



**Government of Montenegro  
Anti-Discrimination Council**

**National Team for Coordination of LGBT Strategy Implementation  
Monitoring and Production of Information Briefs and Reports**

**REPORT**

**on implementation of the measures from the Action Plan for 2014 for  
implementation of the Strategy for Improving the Quality of Life of  
LGBT Persons in Montenegro (2013-2018)  
for the period from 1 January to 31 December 2014**

**Podgorica, 18 December 2014**

*The Report on implementation of the measures from the Action Plan for 2014 for implementation of the Strategy for Improving the Quality of Life of LGBT Persons in Montenegro (2013-2018) was prepared for the period from 1 January to 31 December 2014 and is a collection of data submitted by the competent state institutions / authorities.*

From the adoption of the **Strategy for Improving the Quality of Life of LGBT Persons in Montenegro (2013-2018)** at the session of the Government of Montenegro held on 9 May 2013 to 31 December 2014, the following key activities were implemented under the Strategy:

- In April 2013, amendments to the Criminal Code were adopted, according to which the situation where the criminal offence was committed out of hatred due to sexual orientation or gender identity is taken as an aggravating circumstance in sentencing;
- In the framework of the project “Implementation of European Human Rights Standards in Montenegro and other Countries of the Region”, implemented in cooperation with the German Foundation for International Legal Cooperation (IRZ) and the Government of Montenegro, the publication “Practical Introduction to European Anti-Discrimination Standards” was published. Within this project, a conference entitled “Implementation of European Anti-Discrimination Standards” was held in October 2013, at which the publication was presented;
- In October 2013, Montenegro hosted the XI Meeting of the Informal LGBT Focal Point network’s representatives of European governments;
- In 2013, a Police Project was implemented within the framework of which, in cooperation with the Government of Montenegro, civil society organizations and with the support of the Government of the Netherlands, members of the Police Administration were trained to work with the LGBT community. Also, within the framework of this project, a book “Police, Tolerance and Accepting Identity” was published;
- In 2013, in cooperation with the MFAEI of Montenegro, the LGBT Forum Progress and the Williams Institute, the publication “Yogyakarta Principles” was translated and printed;
- In early 2014, in cooperation with the Youth and Sport Administration, the Montenegrin Olympic Committee and the LGBT Forum Progress, a book entitled “LGBT inclusion in sport” was published;
- In the course of 2014, amendments were adopted to the Anti-Discrimination Law and the Law on the Protector of Human Rights and Freedoms;
- In June 2014, in cooperation between the Supreme Court of Montenegro and the Williams Institute, the book entitled “Law and LGBT Rights” was published. Also, within the project financially supported by the US Embassy, two more books were published: “Invisible History – Homosexuality under Socialist Justice” and “LGBT Rights – Standards and Case Law”;
- In June 2014, the Ministry of Health, with the support of the TAIEX programme, implemented a workshop for health workers in order to train them to work with members of the LGBT community;
- With the support of the TAIEX programme, the Ministry for Human and Minority Rights implemented the workshop on civil union laws and experiences;
- In July 2014, the Ministry of Foreign Affairs and European Integration organized a round table “Promotion and Importance of the Yogyakarta Principles”;
- In July 2014, the Ministry of Labour and Social Welfare organized three workshops for 25 social workers in order to educate them to work with members of the LGBT community;
- In August 2014, with the support of the TAIEX programme, the Ministry of Labour and Social Welfare organized a workshop on protection of the rights of LGBTIQ persons;
- In August 2014, in cooperation with EGALE Canada, the Ministry of Labour and Social Welfare organized training for 20 social workers in order to train them to work with members of the LGBT community;
- With the support of the TAIEX programme, a study visit was organized in October 2014, with the aim of improving knowledge in monitoring the implementation of the LGBT Strategy.

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22. **Ministry for Human and Minority Rights** – Measure No. 4. Develop and publish printed materials promoting tolerance towards the most vulnerable social groups, making the public sensible and promoting the protection of their fundamental human rights

23. **Ministry for Human and Minority Rights** – Measure No. 5. Activities within the framework of participation in the work of the National Team for Monitoring the Implementation of the Strategy for Improving the Quality of Life of LGBT Persons in Montenegro for the period of 2013-2018, for 2014. Monitor and report on the implementation of measures from the Action Plan for negotiation on Chapter 23 (Fundamental Rights)

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25. **Ministry for Human and Minority Rights** – Measure No. 7. Trainings on LGBT human rights and on handling hate crimes and other incidents based on sexual orientation and gender identity (focusing on the increase of the number of incidents during and after the Pride parade) for prosecutors from all Montenegrin municipalities handling hate crime cases

26. **Ministry for Human and Minority Rights** – Measure No. 8. Trainings on LGBT human rights and on handling hate crimes and other incidents based on sexual orientation and gender identity (focusing on the increase of the number of incidents during and after the Pride parade) for judges from all Montenegrin municipalities handling hate crime cases

27. **Ministry for Human and Minority Rights** – Measure No. 9. Trainings on LGBT human rights and on handling hate crimes and other incidents based on sexual orientation and gender identity (focusing on the increase of the number of incidents during and after the Pride parade) for police officers from all Montenegrin municipalities handling hate crime cases

28. **Ministry for Human and Minority Rights** – Measure No. 18. Hold a round table discussion on multiple discrimination issues

29. **Ministry for Human and Minority Rights** – Measure No. 20. Sign a Memorandum of Understanding with local authorities on measures to combat discrimination on the grounds of sexual orientation or gender identity and on promotion of tolerance towards LGBT persons

