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MONTENEGRO
The Ministry of Human and Minority Rights

**THE STRATEGY FOR THE PROTECTION OF PERSONS WITH
DISABILITIES FROM DISCRIMINATION AND PROMOTION OF
EQUALITY
2017-2021**

Podgorica, December 2016

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1. INTRODUCTION

Starting from the basic principle that all citizens are equal before the law and enjoy equal protection of their rights without discrimination on any ground, regardless of personal or any other characteristic, as well as the general prohibition of discrimination, which is also prescribed by the UN Convention on the Rights of Persons with Disabilities and Protocol 12 to the European Convention for the Protection of Human Rights and Fundamental Freedoms from 2000, it is necessary to create the legal preconditions for the introduction of all standards to ensure the full enjoyment of human rights and the prevention or elimination of discrimination against persons with disabilities.

The Strategy for the Protection of Persons with Disabilities from Discrimination and Promotion of Equality represents a particular document in Montenegro, which deals with the implementation of policies to protect the rights of persons with disabilities from discrimination and promotion of equality with other persons. This is the first strategic document that defines measures and activities to ensure full protection against discrimination and to enjoy equal rights in all spheres of life for persons with disabilities.

The Strategy is also a response of the Government of Montenegro on obligations under the international law and domestic constitutional and legal norms, which require establishing equality of persons with disabilities with other citizens through systemic approach, taking into account the concept of human rights.

The reason for the adoption of such a document is further rooted in the provisions of Article 6 of the Law on Prohibition of Discrimination of Persons with Disabilities¹, which explicitly stipulates the obligation of the Ministry of Human and Minority Rights, as the state administration authority in charge of human and minority rights, to prepare a strategic document relating to the protection of persons with disabilities from discrimination and promotion of equality of these persons with other persons.

Legislation in Montenegro contains normative guarantees expressing the policy of equal access to legal, social, educational, health, economic and other social processes for persons with disabilities. Regardless of equality in legislation, in practice persons with disabilities do not have equal opportunities to realize their rights as other persons, and are often exposed to various forms of discrimination.

For the elimination of discrimination of persons with disabilities, special significance have provisions of general Law on Prohibition of Discrimination, the Law on Prohibition of Discrimination of Persons with Disabilities, the Law on the Protector of Human Rights and Freedoms, as well as other laws containing anti-discriminatory provisions which protect persons with disabilities from all forms of discrimination and establish equality of these persons with other persons.

The key legal document that prohibits discrimination against persons with disabilities in all areas of social life is the new **Law on Prohibition of Discrimination of Persons with Disabilities adopted by the Parliament of Montenegro on 26 June 2015**.

¹ The Law on Prohibition of Discrimination of Persons with Disabilities (Official Gazette of Montenegro, no. 035/15, 044/15)

When adopting this Law, the Parliament also adopted the Conclusion which commits the Government to for the purpose of implementation of the Law on Prohibition of Discrimination of Persons with Disabilities, develop an Analysis of all regulations in the areas defined by the United Nations Convention on the Rights of Persons with Disabilities.

Acting on the Conclusion of the Parliament of Montenegro, the Ministry of Human and Minority Rights, in cooperation with relevant institutions and with expert support, prepared the Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities and the UN Convention on the Rights of Persons with Disabilities with a recommendation for harmonization, which the Government of Montenegro adopted at the session of 22 September 2016.

The Analysis represents the basis for defining the measures in the Strategy, aimed at full harmonization of legislation in Montenegro with the Law on Prohibition of Discrimination against Persons with Disabilities.

In order to analyse current situation, during the preparation of the Strategy, the Ministry of Human and Minority Rights, in cooperation with the UNDP has made the Research² on public opinion in Montenegro on the degree of discrimination against persons with disabilities and social distance.

Collected research data indicates the fact that slightly more than half of the adult general population of Montenegro has some personal experience with persons with disabilities. The Research shows that such experiences in significantly lower percentage, compared to the average, has the generation of Montenegrin public aged 18-29, and a slightly higher (but still statistically important) the older generation. The Research indicates that every other adult resident of Montenegro has in his immediate social environment a person with disability.

If we take into account the type of disability of persons with whom the general public has some form of contact, the data from the Research clearly indicate that the most common personal experience is with persons with physical disabilities (67%), followed by experience with persons that have different kinds of sensory disability. The lowest percentage of experiences the general population in Montenegro has with persons who have a certain kind of intellectual impairments.

The Research results also show that most of the public estimates that persons with disabilities enjoy the rights that the law guarantees to all citizens in the areas of health care, social security, police conduct, access to information and communications. However, over ¼ of the public estimates that the persons with disabilities are not fully equal with the rest of the population in mentioned realms of social and economic life of Montenegro.

The four "critical" areas in which persons with disabilities identify the lowest level of exercising their legally guaranteed rights are as follows:

² The Research on the extent and nature of discrimination of persons with disabilities in Montenegro. (UNDP-Ministry of Human and Minority Rights) September 2016

- employment, progress in work environment,
- participation in sports and recreational activities,
- accessibility and participation in cultural and artistic activities and
- use of public areas and structures.

The Research identified data concerning perceptions or attitudes and opinions of the public on the degree of realization of rights by persons with disabilities that the law guarantees to all citizens.

The Research shows that changes that are non-institutional, and are related to the provision of support, are influencing the attitude changing among the general public of Montenegro. The Research suggests that changes in individual attitudes are slow and difficult, and that legal norms only are not sufficient for their change. The laws are the framework for the creation of a positive social context. Changes of stereotypes, negative attitudes and retrograde thinking in any social sphere and about any social problem and issue, happen through highly intensive communication activities (institutional and non-institutional, formal and informal), social stimulation of specific action and interaction, creation of positive direct experience of general public. This is a process that requires more energy, time and resources, but research indicates that in Montenegro there is a certain positive social environment in which we should proceed with the long-term policy in order to improve the situation in the field of protection from discrimination against persons with disabilities.

Achievement of all suggested steps requires cooperation of the media, international and local organizations, associations of persons with disabilities, the very persons with disabilities, the state and the private sector. Except improvement of legislative and policy measures, it is required that the representatives of associations of persons with disabilities and persons with disabilities themselves be more often present in the media, and speak about their positive and negative experiences in daily life in Montenegro, which will directly affect the level of awareness of the citizens of Montenegro. This will help citizens to be more informed of all the rights of these persons, in order to respect their rights and equality with other persons without discrimination.

The Research also indicated that persons with disabilities are those with the biggest problems in the realization of the rights that the law guarantees to all citizens. Almost 60% of the citizens of Montenegro believe that the area of employment is the area where for persons with disabilities is the hardest to exercise their rights. As in the assessment of general public, also persons with disabilities see the greatest obstacles and restrictions of the exercise of their rights in the area of employment. The percentage of answers provided by the persons with disabilities in respect to this area of social life is exactly the same as in the case of estimates given by the general population. Next critical area is the social protection, which is obviously valued to a greater extent by persons with disabilities than by the general public, and in the third place is the use of public areas, public structures and transport where the assessment of persons with disability is highly consistent with assessment of the general public.

The Strategy for the Protection of Persons with Disabilities from Discrimination and Promotion of Equality for the period 2017-2021, with the Action Plan for 2017/2018 is the result of the work of representatives of the Ministry of Human and Minority Rights, the Ministry of Justice, the Ministry of Internal Affairs, the Ministry of Finance, the Ministry of Education, the Ministry of Culture, the Ministry of Economy, the Ministry of Transport and Maritime Affairs, the Ministry of Sustainable Development and Tourism, the Ministry of Health, the Ministry of Labour and Social Welfare, the Ministry of Public Administration, the Ministry of Sports, the Administration for Inspection Affairs, the Union of Municipalities, the Institute for Education, the Institution of Protector for Human Rights and Freedoms of Montenegro, the Association of Youth with Disabilities of Montenegro-UMHCG, the Association of Parents of Children with Developmental Difficulties "Our initiative" and representatives of international organizations in Montenegro as observers.

In the framework of the project PREDIM, the Council of Europe provided professional assistance of an **international expert**, whose task was to develop an initial document and coordinate work with members of the working group until the development of the final strategic solution.

Relation between the Strategy for the Protection of Persons with Disabilities from Discrimination and Promotion of Equality 2017-2021 and the Strategy for Improving the Status of Persons with Disabilities 2016- 2020.

In 2016, the Government of Montenegro adopted the Strategy for Improving the Status of Persons with Disabilities aimed at improving the situation of persons with disabilities and establishing as broadest legal framework for defining policy, taking into account the overall issues faced by persons with disabilities, while the Strategy to Protect Persons with Disabilities from Discrimination and Promotion of Equality focus solely and exclusively to the protection of persons with disabilities from discrimination and achieving their equality with other persons, with particular emphases on multiple discrimination against persons with disabilities who also belong in another vulnerable group.

2. INTERNATIONAL LEGAL FRAMEWORK

The Universal Declaration of Human Rights guarantees equality for everyone. International Covenant on Civil and Political Rights confirmed this right in Article 26, as well guaranteeing equality before the law without discrimination, with effective legal protection.

In an effort to bring an improvement in the situation of persons with disabilities, in 2006 the **UN General Assembly adopted the Convention on the Rights of Persons with Disabilities** which aims to "promote, protect and ensure the full and equal enjoyment of human rights and fundamental freedoms of persons with disabilities and improve their inherent dignity."

The UN Convention on the Rights of Persons with Disabilities has become the most important international agreement in the field of human rights of persons with disabilities and its main objective is to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms to all persons with

disabilities, as well as to promote respect for their inherent dignity. The Convention is based on the following principles:

- 1) Respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons;
- 2) Non-discrimination;
- 3) Full and effective participation and inclusion in society;
- 4) Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity;
- 5) Equality of opportunity;
- 6) Accessibility;
- 7) Equality between men and women;
- 8) Respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities.

The Convention has been ratified by Montenegro in 2009.

The European Disability Strategy 2010-2020, provides a framework for action at the EU level within its competences aimed at improving the situation of persons with disabilities, regardless of gender and age.

The general goal of the EU Strategy is to empower persons with disabilities so that they can fully enjoy their rights and have full benefits from participation in society and the economy of the European Union, i.e. full economic and social participation of persons with disabilities in community life.

The EU Strategy builds upon the Charter of Fundamental Rights, the Treaty on the Functioning of the EU, the United Nations Convention on the Rights of Persons with Disabilities, the Resolutions of the Council and European Parliament.

The Strategy defines activities at EU level to supplement the activities undertaken at the national level, as well as the mechanisms necessary for the implementation of the UN Convention at the EU level and within the EU jurisdiction.

The EU strategy is aimed at removing the obstacles faced by persons with disabilities, and the European Commission (EC) has identified eight main areas of activity as follows: accessibility, participation, equality, employment, education and training, social protection, health care and external action.

3. LEGAL FRAMEWORK IN MONTENEGRO

The Constitution of Montenegro, as the highest legal act, by Article 6 guarantees the protection of human rights and freedoms, and by Article 7 promotes prohibition of inciting hatred or intolerance on any grounds, proclaims the prohibition of discrimination and stipulates that regulations and introduction of special measures aimed at creating conditions for achieving national, gender and overall equality and protection of persons who on any grounds are in an unequal position are not considered to be discrimination.

Article 9 of the Constitution of Montenegro stipulates that ratified and published international treaties and generally accepted rules of international law are an integral part of the internal legal order and have primacy over national legislation and are directly applicable when they regulate the relations differently from the internal legislation. In Article 68, the Constitution guarantees special protection to persons with disabilities. Article 81 of the Constitution of Montenegro establishes that the Protector of Human Rights and Freedoms is an independent and autonomous authority that takes measures to protect human rights and freedoms, and shall act on the grounds of Constitution, laws and ratified international treaties, adhering to the principles of justice and fairness.

The most important international treaty that was ratified by Montenegro in the field of protection of rights of persons with disabilities is the UN Convention on the Rights of Persons with Disabilities.

