in line with the CPC implementation plan.			Necessary deputies and servants are appointed.
	Drafting of plans and programmes of educations for prosecutors and judges aimed at the improvement of expert knowledge, realisation of training in the following areas: -organised crime and corruption -special trainings on suppression of corruption -special trainings on running financial investigations -raising of awareness and promotion of new institutes in the CPC among the lawyers specialised for criminal law; -education of trainers on the CPC and drafting of an appropriate manual -training on the transfer of experience on the pre-criminal procedure from investigative judges to state prosecutors -extended confiscation of material gain -secret surveillance measures -witness protection	Prosecutorial Council, Centre for Education of Judges and Prosecutors, Police Academy, Human Resource Administration	Continuously	Necessary programmes are drafted, Report on the implemented trainings

Drafting of the plan of cooperation with prosecutorial bodies of neighbouring countries aimed at further improvement of cooperation in the suppression of corruption and cross border organised crime;	Supreme State Prosecutor's Office-division for international cooperation -division for suppression of organised crime, corruption and crimes of war	II, III, IV Q 2011	The cooperation plan is drafted.
Implementation of the plan of cooperation with prosecutorial bodies of neighbouring countries.			Report on the number of joint activities.
Strategy of development and functioning of the Police 2011-2013	Ministry of Internal Affairs and Public Administration (MIAPA) Police Administration	IV Q 2010	Strategy of development and functioning of the Police is adopted.
Law on Police	MIAPA	II Q 2011	The Law on Police is adopted.
Law on DNA Register	MIAPA	II Q 2011	The Law on DNA Register is adopted.
Amendments to the Rulebook on the classification and description of working posts in the Police Administration	MIAPA Police Administration	I Q 2011	The Rulebook has been amended.
Analysis of the implementation of the Strategy for the Integrated Border and Border Crossings Management and dynamics of the realisation of the Action Plan: Preparation of the Report on the realisation of the Action Plan for the implementation of the Strategy for IBM for 2010 with priority activities in 2011 (IV Report)	MIAPA Police Administration -Customs Administration -Veterinary Administration -Phytosanitary Administration	I Q 2011	On grounds of rationality and the need for comprehensive understanding of the issue of borders and border-crossings of Montenegro, the Report will contain activities related to the implementation of agreements on mutual cooperation in IBM, tasks of delimiting and establishment of the state border and conclusion of international agreements on the state border, opening of border-crossings in international and border transport, implementation of the Agreement on the Opening of the Joint Border Crossing Sukobin-Murićan, building and reconstruction of the existing infrastructure

				on border crossings and priority activities aim at the realization of the dynamics of the implementation of the Action Plan and EC recommendations.
	-Preparation of the Law on Ratification of the Agreement between the Government of Montenegro and the Council of Ministers of Bosnia and Herzegovina on Border Crossings for the International Transport.	MIAPA	I Q 2011	The Law on the Ratification of the Agreement is adopted.
	Implementation of the Agreement on the Opening of the JBC Sukobin-Murićan	MIAPA	2011	Protocol between MIAPA of Montenegro and the Ministry of Finance of the Republic of Albania on the payment of expenses occurred in the work of the JBC Sukobin-Murićan is concluded. The procedure of crossing the state border is simplified by the application of the concept "one-stop-shop" – unique counter and selectiveness based on the risk assessment.
	Improvement of the inter-ministerial cooperation in the implementation of the Strategy on IBM on the national, regional and local level; Consistent implementation of the Agreement on Mutual Cooperation in IBM signed between the Ministry and border services	MIAPA Police Administration -Customs Administration -Veterinary Administration -Phytosanitary Administration	2011	Efficient vertical and horizontal cooperation, harmonization of procedures, joint risk analysis, exchange of information and use of equipment, coordination of teams for the implementation of the Strategy for the integrated border management on the regional and local level – on border crossings, important for the suppression of all kinds of cross border crime.
	Construction and reconstruction of border crossings: construction of border crossings Dobrakovo and Draćenovac under IPA-2008	MIAPA	2011	Border crossings Dobrakovo and Draćenovac are built.
	Implementation of the second phase of the Project "Intelligence Led Police" through:	Police Administration	I-II Q 2011	As a support for the realisation of this measure, one part of activities will be