30. **Ministry for Human and Minority Rights** – Measure No. 21. Hold an international round table discussion (including the representatives of the countries in the region and developed EU Member States) on legal framework governing the status of same-sex unions
31. **Ministry for Human and Minority Rights** – Measure No. 22. Hold panel discussions hosting selected experts to talk about religious, national and other identities in reference to the LGBT issues
32. **Ministry for Human and Minority Rights** – Measure No. 23. Awareness-raising among the general public on LGBT-related topics to increase the tolerance and ensure better quality of life for LGBT persons
33. **Ministry for Human and Minority Rights** – Measure No. 24. LGBT library and cooperation with NGOs
34. **Ministry for Human and Minority Rights** – Measure No. 29. Develop dialogue with and advisory role of NGOs in decision-making: organize an annual informal human rights meeting with line ministers / representatives of line ministries
35. **Ministry for Human and Minority Rights** – Measure No. 30. Draft a Report on the implementation of the Anti-Discrimination Law
36. **Ministry for Human and Minority Rights** – Measure No. 37. Media campaign on anti-discrimination and promotion of anti-discriminatory practices. Following the development of the campaign visual identity, the media plan is to be developed to enable the achievement of the objective set, i.e. raising awareness among the entire Montenegrin public, particularly with regards to the most vulnerable population groups, with a view to respect for all human rights, creating a supportive and more tolerant environment, and respect for differences
37. **Ministry of Labour and Social Welfare** – Measure No. 11. Organize a separate debate – discussion at a session of the Social Council of Montenegro devoted to discrimination of all social groups, including the LGBT community, with a view to recognize the essence and the relevance of fighting discrimination based on sexual orientation and gender identity
38. **Ministry of Labour and Social Welfare** – Measure No. 12. Sign a joint declaration / statement / press release / agreement between the Ministry of Labour and Social Welfare, employers and trade unions condemning discrimination at work on any grounds, including sexual orientation and gender identity
39. **Ministry of Labour and Social Welfare** – Measure No. 19. Training of professional social workers employed in social and child protection institutions to work with LGBT persons
40. **Youth and Sports Administration** – Measure No. 17. Develop school-based initiatives on non-violence and non-discrimination at all levels, including social networks – the Council of Europe’s campaign “Combating Hate Speech Online”
41. **Youth and Sports Administration** – Measure No. 38. Enhance the fight against discrimination of LGBT persons in sport and society
42. **Youth and Sports Administration** – Measure No. 39. Disseminate the “LGBT Inclusion in Sport” handbook to all sport associations, clubs and organizations
43. **Youth and Sports Administration** – Measure No. 40. Translate and print the handbook of Council of Europe “LGBT Inclusion in Sport”
44. **Youth and Sports Administration** – Measure No. 41. Organize a conference on the topic of “Enhancing the fight against discrimination of LGBT persons in sport and society”

**45. National Team for Coordination of LGBT Strategy Implementation Monitoring** – Measure No. 28.  
A press conference of the National Team for Coordination of LGBT Strategy Implementation Monitoring and preparation of information and reports in support of the IDAHO public campaign

## Ministry of Health

**MEASURE No. 23. Strengthen the capacities of health workers and medical staff and improve the service for work with LGBT community.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented as it is done continuously.

**Key activities undertaken in the reporting period:**

On 29-30 May this year in Podgorica, a TAIEX workshop was organized by the Ministry of Health as a training of health workers and healthcare associates in the public health system. The training was conducted by experts from the European Union and a Council of Europe representative hired through TAIEX. The workshop was attended by employees of the Ministry of Health, public health institutions at all levels of health care and representatives of the NGO sector. At the workshop, inter alia, the Strategy for Improving the Lives of LGBT Persons and the health system of Montenegro were presented, with special emphasis on the legislative mechanism against any form of discrimination of LGBT persons.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Improving the social environment for accepting LGBT persons in the provision of health services without any form of discrimination and with respect for the ethical code towards the beneficiaries of health services, including the LGBT population.

**Contacts between different institutions and the outcome (results):**

Ministry for Human and Minority Rights and the Ministry of Labour and Social Welfare.

**International contacts and the outcome (results):**

-Consultations with experts – physicians in relation to gender reassignment for interested persons from Montenegro.  
-EU Experts and a representative of the Council of Europe, TAIEX workshop and the United Nations Human Rights Commissioner Mr. Nils Muižnieks.

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

Answers to questions by FORUM PROGRESS and consultations with NGO Queer Montenegro and Juventas about the Draft Rulebook on Gender Reassignment and agreement on the signing of the Memorandum of Cooperation with the Ministry of Health.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

Contacts and consultations with non-governmental LGBT organizations and the LGBT community were used in such a way that they were involved in decision-making concerning this population, timely informed on all issues they were interested in, and timely submitted with answers to raised electronic questions regarding the LGBT population.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

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**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

There were no particular key challenges or obstacles to the implementation of the measure, by the Ministry of Health or by the NGO sector.

**Ministry of Health**

**MEASURE No. 24. Institutionalize the relations of healthcare authorities with LGBT community through signing an Agreement on cooperation and development of joint initiatives.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Memorandum of Cooperation signed with NGO Forum Progress, Queer Montenegro and Juventas.

**Key activities undertaken in the reporting period:**

Telephone and electronic communication with NGO Queer Montenegro and Juventas. A meeting held with representatives of the NGO sector on the topic of improving the quality of life of LGBT persons in accordance with the strategic commitment of the Government.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Improving the social environment for accepting LGBT persons and respecting the rights of LGBT persons in the healthcare system through the training of health workers in the framework of workshops and seminars held by the Public Health Institute, primarily on preventive health care, as a basis for the preservation of health. Also, workshops organized in health care centres on the topic of "Prevention and protection from HIV / AIDS".

**Contacts between different institutions and the outcome (results):**

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**International contacts and the outcome (results):**

EU Experts and a representative of the Council of Europe, TAIEX workshop and the United Nations Human Rights Commissioner Mr. Nils Muižnieks.

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

Within the framework of its activities in cooperation with the Public Health Institute, NGO Juventas conducted trainings of healthcare workers and healthcare associates for approach to and attitude towards LGBT persons, as well as activities undertaken in the training of students of the Medical Faculty in Podgorica. Negotiations are underway on joint cooperation on this topic.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

Good cooperation, understanding and joint work to mutual satisfaction.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

There were no obstacles.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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## Ministry of Health

**MEASURE No. 25. Appoint contact persons in the Ministry of Health and healthcare institutions for the transgender community in the interest of strengthening institutional care and programme cooperation.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented.