The Law on Prohibition of Discrimination³ regulates the protection from discrimination in a systematic way. In it is developed and concretized the protection against discrimination, as well as defined institutional mechanisms for the protection: the Protector of Human Rights and Freedoms, who citizens can address with a complaint; the courts, i.e. the right to file a lawsuit; misdemeanour authorities; and inspections in terms of the oversight in the following areas: provision of services, construction, health, education and sports, labour and employment, safety at work, transport, tourism and other areas. The 2014 amendments of this Law were introduced to promote equality as a significant activity in order to prevent discrimination. The Law on Prohibition of Discrimination recognizes "disability" as a ground for discrimination (Article 2), and defines discrimination against persons with disabilities, as the unavailability of access to structures and areas in public use to persons with reduced mobility and persons with disabilities, or prevention, restriction or impediment to use those structures, in a manner which is not disproportionate burden for a legal or natural person who is obliged to provide for that. Discrimination against persons with disabilities exists in the case when specific measures to eliminate limitations or unequal position in which these persons are were not taken;

The new **Law on Prohibition of Discrimination of Persons with Disabilities**⁴ is in compliance with the UN Convention on the Rights of Persons with Disabilities. The most important innovation in this Law is the introduction of high fines for committed discrimination against persons with disabilities.

In accordance with Conclusion of the Parliament of Montenegro, in occasion of adopting this Law, was developed the **Analysis on Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities and the UN Convention on the Rights of Persons with Disabilities, which provided recommendations for the harmonization of about 60 laws.**

³ The Law on Prohibition of Discrimination (Official Gazette of Montenegro, no. 046/10, 040/11 018/14)

⁴ The Law on Prohibition of Discrimination of Persons with Disabilities (Official Gazette of Montenegro, no. 035/15, 044/15)

4. INSTITUTIONAL MECHANISMS FOR THE PROTECTION OF HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS

The institutional framework for the exercise, promotion of and protection of human rights in the legal system of Montenegro consists of the following institutions: the Constitutional Court, the Committee for Human Rights and Freedoms of the Parliament of Montenegro, the Protector of Human Rights and Freedoms of Montenegro, the Ministry of Human and Minority Rights, inspection authorities, judiciary, prosecution and police.

The Constitutional Court decides on the conformity of laws with the Constitution and confirmed and published international treaties; conformity of other regulations and general acts with the Constitution and the law; constitutional complaint for the violation of human rights and freedoms guaranteed by the Constitution after the exhaustion of all effective remedies and other issues in accordance with the law.

The Committee for Human Rights and Freedoms of the Parliament of Montenegro considers draft laws, other regulations and general acts and other issues related to: freedoms and rights of man and citizen, with special emphasis on minority rights, the application of ratified international acts related to the realization, protection and promotion of these rights; monitors the implementation of documents, measures and activities for improvement of national, ethnic and other equality, particularly in the areas of education, health, information, social policy, employment, entrepreneurship, decision making and the like; participates in the preparation and drafting of documents and harmonization of legislation in this area with the standards of the European legislation; cooperates with the relevant working bodies of other parliaments and non-governmental organizations in this field.

Since the adoption of the Law on the Protector of Human Rights and Freedoms, **the Institution of the Protector of Human Rights and Freedoms** became the national institutional mechanism for the protection of human rights and freedoms and protection from discrimination, and its competences and procedures in cases of discrimination, including discrimination against persons with disabilities, were concretized with the adoption of the Law on Prohibition of Discrimination.

In the executive branch, when it comes to the protection of human rights and protection from discrimination of persons with disabilities, as well as to promotion of equality and tolerance, the primary role is on **the Ministry of Human and Minority Rights**. This Ministry, among other things, performs tasks related to the following: protection of human rights and freedoms if this protection is not within the jurisdiction of other ministries; protection against discrimination and promotion of equality; coordination of activities aimed at protection of persons with disabilities from discrimination and promotion of equality of these persons with other persons; monitoring of the application of international standards for the protection of persons with disabilities and taking measures for their implementation in the legal system; preparation of the strategic document relating to the protection of persons with disabilities from discrimination and promotion of equality of these persons with other persons; organization of researches and analyses of the situation in the field of protection of persons with disabilities from discrimination and promotion of equality of these persons with other persons; cooperation with the local self-government in the

protection of persons with disabilities from discrimination and promotion of equality of these persons with other persons; establishing cooperation with non-governmental organisations in the field of protection of persons with disabilities from discrimination and promotion of equality of these persons with other persons; elimination of stereotypes and prejudices about persons with disabilities; organization of education and training for different target groups in order to raise awareness about persons with disabilities and their rights, and other activities related to the protection of members of this population.

5. GENERAL GOAL OF THE STRATEGY

The overall objective of the Strategy is to ensure full equality of persons with disabilities with other persons in accordance with the principles of the UN Convention on the Rights of Persons with Disabilities, the Constitution and law.

The tasks of the Strategy: Harmonization of the legal framework with international standards, prevention of violations of the prohibition of discrimination against persons with disabilities through the provision of full implementation of anti-discrimination legislation and monitoring and implementation of the UN Convention on the Rights of Persons with Disabilities.

6. MAIN TERMS OF THE STRATEGY

A person with disability is the person who has a long-term physical, mental, intellectual or sensory impairment, which in interaction with various barriers may hinder full and effective participation of that person in society on an equal basis with others.⁵

Discrimination based on disability is any legal or factual, direct or indirect, intentional or unintentional discrimination or unequal treatment or non-treatment of a person or group of persons with disabilities compared to other persons, as well as exclusion, restriction or giving preference to a person compared to a person with disabilities, for which the person with disability is impaired or denied the recognition, enjoyment or exercise of human rights and freedoms in the political, educational, economic, social, cultural, sports, civil and other areas of public and private life.

Discrimination on grounds of disability is considered to be inciting, supporting, encouraging or instigating, instructing, harassing, and announcing the possibility for a particular person or group of persons with disabilities to be discriminated against. The consent of persons with disabilities to discrimination on grounds of disability does not relieve the person who is committing discriminates.

Discrimination represents and includes the denial of reasonable accommodation. **Reasonable Accommodation**⁶ are necessary and appropriate modifications and adaptations not imposing a disproportionate or undue burden, and are needed in specific cases for guaranteeing the enjoyment or exercise of all human rights and fundamental freedoms on an equal basis to persons with disabilities.

⁵ The Law on Prohibition of Discrimination of Persons with Disabilities Article 2.

⁶ UN Convention on the Rights of Persons with Disabilities

7. AREAS OF APPLICATION

In order to allow effective implementation of the Strategy and its follow-up, this program document is divided into areas that the Law on the Prohibition of Discrimination of Persons with Disabilities recognizes as areas of action.

Areas on which the Strategy refers are as follows:

- Respect for the dignity of persons with disabilities
- Discrimination in the area of accessibility (physical environment, information and communications, public transportation, discrimination in access to public and private goods and services
- Discrimination in proceedings before the competent authorities
- Discrimination in the area of privacy and family relations
- Discrimination in the area of education and vocational training
- Discrimination in the area of vocational rehabilitation, labour and employment
- Discrimination in the area of social protection and adequate standard of living
- Discrimination in health care
- Discrimination in political and public life
- Discrimination in the area of sports, culture and recreation

7.1 RESPECT FOR THE DIGNITY OF PERSONS WITH DISABILITIES

System framework of protection against discrimination is constituted of the general Law on Prohibition of Discrimination, the Law on Prohibition of Discrimination of Persons with Disabilities and the Law on Gender Equality. Except mentioned, a number of laws contain anti-discriminatory clause with which the state and other authorities of administration and local self-governments, organizations exercising public authorities, entrepreneurs, legal and natural persons are committed to implement the law and carry out activities or undertake or not undertake acts in a way not to violate the principle of prohibition of discrimination. This obligation stems from the system laws and regulations to which subsidiarily are indicating or should be indicating special laws.

The Law on Prohibition of Discrimination of Persons with Disabilities constitutes triple commitment: prohibition and protection against discrimination, and also promotion of equality which is achieved in accordance with this Law. In addition, on the prohibition and protection from discrimination, as well promotion of equality, apply the provisions of other laws governing the prohibition and protection from discrimination on various grounds or in connection with the exercise of certain rights (Article 1 of the Law).

The key principles of the Law are: respecting human rights and dignity; exercising the right to make own decisions and be independent; full and effective participation and inclusion in all aspects of social life; involvement in all the processes in which is decided about own rights and obligations; equality with other persons in achieving rights and obligations; and respect and appreciation for diversity in all areas of life.

In addition to the above principles and definitions, the Law emphasizes the principle of affirmative action directed on creation of conditions for equal recognition, enjoyment

and exercise of human rights and freedoms and achievement of real equality of persons with disabilities with others, as well as the promotion of respect for their inherent dignity.

Particularly important aspect of the legislation is the division of jurisdiction in proceedings for protection against discrimination, i.e. the competition of processes that run with competent state authorities. In accordance with the Law on Protector of Human Rights and Freedoms, the Protector independently and on the principles of justice and fairness, takes measures to protect human rights and freedoms when they are violated by an act, action or inaction of state authorities, state administration authorities, authorities of local self-government and local government, public services and other holders of public power and measures of punishment and measures for protection against discrimination (Article 2). The Law provides that in the framework of the work of the Protector will be especially anticipated the specialization in the field of the rights of persons with disabilities.

The Analysis of Compliance of Legislation with the Law on Prohibition of Discrimination of Persons with Disabilities shows that the legislation of Montenegro in this area is mostly aligned with the standards of the Law and the Convention. The relevant provisions of the Law on Prohibition of Discrimination and the Law are harmonised. The Law on Media does not comply with the Law, while the Law on Electronic Media complies with the Law. The Law on Public Gatherings and Public Events is compliant with the Law. The Law on Consumer Protection does not comply with the Law. The Criminal Code is partially harmonized with the Law

Recommendations from the Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities:

It is necessary to amend the relevant provision of the Law on Media in a way that will prescribe the prohibition of hate speech in relation to persons with disabilities or with respect to any person or group that stands out from others on the basis of personal characteristics, and considering that is not justified to protect from hate speech only those who share the same race, religion, nationality, ethnic group, gender or sexual orientation.

It is necessary to amend the relevant provision of the Law on Consumer Protection in a way that extended the protection from discriminatory advertising to persons with disabilities, or any person or group that stands out from others on the basis of personal characteristics, and considering that is not justified to protect from hate speech only those who share the same race, sex, nationality and religious or political beliefs.

It is necessary to amend the provision of Article 199 of the Criminal Code in a manner that will ensure the protection of the dignity of persons with disabilities, or a person or group that stands out from others on the basis of personal characteristics from the acts of exposure to mockery, given that is not justified to protect from exposure to mockery only minority nations and other minority communities.

Persons with disabilities are not encouraged to initiate proceedings for protection from discrimination. According to the data of the Protector for Human Rights and Freedoms, from 1 January 2016 – 30 Jun 2016, it had in work **three cases** in which discrimination of persons with disabilities was not found. Those cases were related to the field of health care, access to proceedings before public authorities and public service delivery. In 2015, the Protector had in work **six (6)** complaints which were related to

discrimination based on disability. In three (3) cases the Protector found a violation of rights and gave an opinion with the recommendation, in two (2) cases the Protector did not act (one case was referred to the use of efficient and effective remedy, while in the second case the same complaint repeated without submitting new evidence). In one (1) case the Protector terminated the procedure, because the same case was in procedure for exercise of rights before other authority within reasonable time. These cases related to the (in)accessibility to structures in public use and services in traffic. In 2014, in the reporting period, the Protector had in work **seven complaints, four of which were completed in some other way (by intervening in a litigation procedure on the side of a plaintiff in three cases, i.e. by the decision not to intervene in the court proceeding that is already in course in one case), in one case the violation was remedied during the proceeding, and in one case the infringement was not found.** Finally, in one case the proceeding was discontinued because the applicant omitted to amend the complaint within and even after the time limit elapsed.

Almost all cases were related to the (in)accessibility to structures in public use, and one was related to pejorative language offending the feelings of persons with disabilities (removed during the procedure with public apology). **In 2013, in the reporting period, the Protector of Human Rights and Freedoms had in work six (6) complaints, which related to discrimination on grounds of disability (primarily in the area of public transport, in the area of labour, etc.).**

Area of **inspection control** is envisaged as a particularly important area and the first line of contact with discrimination in many domains covered by inspection control. This implies a high level of education on standards and manners to detect discrimination, especially with those inspectors who are not legal professionals, which can be a serious problem at this stage of implementation of the law. The evidenced of this is the very small number of reported cases of discrimination (in 2015 only five) and an even smaller number of processed cases (one). When the inspection is concerned, it is enough to look back only on one domain (accessibility to structures in public use) to determine the apparent discrepancy between the reality and the number of procedures that should follow the legal path of protection against discrimination.

