**Permanent Mission of Montenegro to the United Nations and other international organizations**

**Geneva, 10 May 2017**

**UPR 3 Cycle, Review of the Netherlands**

**Statement by Montenegro**

Montenegro welcomes the delegation of the Netherlands.

We welcome the efforts of the Government to strengthen national system for human rights promotion and protection and commend its commitments to the international human rights obligations.

Montenegro recognized the continued efforts in improving gender equality policy, including measures to increase a number of women at top positions and already achieved target of 30% of women at government senior level. We noted concerns of certain NGOs related to the discrimination of women in accessing the labour market and in the workplace due to pregnancy and motherhood, as well as to unequal pay. We ask the delegation to elaborate on positive practice in this regard and effective models of cooperation with employers in reducing this kind of inequalities and increasing awareness on the responsibility of employers to prevent such discrimination.

Montenegro makes the following recommendations:

1. to ratify the Third Optional Protocol to the CRC on a communications procedure;

2. to ratify the Optional Protocol to the International Covenant on Economic, Social and Cultural Rights.

Thank you.