	<p>1. Twining light project IPA 2010 2. Development of software modules for the Criminal Intelligence System 3. procurement of equipment and computer hardware 4. Realisation of training programme with own trainers 5. Participation on regional and international seminars and conferences</p>			<p>realised through a project with DEU IPA 2010-ILP (it is necessary to provide funds from the Budget of Montenegro in the amount of 250,000 euro)</p>
	<p>Continue with the improvement of conditions for criminal and criminal-intelligence affairs in branch units</p>	<p>Police Administration</p>	<p>I Q</p>	
	<p>Improvement of the inter-agency cooperation through the collection, exchange and analysis of data: -Connection of intelligence systems of the Police Administration by links with computer networks and data bases of the Tax Administration, Customs Administration and Administration for Prevention of Money Laundering and Financing Terrorism.</p>	<p>Police Administration, - Customs Administration -Tax Administration - Administration for Prevention of Money Laundering and Financing Terrorism</p>	<p>I Q</p>	<p>The links are provided.</p>
	<p>Initiation and participation in the implementation of financial investigations for the purpose of confiscation of illegally obtained property by public bodies competent for discovering and prosecution of perpetrators of criminal offences.</p>	<p>Supreme State Prosecutor's Office, Police Administration</p>	<p>Continuously</p>	<p>Number of realised investigations, number of indictments</p>
	<p>Creating conditions and capacities for more efficient work of the joint investigative team</p>	<p>Supreme State Prosecutor's Office – Special State Prosecutor, Police Administration, Customs Administration -Tax Administration - Administration for</p>		<p>Number of joint investigations</p>

		Prevention of Money Laundering and Financing Terrorism		
	Improvement of cooperation on the regional level in investigations of criminal offences with elements of organized crime and drugs	Supreme State Prosecutor's Office Police Administration	2011 Continuously	Number of held consultative meetings, number of joint investigations, prepared report on cooperation
	Establishment of more efficient centralized organization unit for the fight against drugs and of branch organization units	MIAPA Police Administration	I Q 2011	
	Development of direct contacts between the police and judiciary bodies in the countries of the region and further, through the exchange of data, running joint investigations etc, in the area of the fight against drugs	Police Administration	Continuously	
	Forming of an organizational unit for international police cooperation as a national contact point of the Police Administration for the coordination of international activities which involves the connection with the EUROPOL (National bureau of the Europol), INTERPOL (National central bureau of the Interpol), SECI (national contact point), foreign officers for connection, SIRENE (SIRENE bureau), FRONTEX, OLAF and other international organizations for law enforcement.	Police Administration	I Q 2011	Unit is formed.
	Creation of preconditions for the efficient functioning of the unit for international police cooperation.	Police Administration	Continuously	
	Provision of necessary equipment (hardware and software) for the connection of the organizational unit for international police cooperation with other organizational units of the Police Administration. Namely: -Interconnection of all border crossings with the Interpol data base for the check of persons, vehicles and documents on border crossings - Introduction of Interpol FIND system		II Q	Equipment is provided. All border crossings are interconnected with the Interpol base. Introduction of FIND system
	Implementation of trainings of the servants of the Witness Protection Unit	Police Administration	Continuously	The unit is a part of the Project WINPRO of the Agency NICO of the Republic of

				Northern Ireland, deadline 2010 -2012
	Procurement of special equipment for the Witness Protection Unit	Police Administration	Continuously	The equipment is provided.
	Forming of the Undercover Investigator Unit	Police Administration	II Q 2011	The unit is formed.
	Provision of necessary special technical capacities for the work of the Units of Undercover Investigators and procurement of special equipment	Police Administration	Continuously	Premises and equipment are provided.
	Continuation of the started trainings of undercover investigators	Police Administration	Continuously	The measure should be realised in cooperation with ICITAPOM of Montenegro under the IPA 2009 Twining project and the Police of Germany.
	Strengthening of supervision on the blue border through the setting of electronic surveillance over the blue border	Police Administration	II Q	Establishing of electronic supervision of the blue border is a part of the project EXBS of the Ministry of Defence of the USA which is realised in cooperation with the USA Embassy in Belgrade, and it implies the setting of efficient blue border supervision system with the use of adequate software which recognises, records and monitors the movement of vessels through the operational centre of the Navigation Unit in Bar.
	Improvement of the risk analysis system in the Border Police Department through the adoption of the Instruction for the implementation of risk analysis in the border police I <i>Risk Factor: For the part of activities related to the provision of material-financial resources. The part of activities will be realised through the project with DEU IPA2010-ILP together with the Criminal Police Department</i>	Police Administration	I Q 2011 By the end of 2012	The first phase envisages the defining of legal basis, plan of training for carriers of activities and networking of at least three border police branch offices with the Criminal Intelligence System (KriS). Proposal for the Rulebook on the classification of working posts should define working posts for the risk analysis on the local, regional and central level.
	Strengthening of cooperation with border polices of	Police Administration	Continuously	- number of meetings held on local, regional