**Key activities undertaken in the reporting period:**

The contact persons were submitted the Strategy for Improving the Quality of Life of LGBT Persons in Montenegro.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

The objective is that the contact persons in healthcare institutions familiarize the employees with the strategic commitment to improve the position of LGBT persons and the obligations arising from the strategic document, with regard to the attitude of health workers and healthcare associates to LGBT population.

**Contacts between different institutions and the outcome (results):**

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**International contacts and the outcome (results):**

EU Experts and a representative of the Council of Europe, TAIEX workshop and the United Nations Human Rights Commissioner Mr. Nils Muižnieks.

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

The contact persons, especially from the health institutions in Podgorica, have regular communication (telephone, electronic with NGO Juventas) on the exchange of opinions or preventing potential problems in the provision of health services to LGBT persons.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

To the extent needed for implementation of the programme objectives and tasks of the civil sector.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

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**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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**Ministry of Health**

**MEASURE No. 26. Include LGBT representatives in the consultation and decision-making process in relation to all the issues of interest to LGBT community, especially in preparing the Rulebook on gender reassignment for medical reasons.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented.

**Key activities undertaken in the reporting period:**

Consultations on the completion of the Rulebook on establishing the medical reasons for gender reassignment are underway with the NGO sector within the working groups for drafting the Rulebook.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

The Rulebook on establishing the medical reasons for gender reassignment was adopted, which created the conditions for all the interested LGBT persons to enter the regular medical procedures for gender reassignment.

**Contacts between different institutions and the outcome (results):**

Health Insurance Fund, health care centres, Clinical Centre of Montenegro.

**International contacts and the outcome (results):**

EU Experts and a representative of the Council of Europe, TAIEX workshop and the United Nations Human Rights Commissioner Mr. Nils Muižnieks.

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

NGO Queer Montenegro, Juventas and Forum Progress.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

Implementation of programme objectives and tasks in cooperation with the health system.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

There were no key challenges or obstacles in the implementation except with regard to engaging the experts for suggestions on medical aspects for the preparation of the Rulebook on the criteria for gender reassignment for medical reasons, which is why there was delay in relation to the deadlines for adopting the Rulebook.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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**Ministry of Health**

**MEASURE No. 27. Define the criteria for covering the costs of gender reassignment for medical reasons; prepare and adopt a Rulebook on gender reassignment for medical reasons in cooperation with the LGBT community.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented.

**Key activities undertaken in the reporting period:**

Public Health Institute of Montenegro and NGO Juventas have prepared handbooks or brochures on the rights of LGBT persons to be distributed to all public health institutions and interested NGO associations dealing with LGBT population issues, and NGO Queer Montenegro is preparing a brochure on the rights of LGBT population in cooperation with the Ministry of Health (this brochure will also contain the Rulebook on establishing the medical reasons for gender reassignment).

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Enhancing the health environment for work with LGBT persons and creating the conditions in receiving health services without any forms of discrimination, with the main emphasis on the obligation to respect all the human rights of LGBT persons.

**Contacts between different institutions and the outcome (results):**

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**International contacts and the outcome (results):**

EU Experts and a representative of the Council of Europe, TAIEX workshop and the United Nations Human Rights Commissioner Mr. Nils Muižnieks.

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

NGO Queer Montenegro, Juventas and Forum Progress.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

To the extent needed for implementation of the programme objectives and tasks of the NGO sector and the public health system.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

There were no particular challenges or obstacles because any obstacle would be resolved upon identification by the line Ministry.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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**Ministry of Health**

**MEASURE No. 28. Promote safe sex behaviour, including distribution of appropriate materials and information in relation to prevention and protection.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented.

**Key activities undertaken in the reporting period:**

In the framework of workshops, seminars and round tables organized by the Public Health Institute, the promotion of safe sexual behaviour is being continuously promoted, including the distribution of appropriate materials related to prevention and protection. Also, in accordance with the project orientation of the Clinical Centre of Montenegro, since 5 May of this year, an electronic card was introduced for visiting patients who are on clinical treatment, as well as the possibility for the patients themselves to determine who will visit him, which means that a LGBT person in hospital treatment would have the possibility to decide to whom he will approve the visit without any form of discrimination, meaning that a patient may decide to be visited by someone from the LGBT population and that there are no barriers or obstacles or any discriminatory attitude. Accordingly, along with these facts, the measure has been implemented.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

The experience of the countries of the European Union and the models that lead to a change in the rules, culture and concrete life experience, the way of functioning according to the model of the health and social partnership with respect to the European Convention on Human Rights and the European Social Charter, a framework approach to health rights at the international level in relation to transgender terms, gender divisions, transgender persons and trans-sexuality, the field of health protection with various forms of discrimination, and examples of good practices in health services for transgender persons.

**Contacts between different institutions and the outcome (results):**

Ministry for Human and Minority Rights and the Ministry of Labour and Social Welfare.

**International contacts and the outcome (results):**

EU Experts and a representative of the Council of Europe, TAIEX workshop and the United Nations Human Rights Commissioner Mr. Nils Muižnieks.

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

NGO Queer Montenegro, Juventas and Forum Progress (electronic and telephone communication).

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

To the extent needed for implementation of the programme objectives and tasks of the NGO sector and the public health system.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

There were no particular challenges or obstacles because any obstacle would be resolved upon identification by the line Ministry.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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**Ministry of Sustainable Development and Tourism**

**MEASURE No. 42. Continue promoting Montenegro as a safe and open destination.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Continuously and in accordance with the budget and annual plans of the National Tourist Organization and local tourist organizations. Implemented.

