



Empowered lives.
Resilient nations.

Annual Work Plan

B0587 - Montenegro - Podjorica

Project: 01002528

Report Date: 7/1/2026

Project Title: The overall objective the Engagement Facility is to support capacity development of Human Resource Management Authority. The Engagement Faci

Year: 2024

Output	Key Activities	Timeframe		Responsible Party	Planned Budget			
		Start	End		Fund	Donor	Budget Descr	Amount US\$



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01002528 The overall objective the Engagement Facility is to support capacity development of Human Resource Management Authority. The Engagement Facility May – December 2024 will be implemented under the Direct Implementation Modality (DIM), through an agreed set of initiatives agreed by the Human Resource Management Authority and UNDP and in line with the committed strategic priorities in the UNDP’s Country Programme for 2023-2027. Government has been committed to gender equality goals and ratified almost all international conventions, however, has not demonstrated sufficient commitment to gender mainstreaming. UNDP has been partner to the Ministry of Public Administration in conducting of the strategic goals in public administration reform and gender mainstreaming in overall policy framework in accordance with international commitments and national legal framework. UNDP had specific project dedicated to development and integration of the gender mainstreaming as a principal criterion in policy development between 2019-2021 setting up the wide partnerships with Parliament, Government and civil society organizations offering assessment of the gender mainstreaming practices and capacities. Informed by these findings UNDP offered strategic guidelines and a number of gender mainstreaming tools, methods, and strategic discussions about needed institutional transformation. Project created clear linkages between gender mainstreaming principles and ongoing public administration reform. Human Resource Management Authority (HRMA) was in the centre of the abovementioned assessment as a key institution responsible for the overall capacity development in the	Specialized trainings for HRMA 2025	5/1/2024	12/31/2025		30071	Government of Montenegro	72100 - Contractual Services- Companies	1,006.00
	Technical assistance for Public Seal / technical advisor	5/1/2024	12/31/2025		04000	UNITED NATIONS DEVELOPMENT PROGRAMME	61100 - Salary Costs - NO Staff	17,000.00



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					30071	Government of Montenegro	72100 - Contractual Services-Companies	28,759.00
					30071	Government of Montenegro	75100 - Facilities & Administration	1,120.00
					30071	Government of Montenegro	71300 - Local Consultants	5,952.00
Technical assistance for Public Seal / technical advisor		5/1/2024	12/31/2025		04010	UNITED NATIONS DEVELOPMENT PROGRAMME	72100 - Contractual Services-Companies	16,000.00
					30071	Government of Montenegro	71300 - Local Consultants	14,522.00
					30071	Government of Montenegro	75100 - Facilities & Administration	490.00
					30071	Government of Montenegro	73100 - Rental & Maintenance-Premises	1,800.00
Technical support for gender		12/15/2024	12/31/2026		30071	Government of Montenegro	71400 - Contractual Services - Individ	3,000.00
					30071	Government of Montenegro	75100 - Facilities & Administration	90.00



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Government. This project set ideal ground for the piloting of the Gender Equality Seal in Public Institutions providing good understanding of current practices and capacities and excellent understanding of

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TOTAL	75,768.00
GRAND TOTAL	75,768.00



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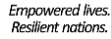
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					30071	Government of Montenegro	74200 - Audio Visual&Print Prod Costs	16,240.00
					30071	Government of Montenegro	75100 - Facilities & Administration	667.00
	Specialized trainings for HRMA 2026	12/15/2025	12/31/2026		30071	Government of Montenegro	75100 - Facilities & Administration	2,100.00
					30071	Government of Montenegro	72100 - Contractual Services-Companies	36,000.00
					30071	Government of Montenegro	71400 - Contractual Services - Individ	30,000.00
					30071	Government of Montenegro	71600 - Travel	4,000.00
	Technical support for gender	12/15/2024	12/31/2026		30071	Government of Montenegro	75100 - Facilities & Administration	510.00
					30071	Government of Montenegro	71400 - Contractual Services - Individ	17,000.00



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TOTAL	112,517.00							
GRAND TOTAL	112,517.00							