



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

2015 ACTION PLAN

1. LGBT human rights

No.	Actions in 2015	Responsible authority	Timeframe	Source of funding	Performance indicators
1	<p>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.</p> <p>In 2015, the training will also include state prosecutors</p>	MHMR	April-December 2015	MHMR OSCE	Target groups trained according to the Plan for the Implementation of the Antidiscrimination Framework
2	Develop and publish printed materials raising awareness of the general public, promoting tolerance for the most vulnerable and protection of their	MHMR	Regular activity - continuously	MHMR	The materials for raising awareness of the general public, promoting tolerance for the most vulnerable and protection of their fundamental human rights

	fundamental human rights.				developed and published.
3	Actions concerning taking part in the work of the 2015 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 routinely record data on the progress of implementation and provide periodic reports on the overall state-of-play in the area of fundamental rights safeguarding and promotion
4	Information brief on the activities and practices of the law enforcement and the judiciary (police, courts, prosecution) regarding reported and prosecuted cases of discrimination, violence and other forms of attacks against the LGBT individuals.	MHMR	Q4	MHMR	The information brief developed based on the Ombudsperson's report and the data gathered from the responsible law enforcement and judicial authorities.
5	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	Q1 & Q2	MLSW	The declaration/statement/press release/MoU signed.

2. Sexual orientation and gender identity in education

No.	Actions in 2015	Responsible authority	Timeframe	Source of funding	Performance indicators
6	Deliver training for professional school-based services on approaches in working with LGBT adolescents (Description: - build capacities of professional services in secondary schools - provide tools for the work of professional services in secondary schools	The Ministry of Education (MoEd)	Late 2015	MoEd	Number of events and participants

	- promote the actions envisaged by the Strategy with secondary school professionals, teachers, students, parents				
7	Information sessions for professional services in primary schools on LGBT principles (Description: - build capacities of professional services in primary schools - put to use the tools for their work - promote the actions envisaged by the Strategy with primary school professionals)	MoEd	Late 2015	MoEd	No of sessions No of psychological-pedagogical service staff members covered
8	Develop supplementary materials to be disseminated to secondary school teachers teaching the subjects which include the LGBT matters. (Description: - Review secondary school curricula which cover LGBT issues - Develop supplementary materials and model lesson plans - Disseminate materials to teachers)	MoEd	September 2015	MoEd	No of curricula reviewed No of supplementary materials developed
9	Promote and advocate the principles of the LGBT Strategy among the young (Description: - carry out promotional programmes among students - hold workshops with students)	MoEd	December 2015	MoEd	No of schools included No of workshops held No of students participating to workshops
10	Improve the quality of delivery on LGBT rights in order to raise awareness of future police officers by:	MoEd Police Academy	2015	MoEd Police Academy	Education of police officers-to-be on the LGBT rights by amending the following topics on the curriculum: Rights of

	<ul style="list-style-type: none"> - engaging experts to deliver lectures and guests attending classes on these matters; - engaging practitioners to talk about practical experiences- case studies; - showing films, reading books, etc. 				Vulnerable Groups; Prohibition of Torture and Other Cruel and Inhuman and Degrading Punishment or Treatment; Human Rights during the Investigation Stage; Protection of Human Rights during Arrest and Police Custody; Corruption, Extortion and Misuse of Office; Acknowledging Differences
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3. Healthcare

No.	Actions in 2015	Responsible authority	Timeframe	Source of funding	Performance indicators
11	<p>Build capacities of healthcare workers and improve the services provided to the LGBT community</p> <p>(Description: Improve the social environment for acceptance of LGBT people in non-discriminatory delivery of healthcare services with full observance of the Code of Ethics in treating the LGBT individuals, and the experiences of the EU member states regarding gender reassignment.)</p>	Ministry of Health (MoH), public health institutions	Q3	MoH Donor funding (TAIEX assistance)	Approving a study visit to an EU Member State through the TAIEX mechanism
12	<p>Institutionalise relations between health authorities and the LGBT community by signing an MoU and developing joint initiatives</p> <p>(Description: sign MoUs with as many as</p>	MoH Public health institutions	June 2015	MoH Public health institutions	Through mutual understanding and cooperation, in addition to signing the MoU, the conditions will be put in place to govern mutual rights and duties between public health institutions and NGOs