**Key activities undertaken in the reporting period:**

Activities to promote Montenegro as a safe tourist destination. *Promotion of the offer in international tourism fairs in:* Ferien Vienna, IFT Belgrade, ITB Berlin, MITT Moscow, UITT Kiev, AITF Baku, Top Resa Paris, St. Petersburg, WTM London. Implemented.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

The purpose of activities undertaken is for Montenegro to be recognized as a safe destination in the markets where it is recognized as a tourist destination, as well as to develop brand loyalty.

**Contacts between different institutions and the outcome (results):**

Contacts with municipalities and local tourist organizations.

**International contacts and the outcome (results):**

Study visits were organized for media and tour operators with a view to promoting Montenegro as an open tourist destination. Montenegro was visited by the tour operators such as: Senior Reisen, journalists from Bradt travel guide, AWE TV, Travel plus magazine, Woman's weekly, etc. Implemented.

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

Permanent contacts with LGBT organizations LGBT Forum Progress and LGBT association Queer Montenegro.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

Through better recognition and development of LGBT tourism.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

Establishing cooperation between LGBT organizations and tourism industry and recognizing this segment of offer that would be presented in the potential markets.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

Permanent contacts with tourism industry in order to implement the requests of LGBT organizations, with a view to recognizing this segment of the offer.

**Ministry of Sustainable Development and Tourism**

**MEASURE No. 43. Continue promoting Montenegro as a safe and open destination.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Continuously and in accordance with the budget and annual plans of the National Tourist Organization and local tourist organizations. Implemented.

**Key activities undertaken in the reporting period:**

Activities to promote Montenegro as a safe tourist destination. *Promotion of the offer in international tourism fairs in:* Ferien Vienna, IFT Belgrade, ITB Berlin, MITT Moscow, UITT Kiev, AITF Baku, Top Resa Paris, St. Petersburg, WTM London. Implemented.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

The purpose of activities undertaken is for Montenegro to be recognized as a safe destination in the markets where it is recognized as a tourist destination, as well as to develop brand loyalty.

**Contacts between different institutions and the outcome (results):**

Contacts with municipalities and local tourist organizations.

**International contacts and the outcome (results):**

Study visits were organized for media and tour operators with a view to promoting Montenegro as an open tourist destination. Montenegro was visited by the tour operators such as: Senior Reisen, journalists from Bradt travel guide, AWE TV, Travel plus magazine, Woman's weekly, etc. Implemented.

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

Permanent contacts with LGBT organizations LGBT Forum Progress and LGBT association Queer Montenegro.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

Through better recognition and development of LGBT tourism.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

Establishing cooperation between LGBT organizations and tourism industry and recognizing this segment of offer that would be presented in the potential markets.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

Permanent contacts with tourism industry in order to implement the requests of LGBT organizations, with a view to recognizing this segment of the offer.

**Ministry of Sustainable Development and Tourism**

**MEASURE No. 44. Continue with the activities contributing to the recognition of Montenegro in the LGBT market.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Continuously and in accordance with the budget and annual plans of the National Tourist Organization and local tourist organizations. Implemented.

**Key activities undertaken in the reporting period:**

Activities to promote Montenegro as a safe tourist destination. *Promotion of the offer in international tourism fairs in:* Ferien Vienna, IFT Belgrade, ITB Berlin, MITT Moscow, UITT Kiev, AITF Baku, Top Resa Paris, St. Petersburg, WTM London. Implemented.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

The purpose of activities undertaken is for Montenegro to be recognized as a safe destination in the markets where it is recognized as a tourist destination, as well as to develop brand loyalty.

**Contacts between different institutions and the outcome (results):**

Contacts with municipalities and local tourist organizations.

**International contacts and the outcome (results):**

Study visits were organized for media and tour operators with a view to promoting Montenegro as an open tourist destination. Montenegro was visited by the tour operators such as: Senior Reisen, journalists from Bradt travel guide, AWE TV, Travel plus magazine, Woman's weekly, etc.

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

Permanent contacts with LGBT organizations LGBT Forum Progress and LGBT association Queer Montenegro.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

Through better recognition and development of LGBT tourism.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

Establishing cooperation between LGBT organizations and tourism industry and recognizing this segment of offer that would be presented in the potential markets.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

Permanent contacts with tourism industry in order to implement the requests of LGBT organizations, with a view to recognizing this segment of the offer.

**Ministry of Interior – Police Administration**

**MEASURE No. 10. Dissemination of a handbook for police officers: Handbook on police actions in case of homophobic violence.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented.

**Key activities undertaken in the reporting period:**

The available amount of handbooks was disseminated.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Familiarizing police officers with the issues in the field of protection, prevention and prosecuting the offences committed against LGBT persons and in sensible approach to members of the LGBT community.

**Contacts between different institutions and the outcome (results):**

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**International contacts and the outcome (results):**

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**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

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**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

Dissemination of the handbook has increased the level of information of police officers in the field of protection, prevention and prosecuting the offences committed against LGBT persons and in sensible approach to members of the LGBT community.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

We do not have enough copies of the handbook in printed form that could be disseminated in the field at this stage, so we will, in cooperation with other institutions, attempt to acquire a certain number of copies of this handbook for distribution within the deadline specified in the 2014 Action Plan (deadline is April – July 2014). Also, this handbook, as well as the handbook entitled “Police, Tolerance and Accepting Identity”, should be published in the official website of the Police Administration-MoI, to be accessible to everyone, which should be done by allocating the space for creating a new section in the website that would contain handbooks and other contents on cooperation between the Police Administration and the LGBT community. The problem, however, is that the MoI-PA has no administrator for some time already, i.e. person trained to change and create content in the general menu of the website, so it is expected that

this problem will be solved in the coming period.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

In the coming period, the Police Administration will, regardless of the implementation of the AP for 2014, work on the acquisition and the dissemination of the handbook to members of the Montenegrin police.

**Ministry of Interior – Police Administration**

**MEASURE No. 26. Report on communication and actions of police officers in cases of reports of verbal or physical violence against LGBT persons.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented.

**Key activities undertaken in the reporting period:**

Data collection at the level of organizational units.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Creating a single database on cases of registered offences – criminal offences and misdemeanours committed against LGBT persons.

