



2013 – 2018 Strategy for Improving the Quality of Life of LGBT People

2014 ACTION PLAN

1. LGBT human rights

No.	Actions in 2014	Responsible authority	Timeframe	Source of funding	Performance indicators
1.	Adopt the Law amending the Antidiscrimination Law	The Ministry for Human and Minority Rights (MHMR)	Q1	MHMR	The Law amending the Antidiscrimination Law adopted
2.	Adopt the Law amending the Ombudsperson's Law	MHMR	Q1	MHMR	The Law amending the Ombudsperson's Law adopted
3.	Build capacities and promote anti-discriminatory practices through continuous training events according to the Plan for the Implementation of the Antidiscrimination Framework for: civil servants, members of the judiciary, local civil servants, police officers, inspectors and other officials in charge of protection against discrimination.	MHMR	April-December 2014	MHMR	Target groups trained according to the Plan for the Implementation of the Antidiscrimination Framework

4	Develop and publish printed materials raising awareness of the general public, promoting tolerance for the most vulnerable and protection of their fundamental human rights.	MHMR	Regular activity - continuously	MHMR	The materials for raising awareness among the general public, promoting tolerance for the most vulnerable and protection of their fundamental human rights developed and published.
5	Actions concerning taking part in the work of the 2014 National Monitoring Team for the Strategy for Improving the Quality of Life of LGBT People Monitor and report on the implementation of the AP for negotiation Chapter 23 Fundamental Rights	MHMR	Continuously	MHMR	Regular monitoring of the actions envisaged by the AP for Chapter 23, and routine recording of the progress of implementation with periodic reports on the overall state-of-play in the area of fundamental rights safeguarding and promotion provided
6	Review different experiences with civil unions (Austrian, German, Dutch and French models) before defining the policy options for the model best suited to the Montenegrin context.	MHMR	May-December 2014	MHMR TAIEX support will be requested	The review of the four different civil union models done.
7	Training on LGBT human rights and on handling hate crimes and other incidents based on sexual orientation and gender identity (focusing on the increase of the number of incidents during and immediately after the Pride parade) for prosecutors from all parts of Montenegro handling hate crime cases.	MHMR	May-December 2014	MHMR TAIEX support will be requested	No. of training events No. of participants to those events.
8	Training on LGBT human rights and on handling hate crimes and other incidents based on sexual orientation and gender identity (focusing on the increase of the number of incidents during and immediately after the Pride parade) for judges from all parts of Montenegro handling hate crime cases.	MHMR	May-December 2014	MHMR TAIEX support will be requested	No. of training events No. of participants to those events.
9	Training on LGBT human rights and on	MHMR	May-December	MHMR	No of training events

	handling hate crimes and other incidents based on sexual orientation and gender identity (focusing on the increase of the number of incidents during and immediately after the Pride parade) for police officers from all parts of Montenegro handling hate crime cases.		2014	TAIEX support will be requested	No of participants to those events.
10	Dissemination of a handbook for police officers on police actions in case of homophobic violence	Police Directorate MoI	April-June 2014	Police Directorate MoI	No of copies disseminated
11	A session of the Social Council of Montenegro devoted to discrimination on all grounds, incl. the discrimination against the LGBT community, to recognise the essence and the relevance of fighting discrimination based on sexual orientation and gender identity.	Ministry of Labour and Social Welfare (MLSW) MHMR	Q3	MLSW	The session of the Social Council of Montenegro devoted to discrimination on all grounds, incl. the discrimination against the LGBT community held.
12	Sign a joint declaration/statement/press release/MoU between the MLSW, employers and unions condemning discrimination at work on any grounds, incl. sexual orientation and gender identity.	MLSW	2014	MLSW	The declaration/statement/press release/MoU signed.

2. Sexual orientation and gender identity in education

No.	Actions in 2014	Responsible authority	Timeframe	Source of funding	Performance indicators
13.	Develop guides for professional school-based services on approach to LGBT adolescents	The Ministry of Education (MoEd)	December 2014	MoEd, domestic and international donors (through grants to NGOs)	No and type of publications, promotion No of psychological-pedagogical services covered
14.	Deliver training for teachers teaching the subjects which include LGBT matters, and	MoEd The Bureau for	December 2014	MoEd, domestic and international donors	No of events and participants