Strategic objective in the area of respect for human dignity of persons with disabilities

- Ensure full respect for human dignity and human rights of persons with disabilities without discrimination

Strategic measures in the area of respect for human dignity of persons with disabilities

- Monitor the implementation of international documents and conventions, as well as adopted standards for the protection of persons with disabilities, take measures for their implementation in the legal system of Montenegro and monitor compliance with these documents;
- Develop researches and analyses of the situation in the field of protection of persons with disabilities from discrimination and promote equality of these persons with other persons;

- Improve cooperation with local self-governments in the protection of persons with disabilities from discrimination and promote equality of these persons with other persons in local communities;
- Improve cooperation with non-governmental organizations in the area of protection of persons with disabilities from discrimination and promote equality of these persons with other persons;
- Eliminate stereotypes and prejudices about persons with disabilities, as well as harmful actions that discriminate these persons in all spheres of life, including prejudices based on sex and age;
- Organize education and training for different target groups in order to raise awareness about persons with disabilities and their rights;
- Initiate and carry out campaigns to raise public awareness about persons with disabilities and their rights, including work with children, from an early age and through all levels of the education system;
- Encourage the media to promote the rights and protection from discrimination of persons with disabilities; and
- Establish and develop a program on the concept of human rights of persons with disabilities and the principle of reasonable accommodation in the materials for the professional exam for work in state authorities.

7.2 DISCRIMINATION IN THE AREA OF ACCESSIBILITY

According to Article 9 of the Convention on the Rights of Persons with Disabilities, States Parties are required to take appropriate measures to, on an equal basis with others, provide access to persons with disabilities to the built environment, transport, information and communications, including information and communication technologies and systems, as well as to other services and facilities intended for public, both in urban and rural areas.

Accessibility of the physical environment, information and communication technologies, transport and housing are extremely important segments of life of persons with disabilities on which depends their quality of life. The development and implementation of policies related to accessibility contributes significantly to improving the quality of life of persons with disabilities and represent a prerequisite to the achievement of equality of opportunities, independent living and active participation of persons with disabilities in community life.

7.2.1 Discrimination in the area of accessibility of structures in public use and public areas

The Analysis of Compliance of Legislation in Montenegrin with the Law on Prohibition of Discrimination of Persons with Disabilities shows that the legislation of Montenegro in this area is in line with the standards of the Law and the Convention. This is based on the fact that the provisions of special laws, as well as of the Regulation on detailed conditions and methods of adjusting structures for access and movement of persons with reduced mobility and persons with disabilities, adopted by the competent ministry for spatial planning on the basis of legal provisions, provided unrestricted access and residence for persons with disabilities in structures and areas in public use in accordance with the provisions of the Law and the Convention.

There are many structures in public use that are not accessible to persons with disabilities. Particular problem is that a number of institutions with public powers and a number of state institutions are located in old buildings built according to regulations in force at the time of construction of these structures. The need for their adjustment and provision of accessibility for persons with disabilities requires huge funds. Most of the objects it is impossible to do adapt at all and make accessible to persons with disabilities. In this situation, persons with disabilities cannot enjoy the full right to free movement, what constitute discrimination.

The research results from 2016 show that the majority of citizens of Montenegro believe that structures in public use are not adapted to the needs of persons with disabilities. Citizens, 1/3 of them, consider that this issue is partially resolved, i.e. that there are structures that are and those that are not adapted to persons with disabilities, while 13% of citizens of Montenegro believes that the accessibility of public structures is fully adapted to these persons. In terms of assessment of the degree of availability and accessibility of public structures for persons with disabilities, the research found that these persons have a rigorous attitude. Almost 60% of persons with disabilities (as opposed to 50% of the general public), estimate that such structures are not at all, or are not sufficiently adapted. Although there is a legal requirement that all structures in public use should have an orientation plan for movement with the layout of all the rooms in the structure at the entrance, the situation in this regard is very bad because the existing law is not implemented. Persons with visual impairment are also not able to use ATMs in banks because they are not adapted for those persons.

Strategic objective in the field of prohibition of discrimination of persons with disabilities in access to structures and areas in public use

Equal access for persons with disabilities in the area of accessibility of structures in public use and public spaces.

Strategic measures in the field of prohibition of discrimination of persons with disabilities in access to structures and areas in public use

- Ensure implementation of regulations and building of accessible environment;
- Train state and local officials and employees and persons performing public functions on the concept of accessibility of existing facilities;

7.2.2 Discrimination in access to information and communications

The Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities found that the Montenegrin legislation in this area is partially aligned with the standards of the Law and the Convention. The relevant provisions of the Law on Electronic Communications are in line with the Law and the Convention. The relevant provisions of the Law on Free Access to Information are in compliance with the Law and the Convention. Media laws: the Law on Media, the Law on Electronic Media and the Law on Public Broadcasting Services of Montenegro are generally consistent with the Law and the Convention. The Law on Consumer Protection is consistent with the Law and the Convention.

The Analysis recognizes that the absence of a law on the use of sign language is one of the key deficiencies of the legal system of Montenegro in providing access to and exchange of information for persons with impaired hearing, and it is immediately necessary to implement obligations under the relevant provisions of the Convention and adopt this legal text.

Recommendations from the Analysis of Compliance of the Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities:

Although media laws contain provisions relating to the obligation to provide access to information for persons with disabilities, especially for persons with hearing and visual impairments, their contents should be amended by referring to the obligation to use sign language, subtitling of domestic movies and other specific commitments with which to ensure effective access to information for this group of persons.

It is necessary to amend Article 2 of the Law on Public Broadcasting Services of Montenegro in a way to guarantee equality in terms of rights to information provided to persons with disabilities, or any person or group that stands out from others on the basis of personal characteristics, given that it is unjustified to bind this guarantee only to those who are of the same political, religious, cultural, racial or gender affiliation.

Although the Law on Consumer Protection contains adequate provisions relating to access to information on goods and services, it is necessary to in the Law on Internal Trade from 2008 (Official Gazette of Montenegro, no. 49/2008), enter at least a general provisions to support the legislation on consumer rights, given the fact that the Law on Internal Trade is a parent law for all those who are engaged in trade, i.e. buying and selling of goods or providing commercial services.

Although there is no data on the accessibility of information to persons with disabilities, it is obvious that the availability of information and communication is sporadic, rather than regular occurrence. In Montenegro, still there is no certified court interpreter for sign language, but only one licensed interpreter. Sign language is not yet legally recognized and acknowledged, and therefore neither is a profession of sign language interpreters. The absence of the law on the use of sign language is proving to be one of the key deficiency of the legal system of Montenegro in providing access to and exchange of information for the hearing impaired persons.

The latest research conducted by the Ministry of Human and Minority Rights and UNDP in September 2016 showed that the highest percentage of questioned persons with disabilities estimates that the realization of the right to information and communication is partially enabled. However, even 18 percent of them believe that access to information and communication is not enabled.

In addition to the problems of accessibility to information and communication of persons with visual or hearing impairments, particularly worrying is accessibility of information to persons with disabilities who do not understand Montenegrin language, and persons with intellectual disabilities, since there is no question about the development of information and communication in an easily understandable language.

Strategic objective in the field of prohibition of discrimination of persons with disabilities in the area of access to information and communications

Equal access to persons with disabilities in the field of information and communications.

Strategic measures

- Ensure the implementation of the recommendations identified by the Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities
- Establish general request for accessibility of all sources of information and means of communication which are published on the portals of the state administration authorities.
- Encourage the media and private owners of communication means to as much as possible provide accessible information to persons with all forms of disability.

7.2.3 7.2.3 Discrimination in access to public transport

The Analysis of Compliance of Legislation in Montenegro shows that the legislation of Montenegro in this area is partly in line with the standards of the Law and the Convention. The Law on Road Traffic Safety partially complies with the standards of the Law and the Convention. The Law on Road Transport partially complies with the standards of the Law and the Convention. The Law on Maritime Safety has been aligned with the standards of the Law and the Convention. The Law on Safety, Organization and Efficiency of Rail Transport partly conforms to the Law and Convention. The Law on Obligations and Basic Property Relations in Air Transport complies with the standards of the Law and the Convention. The Law on the Movement of Persons with Disabilities with a Guide Dog conforms to the Law and the Convention.

Recommendations from the Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities:

It is necessary to in the Law on Road Traffic Safety and the Law on Road Transport provide access to means of transport on long-distance and international road transport for passengers with disabilities and their accommodation, as well as access to the means of transportation in urban and suburban traffic, via the ramp or platform improved entry and exit, etc., in a way to prescribe basic provisions on these matters by the said laws, leaving detailed regulation of these issues to the existing secondary legislation on special conditions for vehicles used for public transport by road and transport for personal needs and regulations of local self-government. In the Law on Road Transport, the terms "invalid" and "invalid persons" should be replaced with the term "persons with disabilities". In the Law on Safety, Organization and Efficiency of Rail Transport is needed the provision on accommodation for travellers with disabilities, possibility to move through the train composites, as well as access to toilet facilities.

Already mentioned research from 2016 shows that significant problem is shortage of transportation to school for children with disabilities. The research results also show that although there are low-floor buses in the Municipalities of Podgorica and Niksic, still are evident difficulties in the use of public transport for persons with visual impairments and persons with physical disabilities. Also, bus stops are not in accordance with accessibility standards which allow easier entry of wheelchair users and users of other aids, what is resulting in unequal access to public transport.

Means of transport are not accessible to persons with disabilities, and the regulations that define the rail transport does not contain provisions that provide accommodation for travellers with disabilities, possibility to move through the train composites, as well as access to toilet facilities.

Strategic objective in the area of discrimination in access to public transport

Equal access to public transport for all persons with disabilities without discrimination.

Strategic measures

- Ensure the implementation of recommendations identified by the Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities
- Provide access to information and communication in public transport to persons with all forms of disability.

7.2.4 Discrimination in the provision of public and private goods and services

The European Commission has started the procedure for the adoption of the so-called European Law on the Accessibility of Goods and Services

The UN Convention on the Rights of Persons with Disabilities prescribes that States Parties shall take appropriate measures to ensure for persons with disabilities:

... (b) that private legal entities that offer services and benefits open or available to the public shall take into account all aspects of accessibility for persons with disabilities;

The Analysis of Compliance of Legislation in Montenegro shows that in this area Montenegrin legislation is not in line with the standards of the Law and the Convention.

The Law on Consumer Protection is partially in conformity to the Law and the Convention.

Recommendations from the Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities:

The legal protection of consumers from discrimination needs to be extended to the availability of goods and services that are not of public interest. Is needed to in the parent law on sale of goods and provision of services, i.e. the Law on Internal Trade, enter a provision on the right to equal access to all goods and services for persons with disabilities in the way it was done in the provisions of special laws relating to access to certain goods or services (for example in the field of air and maritime transport).

The principle of prohibition of discrimination applies to the provision of equal access to goods and services for persons with disabilities, without discrimination. Particularly discriminated in these areas are persons with hearing impairments and persons with intellectual disabilities who are informed about events via the Internet and newspapers. Problems can arise when using the services of public institutions and this primarily refers to the communication with the service providers who often do not have enough patience to communicate with persons with hearing impairments. Therefore, gaining

desired information in face-to-face communication can be difficult and may require more time.

The least progress in the previous period was in monitoring and control of the quality of service provision for children with disabilities and persons with disabilities. Also there was not enough information and educational activities, to ensure that all service providers meet the minimum standards laid down by secondary legislation in this area.

Strategic objective in the area of discrimination in the provision of public and private goods and services

Equal access to goods and services for all persons with disabilities

Strategic measures

- Ensure the implementation of the recommendations identified by the Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities

7.3. DISCRIMINATION IN PROCEEDINGS BEFORE THE COMPETENT AUTHORITIES

Article 12 of the Convention guarantees the right to equal treatment before the law, and legal capacity is the necessary condition for the exercise of this right.