	neighbouring countries			and central level, number of realised joint activities (patrols, actions, etc), - assessment of work on joint border crossings, etc.
	Adoption of the Law on Amendments to the Law on Prevention of Money Laundering and Financing Terrorism. For the purpose of realisation of the remaining recommendations of MONEYVAL, the Amendments to the Law on Prevention of Money Laundering and Financing Terrorism will be related to: electronic transfer of money, new technologies, unusual transactions, reporting suspicious transactions after their execution, treatment of countries with higher risk from money laundering and terrorism financing.	Ministry of Finance and Administration for Prevention of Money Laundering and Financing Terrorism	II Q 2011	Law on Amendments to the Law on Prevention of Money Laundering and Financing Terrorism is adopted.
	By innovation and improvement of the IT system, the Administration for Prevention of Money Laundering and Financing Terrorism will improve the manner of reception, analysis and processing of data and implement new analytical tools which will provide quality searches and connection of subjects of internal and external data bases, as well as better and more comprehensive analysis of subjects.	Administration for Prevention of Money Laundering and Financing Terrorism	III Q 2011	Improved and innovated IT system and set analytical tool of 12 bases; - mentioned improvements will provide keeping of own statistics.
	Signing of agreements with competent public bodies: - signing of the agreement with the Police Administration - signing of the agreement on data exchange with the Deposit Insurance Fund	Administration for Prevention of Money Laundering and Financing Terrorism, Police Administration, Deposit Insurance Fund	II Q 2011	Signed agreements with the Police Administration and Deposit Insurance Fund - defined contact persons in charge for the data exchange between the Police Administration and Administration for Prevention of Money Laundering and Financing Terrorism - efficient exchange of financial intelligence
	Signing of bilateral agreements with Canada, Hungary, Japan, Cyprus, Saudi Arabia and British Virgin Islands (free	Administration for Prevention of Money	III Q 2011	Signed agreements with Canada, Hungary, Japan, Cyprus, Saudi Arabia and British

	data exchange)	Laundering and Financing Terrorism		Virgin Islands
	<p>Implementation of IPA 2008 –Twining programme “Strengthening of regulatory and supervisory capacities of financial regulators in the area of prevention of money laundering and terrorism financing“</p> <ul style="list-style-type: none"> - Training of inspectors of the Administration for Prevention of Money Laundering and Financing Terrorism and supervised obligors - Drafting of procedures related to planning and control of obligors by the Administration for Prevention of Money Laundering and Financing Terrorism 	Administration for Prevention of Money Laundering and Financing Terrorism, Central Bank of Montenegro, Insurance Supervision Agency, Securities Commission	III Q 2011	Training for the employees and obligors are carried out, procedures related to planning and control of obligors by the Administration for Prevention of Money Laundering and Financing Terrorism are carried out
	Organisation of educations on the cooperation and provision of international legal help in criminal matters, with special accent on bilateral agreements on extradition.	Centre for Education of Judges and Prosecutors of Montenegro	3 seminars –II and III Q 2011	<p>Educations completed.</p> <p><i>Risk factor: financial means for the realisation</i></p>
	<p>Realisation of special education in the areas of:</p> <ul style="list-style-type: none"> - witness protection and secret surveillance measures - confiscation of proceeds of criminal activities - modern financial investigations - agreement on confession of guilt 	Centre for Education of Judges and Prosecutors of Montenegro	I, II and III Q 2011	<p>Realised educations:</p> <ul style="list-style-type: none"> - planned 5 seminars <p><i>Realisation under the Twining project “Support to the implementation of the new CPC” and in cooperation with the USA Embassy</i></p>

5. ACTION PLAN FOR THE AREA OF PUBLIC ADMINISTRATION REFORM

PRIORITY OBJECTIVE	ACTIVITY	RESPONSIBLE AUTHORITY	DEADLINE	INDICATOR
Create a strategic framework for public administration reform in Montenegro	1. Preparation of a proposal for the Public Administration Reform Strategy 2011-2015, with an accompanying Action Plan (AURUM)	Government of Montenegro's expert team for public administration reform	First quarter of 2011	- Strategy and Action Plan adopted
Simplify and shorten the administrative procedures	2. Proposal for the Law on Administrative Procedure / Law on Amendments to the Law on Administrative Procedure	Ministry of Interior and Public Administration (MlaPA)	2011	- Proposal for the Law adopted
	3. organise trainings for state employees in implementation of amendments to the Law on Administrative Procedure	Human Resources Administration (HRA), <i>(Lecturers: administrative inspectors and judges of the Administrative Court)</i>	Continuously	- Number of trainings organised, number of attendants from each institution
Improve recruitment, remuneration and promotion (merit-based career system) in public administration, by defining objective criteria	4. Proposal for the Law on Civil Servants and Public Employees harmonised with EU standards	MlaPA HRA Ministry of Finance	June 2011	- Proposal for the Law adopted
	In normative terms, regulate the obligation to develop integrity plans for civil servants	HRA	Continuously	- Number of trainings organised, number of attendants from each institution
Strengthen the control function of the administrative inspection	6. Fill in vacancies in the Division for Inspection Supervision in the MlaPA	MlaPA	March 2011	- Number of occupied work posts compared with the number of planned work posts