	possible public health institutions and NGOs dealing with LGBT issues.)				
13	Keeping internal records of persons interested in gender reassignment. (Description: in cooperation with NGOs and the Health Insurance Fund (HIF), the MoH will provide internal records of persons interested in gender reassignment)	MoH Public healthcare institutions HIF	continuously	MoH Public healthcare institutions HIF	In line with the Social Insurance Law and the Rulebook on the Criteria for Medical Reasons for Gender Reassignment, internal records will be kept of persons interested in gender reassignment whose applications were approved by the HIF.
14	Include LGBT representatives in policy advice and decision-making relevant for the LGBT community (Description: Consultation and decision-making regarding all matter of interest for the LGBT community will foster better cooperation and understanding between the public sector and the civil society, thus making it possible for the civil society to participate in all processes of interest for the LGBT community.)	MoH Public healthcare institutions	continuously	MoH Public healthcare institutions	Joint activities will ensure that NGOs will at all times hold relevant information, proposals and suggestions, and through exchange of views and joint work contribute to the quality of life of the LGBT community.
15	Develop guides and brochures on the LGBT rights in cooperation with NGOs (Description: the LGBT rights guide and brochure will enable all healthcare workers to be familiar with the rules and will be obliged to abide by them, which will in turn have a positive impact on the quality of healthcare services provided.)	MoH Public healthcare institutions	Q1	MoH Public healthcare institutions	The LGBT rights guide and brochure will be disseminated to all public healthcare institutions in cooperation with NGOs.

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

No.	Actions in 2015	Responsible authority	Timeframe	Source of funding	Performance indicators
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16	Sign MoUs with local authorities on measures to combat discrimination on the grounds of sexual orientation or gender identity and on promotion of tolerance towards LGBT individuals	MHMR	continuously	MHMR	The MoUs signed with five local governments
17	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	Q3	MHMR	The international round table discussion on the legal framework governing the status of same-sex unions held
18	Hold a seminar/workshop on legal and policy frameworks for combating hate speech and hate crimes against LGBT people in the EU acquis and in the practice of developed EU Member States.	MHMR	Q4	MHMR with TAIEX assistance	The seminar/workshop on hate speech and hate crimes held
19	Hold panel discussions, in cooperation with LGBT NGOs, on topics relevant for improving the quality of life of LGBT and other minority communities.	MHMR	continuously	MHMR	Panel discussions hosting experts, civil society representatives, minority groups and government bodies and institutions held.
20	Training of social workers (Description: Training of social workers from social and child protection services to work with LGBT individuals. Training is to be delivered in order to gain knowledge and skills that will improve the protection of LGBT rights and enhance their status, build capacities of the staff of Centres for Social Work (CSWs) to properly respond to abuse and neglect of children and proper engagement of family members of LGBT people to be effectively involved in further building of interagency cooperation.)	MLSW	Q4	MLSW's budget Donor funding	Social workers from social and child protection services trained for working with LGBT individuals

21	<p>Dissemination of a handbook for police officers regarding the protection and promotion of LGBT people</p> <p>(Description: Disseminate all handbooks to be developed and published over the period pertaining to police actions in cases when the LGBT rights need to be promoted or protected; the aim is to familiarise police officers with the issues of protection, prevention and prosecution of crimes against LGBT individuals and sensitive treatment of LGBT individuals.)</p>	Police Directorate - MoI	In 2015	Police Directorate - MoI	No of handbooks disseminated
22	<p>Reporting on communication and actions of police officers in cases of reports of verbal or physical violence against LGBT individuals</p> <p>(Description: Collect all data from individual police stations to make a single database on registered crime and misdemeanour cases against LGBT people.)</p>	Police Directorate - MoI	continuously	Police Directorate - MoI	A database to be regularly updated
23	<p>Cooperation between the MoI's Police Directorate, prosecution offices and courts, and the LGBT community</p> <p>(Description: Cooperation between police officers and members of the LGBT community through the Trust Team, planned to have extended membership. It is noteworthy that in November 2014, in collaboration with the coordinator of the National Monitoring Team and the UNDP Montenegro Office, the extended team</p>	the National Monitoring Team for the implementation of the LGBT Strategy (National Monitoring Team) Police Directorate – MoI Prosecution Courts	Continuously throughout 2015	National Monitoring Team Police Directorate – MoI Prosecution Courts	Successful addressing of problems and removing impediments in the area of LGBT rights promotion and protection in direct communication at the Trust Team meetings