**Contacts between different institutions and the outcome (results):**

Contacts and communication with Security Centres in Montenegro and LGBT contact police officers.

**International contacts and the outcome (results):**

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**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

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**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

The implementation of the measure has contributed to further strengthening the trust between the LGBT community and the PA, better transparency in the work of the Montenegrin police in the subject area, and identifying potential modalities for improving the prosecution of verbal or physical violence against members of the LGBT community by police officers.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

Due to the specific nature of the work they perform in the security centres and the obligations they are already responsible for, police officers in charge of collecting data from security centres will prepare the reports on the subject issues for the previous month in the current month, submitting them to the PR adviser until 15-20<sup>th</sup> of the current month.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

The challenge has been resolved through a more flexible approach in the submission of reports of the police officers in the subject area.

**Ministry of Interior - Police Administration**

**MEASURE No. 27. Cooperation between the Police Administration of the Ministry of Interior and the LGBT community.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented.

**Key activities undertaken in the reporting period:**

Members of the Trust Team – police officers and members of the LGBT community had no meetings in May 2014, but they were engaged in telephone communication regarding the resolution of issues related to the protection of the rights of the LGBT community. Meetings of the Trust Team are normally held continuously.

In November 2014, in coordination with the coordinator of the National Team for Coordination of LGBT Strategy Implementation Monitoring and the UNDP Office in Montenegro, an extended meeting of the Trust Team was organized. In addition to representatives of the PA and the LGBT community, representatives of the UNDP, the Montenegrin Prosecutor's Office and courts, a representative of the Council for Civilian Control of Police Work, the National Team Coordinator and a representative of the British Embassy in Montenegro took part in the meeting.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Resolving the issues of importance to the LGBT community, falling within the scope of work of the Police Administration.

**Contacts between different institutions and the outcome (results):**

Communication and contacts with the Cabinet of the Prime Minister in order to organize the meeting of Trust Team.

**International contacts and the outcome (results):**

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**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

Sa NGO LGBT Forum Progress.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

The activity has enabled the LGBT community members to indicate to the Police Administration the key challenges they are facing in the exercise of their rights and freedoms, within the scope of work of the PA. Also, the implementation of the measure has enabled the identification of the modalities for further promotion of the cooperation of the PA with the LGBT community and other interested parties, as well as further strengthening of trust between the LGBT community and the PA.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

There were no obstacles in the implementation of the measure.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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**Ministry of Foreign Affairs and European Integration**

**MEASURE No. 46. Develop and foster the relations between diplomatic and consular offices and LGBT movements.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented.

**Key activities undertaken in the reporting period:**

Instructions to the diplomatic and consular missions to strengthen cooperation and foster relations with the LGBT movements.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Strengthening cooperation and fostering relations of diplomatic and consular missions with the LGBT movements.

**Contacts between different institutions and the outcome (results):**

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**International contacts and the outcome (results):**

Slovenia, Hungary, Macedonia, Permanent Mission of Montenegro to the United Nations (New York), Permanent Mission of Montenegro to the UN, OSCE and other international organizations / Embassy of Montenegro in Austria (Vienna) (for the time being).

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

On 17 January 2014, the Embassy of Montenegro to Slovenia submitted the information on the publication of the Yogyakarta Principles and the electronic copy of the book to the following addresses in the Republic of Slovenia: DIH Association – Enakopravni pod mavricio (info@dih.si), Legebitra Association (legebitra@siol.net), ŠKUC Association (sekcijakuc@mail.ljudmila.org); Slovenian Amnesty International (amnesty@amnesty.si), and the Peace Institute (info@mirovni.institut.si). We were informed that the ŠKUC-LL section, within the framework of which there is also a Lesbian Library, thanked the Embassy of Montenegro to Slovenia on 21 January 2014 for the information and publication submitted. The Embassy of Montenegro to Hungary has informed us that on 25 April 2014 H.E. Ambassador Bibović met in the Embassy with Domboš Tomaš, CEO of the LGBT Association, an umbrella Hungarian LGBT organization.

On 23 October this year, there was an attack on members of the LGBT community in the Republic of Macedonia, when a group of 30 young men attacked the LGBT community members who were in the “Damar” restaurant in the Old Skopje city on the occasion of marking the two-year anniversary of the opening of the “LGBT Support Centre” operating within the Helsinki Committee in Skopje. On that occasion, two persons were injured. In this context, the Embassy of Montenegro in the Republic of Macedonia initiated the holding of a meeting with representatives of the Helsinki Committee and the “LGBT Support Centre”. The meeting was held at the Embassy with Biljana Ginova, financial director of the Helsinki Committee and activist of the “LGBT Support Centre”. Ginova was introduced to the Strategy of the Government of Montenegro for improving the quality of life of LGBT persons in Montenegro and the 2014 Action Plan. A reflection was made on the successfully organized and held Pride Parade in Podgorica and Ginova’s views of the event of 23 October in Skopje was sought. Ginova stressed that they were working closely with their counterparts in Montenegro and that she was pleased with a clear political will in Montenegro to help improve the quality of life and the level of exercise of the rights of LGBT people. She also congratulated Montenegro on the successfully held parade, pointing out that their representatives were present both at the last and on the previous two prides in Montenegro.

The permanent mission of Montenegro to the United Nations informed us that Montenegro is a member of the so-called “Core Group for the Promotion and Protection of the Rights of the LGBT Population” as of this year. As part of the work of the Group, Montenegro participated in the

preparation of the ministerial meeting of the LGBT Core Group, which was held in September this year on the margins of the general debate of the UN General Assembly, and in which the Deputy Prime Minister and Foreign Minister took part. Given that one of the 'members' of the Core Group was the International Gay and Lesbian Human Rights Commission, the permanent mission of Montenegro to the UN, within the Group's work, maintains contacts and cooperates with the representatives of the said Commission in terms of promoting and protecting the rights of the LGBT community.