	7. Increase the number of controls carried out <i>ex officio</i> by the Administrative Inspection	MlaPA	June 2011	- Report on inspection controls
Strengthen capacities of the Human Resources Administration	8. Adopt a new Rulebook on Internal Organisation and Job Description of the Human Resources Administration	HRA	March 2011	- New Rulebook on Internal Organisation and Job Description of the Human Resources Administration adopted
	9. Prepare a programme of trainings for employees of HRA	HRA	Continuously	- Number of trainings organised, number of attendants for each topic
Define a stimulating and objective system of salaries - create preconditions for remuneration of civil servants working in the public administration, depending on their performance results; - improve the quality of services that the public administration provides to citizens, through increasing motivation for work among civil servants	10. Proposal for the Law on Salaries of Employees Financed from the Budget of Montenegro	Ministry of Finance	June 2011	- Proposal for the Law adopted
Strengthen administrative and professional capacities of the Ombudsman	11. Improve material conditions for work of the Ombudsman, through the 2011 Budget Law	Ministry of Finance	January 2011	- Funds provided, adequate number of civil servants with required qualifications employed
Improve transparency and responsibility in spending tax payers' funds	12. Improve material conditions for work of the State Audit Institution (SAI), through the 2011 Budget Law	Ministry of Finance	January 2011	- Funds provided
	13. Define a mechanism for monitoring implementation of recommendations given by SAI	Ministry of Finance	June 2011	- MF Report
	14. Organise specialised trainings for civil servants working on preparation of normative acts	HRA (Lecturers: civil servants from the	Continuously	- Number of trainings organised, number of attendants from each ministry

		<i>Secretariat for Legislation)</i>		
	15. Improve material conditions for work of the Secretariat for Legislation, through the 2011 Budget Law	Ministry of Finance	January 2011	- Funds provided, adequate number of civil servants with required qualifications employed in the Secretariat for Legislation
Improve organisation of state administration, through precise distribution of competences and responsibilities of state administration bodies	16. Prepare a functional analysis of organisation of state administration, with relevant recommendations	MlaPA, HRA, MF, Cabinet of the Deputy PM for Political System	December 2011	- Analysis, with relevant recommendations, prepared
Gradually implement further functional decentralisation	17. Proposal for the Law on Territorial Organisation of Montenegro	MlaPA	June 2011	- Proposal for the Law adopted

6. ACTION PLAN FOR THE AREA OF MEDIA

PRIORITY	MEASURE	RESPONSIBLE AUTHORITY	DEADLINE	INDICATOR
Improvement of the freedom of media, particularly through alignment of legislation with the jurisprudence of the European Court of Human Rights related to defamation, and strengthening of cooperation with civil society organisations	Modify the Criminal Code for the purpose of further decriminalisation of defamation, with the view to strengthening the freedom of media	Ministry of Justice	First quarter of 2011	Amendments to the Criminal Code adopted
	Take a general position on the amount of non-pecuniary compensation for damage caused by defamation through media, in accordance with the jurisprudence of the European Court of Human Rights	Supreme Court	February 2011	Case law in this area developed
	Examine the modalities for granting state aid to media in the light of global economic and financial crisis	Ministry of Culture Ministry of Finance	June 2011	State aid granted
	Define the model for financing of the Journalists' Self-Regulatory Body	Ministry of Culture Media Institute	Jun 2011	Financing model defined (EUR 50,000 at the annual level)
	Membership of the national Public Broadcasting Service Radio-Television of Montenegro in the Journalists' Self-Regulatory Body	Radio-Television of Montenegro	Jun 2011	

	Adopt the 2011 financial plan of the Agency for Electronic Media	Council of the Agency for Electronic Media	February 2011	
	Organise two seminars for judges and prosecutors in the freedom of expression based on the jurisprudence of the European Court of Human Rights	Judicial Training Centre	Jul 2011	EUR 5,000–7,000 The required funds suggested by the Judicial Training Centre

