

**COMMUNICATION ON ENGAGEMENT (COE)
OF BUSINESS WOMEN ASSOCIATION OF MONTENEGRO (BWA)**

From: January 2017

To: January 2018

January 2018

To our stakeholders:

I am pleased to confirm that Business Women Association of Montenegro (BWA) reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Ljubica Kostic-Bukarica, president

ACTIVITY	TIMEFRAME
<p>BWA is one of the institutions developing Strategy for Development of Women Entrepreneurship in Montenegro 2015-2020 and implementing annually Action Plans.</p> <p>The four strategic priorities are:</p> <ul style="list-style-type: none"> - CREATING A BUSINESS ENVIRONMENT FOR THE DEVELOPMENT OF A WOMEN ENTREPRENEURSHIP - BETTER access TO FINANCE - provide A KNOWLEDGE AND SKILLS - PROMOTION, NETWORKING AND PROTECTION OF THE INTEREST OF WOMEN'S ENTREPRENEURSHIP 	<p>During 2016-2018</p>



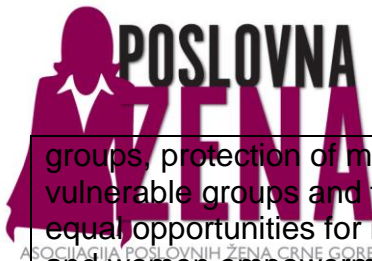
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<p>BWA promotes the concept of corporate social responsibility among its members. we are members of the network for corporate social responsibility.</p>	<p>2010-2018</p>
<p>The Association has participated as a partner on the project On-the-job training and mentoring for women and youth, with focus on the North-East region. Overall objective of the project: Unemployment in Montenegro decreased through promotion of access to the labour market, with focus on micro-market Berane-Andrijevica-Plav; <i>Outcome 1.</i> Employers mobilized to take part in active labour measures; 2. Unemployed women and youth became more competitive at labour market; 3. Municipalities strengthen capacities to support employment</p>	<p>November 2016-November 2017</p>
<p>The Association has participated in the <i>Program of Economic Empowerment of Women through introducing support measures for development of women entrepreneurship at the local level.</i></p> <p>UNDP Office in Montenegro, together with the Ministry for Human and Minority Rights, with the support of the EU Delegation to Montenegro, implements the program "Support for anti-discrimination and gender equality policies". A part of the refers to economic empowerment of women in the Municipality of Podgorica and Niksic and the development of women's entrepreneurship in the aforementioned municipalities.</p> <p>The measures of the program will be designed to ensure an individual approach to clients and continuous consultations regarding the conduct of business. These measures will be piloted at the local level, and their goal is to increase the number of women entrepreneurs in selected municipalities (Podgorica and Niksic), and to provide gender-sensitive and flexible approach to the development of the local economy. In addition to traditional training, which aims to develop the skills and</p>	<p>2016-2017</p>



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<p>knowledge necessary for start and development of the business (legal regulations, finance, management, marketing, business plan, etc.), future entrepreneurs will also be focused on how to work together, to network, to support each other.</p>	
<p>In 2016 BWA signed a cooperation agreement with Bureau for economic cooperation and support to the business community in the Municipality of Podgorica.</p> <p>One of the activities is a Business counseling for women and youth. And it is free for beneficiaries. A Counseling lead our association once a week, young people and women can get advice on the topic of founding, running a company, finance, marketing, public relations, ICT. Counseling takes place in the form of one-on-one. Business advices provides our members, business owners. For over a year through counseling is passed through 100 women and young people. Our support for beginners in business is truly unselfish and very useful to them. This is our modest contribution to the community in which we live and work. Especially for women and young people because they are the most sensitive categories in terms of entering a business. The Counseling is a good example of cooperation between the business community and local government.</p>	<p>September 2016 to date</p>
<p>Continuous cooperation with Ministry for Human and Minority Rights, Ministry of Labour and Social Welfare and UNDP Office in Montenegro in order to establish the principles, policy measures and activities in respect of human rights and freedoms, with particular emphasis on issues of minorities and other minority</p>	<p>2010-2018</p>



<p>groups, protection of members of socially vulnerable groups and the development of equal opportunities for men and women, and women empowerment.</p>	
<p>The BWA participated at the Danube Governance Forum: <i>Improving Governance Together in the Western Balkans and the Danube Capacity Building of the countries in the Western Balkans and the Republic of Moldova</i>¹ (BACID), funded by the Austrian Development Agency and implemented by the Austrian Association of Cities and Towns and KDZ-Centre for Public Administration Research. The Forum was focus on: - improving the Capacity of Public Administration within the Danube Governance Hub -enabling Local Governments to fulfil EU-standards and deliver better services.</p>	<p>December 2017</p>

About the BWA:

Business Women Association of Montenegro „Business Woman“ is NGO, founded in 2009, with the support of Montenegrin Employers’ Federation (MEF) and German Technical Cooperation (GTZ), by 12 female owners, directors and managers of Montenegrin companies and MEF. “Business woman“ objective is provide networking of business women at local, national, regional and international level, towards development of personal business, presenting development opportunities and needs, exchange of ideas, knowledge and experience, as well as realization of common projects. In this way, its intention is to help future position of women in society, business and management, and to whole Montenegrin economy. Business Women Association of Montenegro „Business Woman“ is a member of MEF, Association of Organisations of Mediterranean Businesswomen – AFAEMME (since 2010) and UN Global Compact (since 2011), and participates in membership of UN Global Compact Network in Montenegro (since 2010).

The main goal of **Business Women Association of Montenegro** is affirmation of business women, strengthening women’s business, entrepreneurship and leadership, linking business women on local, regional and international level (with similar networks in the region, Europe and worldwide), expansion of the business culture and ethics.