Contacts and cooperation of the permanent mission of Montenegro / Embassy of Montenegro in Austria with LGBT organizations and LGBT community: Ambassador S. Milačić took part in several panels:

- 13 June 2014, a panel discussion with US Ambassador to OSCE, D. Baer, on the topic of: "State of play of LGBT in the US today - 45 years after the stone wall", organized by the "America House" in Vienna;
- 26 June 2014, a panel discussion on the topic of: "Promoting the rights of LGBT persons in Austria and the EU", in which the following persons took part: Ulrike Lunaček, Member of the European Parliament from Austria (Green Party) and the co-president of the European Parliament's Intergroup on LGBTI Rights; Elfriede Fritz, a member of the Austrian Federal Commission on Equal Treatment; Harald Troch, a Member of the Austrian Parliament, (Socialist Democratic Party of Austria – SPÖ) and a member of the Judiciary Committee and Helmut Graupner, a lawyer (LGBT). This panel discussion was organized by the "America House" in Vienna.
- On the occasion of the first Pride Parade in Podgorica, Ambassador Milačić gave a statement on the OSCE Permanent Council, which was distributed through the communication network of OSCE to all diplomatic and consular offices.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

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**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

NGO movements in the countries with which the diplomatic and consular offices cooperate (insufficient visibility and activity of those NGOs), difficult communication with NGOs outside of Montenegro.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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## Ministry of Foreign Affairs and European Integration

**MEASURE No. 45. A round table discussion – the promotion and relevance of the Yogyakarta principles.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented.

**Key activities undertaken in the reporting period:**

Communication with Adviser Kojičić, communication with Secretary General of the MFAEI – continuously; Promoted Yogyakarta Principles and their distribution to diplomatic and consular offices; MFAEI supported the printing of the Yogyakarta Principles with a view to their distribution and promotion outside of the borders of Montenegro.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Promotion of the Yogyakarta Principles and improving the knowledge about their importance in the context of the international law.

**Contacts between different institutions and the outcome (results):**

A letter of invitation for appointing the representative to take part in the round table entitled – “Promotion and importance of the Yogyakarta Principles” was sent to these bodies: Ministry for Human and Minority Rights, Ministry of Labour and Social Welfare, Ministry of Education, Ministry of Justice, Ministry of Interior, Ministry of Culture, Ministry of Health, Ministry of Sustainable Development and Tourism, Youth and Sports Administration. The round table was attended by the representatives of the: Ministry for Human and Minority Rights, Ministry of Labour and Social Welfare, Ministry of Education, Ministry of Interior, Ministry of Health.

**International contacts and the outcome (results):**

Communication with Andre Park (Director of International Programs, the Williams Institute, UCLA School of Law), who took part in the work of the round table.

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

A letter of invitation for appointing the representative to take part in the round table entitled – “Promotion and importance of the Yogyakarta Principles” was sent to the following non-governmental LGBT organizations: LGBT Forum Progress, Queer Montenegro, and Juventas. The representatives of NGO Queer Montenegro and Juventas took part in the round table.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

In relation to Principle No. 5 – the right to the safety of the person, it was concluded that police training should be carried out, that the programmes of the Human Resources Administration and of the Police Academy should be strengthened, that training should be carried out with the judiciary and the prosecutor’s office, and that work is needed to improve the awareness of LGBT persons about their rights. In relation to Principle No. 12 – the right to work, it was proposed to initiate a thematic debate on combating discrimination on the basis of sexual orientation and gender identity, and it was also stated that the lack of cases did not indicate the absence of discrimination, but that it was a process involving raising the level of awareness in the public, not exclusively the part of the society that directly affects employment. In particular, a recommendation was given to strengthen the training programmes of the Human Resources Administration in order to efficiently work on the elimination of any form of discrimination in relation to sexual orientation and gender identity.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

There were no obstacles in implementation of the measures from the 2014 Action Plan.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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**Ministry of Education**

**MEASURE No. 13. Develop handbooks (guidelines) for professional services of secondary schools, promoting approach to LGBT adolescents.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented.

**Key activities undertaken in the reporting period:**

Meeting agreed upon, responsibilities defined, materials to be used in preparing the guidelines for professional services to promote dealing with LGBT adolescents agreed upon. Initial material was prepared that is now in the stage of being analyzed, selected and further shaped. Initial material prepared. Material was analyzed and is being upgraded and enhanced.  
-Final material prepared.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Provision of the guidelines to be used by the professional associates of schools in direct work and promotion.

**Contacts between different institutions and the outcome (results):**

Inter-sectoral consultations have not been implemented at this stage.

**International contacts and the outcome (results):**

International contacts have not been implemented at this stage.

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

NGO Juventas – joint work on the materials.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

By supporting their coming out, acceptance by the peers, etc.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

The challenge to be taken into account in the implementation of this measure is to implement its promotion for the staff to whom the document is intended, which is expected in the coming days.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

The event was already announced during the previous activities.

## Ministry of Education

**MEASURE No. 16. Develop a proposal for supplementary / additional materials to be disseminated to lecturers teaching the subjects that include objectives related to LGBT matters, as well as for further implementation of the “School without Violence” programme.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Completed and distributed to schools via email.

**Key activities undertaken in the reporting period:**

Supplementary / additional material was prepared for the implementation of the topic of reproductive and sexual education for the subject programme: Biology, VIII and IX grade elementary school. Supplementary / additional material was prepared for the implementation of the topics: human – child rights, freedoms, responsibility for the subject programme: Civic Education, VI and VII grade elementary school. Both were presented during counseling for School Management and sent via e-mail.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Making it easier for lecturers in these programmes to clearly, factually and correctly process the topics related to LGBT directly or indirectly.

**Contacts between different institutions and the outcome (results):**

Inter-sectoral consultations were conducted with the Ministry for Human and Minority Rights.

**International contacts and the outcome (results):**

There were no international contacts implemented at this stage.