7. ACTION PLAN FOR THE AREA OF CIVIL SOCIETY

STATE OF PLAY	ACTIVITY	RESPONSIBLE AUTHORITY	DEADLINE	INDICATOR
Cooperation of the Ombudsman with NGOs on monitoring respect of fundamental rights and freedoms and improving the legal framework is still weak. (23)	Consultations with NGOs, upon the Ombudsman's initiative, by relevant groups	Ombudsman	Continuously	- number of meetings held with NGOs - number of initiatives launched by NGOs - number of Ombudsman's recommendations upon NGO initiatives
	Campaigns for raising awareness on importance of the Ombudsman	Ombudsman	Continuously	- number of campaigns conducted - Ombudsman's website regularly updated
The Council for Cooperation with NGOs is not yet functioning. (26) <i>Note: Structure of the Council – out of 12 NGO representatives, 7 come from Podgorica and one from Bijelo Polje, Gusinje, Rožaje and Nikšić respectively. There are no representatives from the southern region of Montenegro.</i>	Publish the Decision on Appointment of the Council in the Official Gazette of Montenegro; inform the media; publish the Decision on the Government's website; announce the first meeting of the Council	Office for Cooperation with NGOs PR Bureau	December 2010	- Decision published in the Official Gazette of Montenegro - number of information on the Council published in the media - Government's website regularly updated with information on the work of the Council - first meeting of the Council announced
	Prepare a proposal for the Council's Rules of Procedure	Office for Cooperation with NGOs	December 2010	- proposal for the Rules of Procedure prepared and submitted to members of the Council for consideration
	Organise the first meeting of the Council (open for media), and adopt the Rules of Procedure	Office for Cooperation with NGOs	January 2011	- first meeting held - number of media informing on the meeting - Rules of Procedure of the Council's adopted
	Reporting on activities of state administration bodies in 2010 and in the first quarter of 2011, along with giving recommendations	All state administration bodies	April 2011	- first report, with recommendations, considered and adopted by the Council
	Second meeting – consideration of reports of state administration bodies – recommendations	Council Office	April 2011	- second report, with recommendations, considered and adopted by the Council - reconsider the composition of the Council and possibly launch a procedure for involving NGO representatives from the area of consumer protection

The procedure for selection of NGO representatives on the National Council for European Integration needs to be improved. (26) <i>(Procedure for selection of NGO representatives into the Council for Cooperation with NGOs could be used as an example)</i>	Prepare a proposal for amendments to the Decision establishing the NCEI, which will contain provisions on the procedure and criteria for selection of NGO representatives into the NCEI	NCEI - Parliament	2011	- proposal for amendments to the Decision establishing the NCEI prepared
	Invite interested NGOs to give their opinions on the proposal for amendments to the Decision	NCEI	2011	- invitation published on the Parliament's website - number of submitted suggestions and opinions
	Organise at least two thematic meetings of the NCEI	NCEI	January – June 2011	- number of proposals adopted by the NCEI in the thematic meetings
The transparency and monitoring of state financing and tax relief for NGOs need to be improved. (26)	Law on Games of Chance, Decree: Publish the following on the Commission's website and in at least one of the printed media: - Decision on Allocation of Funds; - data on projects to which funds have been granted; - data on monitoring the implementation of financed projects.	Ministry of Finance – Commission for Allocation of Funds from Games of Chance Administration for Youth and Sport	Continuously	- Data published on the Commission's website and in the printed media - Report on implementation of projects adopted and published on the Ministry of Finance's website
	Perform regular control of spending of allocated funds	Commission for Allocation of Funds from Games of Chance	Continuously	Commission's report on funds spent
	Prepare an analysis of valid legislation relevant for operation of NGOs	Working Group for analysing valid legislation relevant for operation of NGOs	December 2010	Analysis prepared, with recommendations given for amending the Law on Non-Governmental Organisations
	Prepare a proposal for amendments to the Law on Non-Governmental Organisations, defining clear criteria for allocation of funds from the Budget (all funds provided by state administration	Ministry of Interior and Public Administration, in cooperation with Ministry of Finance	2011	- Proposal for the Law on Amendments to the Law on Non-Governmental Organisations prepared

	bodies and the Parliament, not including the funds collected in accordance with the Law on Games of Chance)	and Office for Cooperation with NGOs		
	Consider the need for aligning provisions of the Law on Non-Governmental Organisations and the Law on Games of Chance, because according to the current solutions, some NGOs are entitled to obtaining funds from both sources	Ministry of Finance, Ministry of Interior and Public Administration, Office for Cooperation with NGOs	2011	- Proposal for the Law on Amendments to the Law on Games of Chance prepared
	Law on Non-Governmental Organisations Publish the following on the website and in at least one of the printed media: - Decision on Allocation of Funds; - data on projects to which funds have been granted; - data on monitoring the implementation of financed projects.	All state administration bodies	Continuously	- Data published on the website of the competent state administration body and in printed media - Report on implementation of projects adopted and published on the website of the competent state administration body
State financial support to NGOs dealing with socially vulnerable groups is often insufficient. (26)	Prepare a report on the amount of financial support provided to NGOs at the annual level	Office for Cooperation with NGOs	February 2011	- Report prepared and submitted to the Council for Cooperation with NGOs
	On the basis of the Ministry of Finance's report, recommend increase and different allocation of funds for certain areas	Council for Cooperation with NGOs	2011	- Number of recommendations given by the Council
Regular updating of the register of NGOs (26)	Prepare a new Rulebook on register keeping (with an electronic version)	Ministry of Interior and Public Administration	2011	- New Rulebook prepared and adopted
<i>Note: This obligation is contained both in the Strategy and the Action Plan for Cooperation with NGOs</i>	Provide technical conditions for data processing	Ministry of Interior and Public Administration	2011	- Software created - Equipment purchased - Number of NGOs that have harmonised their acts with the Law on Amendments to the Law on Non-Governmental Organisations