The UN Convention on the Rights of Persons with Disabilities prohibits discrimination against persons with disabilities and in Article 12, Paragraph 2 stipulates the obligation of States Parties to ensure that persons with disabilities enjoy their legal capacity on equal basis with others in all aspects of life.

Deprivation of legal capacity does not apply only to persons with disabilities, but also to adults who due to mental illness, mental retardation or any other cause have not been able to take care of themselves, their rights and interests, as prescribed by Article 235 of the Family Law "An adult person who because of mental illness, mental retardation or any other cause is not capable to take care of his rights and interests shall be fully deprived of legal capacity. An adult person who with his own actions endangers his own rights and interests or the rights and interests of others because of mental illness, mental retardation, excessive use of alcohol or drugs, dementia or other similar reasons, shall be partially deprived of legal capacity. Decision on deprivation of legal capacity shall be brought by the competent court in extra-judicial proceeding.", i.e. by Article 29 of the Law on Extra-Judicial Proceeding which stipulates:

"In the proceeding of removal and return of legal capacity the court examines whether an adult person, according to the degree of capacity for normal judgment, is able to take care of his rights and interests, and decides on total or partial removal of legal capacity, or total or partial restitution of legal capacity when the reasons for total or partial removal of legal capacity cease.

The procedure referred to in paragraph 1 of this Article shall be urgent and must be completed no later than 30 days from the receipt of the proposal."

So, a person with disability shall not be deprived of legal capacity on the basis of the very fact of the existence of a disability, but under the conditions laid down in the above laws , which means that every person with disability may not be deprived of the legal capacity.

The principle of prohibition of discrimination also applies to ensuring the equal status of persons with disabilities in proceedings before the public authorities, including the issue of legal i.e. litigation capacity. One of the biggest challenges when it comes to persons with disabilities is the abolition of the institute of deprivation of legal capacity and the introduction of the system of decision-making with the support of persons who are deemed to be necessary.

In addition to persons under the guardianship and their total exclusion from the proceedings before the authorities, also it was observed the absence of recognition of sign language, and the inaccessibility of the written part of the proceeding for persons with visual impairment, and the inaccessibility of the proceeding as such, to persons with psychosocial and intellectual disabilities.

The Analysis of Compliance of Legislation in Montenegro shows that the legislation of Montenegro in this area partially complies with the standards of the Law and the Convention.

The Law on Civil Servants has been aligned with the standards of the Law and Convention. The Law on General Administrative Procedure is in line with the standards of the Law and the Convention. The Law on Civil Procedure generally conforms to the Law and the Convention. The Law on Free Legal Aid is aligned with the standards of the Law and the Convention. The Family Law and the Law on Extra-Judicial Procedure in this area do not comply with the standards of the Convention. The Criminal Procedure Code in this area partially complies with the standards of the Convention. Law on Execution of Prison Sentences, Fines and Security Measures is largely in line with the standards of the Convention. The Law on Treatment of Juveniles in Criminal Proceeding partially complies with the standards of the Convention. The Law on Protection from Domestic Violence is aligned with the standards of the Convention. The Law on Compensation of Victims of Violent Crimes partially complies with the standards of the Convention. The Law on the Conditions for Disclosure of Private Diaries, Letters, Portraits, Photographs, films and Sound Recordings and the Law on Protection of Personal Data are in line with the standards of the Law and the Convention.

Recommendations from the Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities:

It is necessary to amend Article 102 of the Law on Civil Procedure so as to ensure that the costs of interpretation during the procedure, when it comes to a foreigner or participant who uses sign language, will be reimbursed by the Court.

It is necessary to change the legal regime of deprivation of legal capacity which is contained in the Family Law and the Law on Extra-Judicial Procedure that include the possibility of depriving of individual rights and freedoms of a person on whose legal capacity is to be decided, considering the fact that Article 12 of the Convention expressly refers to the requirement of

state parties to provide for a person with disabilities to enjoy legal capacity without discrimination.

After that, it is necessary to in other special laws amend the provisions stipulating the legal capacity as a condition for granting or enjoying certain material or procedural rights and freedoms.

Given the fact that changes to the legal regime of deprivation of legal capacity in accordance with the standards of the Convention requires a comprehensive analysis of legislation and work on a number of regulations of different legal force, it is necessary to adopt the strategy document and action plan to define the direction and pace of changes and amendments of certain regulations.

It is necessary to amend the relevant provisions of the CPC on the situation of detained persons (Article 181 and following), so as to set rules on the situation of a detained person with disability, especially with regard to housing, movement, health care, work activities, etc., in accordance with the standards referred to in Article 14, paragraph 2 of the Convention

It is necessary to amend the relevant provisions of the Law on Execution of Prison Sentences, Fines and Security Measures, in accordance with the standards referred to in Article 14, paragraph 2 of the Convention, as well as on the basis of the introductory provisions of this Law on humane treatment of prisoners and the prohibition of their discrimination, in a way to fully lay down the rules on the legal status of convicts with disabilities in connection with activities in the open air (Article 39), sports, recreational, cultural and other activities (Article 70) and use a library (Article 71).

The amendment to the Law on Execution of Prison Sentences, Fines and Security Measures would ensure the harmonization of the Law on the Treatment of Juveniles in Criminal Proceedings with the standards of the Convention, given that the rules on the enforcement of criminal sanctions, prescribed by the Law on Execution of Prison Sentences, Fines and Security Measures, are applied to the enforcement of criminal sanctions in relation to juveniles. The Law on Protection from Domestic Violence contains rules on the situation of the victim that are consistent with the rules contained in Article 16, paragraph 4 of the Convention. Nevertheless, the legal system of Montenegro should prescribe rules relating to the situation of victims of violence in accordance with Article 16, paragraph 4 of the Convention, considering the fact that the Law on Compensation of Victims of Violent Crimes provides only certain cash benefits to such persons, and not the legal treatment prescribed by these rules of the Convention.

When drafting the new Law on Personal Data Protection, in the process of harmonization with the new EU regulations from 2016, it is necessary to consider whether it is justified to in the list of special categories of personal data, in addition to data on the health status, include information on disability, given the fact that not all the causes and conditions of disability can be linked to health conditions.

After the recommended changes to the legal regime of deprivation of legal capacity, based on the new strategic orientations, it is necessary to amend the provisions of the Family Law relating to marriage, adoption, foster care and guardianship, in accordance with Articles 12 and 23 of the Convention.

Strategic objective in the area of discrimination in proceedings before the competent authorities

Equal access to all persons with all forms of disability to all the proceedings before the authorities.

Strategic measures

- Consider recommendations from the Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities and the UN Convention on the Rights of Persons with Disabilities.
- Provide reasonable accommodation in proceedings before authorities for all persons with disabilities.

7.4. DISCRIMINATION IN THE AREA OF SOCIAL PROTECTION, ADEQUATE STANDARD OF LIVING, INDEPENDENT LIVING AND COMMUNITY LIFE

One of the basic principles of social and child protection is the **prohibition of discrimination** of users based on race, sex, age, national origin, social background, sexual orientation, religion, political, trade union or other affiliation, economic status, culture, language, disability, nature of social exclusion, membership of a particular social group, or other personal characteristics. In order to improve the standard of living of persons with disabilities and children with disabilities and developmental difficulties, the Law on Social and Child Protection prescribes the rights of social and child protection, namely: basic financial benefits and social and child protection services.

Basic financial benefits are: financial provisions; personal disability benefit; allowance for care and assistance; health care; funeral expenses; one-time financial assistance, child allowance; food costs in preschool institutions; assistance for the education of children and young people with special educational needs; salary compensation for maternity or parental leave; allowance based on the child's birth; salary compensation for half working hours, and with amendments to the Law on Social and Child Protection from 2015 is introduced remuneration for parent or guardian-carer of the person who is user of the personal disability benefit.

With the said Law, the protection from discrimination of persons with disabilities and children with disabilities was improved with the introduction of new rights, which refer to financial benefits and services, and also by increasing the amount of financial benefits. Also, the Law prescribed that the right to personal disability benefit belongs to person with severe disabilities, thus eliminating the possibility of discrimination against persons with invalidity in relation to the time of occurrence of disability and age, what was not the case before.

Services in the field of social and child protection are: assessment and planning; support for life in community; advisory-therapeutic and socio-educational services; accommodation; urgent interventions.

In accordance with the Law on Social and Child Protection 2015, was adopted the Rulebook on detailed conditions for the provision and use, norms and the minimum standards for support services for life in community (Official Gazette of Montenegro, no. 30/15). Rulebook laid down detailed conditions for the provision and use of services, norms and the minimum standards of support services for life in community. It stipulates that the services of daily care are provided to: children with disabilities and developmental difficulties; children with behavioural disorders; adult and elderly persons with disabilities. Service of assistance at home is provided to: children with disabilities and developmental difficulties; adult and elderly persons with disabilities. Supported housing service is provided to: children without parental care of at least 16 years of age; a person being a child without parental care, 16 to 23 years of age; adult and elderly persons with disabilities. The inn service is offered to children who are found to be unattended by parents, adoptive parents or guardians. Services of personal assistance is provided for users of allowance for care and support that is employed or involved in the system of higher education and adult education system. What is particularly significant in this Rulebook, are the standards set out for these services.

The Law on Social and Child Protection introduced an occasional family accommodation-foster care - that is provided for a child with difficulties and developmental disabilities that lives with his parents or uses a service of family accommodation - foster care. Also, was introduced an occasional family accommodation that is provided for an adult or an elderly person who is in the foster care with intensive or additional support, or in his biological family. These forms of protection were introduced in order to protect and support families who have a child with difficulties and developmental disabilities, as well as families who have adult or elderly person with disability.

In the previous period were introduced standards in terms of space, equipment and staff for the provision of accommodation services provided by the institutions of social and child protection in which, among others, are placed persons with disabilities and children with difficulties and developmental disabilities. In the continuity is conducted monitoring and enhanced professional supervision of these institutions by the Ministry of Labour and Social Welfare, especially when it comes to persons with disabilities and children with difficulties and developmental disabilities and protection from discrimination. The Law on Social and Child Protection prescribes the transformation of social and child protection institutions which among others accommodate persons with disabilities and children with difficulties and developmental disabilities, in order to develop support services for independent living, counselling and therapy, as well social and educational services, in accordance with the plan of transformation brought by the competent government authority. The end result of transformation of institutions should be a shift from institutional accommodation to non-institutional forms of user protection through availability of services in the least restrictive environment whenever there are conditions in families or local community.

The Law on Pension and Disability Insurance prescribes the conditions for achieving the rights from pension and disability insurance and, in this sense, does not recognize certain categories of persons as discriminated, nor as privileged, therefore provides equal access to rights from pension and disability insurance for all persons.

The fact when it comes to persons with disabilities is that there is substantial and conceptual difference of this category of persons in the Law on Pension and Disability Insurance and the Law on Prohibition of Discrimination of Persons with Disabilities.

The general assessment is that this area of the legislation of Montenegro is in line with the standards of the Law and the Convention.

Recommendations from the Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities:

It is necessary to, in the relevant provisions of the Law on Use of Passenger Motor Vehicles, Vessels and Aircrafts and the Law on Value Added Tax, make terminological harmonization with the terms used in the Law.

Activities that support accommodation of users in the family or the immediate environment, are implemented by the state, local, NGO and private service providers, and funded from the budget of Montenegro, or as project activities through the competition for the allocation of revenue from lottery, through the Public works carried out by the Employment Agency of Montenegro, as well as competition for the grant scheme, then through various competitions and donations from local self-governments, the EU funds and the like.

The reform of social welfare centres is ongoing through the introduction of new methods of work of professional workers and expert associates, i.e. through the method of case management and supervisory support. All professional workers and expert associates who deal with children with difficulties and developmental disabilities and persons with disabilities, employed in the Public Institution,, Komanski most ", the PI Children's home,, Mladost" in Bijela and in all day care centres have undergone education and professional training.

In Montenegro, so far in ten municipalities, there are day care centres for children with difficulties in development - in Bijelo Polje, Pljevlja, Plav, Berane, Mojkovac, Niksic, Cetinje, Podgorica, Ulcinj. They are formed in cooperation of the Ministry of Labour and Social Welfare and local self-governments and non-governmental sector. The construction of additional three day care centres is in course. Day care centres for children with difficulties in development are operating as public institutions of social and child protection, founded by municipalities. They are established and operate by the system of state-private partnership, and accommodation for children is paid by the relevant ministry. Their activity is primarily day care, socialization of children with difficulties in development and their inclusion in the community.