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

There were no consultations with regard to this measure at this stage.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

Their acceptance will be supported thanks to attitudes that were adequately formed.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

The challenge to be taken into account in preparing the supplementary material is that the content should respond to the needs of the programme, be compatible with needs of the LGBT population, and indicate accurate information and affirmative attitudes, conceptual and legal frameworks.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

Strengthened by informing the institution directors that the material was prepared and distributed and that the plan for implementation of the teaching process was prepared.

**Ministry of Education**

**MEASURE No. 14. Implement counselling for lecturers teaching the subjects that include objectives related to LGBT matters, as well as for instructors in the “School without Violence” programme.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented in the previous reporting stage.

**Key activities undertaken in the reporting period:**

Four counselling sessions were held for presidents of the teaching staff for subjects of Biology and Civic Education of the elementary schools in Berane, Nikšić, Budva and Podgorica. Counselling for Biology programme for elementary schools of the northern region of Montenegro was held on 23 June 2014 in elementary school “Vuk Karadžić” in Berane. Counselling in elementary schools of the municipalities of Nikšić, Plužine, Šavnik, Žabljak, and Pljevlja was held on 25 June 2014 in the elementary school “Braća Ribar” in Nikšić. Counselling for elementary schools of the southern region (including Cetinje) was held on 26 June 2014 in elementary school “Druga osnovna škola” in Budva. The last counselling was organized in elementary school “21. maj” in Podgorica, for teachers of these subjects in elementary schools in Podgorica and Danilovgrad, on 27 June 2014. The total number of attendees of the counselling for Biology was 81. Counselling for Civic Education was held on 17 June 2014 for the region of Podgorica, on 18 June 2014 for the northern region and on 23 June 2014 and 26 June 2014 for the southern region, including Cetinje. The total number of attendees was 72.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Including the content and elements and topics related to LGBT persons in the implementation of the teaching process within the subjects of Biology and Civic Education for elementary schools.

**Contacts between different institutions and the outcome (results):**

Inter-sectoral consultations were conducted with the Ministry for Human and Minority Rights.

**International contacts and the outcome (results):**

There were no international contacts implemented at this stage.

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

There were no consultations with regard to this measure at this stage.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

Their acceptance will be supported thanks to attitudes that were adequately formed.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

The challenge to be taken into account in implementing the measures is that the lecturers in subject programmes should promote the LGBT issues accurately. We will conduct the monitoring of the implementation and submit additional and supplementary material.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

Strengthened by informing the institution directors that the material was prepared and distributed and that the plan for implementation of the teaching process was prepared.

**Ministry of Culture**

**MEASURE No. 25. Photo exhibition on LGBT-relevant topics.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented.

**Key activities undertaken in the reporting period:**

The exhibition of photographs with LGBT themes was implemented within the cooperation of the Ministry of Culture, public institution Modern Art Centre, LGBTQ organization Queer Montenegro and NGO Juventas. The exhibition of photographs entitled "We are here – The five years of visibility of LGBT activism in Montenegro" was opened on 24 October 2014 at Perjanički dom in Podgorica, in the exhibition space of the Modern Art Centre. In the informal setting of photo and video contents, the exhibition presented works of both documentary and author's approach, through about 150 photographs and 3 video forms, as well as the accompanying textual descriptions. An overview of some of the most significant events and activities organized by activists and civil society organizations over the past years has been presented to improve the visibility of LGBT persons and community in Montenegro. In the presence of numerous visitors, the exhibition was opened by Jelena Dacić, NGO Juventas and Danijel Kalezić, Queer Montenegro. The promotion of the exhibition was implemented with media coverage and accompanying printed materials, and the audience was able to view the exhibition in the period from 24 October to 4 November 2014.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

With regard to the contribution to strategic goals of Chapter 4, Cultural changes, security and social acceptance of LGBT people, the purpose of the activities undertaken relates to the following programme measures: encouraging the development of cultural tolerance and openness for LGBT persons – support for cultural events; contribution to a greater cultural visibility of the LGBT community; supporting the construction of new cultural platforms; support for the creation of cultural space and the scene of the LGBT community.

**Contacts between different institutions and the outcome (results):**

The Ministry included the public institution Modern Art Centre in implementation of the measure.

**International contacts and the outcome (results):**

Implementation of the measure is planned at the national level so no international entities were involved.

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

Measure No. 25 was implemented as a partner activity of the Ministry of Culture, LGBTIQ association Queer Montenegro and NGO Juventas. The joint work on designing, preparing and implementing the exhibition has resulted in good cooperation and achieved results in terms of high-quality and well-visited exhibition, which is a part of initiating the cultural and social life of the LGBT community.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

The implementation of the measure initiated the cultural and social life of the LGBT community, contributed to the promotion of cultural tolerance and openness for LGBT persons and to the greater cultural visibility of the LGBT community, and supported the building of new cultural platforms and the creation of cultural space and the scene of the LGBT community.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

There were no challenges or obstacles identified at this stage.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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**Ministry for Human and Minority Rights**

**MEASURE No. 1. Adopt the Law on Amendments to the Anti-Discrimination Law.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented.

**Key activities implemented in the reporting period:**

a) Implemented continuous measures for the implementation (education and promotion of the Law on Amendments to the Anti-Discrimination Law – two workshops implemented previously). The third workshop was also implemented in the field of education and provision of protection against discrimination, which was organized for misdemeanour judges. The fourth workshop is scheduled for 20 and 21 October 2014).

b) The anti-discrimination campaign of marginalized social groups is underway. A campaign aimed at promoting anti-discrimination legislation and familiarizing the broadest possible Montenegrin public with the possibilities of protection against discrimination enters its final phase, which envisages realization through “external propaganda”, that is, billboard network throughout Montenegro. Also, on 6 October, flyers will be inserted through the circulation of two daily newspapers (“Pobjeda” and “Dan”), with a campaign message and key excerpts from the Anti-Discrimination Law.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Informing the holders of judicial functions, as well as all others recognized by the Law as the people in charge of implementing the anti-discrimination legislation, i.e. providing protection in all cases of reported discrimination.