The cooperation of the government with NGOs, in particular in the course of the legislative process and on definition of major public policies and projects, remains insufficient. (26)	Consider the possibility of adopting Guidelines for involving NGO representatives in the procedure of defining public policy acts, through a Government's Conclusion	Ministry of Interior and Public Administration, Office for Cooperation with NGOs	January 2011	- Guidelines prepared and adopted by a Government's Conclusion
	Prepare a report on activities taken on the basis of agreements on cooperation signed with NGOs so far	All state administration bodies Office for Cooperation with NGOs	Continuously	- Report on the number of signed agreements on cooperation and activities taken by line ministries on the basis of these agreements
	Sign new agreements on cooperation with NGOs active in relevant areas	All state administration bodies Office for Cooperation with NGOs	Continuously	- Number of signed agreements - Report on joint activities taken on the basis of those agreements
	Consultations with NGOs (round tables, meetings, joint documents)	All state administration bodies Office for Cooperation with NGOs	Continuously	- Number of organised meetings, round tables and public debates - Number of NGOs involved in preparation of regulations - Number of accepted NGO initiatives
Protection and shelter of victims, including children, are ensured by NGOs, which lack financial support from the state. (28)	Develop a strategy and action plan for implementation of the Law on Protection Against Domestic Violence	Ministry of Labour and Social Welfare	2011	- Strategy and Action Plan prepared and adopted
	Prepare bylaws in accordance with the Law on Protection Against Domestic Violence	Ministry of Interior and Public Administration, Ministry of Health	February 2011	Bylaws adopted
	Organise training in implementation of the Law on Protection Against Domestic	Police Academy, Police	2011	- Number of organised trainings - Number of attendants

	Violence for police officers and judges	Administration, Judicial Training Centre, Human Resources Administration, relevant NGOs		
	Provide shelters (in the southern, central and northern region)	Ministry of Labour and Social Welfare, local self-governments, NGOs	2011 onwards	<ul style="list-style-type: none"> - Number of shelters provided, number of inmates - Number of agreements signed with NGOs in this area - Amount of funds allocated for financing of NGOs dealing with protection and provision of shelter to domestic violence victims
	Organise campaigns for raising awareness of the Law	Ministry of Labour and Social Welfare, Police Administration, Office for Cooperation with NGOs, relevant NGOs	2011	<ul style="list-style-type: none"> - Number of campaigns conducted - Number of accepted NGO initiatives
The provisions concerning direct taxation of the limited commercial activities of non-governmental organisations are not compatible with EU legislation. (82)	Prepare an analysis of relevant legislation, particularly in the part related to direct taxation of the limited commercial activities of non-governmental organisations	Ministry of Finance, Tax Administration	2011	- Analysis prepared, with relevant recommendations
	On the basis of the analysis, prepare proposal for amendments to relevant legislation	Ministry of Finance, Tax Administration	2011	- Proposal for amendments to relevant legislation prepared
Support for consumer NGOs as well as awareness raising within the general public need to be promoted. (116)	Organise campaigns for raising awareness of the importance of the Law on Consumer Protection	Ministry of Economy, Office for Cooperation with	2011	<ul style="list-style-type: none"> - Number of campaigns conducted - Number of accepted NGO initiatives

		NGOs, relevant NGOs		
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8. ACTION PLAN FOR THE AREA OF HUMAN RIGHTS