	for mentors in the Violence-Free Schools programme	Education (BfEd)		(through grants to NGOs)	
15	Evaluation and counselling for professional school-based services on LGBT principles and approaches to LGBT adolescents	MoEd	December 2014	MoEd, domestic and international donors (through grants to NGOs)	No of sessions No of psychological-pedagogical service staff members covered
16	Develop supplementary materials to be disseminated to teachers teaching the subjects which include LGBT matters, and for mentors in the Violence-Free Schools programme	MoEd The Bureau for Education (BfEd)	December 2014	MoEd, domestic and international donors (through grants to NGOs)	No of materials developed
17	Develop school-based initiatives on non-violence and non-discrimination at all levels, incl. social networks - the Council of Europe's campaign on Combatting Hate Speech Online	MoEd / Administration for Youth and Sport (AYS)	By the end of 2014	AYS, donors (through grants to NGOs)	School-based initiatives on non-violence and non-discrimination launched at all levels, in line with the objectives of the CoE's campaign Regional conference on Combatting Hate Speech Online held Video spots aired at all TV stations in Montenegro
18	Hold a national round table discussion on multiple discrimination issues	MHMR	July 2014	MHMR	The national round table discussion on multiple discrimination issues held

3. Cultural changes, safety and social acceptance of LGBT individuals

No.	Actions in 2014	Responsible authority	Timeframe	Source of funding	Performance indicators
19	Training of social workers from social and child protection services to work with LGBT individuals	MLSW	Q2	MLSW's budget Donor funding	Social workers trained for working with LGBT individuals
20	Sign an MoU with local authorities on measures to combat discrimination on the grounds of sexual orientation or gender	MHMR	Q1 & Q2	MHMR	The MoU with local authorities signed

	identity and on promotion of tolerance towards LGBT individuals				
21	Hold an international round table discussion (incl. the representatives of the countries in the region and developed EU Member States) on legal framework governing the status of same-sex unions	MHMR	June – September 2014	MHMR TAIEX assistance will be requested.	The international round table discussion on legal framework governing the status of same-sex unions held
22	Hold panel discussions hosting selected experts to talk about religious, ethnic and other identities in reference to the LGBT issues.	MHMR	quarterly	MHMR	Panel discussions hosting selected experts to talk about religious, ethnic and other identities in reference to the LGBT issues held.
23	Awareness raising among the general public on LGBT-related topics to increase the tolerance and ensure better quality of life for LGBT individuals	MHMR	continuously	MHMR	Antidiscrimination and LGBT tolerance media and awareness raising campaigns conducted
24	LGBT library in cooperation with NGOs	MHMR	September – December 2014	MHMR	Cooperation enhanced, experiences exchanged, relevant reports and publications focusing on LGBT issues produced
25	Photo exhibition on LGBT-relevant topics	The Ministry of Culture (MoC)	October 2014	MoC	The photo exhibition on LGBT-relevant topics held
26	Reporting on communication and actions of police officers in cases of reports of verbal or physical violence against LGBT individuals	Police Directorate - MoI	monthly	Police Directorate - MoI	Monthly reports
27	Cooperation between the MoI's Police Directorate and the LGBT community	Police Directorate - MoI	continuously	Police Directorate - MoI	No of working meetings held
28	A press conference of the National Monitoring Team for the implementation of the LGBT Strategy and production of information briefs and reports in support of the IDAHO campaign	the National Monitoring Team for the implementation of the LGBT Strategy and production of information briefs	May 2014	MHMR	The press event held

		and reports			
29	Develop dialogue with and policy advice by NGOs: hold an annual informal human rights meeting with line ministers/representatives of line ministries	MHMR	November 2014	MHMR	The annual informal human rights meeting held

4. Law enforcement

No.	Actions in 2014	Responsible authority	Timeframe	Source of funding	Performance indicators
30	Make a report on the implementation of the Antidiscrimination Law	MHMR	Q3	MHMR	The report on the implementation of the Antidiscrimination Law made

5. Healthcare

No.	Actions in 2014	Responsible authority	Timeframe	Source of funding	Performance indicators
31	Build capacities of healthcare workers and improve the services provided to the LGBT community	Ministry of Health (MoH), Public Health Institute (PHI), public health institutions (primary, secondary and tertiary level of care)	Regular activity, continuously	MoH Donor funding PHI	The capacities of healthcare workers strengthened and the services provided to the LGBT community improved
32	Institutionalise relations between health authorities and the LGBT community by signing an MoU and developing joint initiatives	MoH PHI Public health institutions	By the end of 2014	MoH PHI	The MoU signed and joint initiatives with the MoH defined
33	Designate contact persons at the MoH and public health institutions for transgender community to foster institutional care and	MoH	Between April and June 2014	MoH	Contact persons at the MoH and public health institutions for transgender

