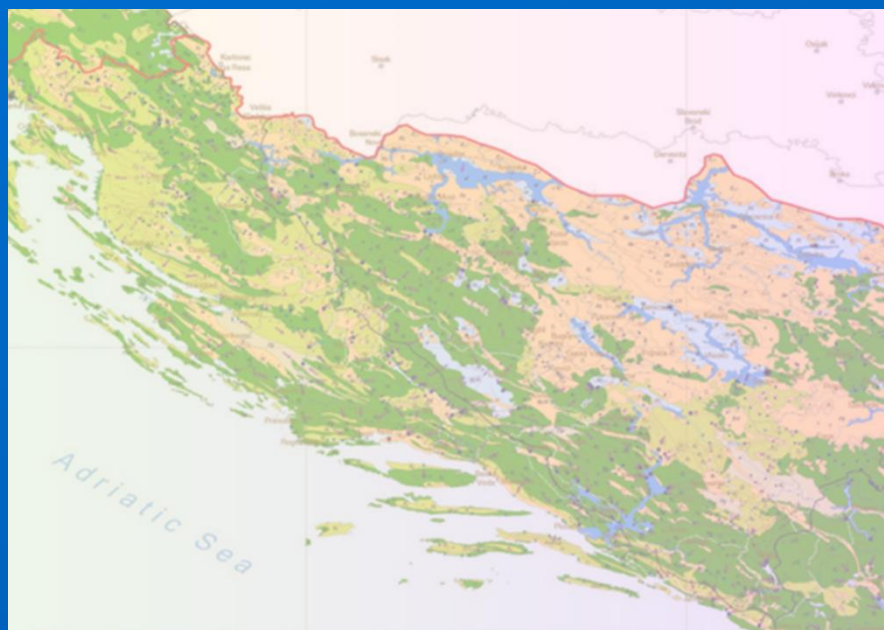


# DIKTAS II

Implementation of the strategic action program (SAP) of the Dinaric karst aquifer system:  
improving groundwater governance and sustainability of related ecosystems.



2nd in-person EXPERT MEETING

10-11 November 2025

Sarajevo, Bosnia and Herzegovina



# Gender Analysis of Water Sector Governance & Management in Montenegro

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# Why Gender Matters in Water Sector?

- Water is a **fundamental human right** that underpins health, education, agriculture, and economic development.
- Access to, control over, and management of water are **shaped by gender norms** and power relations
- Women remain **underrepresented** in formal water governance and decision-making at all levels.

# Objectives of the Gender Analysis

- **Identify Gaps:** Pinpoint specific areas where women, men, and other gender groups experience unequal access, control, or benefits related to water.
- **Inform Strategies:** Develop practical strategies and policies to bridge these identified gaps, ensuring water initiatives are inclusive.
- **Map Water Use:** Understand how gender roles influence the mapping and analysis of water resource use across different communities.
- **Promote Participation:** Design approaches to increase women's active involvement in awareness-raising and training activities related to water.
- **Support Education:** Identify opportunities to support educational activities on topics like environment, energy, and decision-making, ensuring women have equal access.
- **Involve Women's Organizations:** Actively engage local and national women's organizations as key partners in promoting gender equality in the water sector.

# What

we want to know?

- **Asset:** Who owns/controls water-related resources and jobs (land, irrigation, utility employment)?
- **Service:** Who spends time/effort to get and use water; health/safety impacts in daily life?
- **Space:** Who has voice and power in decisions (household, community, utilities, boards)?

# Methodology

- **Step 1: Desk Review (completed):** Compile and synthesize existing laws, data, reports, and sector info to map gaps and frame questions.
- **Step 2: Fieldwork (led by national expert):** FGDs & KIIs in priority communities/utilities to validate, deepen, and localize findings.

# Who to ask?

Level	Entity	Level	Entity
National	<b>Ministry of Agriculture, Forestry and Water Management</b>	Local (Cijevna River)	<b>Public Utility Company Water Supply and Sewerage (Tuzi)</b>
National	<b>Water Administration</b>	Local (Cijevna River)	<b>Private Landowner</b>
National	<b>NGO Green Home</b>	Local (Cijevna River)	<b>Municipality of Tuzi — Secretariat for Agriculture &amp; Rural Development</b>
National	<b>NGO Prima</b>	Local (Cijevna River)	<b>Women’s Association Femina (Tuzi)</b>
Local (Bilečko Lake)	<b>Public Utility Company Water Supply and Sewerage (Nikšić)</b>	Local (Cijevna River)	<b>NGO Children of Montenegro (Tuzi)</b>
Local (Bilečko Lake)	<b>NGO Youth Ecologists Society (Nikšić)</b>	Local (Cijevna River)	<b>Bećović Nursery (Tuzi)</b>
Local (Bilečko Lake)	<b>Local Community Grahovo (Nikšić)</b>	Local (Cijevna River)	<b>Olive Oil Producer Lučka (Tuzi)</b>
Local (Bilečko Lake)	<b>Local Community Petrovići (Nikšić)</b>	Local (Cijevna River)	<b>Beekeepers’ Association (Tuzi)</b>
Local (Bilečko Lake)	<b>Local Community Crkvice (Nikšić)</b>	Local (Cijevna River)	<b>Sport Fishing Association Trofta (Tuzi)</b>