In order to protect from discrimination and promote equality, in the forthcoming period it is necessary to establish the service of day care centres for children with difficulties in development in all municipalities in Montenegro, as well as develop services for persons with disabilities and especially personal assistance services, support at home, accommodation in family - foster care with intensive support and occasional foster care, so to contribute in achieving social inclusion. Also, in the coming period it is necessary to work on the opening of day care centres for persons over 27, develop and establish the service of personal assistance and support at home which are not adequately developed.

Strategic objective in the field of social protection, independent living and life in community

Equal life in community for all persons with disabilities, without discrimination

Strategic measures

- Improve the Law on Social and Child Protection in accordance with international standards
- Establish a register of persons with disabilities, and as well provide access to information and the self-informing of persons with disabilities on the rights from social and child protection.
- Establish, develop and promote the services from the social and child protection;
- Provide systematic and organized vocational training to service providers for persons with disabilities and professional workers and associates in social and child protection.

7.5. DISCRIMINATION IN THE FIELD OF PRIVACY AND FAMILY RELATIONSHIPS

The Family Law of Montenegro provides for full deprivation of legal capacity, which prevents a person under guardianship to admit paternity or perform parental rights and obligations. For the marriage, the restriction is placed far beyond; therefore a person who because of mental illness or any other reason is not capable of reasoning cannot marry. Furthermore, for persons living in institutions there is great concern for their right to privacy, which life in institution certainly cannot provide.

Analysis of Compliance of Legislation in Montenegro showed that the legislation of Montenegro in this area is partially aligned with the standards of the Law and Convention. Criminal Code is partially aligned with the standards of the Law and the Convention. The Criminal Procedure Code in this area partially complies with the standards of the Convention. The Law on Execution of Prison Sentences, Fines and Security Measures is largely in line with the standards of the Convention.

The Law on the Treatment of Juveniles in Criminal Proceedings partially complies with the standards of the Convention. The Law on Protection from Domestic Violence has been aligned with the standards of the Convention. The Law on Compensation for Victims of Violent Crimes partially conforms to the Convention. The Law on the Conditions for Disclosure of Private Diaries, Letters, Portraits, Photographs, Films and Sound Recordings and the Law on Protection of Personal Data are in line with the standards of the Law and Convention. The Family Law partially Conforms to the Law and the Convention.

Recommendations from the Analysis of Compliance of the Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities:

In Article 42a of the Criminal Code it is necessary to bind aggravating circumstances of the criminal offense also with the criminal offence that was committed out of hatred against a person or group of persons with disabilities. This would ensure more complete protection for

persons with disabilities, as well as harmonization of domestic legislation with the provisions of the Convention (Articles 10, 14-17, 22) as regards the protection of the entire group of goods in this area, especially life, personal freedom, physical and mental integrity and private life.

It is necessary to amend Article 205 of the Criminal Code so as to equalize certain elements of criminal protection of persons with disabilities in its content with elements of criminal protection of persons without disabilities under Article 204. In this regard, first, it is necessary to in Article 205, paragraph 1, insert elements of criminal acts relating to coercion by using force and threats. Secondly, it is necessary to in Article 205 after paragraph 1, insert provision contained in Article 204, paragraph 2 of this regulation. It is needed to amend the relevant provisions of the CPC on the situation of a detainee (Article 181 and following), in a way to lay down rules on the situation of a detained person with disabilities, especially with regard to housing, movement, health care, work activities, etc., in accordance with the standards referred to in Article 14, paragraph 2 of the Convention. It is necessary to amend the relevant provisions of the Law on Enforcement of Sentences of Imprisonment, Fines and Security Measures, in accordance with the standards referred to in Article 14, paragraph 2 of the Convention, as well as on the basis of the introductory provisions of this Law on the humane treatment of prisoners and the prohibition of their discrimination, in a way to lay down the rules on the legal status of convicts with disabilities in connection with activities in the open air (Article 39), sports, recreational, cultural and other activities (Article 70) and use of library (Article 71). The amendment to the Law on the Enforcement of Sentences of Imprisonment, Fines and Security Measures would ensure the harmonization of the Law on the Treatment of Juveniles in Criminal Proceedings with the standards of the Convention, given that the rules on the enforcement of criminal sanctions prescribed by the Law on Execution of Prison Sentences, Fines and Security Measures are applied to the enforcement of criminal sanctions in respect of juveniles. The Law on Protection from Domestic Violence contains rules on the situation of the victim which are consistent with the rules contained in Article 16, paragraph 4 of the Convention. But, the legal system of Montenegro should prescribe rules relating to the situation of victims and other acts of violence, in accordance with Article 16, paragraph 4 of the Convention, and considering the fact that the Law on Compensation of Victims of Violent Crimes to such persons provides only certain benefits, and not the legal treatment prescribed by mentioned rules in the Convention. When creating the new Law on Personal Data Protection, in the process of harmonization with the new EU regulations in 2016, it is needed to consider whether it is justified to in the list of special categories of personal data in addition to data on the health status insert data on disability, considering that not all the causes and conditions of disability are linked to health. After recommended changes to the legal regime of deprivation of legal capacity, based on the new strategic orientations, it is necessary to amend the provisions of the Family Law relating to marriage, adoption, foster care and child guardianship, in accordance with Articles 12 and 23 of the Convention.

The results of research conducted by the Ministry of Human and Minority Rights in cooperation with the UNDP, show that it is significant the issue of care for persons with cognitive disabilities, especially if it comes to problems such as intellectual disability, autism, Down syndrome, when they grow up and complete their education. Members of their family primarily take care of these persons, to which, it seems, associations represent great support. Research points to the important question of when and how to take care of persons with disabilities who do not have family support, as well as what happens to them at some point when their caregivers are not able to care for them anymore. One of the problems identified was that the families experience crisis when they find out about the disability in child and that there are no institutions to which they could turn for help.

Strategic objective in the field of privacy and family relations

Equal access to privacy and family relations to all persons with disabilities

Strategic measures

- Consider recommendations from the Analysis of Compliance of legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities and the UN Convention on the Rights of Persons with Disabilities;
- Provide for all persons with disabilities to freely found a family;
- Provide reasonable accommodation and individualized support in access to medically assisted procreation programs, foster care and adoption for persons with disabilities

7.6. DISCRIMINATION IN THE FIELD OF EDUCATION AND VOCATIONAL TRAINING

Article 24 of the Convention guarantees the right to inclusive education for all pupils and university students with disabilities. In August 2016 the Committee on the Rights of Persons with Disabilities adopted the General Comment on Article 24⁷, saying that only inclusive education can provide quality education and social development of persons with disabilities and guarantee universality and non-discrimination in the right to education.

In the nineties of the 20th century Montenegro recognized the need to modernize the system in the field of education and introduce inclusive orientation for children with difficulties and developmental disabilities.

The Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities found that the legislation of Montenegro in this area is generally aligned with the standards of the Law and the Convention.

The General Law on Education partially complies with the standards of the Convention. The Law on Pre-School Education, the Law on Primary Education, the Law on Gymnasium, the Law on Vocational Education and the Law on Higher Education generally follow the standards of the Law and the Convention.

The Law on Education of Children with special educational needs conforms to the law and the Convention.

Recommendations of the Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities:

Improve legislation as a basis for the fight against discrimination, promotion of equality, and a sense of personal and collective responsibility. Improve inter-sectorial cooperation, flow of information, orientation process; raise awareness on the importance of accessibility and make schools accessible to meet the needs and existing regulations (overcome barriers, allow movement, provide specialized didactics, equipment, aids, technology); constantly carry out activities that promote equality,

⁷ Available at: <http://www.ohchr.org/EN/HRBodies/CRPD/Pages/GC.aspx>

diversity, non-discrimination (workshops, peer experience and support, etc.) among children, staff, parents. Enable teachers' competences for individualization and work with pupils with disabilities by modern approaches, help and support, through basic education and continuous professional development.

The legal framework that goes beyond medical and introduces a social approach is adopted. The Strategy for Inclusive Education (2008-2013) draws on best international practice and domestic intensive and rich experience so to provide for quality and affordable education of children with special educational needs in accordance with their interests, abilities and needs. Based on the analysis of implementation of measures of mentioned Strategy, was adopted the Strategy for Inclusive Education (2014-2018) focused on the early development, access and continuity of education, support at all levels, training and professional development of human resources, monitoring and evaluation of educational and developmental achievements of children. Many children are included in regular schools with the intent of their education in conditions that suit their needs and possibilities (the number of children with the decision on orientation is 1800, and according to MEIS is 3085).

In the previous period, there is a visible progress in the implementation of inclusive education. Despite visible progress, there is much room for improvement.

Difficulties from autism spectrum are a challenge, because new approaches in the work with these children are not used and promoted in practice.

Schools should be strengthened for the initiative on autonomy in implementing inclusive school policy. Teachers need to be strengthened in specific knowledge about individual disabilities and for the individualization of the teaching process. Architectural barriers and other adjustments in terms of accessibility usually are not exceeded.

Individual development and training programme (IDTP) should be the basis for work, adaptation in teaching and individualization of external assessment of pupils. Support for pupils in the form of assistance in teaching is not fully systematized and standardized.

It is noted the lack in terms of resource and personnel adaptation in higher education institutions with the aim of inclusive processes.

Strategic objective in the field of education and vocational training

Provide inclusive education at all levels for all students with disabilities, including the education of adults with disabilities.

Strategic measures

- Improve the legal framework towards the full implementation of the principle of non-discrimination;
- Continuously implement inclusive activities that promote equality, diversity, non-discrimination (workshops, peer experience and support, etc.);
- Improve the collection and exchange of information and data.

7.7. DISCRIMINATION IN THE FIELD OF VOCATIONAL REHABILITATION, LABOUR AND EMPLOYMENT

The Law on Professional Rehabilitation and Employment of Persons with Disabilities is *lex specialis* creating conditions for increasing the employment of persons with disabilities and their equal participation in labour market, with the elimination of barriers and creation of equal opportunities. This Law prohibits discrimination in vocational rehabilitation, employment, as well as for the duration of employment, and prescribes on which persons are applicable the rights under this Law.

The Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities shows that in this area the legislation of Montenegro is in line with the standards of the Law and the Convention

Recommendations from the Analysis of Compliance of the Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities:

It is necessary to in Article 9 of the Law on Labour modify the title, considering that the concept of "positive discrimination" does not exist, and that in the context of the rules referred to in paragraph 2 of this article is commonly used the term "affirmative measures", or "special measures". Given that only the second paragraph of Article 9 contains rules on the application of affirmative or special measures, and that both paragraphs of this Article contain rules about when it is considered that the distinction based on personal characteristics is legally allowed, it is necessary to change the title of this article that could read "Allowed Distinction". It is necessary to change the terminology used in the Law on Labour and the Law on Civil Servants which contains the words "protection of persons with disabilities", given the fact that from the relevant legal provisions can be concluded that they speak about protecting the rights of persons with disabilities, and that legal terminology normally avoids the use of the phrase "protection of persons with disabilities".

It is necessary to specify the provision of Article 45 of the Law on Civil Servants, because from this provision cannot be reliably concluded what the head of authority takes into account when deciding on the selection of state servants in the case when it comes to candidates with disabilities. In this sense, with the qualifications that in this provision are used along with the word "representation", with the purpose to ensure equal position of national minorities ("proportional representation") and gender equality ("gender-balanced representation"), should also be used appropriate qualification that would provide representation of employees with disabilities in the public sector, in accordance with Article 27, paragraph 1, item (g) of the Convention.