	meeting was held. Apart from the police and the LGBT community, the meeting was attended by the representatives of the UNDP, prosecution offices, courts, a representative of the Council for Civic Oversight over the Police Actions, the National Team coordinator and a representative of the UK Embassy to Montenegro.)				
24	<p>An exhibition on LGBT-relevant topics</p> <p>(Description: Holding an exhibition on LGBT-relevant issues aims at presenting and promoting the visual expressions of LGBT people through more recent amateur and academic production in photography, visual arts and video contents.</p> <p>The event is to gather 10 authors, and the intended number of visitors over the opening day and for the 20 days it would be on display is 150. The estimated budget is 1,500 euros.)</p>	The Ministry of Culture (MoC)	November 2015	MoC	No of authors presented, no of visitors, no of media reports
25	<p>A round table discussion: Cultural expressions of minority identities</p> <p>(Description: a round table discussion on Cultural Expressions of Minority Identities to be held at the MoC premises in Cetinje is designed as an opportunity for instigating dialogue and a space for constructive debate for improving the visibility and diversity of cultural expressions of minority identities. The thematic focus will be on identity,</p>	MoC	June 2015	MoC	No of presentations/participants audience, number of media reports

<p>cultural and social features primarily of LGBT people and on new models of promoting tolerance through culture, arts and active socially engaged creation. The issue of initiating and improving cultural and social life of LGBT people will be analysed from the standpoint of promoting tolerance and creating a space for the promotion of cultural expressions of the LGBT community, as well as the improvement of other minority cultural identities and their creative scenes. During the event, it is planned to have presentations of the civil society representatives active in the field of improving the quality of life of LGBT people in Montenegro, and experts and cultural creators devoted to the preservation and increase of the visibility of minority cultural expressions and identities.</p> <p>The intended number of participants: 5 speakers and 30 active participants/audience, and costs are estimated at 1,300 euros.)</p>				
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5. Law enforcement

No.	Actions in 2015	Responsible authority	Timeframe	Source of funding	Performance indicators
26	Make a report on the implementation of the Antidiscrimination Law	MHMR	Q3	MHMR	The report on the implementation of the Antidiscrimination Law made

6. The media

No.	Actions in 2015	Responsible authority	Timeframe	Source of funding	Performance indicators
27	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 enabling reaching the goal of 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 the differences.	MHMR	Q3 & Q4	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 2015	Responsible authority	Timeframe	Source of funding	Performance indicators
28	Step up efforts to curb discrimination of LGBT individuals in sports and society at large. (Description: translate the CoE's manual Combating Hate Speech Online through Human Rights Education)	Administration for Youth and Sport (AYS)	Q1 & Q2	AYS	The Combating Hate Speech Online through Human Rights Education manual translated
29	Step up efforts to curb discrimination against LGBT individuals in sports and society at large. (Description: Deliver training for trainers who will relay the knowledge acquired)	AYS	In 2015	AYS	Training delivered to at least 10 trainers.

	through education of young people and promotion of human rights values. The training will follow the CoE manual Combating Hate Speech Online through Human Rights Education.)				
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8. Economic Growth and LGBT Tourism

No.	Actions in 2015	Responsible authority	Timeframe	Source of funding	Performance indicators
30	Promotion of Montenegro as a safe and open destination (Description: Create a conducive environment for Montenegro as a destination open for all, and tourism as a strategic industry knows no boundaries and respects diversity. Develop promotional materials about Montenegro as a safe destination.)	Ministry of Sustainable Development and Tourism (MSDT)	continuously	National Tourism Organisation (NTO) MSDT	Increased interest of LGBT visitors for the destination
31	Public education and awareness raising of LGBT visitors (Description: Very important to increase knowledge of LGBT visitors and recognition of Montenegro as a destination on the LGBT market. A round table discussion with the responsible authorities for implementing this action.)	MSDT	continuously	NTO MSDT MHMR	Raise awareness among the general public of LGBT people and improve understanding towards better societal acceptance

9. International LGBT policy

No.	Actions in 2015	Responsible authority	Timeframe	Source of funding	Performance indicators
32	Strengthen cooperation with the NGOs dealing with LGBT issues, both domestically and in the countries where Montenegro has its diplomatic and consular network. (Description: Continue communication with the NGOs and international organisations dealing with the LGBT issues, holding meetings with a view of promoting the LGBT rights.)	Ministry of Foreign Affairs and European Integration (MFAEI)	2015	MFAEI	Meetings organised within the MFAEI and diplomatic and consular offices with LGBT NGOs and the LGBT community