PRIORITY	MEASURE	RESPONSIBLE AUTHORITY	DEADLINE	INDICATOR
Adopt the Law on Protector of Human Rights and Freedoms	The Government of Montenegro adopted Proposal Law on Protector of Human Rights and Freedoms in its session held on 29 July 2010. Proposal Law was discussed in the sessions of parliamentary committees, and plenary discussion is expected in the next session of the Parliament of Montenegro.	MNE Parliament	December 2010	Adopted Law
Capacity building of the Office of Protector of human rights and freedoms / Ombudsman	New Law on Protector of Human Rights and Freedoms defines Ombudsman as national mechanism for preventing the torture and other forms of inhuman treatment and punishment, as well as the institutional mechanism for protection against discrimination. These two new competencies call for capacity building of the institution, as follows:			
	Proposal to increase budgetary means for work (at least for 30% in comparison to budget for 2010)	MPHMR and Ombudsman MNE Parliament	December 2010	Increased budget in the Law on Budget for 2011 for work of the Ombudsman
	Increased number of employees (1 deputy and 5 employees)	Ombudsman	II Quarter of 2011	Number of employed persons in relation to number of needed staff
Record on cases and filed complaints in regard to discrimination	Pursuant to Article 33 of the Law on Protection against Discrimination, bodies, other legal and physical entities, as well as courts, inspection bodies and misdemeanor bodies are obliged to keep separate record on all cases of reported discrimination, i.e. filed complaints in regard to discrimination.			
	Define content and manner of keeping of record on all cases of reported discrimination, i.e. filed complaints in regard to discrimination	MPHMR	January 2011	Adopted bylaws in accordance with the Article 33
	Monitoring of record on all cases of reported discrimination, i.e. filed complaints in regard to discrimination	Ombudsman	Continuous (at least once per year)	Report on cases of discrimination based on reported cases and filed complaints, with recommendations Report on activities of institutions, which are based on recommendations of

				Ombudsman
Campaign „Let's prevent and report discrimination”	Conduct a wide campaign with aim to understand the content and possibilities provided by the Law on prohibition of discrimination, and in order to raise awareness on issues relating to discrimination:	MPHMR, Ombudsman and NGOs		
	Media campaign (printed and electronic media)		June 2011 Continuous	Number of realized campaigns per type of media and per topic
	Brochures and leaflets		February 2011	Number of printed brochures, report on manner and scope of distribution
	Billboards		March 2011	Number of billboards placed, locations and duration
	Public events		September 2011 Continuous	Number of held public events, topics, number of participating NGOs, number of recommendations from the events
Training of employees in certain bodies on issues relating to discrimination	To raise level of training of employees in bodies which, in accordance with the Law on prohibition of discrimination, play the most important role in prevention and protection against discrimination. Training will be realized in accordance with defined education plan.			
	a) Ombudsman – employed persons	MPHMR and HRMA	Continuous	Trainings envisaged in Education Annual Plan Report on realized trainings (topic, number of participants)
	b) Inspection bodies	MPHMR and HRMA	May 2011	Trainings envisaged in Education Annual Plan Report on realized trainings (topic, number of participants)
	c) Police	Police Academy	June 2011	Trainings envisaged in Education Annual Plan

				Report on realized trainings (topic, number of participants)
	d) Bearers of judicial functions	Judicial Training Centre	July 2011	Trainings envisaged in Education Annual Plan Report on realized trainings (topic, number of participants)

9. ACTION PLAN FOR PERMANENT SOLVING OF STATUS OF REFUGEES AND DISPLACED PERSONS IN CAMP KONIK I and II

ACTIVITY	RESPONISBLE AUTHORITY	DEADLINE	INDICATOR
GOAL: VOLUNTARY RETURN			
Prepare multi-annual program document for solving of the issue of Konik	MLSW; MEI; Working group for solving of Konik issue		Adopted Strategy for permanent solving of Konik issue
Prepare project fish for IPA 2011	MLSW; MEI; Working group for solving of Konik issue;	February 2011	Prepared project fish
Prepare study on needs of Konik population	MLSW; MEI; Working group for solving of Konik issue; RCB, RCMNE; Capital of Podgorica; UN agencies	Mid- 2011	Adopted Study with recommendations
Determine precise data on number of persons that want to return to the country of origin on basis of individual interviews	RCB; MLSW ; MoIPA; RCMNE; Capital of Podgorica; UNHCR.	February 2011 and onward	Report on number of persons that want to be returned to country of origin
Provide information campaigns for return, in field and via printed and electronic media at the territory of entire Montenegro	MLSW; RCB; Capital of Podgorica, RCMNE; UNHCR; EUDel; EC Kosovo	Continuous	Number of realized campaigns, published public calls, news programs in electronic media
Ensure means for visits to Kosovo „go-see” and „go – inform yourself”	MLSW; RCB; UNHCR;	Continuous	Number of realized visits in relation to submitted request
Sign Memorandum on return of displaced persons to Kosovo	MFA MNE; MoIPA; MLSW; RCB; UNHCR; EUDel; EC Kosovo;	Mid- 2011	Signed Memorandum Prepared report on realized activities upon this Memorandum
Sign Memorandum on subsequent enroll in civil registries between the Government of Montenegro and the Government of Kosovo	MFA MNE; MoIPA; MLSW; RCB; UNHCR; EUDel; EC Kosovo;	Beginning of 2011	Signed Memorandum Number of subsequent registries on basis of signed memorandum
Sign Agreement on return between municipalities of origin of displaced persons and local self-governments of Montenegro	MFA MNE; MLSW; MoIPA; RCB, Association of municipalities of Montenegro, Local self-governments	Mid- 2011 and onward	Signed Agreement Number of defined locations for construction of houses for return in municipalities in Kosovo