Persons with disabilities represent one of the categories of persons with the greatest barriers to employment. On 31 December 2015, the records of the Employment Agency contained 1.640 persons with disability of which 1,064 were persons with work related disability (315 women) and 576 categorized persons (221 women). On 31 December 2015, a total of 93 employers were entitled to subsidized income for 128 employees with disabilities (49 women). Of 128 employed persons with disabilities, 97 were employed on a permanent basis. Most of these persons were employed in non-governmental organizations, particularly in organizations of persons with disabilities and with private employers, while on the employment in the public sector there is no data. It is evident that there is no equal access to employment for persons with disability. Existence of prejudice among employers about the abilities of persons with

disabilities; inaccessible environment, lack of adjusted working places and working environment including the inaccessibility of facilities, which prevents the arrival and stay of persons with disabilities with many employers; existence of a number of unemployed persons without established status of persons with disabilities; the fact that a number of persons with disabilities who are qualified for disability or survivor's pension although able to work do not dare to enter in employment and thus lose the pension; low level of social support; lack of motivation for seeking employment, which is often caused with overprotection by the family and usage of social benefits as a kind of trap for social security; inadequate educational structure of unemployed persons with disabilities, lack of knowledge or work experience as well as numerous barriers in the field of education, are the key problem in the process of employment of persons with disabilities.

Results of the research conducted by the Ministry of Human and Minority Rights and UNDP show that almost 60% of the citizens of Montenegro believes that for persons with disabilities the hardest field for the exercise of their rights is the field of employment. The population of persons with disability has the similar opinion. Generally, not even in one city where the research was conducted is noticed the sufficient willingness of employers to hire persons with disabilities. From discussion with interlocutors we can conclude that employment opportunities to large extent depend also on the type of disability. The reason for this is seen in insufficient will of employers to hire persons with disabilities, which most often is just a result of the abovementioned stereotypes against persons with disabilities.

Strategic objective in the field of vocational rehabilitation, labour and employment

Equal access for persons with disabilities to vocational rehabilitation, labour and employment

Strategic measures

- Ensure the implementation of the recommendations identified in the Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities;
- Reducing barriers and stereotypes of employers towards persons with disabilities and increase their level of awareness about the benefits of employment policy for persons with disabilities.

7.8. DISCRIMINATION IN THE FIELD OF HEALTH PROTECTION AND ACCESS TO ADEQUATE AIDS

Health protection and access to adequate aids represents one of the most legally-protected interests of persons with disabilities.

The legislative framework which underpins the health system is designed on the basis of equality regardless of any differences including disability, because a normative framework in the health care system recognizes citizens, patients, insurers and health

care users. On this basis are regulated the rights of service users, citizens, patients and insurers, among others with the Law on Health Care⁸, the Law on Health Insurance⁹, the Law on the Rights of Patients¹⁰; the Law on Conditions and Procedure for Termination of Pregnancy¹¹ and the Law on Infertility Treatment with Assisted Reproductive Technologies¹².

Also, although the Law on Health Care and the Law on the Rights of Patients guarantee the right to equality in overall treatment when implementing health care and the right to information and notification on all matters relating to the health of the patient and the right of access to medical records, such provisions do not fully guarantee the enjoyment and exercise of those rights because they do not specify the method of access to the medical records of persons with visual impairment, nor the method of notification and informing persons with hearing impairment, confirming that the said provisions should be further improved and concretized, so to avoid scaling them to purely declaratory nature, without guarantees for the essential enjoyment of rights. However, it must be understood that this is a process that requires time, especially in the health sector, i.e. in all health facilities, primarily at the primary level of health protection, as the first step of providing health service and continuation at higher levels of care.

The Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities shows that the legislation in this area is mainly in line with the standards of the Law and the Convention.

The provisions of the Law on Health Insurance are supplemented with the provisions of the regulation providing for persons with disabilities the realization of the right to medical-technical aids.

Recommendations from the Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities

Special laws in this area, namely the Law on Rights of Patients, the Law on Infertility Treatment with Assisted Reproductive Technologies (Official Gazette of the Republic of Montenegro, no. 74/2009) and the Law on Protection and Realisation of Rights of the Mentally Ill (Official Gazette of the Republic of Montenegro" no. 32/2005 and 27/2013), are burdened by the legal regime of deprivation of legal capacity, and after the implementation of the recommended changes of the legal regime is necessary to amend the relevant provisions of those specific laws.

Health of persons with disabilities requires specific approach in the part regarding relationship of health workers, as well as the readiness of the system to support the realization of the right to health care.

⁸ (Official Gazette of Montenegro, no. 3/2016),

⁹ (Official Gazette of Montenegro, no. 6/2016)

¹⁰ (Official Gazette of Montenegro, no. 40/2010)

¹¹ (Official Gazette of Montenegro, no. 53/2009)

¹² (Official Gazette of Montenegro, no. 74/2009).

Persons with disabilities represent a particularly vulnerable group, which is typically on the margin of society and is heterogeneous compared to congenital or acquired physical, sensory, intellectual and emotionally diminished capacities. Due to the many barriers, persons with disabilities are having difficulties in implementing health care, both in the area of physical access, as well as in the part of providing health care services, leading to unequal status in society and discrimination in access to health care.

In the area of health care there is still a wide range of problems concerning the procurement and use of aids, as the right from compulsory health insurance.

By observing only the health care system or health centres and other health care institutions, the results of research conducted in 2016 by the Ministry of Human and Minority Rights with the support of UNDP, show that the biggest problem is gynaecological and dental services, as well as the lack of certain specialized personnel, primarily speech therapist. Efforts of the competent authorities in this field, should especially be directed towards the rehabilitation of those primary problems, followed by others existing in the health system.

The research results show that the existing legislation needs to be improved through providing appropriate access to orthopaedic aids. Access to appropriate orthopaedic aids in terms of price, repair or replacement after expiration of the warranty period and better offer of orthopaedic aids, the time period between ordering and obtaining new aids, were seen as lacking and need improvement. Research indicates that further facilitation of procedure ensuring adequate orthopaedic aids for persons with disabilities is needed.

Strategic objective in the field of health care and access to adequate aids

Equal access to health care for persons with disabilities

Strategic measures

- Ensure the implementation of the recommendations set forth in the Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities;
- Provide equal access to persons with disabilities to information about sexual and reproductive health and contraception;
- Ensure equal access to health services for persons with disabilities in rural and less developed areas.

7.9. Discrimination in political and public life

Providing people with disabilities with the opportunity to participate in political and public life of the community on the basis of the principle of equality is characteristic of a democratic legal system.

The Law on Election of Councillors and Members of Parliament in Article 2 prescribes that councillors and MPs are elected by, and the right to run for position of a councillor

and an MP, have citizens who have Montenegrin citizenship and who are entered in the electoral list in accordance with the law governing the electoral list on the basis of universal and equal suffrage, in free and direct elections by secret ballot, in accordance with this Law. The right to elect and to be elected for an MP (and a councillor) has a voter, who is 18 years old, has the legal capacity and who has the residence in Montenegro for at least two years before the election day.

The Analysis of Compliance of Legislation with the Law on Prohibition of Discrimination of Persons with Disabilities gives the general assessment saying that the legislation in this area in Montenegro is partially aligned with the standards of the Law and the Convention.

The Law on Election of Councillors and Members of Parliament and the Law on Political Parties are partly harmonized with the standards of the Law and the Convention.

The Law on non-governmental organisations complies with the standards of the Law and the Convention.

Recommendations from the Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities:

The provisions of the Law on Election of Councillors and Members of Parliament and the Law on Political Parties relating to the voting rights and the establishment of political parties are burdened with the legal regime related to the deprivation of legal capacity. After amendment of this legal regime, in accordance with the standards of the Convention, it is necessary to amend the relevant provisions of the mentioned two laws in this area.

It is needed to provide for equal participation in the collective work of organs and bodies for persons with hearing impairment who perform the function in those collective organs and bodies, such as the Parliament of Montenegro, the assembly of local self-governments and others, by prescribing in the law the right of such persons on the service of sign language interpreters. Compliance with the standards of the Convention could be achieved by adopting the law on the use of sign language.

In the sphere of political action can be said that there are a number of similarities as in the situation with the public authorities. Persons with disabilities are still on the margins of political life, and the positive examples are sporadic and very rare. It also seems that, somehow, passive attitude of persons with disabilities in political processes contributes to that, as demonstrated by the latest election campaign in Montenegro.

Strategic objective in the field of political and public life

Equal access to political and public life for all persons with disabilities, without discrimination

Strategic measures

- Ensure the implementation of the recommendations identified by the Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities
- Provide equal opportunities in electoral activities to all persons with disabilities;

- Provide conditions for electronic voting

7.10. DISCRIMINATION IN THE FIELD OF CULTURE, SPORT AND RECREATION

The Analysis on Compliance shows that the legislation in this area is mainly in line with the standards of the Law and Convention. The Law on Culture is aligned with the standards of the Law and the Convention. The Law on Libraries and the Law on Museum Activities generally follow the standards of the Law and the Convention. The Law on Cinematography partially complies with the standards of the Law and the Convention. The Law on Sports complies with the standards of the Law and the Convention.

Recommendations from the Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities:

First it is necessary to harmonize the terminology in the Law on Libraries with the provisions of Article 8, paragraph 4, item 4, and then in Article 31 introduce "disability" in the list of personal characteristics in relation to which discrimination is prohibited in the use of library materials and library services, given the prominent legal status of persons with disabilities in the text of this regulation.

It is necessary to harmonize the terminology in the Law on Museum Activities with the provisions of Article 23, paragraph 3.

It is necessary to in anti-discrimination provisions of the Law on Cinematography introduce "disability" in the list of personal characteristics in relation to which is prescribed public interest in this area (Article 4, paragraph 5), or the development of cinematography (Article 7, paragraph 5, and Article 14, paragraph 8), especially given the fact that the lists of personal characteristics in these provisions partly differ among themselves, and that the reason for this distinction cannot be reliably determined, and that it seems that there is no legitimate reason for the omission of disability from these lists.

In the domain of culture comparing prior periods there is some progress, but this is certainly an area in which is needed continuous operation and provision of improvement measures. In this regard, although there is accessibility provided for persons with disabilities to a number of cultural assets and cultural facilities as well as support for creative work and the presentation of the work of these persons, is necessary to ensure the implementation of the measures established by the Program of Development of Culture, in order to complete the implementation of the standards set forth by the Convention and the Law on Prohibition Discrimination of Persons with Disabilities.

Facilities where cultural activities and cultural goods are held, are partially adapted to the standards and needs of persons with disabilities.

From the viewpoint of anti-discriminatory treatment in the field of culture as an example of positive practice, the Maritime Museum of Montenegro organised the presentation of the Guide of Maritime Museum in Braille, as part of the European Heritage Day 2016.

The development of the Guide of Maritime Museum in Braille, and before it, the adaptation of the part of the museum material for persons with disabilities is an

important contribution to the realization of the principle of equal rights on culture and cultural heritage, which is one of the underlying principles of the Programme of Development of Culture.

Also, a public institution that encourages the creation of visually impaired persons is the Library for the Blind, founded in 2014.

Based on the existing data on participation of persons with disabilities in cultural events, either as spectators or as service providers, it is evident that we should continue to work on improving this segment of culture in accordance with the measures and activities planned in the Programme of Development of Culture. Also, it would be practical to prepare an analysis that would indicate the obstacles to the participation of persons with disabilities in cultural life.

The Ministry, depending on the financial resources, supports cultural events and programs that promote creativity of persons with disabilities, through the activities of national and municipal cultural institutions.

The Ministry of Culture encourages the development of cultural and artistic creativity of persons with disabilities through public competition, where one of the criteria, among others, is the contribution to the affirmation of creativity of persons with disabilities. The support is provided depending on the quality of projects and the number of persons with disabilities who apply for this competition. The interest on an annual basis when it comes to the number of persons with disabilities who apply for the said competition does not show an upward trend.

There are no data on the participation of persons with disabilities in cultural events, and there is no study that would indicate the barriers to the participation of persons with disabilities in cultural life, either as spectators or as service providers.

Strategic objective in the field of culture, sports and recreation

Equal participation of persons with all forms of disabilities in the cultural life of Montenegro.

Strategic measures

- Ensure the implementation of recommendations set forth in the Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities;
- Promote good practices in protection from discrimination against persons with disabilities in the areas of culture, sports and recreation

8. LOCAL GOVERNMENT IN THE PROCESS OF PROTECTION FROM DISCRIMINATION OF PERSONS WITH DISABILITIES

The Law on Prohibition of Discrimination of Persons with Disabilities stipulates the obligation, among others, of the authorities and units of local self-governments, public companies and other legal persons performing public authority (hereinafter: authorities), as well as other legal and natural persons within their jurisdiction and

powers to bring or introduce and implement regulations and special measures, aimed at creating conditions for the realization of equality and protection of persons with disabilities, who are on any basis in an unequal position in relation to other persons.