	develop programme-based cooperation				community designated
34	Include LGBT representatives in policy advice and decision-making relevant for the LGBT community, in particular in drafting the Gender Reassignment Rulebook	MoH	continuously	MoH	LGBT representatives included in policy advice and decision-making relevant for the LGBT community
35	Set the criteria to cover costs for gender reassignment procedures and adopt the Gender Reassignment Rulebook in cooperation with the LGBT community	MoH	Between January and October 2014	MoH	The criteria set to cover costs for gender reassignment procedures and the Gender Reassignment Rulebook adopted
36	Promote safe sexual practices, incl. the dissemination of relevant materials and information on prevention and protection	IPH Public healthcare institutions	Regular activity, continuously	MOH Donor funding	Safe sexual practices promoted, relevant materials and information on prevention and protection disseminated
37	Deliver training for doctors and nursing staff for interactions with the LGBT individuals	MoH	June 2014	TAIEX assistance will be requested.	Training for doctors and nursing staff for interactions with the LGBT and transgender individuals delivered

6. The media

No.	Actions in 2014	Responsible authority	Timeframe	Source of funding	Performance indicators
	Media campaign on antidiscrimination and promotion of anti-discriminatory practices Following the development of the campaign visual identity, the media plan is to be developed to enable raising awareness among the general public, particularly as regards the most vulnerable groups, focusing on their human rights, creating an enabling and more tolerant environment, and respect for differences.	MHMR	January-July 2014	MHMR	The media campaign carried out in accordance with the media plan – TV spots and radio jingles aired at all stations in Montenegro; adverts published in all dailies distributed in Montenegro; fliers distributed with all dailies; a network of public posters placed at the busiest roads and other sites in Montenegro.

7. Sport

No.	Actions in 2014	Responsible authority	Timeframe	Source of funding	Performance indicators
31	Step up efforts to curb discrimination of LGBT individuals in sports and society at large.	AYS	2014	AYS	Banners saying NO TO HATRED within the Suppressing Hate Speech Online campaign, organised in partnership with the Student Sport Association during their sport events; T-shirts with slogans made for all student teams. A short video message: how students and sport fans see hate speech.
39	Disseminate the LGBT Inclusion through Sport handbook to all sport associations, clubs and organisations.	AYS	July 2014	AYS	At least 1000 copies disseminated in sport associations, clubs and organisations
40	Translate and print the CoE's handbook LGBT Inclusion through Sport	AYS Montenegrin Olympic Committee	2014	In cooperation with NGOs CoE's LGBT project	The CoE's handbook LGBT Inclusion through Sport translated and printed
41	Hold a conference on Enhancing Fight against Discrimination of LGBT Individuals in Sport and in Society at Large	AYS	2014	AYS NGO CoE's LGBT project	The conference on Enhancing Fight against Discrimination of LGBT Individuals in Sport and in Society at Large held

8. Economic Growth and LGBT Tourism

No.	Actions in 2014	Responsible authority	Timeframe	Source of funding	Performance indicators
42	Continue promoting Montenegro as a safe and open destination	Ministry of Sustainable Development and Tourism (MSDT) National Tourism Organisation (NTO)	continuously	MSDT NTO	Increased no of LGBT visitors to Montenegro

43	Continue with the activities to improve the understanding of the LGBT perspective in tourism industry	MSDT NTO Industry	continuously	MSDT	Enhance tourism products adapted to the expectations of the LGBT community
44	Continue with the activities contributing to the recognition of Montenegro in the LGBT market	MSDT NTO	continuously	MSDT NTO	Improve tourism supply and the economic growth

9. International LGBT policy

No.	Actions in 2014	Responsible authority	Timeframe	Source of funding	Performance indicators
45	A round table discussion; the promotion and relevance of the Yogyakarta principles	Ministry of Foreign Affairs and European Integration (MFAEI)	July 2014	MFAEI Williams Institute at the UCLA School of Law	The Yogyakarta principles promoted towards better understanding of their relevance in the context of international law instruments.
46	Develop and cherish the relations between diplomatic and consular offices with LGBT movements	MFAEI	continuously	MFAEI	Contacts with LGBT movements established and enhanced

DRAFT CONCLUSIONS

1. The Government of Montenegro, at its session held on _____ 2014, considered and adopted the **2014 Action Plan for implementing the 2013-2018 Strategy for Improving the Quality of Life of LGBT Individuals.**