10. NGOs

No.	Actions in 2015	Responsible authority	Timeframe	Source of funding	Performance indicators
33	Reprinting and dissemination of the brochure for secondary school students published in 2013 (Description: The primary goals of reprinting and disseminating the brochure for secondary school students are as follows: 1. Provide objective information on sexual orientation, gender identity, homo/bi/transphobia, but also many other known, presumed and unknown responses to the questions posed; 2. Use reliable information to guide the existing and/or inadequate knowledge	Juventas as supported by the MHMR	February to December 2015	Juventas as supported by the MHMR	No of secondary school students covered No of schools covered

	<p>about sexual orientation and gender identity and thus foster better understanding and greater acceptance of differences among young people;</p> <p>3. With the support of the target group, contribute to improvement, extension and creation of safe school environment. (The intended circulation: 1000 copies.)</p>				
34	<p>Consultations with psychological-pedagogical services in secondary schools</p> <p>(Description: The survey conducted in 2013 by the NGO Juventas among secondary school students about their views regarding sexuality, sexual orientation and partner relations revealed a high level of distance regarding LGBT youth. The findings indicated the need for a systematic, continuous and comprehensive approach in secondary schools, particularly by supporting the LGBT youth in school environments through education for a sensitised and affirmative approach of professional school-based services and preventive actions by students which will increase familiarisation with the LGBT rights. Apart from the guidelines already in place, the professional staff needs further empowerment through consultations related to their implementation, i.e. the issues of other than heterosexual orientation and gender identity.)</p>	<p>Juventas as supported by the MoEd</p>	<p>February to December 2015</p>	<p>Juventas</p>	<p>No of consultation sessions No of persons covered by consultations No of participating schools</p>

35	<p>Publication and dissemination of the guidelines for school-based professionals services</p> <p>(Description: the guidelines for psychological-pedagogical services are a good resource available to professional school-based services for better implementation of measures to combat homophobic and transphobic behaviours and violence in secondary schools. Print run: 200 copies to be disseminated to all secondary schools in Montenegro.)</p>	Juventas as supported by the MoEd	February to December 2015	Juventas	<p>No of copies of the Guidelines</p> <p>No of schools receiving the Guidelines</p>
36	<p>Providing adequate support and space for counselling services delivered to LGBT individuals (Drop-in Centre)</p> <p>(Description: The main goal is to ensure a more conducive environment for life and full social acceptance of persons of other than heterosexual orientation and gender identity. The main activities of the Drop-in Centre will be focused on providing a safe and supportive environment for LGBT individuals, and a wider support for LGBT community. These include: promotion of healthy life styles through educational group sessions, outreach, advisory, consultative and educational services of physicians, extension of social support network and empowerment of the LGBT community through structured and non-structured activities, a website, social network groups, as well as psycho-social</p>	Juventas, supported by the MHMR, MLSW, MoH, Police Directorate, City of Podgorica	July to December 2015	Juventas	<p>No of visits to the Drop-in Centre</p> <p>No of beneficiaries</p> <p>A high degree of interaction and participation in the Drop-in centre activities</p> <p>Better information to the LGBT individuals of the existence of the Drop-in centre</p> <p>Greater interest by LGBT individuals to use the services of the Drop-in Centre</p> <p>Better information for families and friends of LGBT individuals about the Drop-in Centre services</p> <p>Greater interest by family and friends of LGBT individuals to use the services of the Drop-in Centre</p>

	<p>support through advisory, consultative and educational services provided by psychologists, and peer advisory services. This action envisages funding <u>of only existing services provided to LGBT persons</u>, during the period when such funding is not provided through the Global Fund to Fight AIDS, Tuberculosis and Malaria.</p> <p><i>The Drop-in Centre continues with the core activities until July 2015 using the funding provided by the Global Fund to Fight AIDS, Tuberculosis and Malaria, after which according to the project proposal submitted by the State Coordination Body to the Global Fund, funding is envisaged from national budget. This does not include the purchase of medical and non-medical equipment, since it will be provided through a donation.</i></p> <p>The projected budget for a six-month operation is 20,000 euros.)</p>				
37	<p>Outreach work with men having sex with men (MSM)</p> <p>(Description: the aim is to empower the community, but also to inform them about healthy life styles, or, as need be, facilitate contact with social and healthcare institutions. It implies the distribution of free-of-charge lubricants, and informational materials to this section of the LGBT community.)</p>	<p>Juventas in cooperation with the MoH, Public Health Institute (PHI) and primary healthcare centres throughout Montenegro</p>	<p>January to December 2015</p>	<p>Juventas</p>	<p>No of clients of outreach services No of condoms distributed No of lubricants distributed</p>