# Legal & Policy Framework *International level*

- **United Nations:** **CEDAW** (+ Optional Protocol); **SDG 5** (with links to SDG 6 & 16); core human rights treaties (**ICCPR, ICESCR, CAT, CERD, CRC, CRPD** + relevant OPs); **UNTOC Palermo Protocol** (Trafficking); **Women, Peace & Security** (UNSCR 1325 agenda).
- **Council of Europe:** **Istanbul Convention** (violence against women, GREVIO monitoring); **Anti-Trafficking Convention**; **European Social Charter (revised)**; **Lanzarote Convention** (child protection).
- **European Union** (**acquis alignment**): **Gender Equality “Recast” 2006/54/EC**; **Goods & Services 2004/113/EC**; **Self-Employment 2010/41/EU**; **Work-Life Balance 2019/1158**; **Victims’ Rights 2012/29/EU**; **Anti-Trafficking 2011/36/EU**; **Pay Transparency 2023/970**.
- **ILO Standards:** **C100** (Equal Remuneration), **C111** (Discrimination), **C156** (Workers with Family Responsibilities), **C183** (Maternity Protection), **C190** (Violence & Harassment).

# Legal & Policy Framework *Barriers*

- Normative alignment is strong, **implementation is weak**
- **Gender data** : Insufficient, inconsistent gender-disaggregated data across access, employment, and decision-making prevents credible SDG (5 & 6) monitoring and hinders evidence-based reforms in the water sector.
- **Institutional fragmentation** limits treaty uptake: The split of water mandates across ministries/regulator/municipalities dilutes accountability for implementing international obligations (e.g., gender impact duties, mainstreaming).
- **Intersectionality** is under-served: International standards call for attention to rural and asset-poor women; current practice insufficiently addresses land/water asset gaps that drive exclusion from irrigation, credit, and formal jobs.

# Legal & Policy Framework *National level*

- **Constitution** of Montenegro — guarantees equality and non-discrimination.
- **Law on Gender Equality** — cornerstone for mainstreaming across sectors.
- **Law on Prohibition of Discrimination** — general protection & remedies.
- **Law on Protection from Domestic Violence** — specific safeguards/measures.
- **Electoral Law: mandatory 40% gender quota** — strengthens women's representation.
- **Water Law** — sector anchor to embed gender-responsive planning (RBMPs, by-laws).
- **National Strategy for Gender Equality (+ Action Plan)** — policy driver for implementation.
- **Government Methodology for Strategic Documents** — institutionalizes gender-responsiveness in strategies/M&E.

# Instrument for Assessing the Gender Responsiveness of Strategic Documents

*Wastewater Management Plan of Montenegro 2020–2035.*  
The results indicate that the Plan is almost entirely non-gender-responsive, receiving a final score of **0.5 out of 10 (0.05).**

- No information is provided on the gender balance of the **working group** (Criterion 1.1).
- There is no evidence of **gender expertise or consultation** with gender equality institutions or CSOs (Criterion 1.2).
- The **situational analysis** does not include sex-disaggregated data relevant to the sector (Criterion 2.1) and fails to identify **gender inequalities, risks, or barriers** (Criteria 2.2–2.4).
- No **measures, budgets, or partnerships** are foreseen to address gender inequalities (Criteria 2.5–2.7).
- The **language used** throughout the document is gender-neutral rather than gender-sensitive (Criterion 2.8).
- The **monitoring and reporting system** lacks gender-sensitive indicators (Criterion 3.1).



# WATER SECTOR

Identified Gaps,  
Underlying  
Challenges,  
and Emerging  
Themes

1. Disconnect Between **Policy and Practice**
2. **Data Deficiencies** and Monitoring Challenges
3. **Intersectional Vulnerabilities** and Their Impact
4. Broader **Socio-Economic and Environmental Linkages**

only **13 % of family farm holders** are women,  
and **less than 20 % of agricultural land** is formally  
registered in their name (UN Montenegro, 2025)

# Insufficient Data?

**< 1 in 5**

women in the broader water-sector workforce

*Admin-heavy female roles*

**23%**

women among licensed engineers & managers  
(sampled utilities)

*Thin technical pipeline*

**13% / <20%**

female farm holders / land in women's names

*Irrigation & decision access limited*

**Capacity Building & Accountability:** Implement targeted training for utility staff, officials, and community leaders on gender analysis, mainstreaming, and gender-responsive budgeting in the water sector, coupled with clear mechanisms to hold institutions accountable.

**Data Systems & Evidence-Based Policy:** Establish robust, routine systems for collecting, analyzing, and using gender-disaggregated data across household access, employment, and decision-making—critical for informing policy and monitoring progress.

**Economic Empowerment in the Water Sector:** Promote women’s access to formal, diverse, non-traditional jobs in water utilities, addressing concentration in admin roles and <1 in 5 workers overall; include mentorship and skills training for technical/managerial posts.

**Participatory Governance:** Create and strengthen inclusive platforms for women’s active, meaningful participation in water decision-making, especially at local and river-basin levels, so policies reflect lived realities.

**Cross-Sectoral & Intersectional Linkages:** Integrate gender-responsive water management with rural development, public health, and climate resilience; give specific attention to asset disparities (e.g., limited land ownership of rural women) that shape control over water resources.



# Recommendations: Windows of Opportunity for DIKTAS II

# Thank you