Regulations and special measures are adopted, or taken in the areas as follows: spatial planning and construction of facilities, information, transport, education, employment, labour, health, social protection, culture, public and political activity, as well as in other areas of social life in which there are reasons for their adoption or implementation in terms of paragraph 1 of this Article.

Special measures referred to in paragraph 1 of this Article shall apply in proportion to needs and opportunities and last until the achievement of the objectives identified by these measures.

In accordance with the Law on Local Self-Government of Montenegro, the local self-government is responsible for deciding on rights in the field of protection of war veterans and keeping records on the users of rights (Article 32 paragraph 1 item 20). In addition, local government participates in providing conditions and improvement of following activities: health care, education, social and child care, employment and other areas of interest to the local population and exercises rights and duties of the founder of institutions established in these activities, in accordance with the law.

In accordance with Article 38 of the Law on Local Self-Government, certain functions within the competence of the administrative bodies can be entrusted to the municipality, if prescribed by law or other regulation.

Strategic goal

Achieving equality in the enjoyment of human rights of persons with disabilities and access to public services at the local level

Strategic measures

- Adoption of local action plans for the protection from discrimination against persons with disabilities and the promotion of equality.
- Organize campaigns to protect persons with disabilities from discrimination and promote equality at the local level.
- Organize educations (seminars, workshops) for representatives of local governments.

9. MONITORING IMPLEMENTATION OF THE STRATEGY

In order to monitor the implemented activities, the Government of Montenegro will provide quality and efficient **monitoring**. In this respect, it will devote extra attention to the monitoring of the implementation of the Strategy. Coordination of the monitoring of

implementation of the Strategy will be entrusted to the Commission composed of representatives of relevant ministries and representatives of civil society.

With **the Action plans** will be established clear accountability of institutions responsible for the implementation of measures from this Strategy.

In addition to the **regular funds** allocated in the budgets of institutions responsible for implementation of the Strategy, for a number of activities the funds will be provided also from appropriate funds of the international community.

The Montenegrin Government supports activities for the provision of complete protection against discrimination and enjoyment of equal rights in all spheres of life of persons with disabilities and supports the conclusion that all obligations arising under this Strategy are necessary to be adapted to the funds which are planned in annual Law on Budget allocated to holders of activities that have been identified as budget beneficiaries.

10. SUMMARY

The Strategy for the Protection of Persons with Disabilities from Discrimination and Promotion of Equality 2017-2021 represents a particular document in Montenegro, which deals with the implementation of policies to protect the rights of persons with disabilities from discrimination and promotion of equality with other persons. This is the **first strategic document that defines measures and activities to ensure full protection against discrimination and to enjoy equal rights** in all spheres of life for persons with disabilities

The reason for the adoption of such a document is rooted in the provisions of **Article 6 of the Law on Prohibition of Discrimination of Persons with Disabilities**¹³, which explicitly stipulates the **obligation of the Ministry of Human and Minority Rights**, as the state administration authority in charge of human and minority rights, **to prepare a strategic document** relating to the protection of persons with disabilities from discrimination and promotion of equality of these persons with other persons.

Also, with **the Programme of the Government of Montenegro for 2016** is planned the adoption of the Strategy for the Protection of Persons with Disabilities from Discrimination and Promotion of Equality for the period 2017-2021 with the Action Plan.

When adopting this Law, the Parliament also adopted the Conclusion which commits the Government to for the purpose of implementation of the Law on Prohibition of Discrimination of Persons with Disabilities, develop an Analysis of all regulations in the areas defined by the United Nations Convention on the Rights of Persons with Disabilities.

The Ministry of Human and Minority Rights, in cooperation with relevant institutions and with expert support, prepared **an Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with**

¹³ The Law on Prohibition of Discrimination of Persons with Disabilities (Official Gazette of Montenegro, no. 035/15, 044/15)

Disabilities and the UN Convention on the Rights of Persons with Disabilities with the recommendations for harmonization, which the Government of Montenegro adopted at the session of 22 September 2016.

The Analysis **represents the basis for defining the measures in the Strategy, aimed at full harmonization of legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities.**

The overall objective of the Strategy is to ensure full equality of persons with disabilities with other persons in accordance with the principles of the UN Convention on the Rights of Persons with Disabilities, the Constitution and law.

The tasks of the Strategy

Harmonization of the legal framework with international standards, prevention of violations of the prohibition of discrimination against persons with disabilities through the provision of full implementation of anti-discrimination legislation and monitoring and implementation of the UN Convention on the Rights of Persons with Disabilities

In order to allow effective implementation of the Strategy and its follow-up, this program document is divided into areas that the Law on the Prohibition of Discrimination of Persons with Disabilities recognizes as areas of action as follows:

- Respect for the dignity of persons with disabilities
- Discrimination in the area of accessibility (physical environment, information and communications, public transportation, discrimination in access to public and private goods and services
- Discrimination in proceedings before the competent authorities
- Discrimination in the area of privacy and family relations
- Discrimination in the area of education and vocational training
- Discrimination in the area of vocational rehabilitation, labour and employment
- Discrimination in the area of social protection and adequate standard of living
- Discrimination in health care
- Discrimination in political and public life
- Discrimination in the area of sports, culture and recreation.

In order to **monitor the implemented activities**, the Government of Montenegro will provide quality and efficient **monitoring**. Coordination of the monitoring of the implementation of the Strategy will be entrusted to the **Commission composed of representatives of relevant ministries and representatives of civil society**

With **the action plans** will be established clear accountability of institutions responsible for the implementation of measures from this Strategy.

In addition to the **regular funds** allocated in the budgets of institutions responsible for the implementation of the Strategy, for a number of activities the funds will be provided also from appropriate funds of the international community.



MONTENEGRO
The Ministry of Human and Minority Rights

ACTION PLAN 2017-2018
THE STRATEGY FOR THE PROTECTION OF PERSONS WITH DISABILITIES FROM DISCRIMINATION AND PROMOTION OF EQUALITY

RESPECT FOR THE DIGNITY OF PERSONS WITH DISABILITIES

MEASURES	ACTIVITIES	OPERATION HOLDERS	TIMEFRAME	INDICATORS	BUDGET
1. Monitoring the implementation of international documents and conventions, as well as adopted standards for the protection of persons with disabilities, taking measures for their implementation in the legal system of Montenegro and monitoring the compliance of these documents	Monitoring the implementation of recommendations from the Analysis of compliance of legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities	MHMR, in cooperation with MRT, MRSS, MPS, MZD, MFA, MF, MSP, MUP,MJU	2017- 2018	Compliance with the UN Convention on the Rights of Persons with Disabilities and the EC Directives	Regular funds
2. Organization of research and analysis of the situation in the field of protection of persons with disabilities from discrimination and promotion of equality of these persons with other persons;	Carry out research of public opinion on discrimination of persons with disabilities	MHMR	2018	Research conducted	Regular funds with project financing and donations

MEASURES	ACTIVITIES	OPERATION HOLDERS	TIMEFRAME	INDICATORS	BUDGET
3. Cooperation with local self-government in the protection of persons with disabilities from discrimination and promotion of equality of these persons with other persons;	Implement activities with the local self-government with the focus on protecting persons with disabilities from discrimination and promotion of equality	MHMR, local self-governments, NGO	2017-2018	Activities completed	Regular funds
4. Improve cooperation with non-governmental organizations in the protection of persons with disabilities from discrimination and promotion of equality of these persons with other persons	Organize meetings with representatives of non-governmental organizations	MHMR, NGO	2017-2018	Cooperation with NGOs improved	Regular funds
5. Eliminate stereotypes and prejudices about persons with disabilities, as well as harmful actions that discriminate these persons in all spheres of life, including bias based on sex and age;	The media campaign focused on the prohibition of discrimination, breaking down prejudices and stereotypes and increase tolerance to persons with disabilities	MHMR	2017-2018	Media campaign realized	Regular funds

MEASURES	ACTIVITIES	OPERATION HOLDERS	TIMEFRAME	INDICATORS	BUDGET
6. Organize education and training for different target groups in order to raise awareness about persons with disabilities and their rights;	Organize training cycles on the mechanisms to protect from discrimination, intended for representatives of centres for social work	MHMR; in cooperation with MWSW; NGO;	2017-2018.	VI cycle of training on the prohibition of discriminatory behaviour and mechanisms for protection against discrimination held	Regular funds with project financing and donations
7. Initiate and carry out a campaign to raise public awareness about persons with disabilities and their rights, including work with children, from an early age and through all levels of education system	Organize educational workshops for children with disabilities on human rights of persons with disabilities	NGO in cooperation with MHMR, MPS;	2017-2018	Educational workshops for children with disabilities held	Regular funds
8. Encourage the media to promote the rights and protection from discrimination of persons with disabilities	Campaign and promotion of protection of persons with disabilities in the media.	MHMR, media	2017-2018	Campaign and promotion realized	Regular funds

MEASURES	ACTIVITIES	OPERATION HOLDERS	TIMEFRAME	INDICATORS	BUDGET
9. Introduce and develop a program on the concept of human rights of persons with disabilities and the principle of reasonable accommodation in the materials for the professional exam for work in state authorities	Creating a Curriculum	MHMR, <i>Human Resources Management Authority</i>	2018	Curriculum developed Number of topics Number of professionals engaged in development of the Curriculum	Project activities

DISCRIMINATION IN THE AREA OF ACCESSIBILITY

MEASURES	ACTIVITIES	OPERATION HOLDERS	TIMEFRAME	INDICATORS	BUDGET
1. Ensure the implementation of regulations and building an accessible environment	Monitoring and control of implementation of regulations	Directorate for Inspection Affairs	2017-2018	Regulations implemented	Regular funds

2. Educate state and local officials and employees and persons performing public functions on the concept of accessibility of existing facilities	Organize seminars Organize workshops	MORT in cooperation with Human Resources Management Authority	2017-2018	Seminars organized Workshops organized Level of knowledge of state and local officials and employees increased	Regular funds
3. Ensure the implementation of the recommendations identified in the Analysis of Compliance of Montenegrin Legislation with the Law on Prohibition of Discrimination of Persons with Disabilities in accessibility of information and communication technologies	Amend the Law on Internal Trade	ME	2017-2018	The Law on Internal Trade amended	Regular funds

4. Establish a general request for accessibility of all sources of information and means of communication which are published on the portals of the state administration	Development of Guidelines for creating documents on the portal and sub-portal of the Government of Montenegro accessible to persons with disabilities.	MJU	2017	Guidelines for creating documents on the portal and sub-portal of the Government of Montenegro accessible to persons with disabilities developed	Regular funds
	Organizing educational workshops for administrators of the portal and sub-portal of the Government of Montenegro in accordance with the standards of e-accessibility	MJU	2017	Educational workshops for administrators of the portal and sub-portal of the Government of Montenegro in accordance with the standards of e-accessibility organised	Regular funds
	Development of new guidelines for the development and management of websites of state authorities, state administration and local self-government authorities	MJU	2017	new guidelines for the development and management of websites of state authorities, state administration and local self-government authorities developed	Regular funds

5. Encourage the media and private owners of communication means to, as much as possible, provide accessible information to persons with all forms of disabilities	Organize working meetings for representatives of the private media	MJU	2018	Meetings organize	Regular funds
6. Ensure the implementation of the recommendations set forth in the Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities in the area of public transport	Amend the Law on Road Transport	MSP	2018	The law amended	Regular funds
	Amend the Law on Safety, Organization and Efficiency of Rail Transport	MSP	2018	The law amended	Regular funds
7. Provide access to information and communication in public transport to persons with all forms of disabilities	Implementation of the Law on Road Transport	MSP, local self-governments	2017/2018	The Law implemented	Regular funds

8. Ensure the implementation of the recommendations identified by the Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of persons with disabilities in the area of access to public goods and services	Amend the Law on Internal Trade	ME	2017/2018	The Law amended	Regular funds
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DISCRIMINATION IN PROCEEDINGS BEFORE THE AUTHORITIES