38	<p>Distribution of the Guide of Good Practices for social workers</p> <p>(Description: the Guide of Good Practices was developed in response to the deeply ingrained views and prejudice against LGBT individuals. It is intended for the interested current and future social workers who wish to learn more about different sexual orientations and gender identities, basic concepts, identities, most frequent prejudices and misconceptions about the LGBT community, the difficulties encountered by LGBT individuals, and the examples of inclusive social practices. Our goal is to foster education, increase tolerance and understanding for people of other than heterosexual orientation and gender identity, and provide useful information to contribute to successful social worker – client interactions. In addition, the Guide may come useful also for the LGBT individuals providing valuable information on relevant available social services. The Guide is envisaged both as educational and informational material, and as an important step in building the trust placed by the LGBT people with the social protection system. Given the above, it is paramount that the Guide is presented and available to all CSWs, relevant professionals, and other social protection institutions.)</p>	Juventas in cooperation with the MLSW	February to December 2015	Juventas	No of CSWs and relevant social protection institutions which received the Guide
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39	<p>Publication and dissemination of the amended guide for judges and prosecutors (Gender Identity and Sexual Orientation in Theory and Practice – Practitioners’ Guide)</p> <p>(Description: Human rights practitioners have a special task – to overcome the obstacles stemming from the inherited value system, understanding special vulnerability of LGBT individuals to violence and discrimination, and conducting and participating in the activities which lead to the establishment of a better framework for observance of rights, but also to raise awareness of the general population of the LGBT rights and the commitment of the system for unequivocal respect and safeguard of these rights. Resource literature is a necessary precondition to support the process. The print run for the publication is 250 copies.</p>	Juventas in cooperation with the Ministry of Justice (MoJ)	February to December 2015	Juventas	<p>Print run</p> <p>No of disseminated copies</p> <p>No of relevant judicial institutions which have been provided with the Guide</p>
40	<p>Publication of the amended Handbook on Police Actions in Case of Homophobic Violence</p> <p>(Description: in order to provide proper protection of LGBT rights, the police needs to be informed of the specific threats to such rights and characteristic situations in which such rights are violated. A well-trained police officer who</p>	Juventas in cooperation with the MoI	February to December 2015	Juventas	<p>Print run</p> <p>No of disseminated copies</p> <p>No of relevant institutions which have been provided with the handbook</p>

	<p>approaches any victim with respect and discharges his duties to all persons located at the territory of Montenegro at the moment on an equal footing is a true professional.</p> <p>Resource literature is a necessary precondition to support the process.</p> <p>The print run for the publication is 250 copies.</p>				
41	<p>Training for police officers and Police Academy cadets</p> <p>(Description: A well-trained police officer who approaches any victim with respect and discharges his duties to all persons located at the territory of Montenegro at the moment on an equal footing is a true professional. In order to provide further sensitisation and raising the level of knowledge among police officers and cadets, Juventas plans to deliver training for these two target groups. It is planned to have at least two training sessions for at least 40 police officers, and two training sessions for at least 40 cadets. Juventas training programme became a part of the official Police Academy curriculum in 2015.)</p>	<p>Juventas in cooperation with the MoI and the Police Academy</p>	<p>February to December 2015</p>	<p>Juventas</p>	<p>No of trainees among police officers</p> <p>No of training sessions for police officers</p> <p>No of trainees among cadets</p> <p>No of training sessions for cadets</p>
42	<p>Monitoring of trials in cases where LGBT people are victims</p> <p>(Description: Monitoring the trials in basic and high courts in Montenegro, issuing recommendations and publicly presenting</p>	<p>Juventas in cooperation with the MoJ and other relevant judicial institutions</p>	<p>January to December 2015</p>	<p>Juventas</p>	<p>No of trails monitored</p> <p>No of judicial institutions participating in the process.</p> <p>No of recommendations issued</p> <p>Degree of interest of the public and the media for the report presentation</p>