			Number of submitted requests for return
Sign Agreement with Serbia on return of displaced persons	MFA MNE; MoIPA; MLSW; RCB; UNHCR; EUDel; EC Kosovo; Danish council for refugees	Mid- 2011	Signed Agreement Prepared report on realized activities upon this Agreement
Prepare joint plans for construction of objects in recognized municipalities on Kosovo	MLSW; RCBI; Local self-governments; UNHCR; EUDel; EC Kosovo	End of 2011 and onward	Number of joint plans for construction Number of houses build up per municipality Number of returned families (persons)
GOAL: INTEGRATION			
Determine precise data on number of persons that want to stay in Montenegro: a. Determine number of persons with documents b. Determine number of persons without documents	MoIPA; MLSW; MPHMR; RCB; RCMNE; Capital of Podgorica; UNHCR; DEU;	February 2011	Report on number of persons that want to stay in Montenegro Number of persons that possess or do not possess documents respectively
Analysis of document „Challenges in addressing the status of foreigner to displaced and internally displaced persons” prepared by UNHCR, and realization of conclusions resulting from the Analysis	MoIPA; MLSW; MPHMR; RCB; RCMNE; Capital of Podgorica; UNHCR; DEU;	March 2011	Adopted Analysis with conclusions Number of persons that were granted status of foreigner
Assistance in collecting the documents necessary for exercise of right to status of foreigner with permanent residence	MoIPA; MLSW; MF; MPHMR; RCB; UNHCR; DEU;	Permanent	Number of persons that exercised right to status of foreigner with permanent residence
Exercising the right to social protection	MLSW; MF; MPHMR; RCB; RCMNE; UNHCR; DEU	Permanent activity	Number of persons that exercised right to social protection
Exercising the right to health protection	MH; MF; MPHMR; RCB; RCMNE; UNHCR; DEU;	Permanent activity	Number of persons that exercised right to health protection
Exercising the right to education - construction of kindergarten under DUP /detailed urban plan/ in Camp Konik I	MES; MF; MPHMR; RCB; Capital; RCMNE; UNHCR; DEU	Permanent activity - 2012 and onward	Number of persons that exercised right to education Constructed kindergarten, number of

			children enrolled
Exercising the right to employment - construction of a recycling centre within the landfill	MLSW; EA; RCB; Capital of Podgorica; UNHCR; DEU;	Permanent activity - 2012 and onward	Number of persons that exercised right to employment Constructed recycling centre
Exercising the right to housing through: - preparing spatial-urban plan of the Capital – analyzing of spatial solutions for Konik I and preparing of spatial plan for this location; - Identifying of sites for prefabricated construction of housing facilities in the Capital; - Construction of facilities and equipping of identified sites;	MLSW; MF, Capital of Podgorica, RCB; UNHCR; DEU;	End 2011 and onward	Prepared spatial – urban plan of the Capital with analysis of spatial solution for Konik I Identified sites for prefabricated construction of housing facilities Number of constructed facilities, number of persons whose housing problems were solved in this manner
Providing protection zone around landfill in order to ensure regular functioning of the landfill; Realization of the project of landfill waste water treatment;	MLSW; MF, Capital of Podgorica, RCB; UNHCR; DEU;	Permanent activity - 2012 and onward	Provided protection zone around landfill Realized project that ensures landfill waste water treatment;
Sign agreement on readmission with Kosovo	MoIPA; MFA; PD;	Mid - 2011	Signed Agreement Report on realized activities upon the Agreement

Proposal conclusions for the Government:

The Government of Montenegro, in its session held on 16 December 2010, discussed and adopted the **Draft Action Plan for monitoring implementation of recommendations given in the European Commission's Opinion.**

Given the abovementioned, the Government adopted following conclusions:

1. Ministry for European Integration is to **coordinate implementation of the Program of public debate on Draft Action Plan** in accordance with the dynamic defined in the Framework Activity Plan.
2. Ministry for European Integration is to **prepare**, immediately after adoption of Draft Action Plan, **translated version of the Draft Action Plan and to deliver it to the European Commission, via EU Delegation to Montenegro, for comments and suggestions**; furthermore, immediately after adoption of the Draft Action Plan, it is necessary to **publish it on the web site of the Government of Montenegro, in Montenegrin and English language.**
3. Ministry for European Integration is to **coordinate activities on preparation of visits of European Commission missions and expert missions from the EU Member States to Montenegro** and to **inform continuously on it Coordination Team and the Government.**
4. Ministry for European Integration is to **prepare periodic reports on realization of obligations defined in the Action Plan** for monitoring implementation of recommendations given in the European Commission's Opinion, in accordance with the dynamic defined in the Framework Activity Plan.