MEASURES	ACTIVITIES	OPERATION HOLDERS	TIMELINE	INDICATORS	BUDGET
1. Consider recommendations from the Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities and the UN Convention on the Rights of Persons	When working on amendments to the Law on Civil Procedure to consider the recommendations from the Analysis on Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities and the UN Convention on the Rights of Persons with Disabilities	Ministry of Justice	2018.	The result of consideration of recommendations of the Working Group;	Regular funds

with Disabilities	When working on amendments to the Criminal Code to consider the recommendations from the Analysis on Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities and the UN Convention on the Rights of Persons with Disabilities	Ministry of Justice	2018.	The result of consideration of recommendations of the Working Group;	Regular funds
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DISCRIMINATION IN THE AREA OF SOCIAL PROTECTION, ADEQUATE STANDARD OF LIVING, INDEPENDENT LIVING AND COMMUNITY LIFE

MEASURES	ACTIVITIES	OPERATION HOLDERS	TIMELINE	INDICATORS	BUDGET
1. Improve the Law on Social and Child Protection in accordance with international standards	Amend the Law on Social and Child Protection	MRSS	2017.	The Law amended	Regular funds
2. Establish a register of persons with disabilities, as well as provide access to information and their self-informing on the rights of social and child protection.	-Development of terms of reference for the Register: criteria, scope, types of data and the like. - Development of a software solution for the Register	CZSR, MRSS, NVO, international organisations	2017.	The terms of reference drafted Software solution developed	Regular funds

MEASURES	ACTIVITIES	OPERATION HOLDERS	TIMELINE	INDICATORS	BUDGET
3. Establish, develop and promote the services from the social and child protection	Establish, develop and promote the services from the social and child protection	MRSS	2017/2018	Number of established services	Regular funds
4. Provide systematic and organized professional development of service providers for persons with disabilities and experts associates in social and child protection.	Training of professional workers and experts associates in the social and child protection; Training for providers of services in the system of social and child protection	MRSS, ZSDZ	2017/ 2018	Number of trainings and number of trained professional workers and experts associates Number of trained providers	Regular funds

DISCRIMINATION IN THE FIELD OF PRIVACY AND FAMILY RELATIONSHIPS

MEASURES	ACTIVITIES	OPERATION HOLDERS	TIMEFRAME	INDICATORS	BUDGET
1. Consider recommendations from the Analysis of Compliance of Legislation with the Law on Prohibition of Discrimination of Persons with Disabilities and the UN Convention on the Rights of Persons with Disabilities	When working on amendments to the Criminal Code to consider the recommendations from the Analysis on Compliance of Legislation with the Law on Prohibition of Discrimination of Persons with Disabilities and the UN Convention	Ministry of Justice	2017.	The result of consideration of the recommendations of the Working Group;	Regular funds

DISCRIMINATION IN THE FIELD OF EDUCATION AND VOCATIONAL TRAINING

MEASURES	ACTIVITIES	OPERATION HOLDERS	TIMELINE	INDICATORS	BUDGET
1. Improve the legal framework towards the full implementation of the principle of prohibition of discrimination	Amendments of the laws on all levels of education with a view to ensuring equal rights and prohibition of discrimination	Ministry of Education	2017/2018	Laws amended in the direction of promoting equality	
2. Continuously implement inclusive activities that promote equality, diversity, prohibition of discrimination (workshops, peer experience, support and the like.)	<ul style="list-style-type: none"> - Organize workshops on equal rights, prohibition of discrimination in schools - Prepare information material on the rights in the field of prohibition of discrimination for teachers - Conduct training for the application of IROP - Arrange for consultations for employees on the topic of prohibition of discrimination - Prepare information material for test administrators on the topic of individualization as an introduction to non-discrimination - Develop informers on the availability and accessibility 	MPS, ZzŠ, NGO, international partners	2017/2018	<ul style="list-style-type: none"> -Number of schools, workshops, participants, topics. - Information material on the rights in the field of non-discrimination for teachers developed -The number of trainings and trained persons in developing and implementing IROP - Number of consultations and participants - Information materials done and promoted - Informers developed, equipment, aids provided in accordance with the needs, etc.. 	50.000€

MEASURES	ACTIVITIES	OPERATION HOLDERS	TIMELINE	INDICATORS	BUDGET
3. Improve collection and sharing of information and data on the prohibition of discrimination against persons with disabilities	<ul style="list-style-type: none"> - Train commissions for instruction on assessment of needs - Consulting for entering data into the MEIS - Making instructions and guides for keeping records on children with disabilities and difficulties in development with a focus on the law and non-discrimination 	MPS, ZzŠ, NVO, international partners	2017/ 2018	<ul style="list-style-type: none"> - Number of trainings and trained persons and topics - Number of consultations and participants - Instructions and guides developed, promoted and distributed 	15.000€

DISCRIMINATION IN THE FIELD OF VOCATIONAL REHABILITATION, WORK AND EMPLOYMENT

MEASURES	ACTIVITIES	OPERATION HOLDERS	TIMEFRAME	INDICATORS	BUDGET
1. Ensure the implementation of the recommendations set forth in the Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities	Amend the Law on Labour	MRSS	2017	The Law on Labour amended	Regular funds
	Amend the Law on Civil Servants	MJU	2018	The Law amended	Regular funds

2. Reduce barriers and stereotypes of employers towards persons with disabilities and increase their level of awareness about the benefits of employment policy for persons with disabilities.	Realization of projects on the basis of public calls for funding for the employment of persons with disabilities - Grant Scheme	MRSS, the Employment Agency of Montenegro	2017/2018	Public call published Number of employees with disabilities Number of employers involved in the project	Regular funds
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DISCRIMINATION IN THE AREA OF HEALTH AND ACCESS TO ADEQUATE AIDS

MEASURES	ACTIVITIES	OPERATION HOLDERS	TIMEFRAME	INDICATORS	BUDGET
1. Ensure the implementation of recommendations established in the Analysis of Compliance of Legislation in Montenegro with the Law on Prohibition of Discrimination of Persons with Disabilities	Amendments to the Law on Rights of Patients	Ministry of Health, Institute of, Public Health Institutions and Health Insurance Fund	III quarter 2017	The Law amended	Regular funds
	Amendments to the Law on Fertility Treatment through Assisted Reproductive Technologies				
	Amendments to the Law on the Protection and exercise of Rights of Mentally Ill Persons				

MEASURES	ACTIVITIES	OPERATION HOLDERS	TIMEFRAME	INDICATORS	BUDGET
<p>2. Provide equal access to information on sexual, reproductive health and contraception</p>	<p>Health check-ups at all levels of health care</p> <p>Access to educational workshops organized by the Institute for Public Health and the centres for support or counselling offices at primary health care level with the obligation and, if necessary, the presence of an interpreter, and the service of mediators</p> <p>Provision of and access to information for persons with visual or hearing disabilities supported by sign language interpreter and in a format accessible to persons with visual impairment</p>	<p>Ministry of Health and Public Health Institution</p>	<p>2017/2018</p>	<p>Number of preventive check-ups</p> <p>Number of workshops</p>	<p>Regular funds</p>
<p>3. Provide equal access to health services for persons with disabilities in rural and less developed areas</p>	<p>Open ambulances in rural areas</p>	<p>Ministry of Health</p>	<p>2017/2018</p>	<p>Number of opened ambulances</p>	<p>Regular funds</p>

DISCRIMINATION IN THE AREA OF POLITICAL AND PUBLIC LIFE

MEASURES	ACTIVITIES	OPERATION HOLDERS	TIMEFRAME	INDICATORS	BUDGET
1. Provide equal opportunities in election activities to persons with disabilities	Awareness-raising campaigns on the inclusion of persons with disabilities in political life	MHMR in cooperation with relevant institutions	2017/2018 continuously	Media campaign organized	Regular funds / project activities Donations
	Education for members of political parties/media and persons with disabilities			Training	
	Round table titled "The participation of persons with disabilities in political and public life, without discrimination"			Roundtable organized	

DISCRIMINATION IN THE FIELD OF CULTURE, SPORT AND RECREATION

MEASURES	ACTIVITIES	OPERATION HOLDERS	TIMEFRAME	INDICATORS	BUDGET
1. Ensure the implementation of the recommendations established in the Analysis of Compliance of Legislation with the Law on Prohibition of Discrimination of Persons with Disabilities	Amend the Law on Libraries	Ministry of Culture	2018	Laws amended	Regular funds
	Improve the Law on Museum Activities	Ministry of Culture			
	Improve the Law on Cinematography	Ministry of Culture			

MEASURES	ACTIVITIES	OPERATION HOLDERS	TIMEFRAME	INDICATORS	BUDGET
2. Promote good practice in the protection of discrimination of persons with disabilities in the field of sports, culture and recreation	Monitor the implementation of the Law on sports at national associations and related organizations	Ministry of sports	2017/2018	Law has been implemented	Regular funds

LOCAL SELF-GOVERNMENTS IN THE PROCESS OF PROTECTION AGAINST DISCRIMINATION OF PERSONS WITH DISABILITIES

MEASURES	ACTIVITIES	OPERATION HOLDERS	TIMEFRAME	INDICATORS	BUDGET
1. Development of a model LAP to protect persons with disabilities from discrimination and promote equality	<p>Organize interdepartmental working groups for drafting the model LAP to protect persons with disability from discrimination and promote equality</p> <ul style="list-style-type: none"> - Identify problems and needs - Analysis of the problem - Define measures to solve the problem - Identify holders of activities for the implementation of LAP - Identify sources for funding planned activities 	<p>Union of Municipalities, Ministry of Human and Minority Rights, MORT,</p> <p>NGOs dealing with the protection of the rights of persons with disabilities</p>	II quarter 2017	<p>Model LAP to protect persons with disabilities from discrimination and promote equality adopted and delivered to local self-governments</p>	<p>The budget of the Union of Municipalities of Montenegro,</p> <p>Ministry of Human and Minority Rights, donors</p>
2. Adoption of the LAP to protect persons with disabilities from discrimination	Preparation of LAP to protect persons with disability from discrimination and promote equality based on the model in the units of the local self-government	Local self-government units, the Ministry of Human and Minority Rights,	Continuously	At least five LAP to protect persons with disabilities from discrimination	<p>The budgets of the units of the local self-government,</p> <p>Ministry of</p>

and promote equality		MORT, NGOs dealing with the protection of the rights of persons with disabilities		and promote equality adopted in the units of local self-government	Human and Minority Rights, donors
3. Organize campaigns to protect persons with disabilities from discrimination and promote equality at the local self-government level	<ul style="list-style-type: none"> - Organize round tables and seminars for PWD and their families with the participation of the representatives of LSG units, NGO and citizens on the topic: "Equal opportunities for all members of the community" - the removal of architectural and administrative barriers with the goal of the protection of persons with disabilities from discrimination - Organize promotional activities in public places (Info - stands in town squares) and distribution of promotional material 	<p>Local self-governments units</p> <p>The Ministry of Human and Minority Rights, the Union of Municipalities of Montenegro,</p> <p>NGOs dealing with the protection of the rights of persons with disabilities</p>	Continuously	<ul style="list-style-type: none"> - At least one round table held in each LSG unit - At least one promotional activity organised in each LSG unit 	<p>Budget of the local self-government units,</p> <p>The Ministry of Human and Minority Rights, donors</p>
4. Organize education (seminars, workshops) for representatives of local self-governments	<ul style="list-style-type: none"> - Organize education (seminars, workshops) for representatives of local self-governments - organization of seminars and workshops for employees of the local self-government units, public services and businesses (by region) for the implementation of activities from the LAP, particularly with a focus on raising awareness - Additional training for representatives of the local 	<p>Local self-government units, the Union of Municipalities of Montenegro, Human Resources Management Authority,</p> <p>The Ministry of Human and Minority Rights,</p> <p>MORT, NGOs involved in the protection of rights</p>	Continuously	At least one seminar/training organized for municipalities in northern, central and southern region Additional training for representatives of local secretariat for	<p>The budget of the local self-government units,</p> <p>Human Resources Management Authority,</p> <p>The Ministry of Human and</p>

	secretariats for social activities and physical planning and construction of facilities for the implementation of the LAP	of persons with disabilities		social activities and physical planning and construction of facilities for the implementation of the LAP organized	Minority Rights
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