	monitoring reports.)				
43	<p>Set up the Working Group for drafting the Civil Union Law</p> <p>(Description: This measure implies the establishment of a Working Group to be composed of all interested CSOs and responsible institutions to draft the Civil Union Law. The total budget is 5,000 euros.)</p>	<p>Montenegrin LGBTIQ association Queer Montenegro, interested NGOs, MHMR</p>	<p>April-November 2015</p>	<p>Queer Montenegro</p>	<p>No of organisations / relevant institutions represented on the Working Group. The Civil Union Law drafted with the consensus of all participants.</p>
44	<p>LGBT human rights training and handling hate crimes and other incidents based on sexual orientation and/or gender identity for prosecutors from all parts of Montenegro.</p> <p>(Description: The delivery of two training sessions for 20 prosecutors each time. The aim is to increase knowledge and capacities of prosecutors for handling violence, discrimination, harassment and/or hate crimes against LGBTIQ persons. The training will be delivered in cooperation with domestic and foreign experts. The total budget is 6,000 euros.</p>	<p>Queer Montenegro</p>	<p>March-November 2015</p>	<p>Queer Montenegro</p>	<p>No of prosecutors trained Evaluation questionnaires</p>
45	<p>LGBT human rights training and handling hate crimes and other incidents based on sexual orientation and/or gender identity for judges from all parts of Montenegro.</p> <p>(Description: The delivery of two training</p>	<p>Queer Montenegro</p>	<p>March-November 2015</p>	<p>Queer Montenegro</p>	<p>No of judges trained Evaluation questionnaires</p>

	<p>sessions for 20 prosecutors each time. The aim is to increase knowledge and capacities of judges for handling violence, discrimination, harassment and/or hate crimes against LGBTIQ persons. The training will be delivered in cooperation with domestic and foreign experts. The total budget is 6,000 euros.</p>				
46	<p>Support for the queer film festival “Merlinka”</p> <p>(Description: Regional queer film festival “Merlinka” will be organised for the second time in May 2015 by the Queer Montenegro association. Several feature and short films on LGBT issues will be shown and several panel discussions on LGBT human rights held during the festival. No admission fee will be charged. The total budget is 5,000 euros.)</p>	<p>Queer Montenegro MHMR MoC</p>	<p>May 2015</p>	<p>Queer Montenegro</p>	<p>No of showings No of panel discussions No of visitors No of institutions of culture which supported the festival No of media reports</p>
47	<p>An exhibition of photographs depicting daily life of LGBT people</p> <p>(Description: the exhibition will include a set of photos from daily life of LGBT people made by domestic photographers. The photographs will feature not only the L, G, B or T activists, but also the LGBT people from Montenegro who are not activists themselves. All photographs will depict ordinary situations from the daily life of LGBT people which will show that their lives are no different from the daily lives of the rest of the society.</p>	<p>Queer Montenegro MHMR MoC</p>	<p>October 2015</p>	<p>Queer Montenegro</p>	<p>No of LGBT people from Montenegro who take part in making photographs No of photos No of visitors No of media reports</p>

	The total budget needed is 5,000 euros.)				
48	<p>Training for healthcare workers, contact persons regarding the rights of trans people</p> <p>(Description: Training on human rights of trans people for healthcare focal points for contacts with trans people will be delivered in order to increase knowledge and capacities of healthcare workers regarding the specific issues of trans people, their human rights and discrimination against them in practice. The total budget is 3,000 euros.)</p>	Queer Montenegro MoH	November 2015	Queer Montenegro	<p>No of health workers trained</p> <p>Before and After evaluation questionnaires</p>
49	<p>Publication and dissemination of the handbook on human rights of trans people and the transition process “Sex, Gender and Frameworks”</p> <p>(Description: The guide created in cooperation between the MoH and Queer Montenegro association will be reprinted and disseminated to all healthcare services in Montenegro. The total budget is 1,500 euros.)</p>	Queer Montenegro MoH	March - November 2015	Queer Montenegro	<p>Print run</p> <p>No of disseminated handbooks</p> <p>No of healthcare services covered</p> <p>No of healthcare workers covered</p>
50	<p>Campaign against homophobia, lesbophobia, biphobia and transphobia among the general public</p> <p>(Description: this is a marketing and educational campaign on LGBT human</p>	Queer Montenegro MHMR	April-December 2015	Queer Montenegro	<p>No of campaign materials developed</p> <p>No of airings/dissemination of campaign materials</p> <p>No of persons covered</p>

<p>rights aimed at reducing societal resistance to LGBT people in Montenegro. The campaign includes the development of video clips, radio jingles, posters, fliers and the online campaign on social networks and popular web portals. (The budget needed is 15,000 euros.)</p>				
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