**Contacts between different institutions and the outcome (results):**

Contacts made to the Ministry of Finance and the Ministry of Justice, and MFAEI, during the work on the new Law on Amendments to the Anti-Discrimination Law.

**International contacts and the outcome (results):**

Contacts were implemented with international organizations that monitored the process of drafting (EU Delegation, OSCE, UNDP and UNICEF).

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

- a) Under the public call, the working group involved the following non-governmental organizations: Ekvista and the Civic Alliance.
- b) In the process of implementation of the legislative framework, full consultation and participation of NGOs involved in the protection of human rights were implemented in education and media campaign.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

This Law has created the conditions for achieving full legal protection of LGBT population from all forms of discrimination.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

The most important challenges reflected in reviewing the forms and grounds for discrimination in relation to the previous Law. Introducing hate speech and very restrictive sanctions for discrimination committed.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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**Ministry for Human and Minority Rights**

**MEASURE No. 2. Adopt the Law on Amendments to the Law on the Protector of Human Rights and Freedoms of Montenegro.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented. The Law was adopted on 18 July 2014.

**Key activities implemented in the reporting period:**

The discussion was completed before the Legislative Committee in the parliamentary procedure, and the final discussion is expected before the Committee for Human Rights and Freedoms.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Implementation of the anti-discrimination legislation in practice with a view to promoting equality and suppressing discrimination, homophobia and transphobia.

**Contacts between different institutions and the outcome (results):**

Contacts made to the Ministry of Finance and the Ministry of Justice, and MFAEI, during the work on the new Law on Amendments to the Law on the Protector of Human Rights and Freedoms of Montenegro.

**International contacts and the outcome (results):**

Contacts were implemented with international organizations that monitored the process of drafting the Law (EU Delegation, OSCE, and UNDP).

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

Under the public call, the working group involved the following non-governmental organizations: Ekvista and the Civic Alliance.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

This Law has established one of the very important institutional mechanisms in providing the protection against discrimination of the LGBT population.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

The obstacles were largely in the interpretation of the Constitution in the part regulating the manner of selecting the Protector, his dismissal and functional immunity. There were also barriers related to precise definition of the function of the National Preventive Mechanism of the Protector in accordance with the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Protection Procedures and its Optional Protocol. The new Law on Amendments to the Law on the Protector of Human Rights and Freedoms of Montenegro specifies the Protector's responsibilities as an institutional mechanism for protection against discrimination, provides more transparent procedure for the election of the Protector and a greater degree of competence for performing this function. It also provides for permanent

protection of persons employed by the institution of the Protector (immunity) as well as for significantly higher degree of financial independence.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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### Ministry for Human and Minority Rights

**MEASURE No. 3. Strengthen capacities and promote anti-discriminatory practices through continuous implementation of seminars / workshops and trainings in line with the Plan of implementation of the anti-discrimination legislation for: civil servants, members of the judiciary, representatives of local authorities, police regional units and branch offices, inspection services and other persons in charge of protection against discrimination.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Training plan for 2014 has been implemented.

**Key activities implemented in the reporting period:**

Two workshops were conducted in cooperation with the OSCE and the third one is scheduled on 23 and 24 June 2014. The first workshop, held in April, was on ("General legal regime for protection from discrimination; the notion of discrimination and the recognition of the most frequent forms of discrimination"); the second on ("Protection from discrimination based on gender identity"), third on ("Protection against discrimination against persons with disabilities"); fourth on ("Protection based on sexual orientation"), and the fifth on ("Protection from discrimination against persons with HIV, Hepatitis C and persons addicted to psychoactive substances"). The workshops were intended for judges from different municipalities of Montenegro.

This year's Training plan encompasses the training of representatives of all misdemeanour courts in Montenegro, since they are also recognized in the Anti-Discrimination Law as bodies that have direct protection mechanisms in cases of discrimination. By November 2014, all five seminars / workshops of the IV cycle of training were implemented. The first workshop of the fourth cycle of training was on "General legal regime for the prohibition of discrimination – anti-discrimination legislative framework with mechanisms of protection" and was held on 7-8 April 2014. The topic of the second workshop of the fourth cycle was "Prohibition of discrimination based on gender identity", and the workshop was held on 15-16 May 2014. The third workshop was on "Prohibition of discrimination against persons with disabilities" and was held on 23-24 June 2014, while the fourth workshop / seminar of the IV cycle of training was held on 20-21 October 2014 on the topic of "Human rights and protection against discrimination of LGBT population". The last, fifth workshop of the IV cycle of training, at which the participants were awarded the certificates, was held on 13-14 November 2014. The topic of this workshop was "Prohibition of discrimination based on health status".

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Initiate support programmes for the LGBT community, including training programmes for representatives of all state authorities and institutions that come into contact with cases of discrimination, human rights activists and professionals defending human rights, police and prosecutorial organizations, and legal and psychological assistance to victims and witnesses of hate crime and violence.

**Contacts between different institutions and the outcome (results):**

The Ministry for Human and Minority Rights has not included other state institutions, apart from the representatives of the University and misdemeanour judges for whom the seminars / workshops were intended.

**International contacts and the outcome (results):**

The Ministry for Human and Minority Rights is implementing the workshops in cooperation with OSCE.

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

NGOs took part in all the workshops depending on the topic. Many NGOs were involved in the organization of the workshops.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

A higher level of capacities of the competent authorities and institutions recognized as responsible for providing the protection from discrimination under the Anti-Discrimination Law was achieved.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

The training plan is implemented every year (cycle of seminars / workshops) with the aim of raising awareness, sensitivity and, above all, the capacity to provide protection against discrimination of representatives of the state administration, police, judiciary, non-governmental and other independent institutions (the first cycle of training). Then, the participants were representatives of all regional units and police branch offices, as well as representatives of local self-government, that is, municipal secretariats for local government and social activities (II cycle of training). Next year, the attendees of these seminars / workshops were inspectors, that is, representatives of all inspection services in Montenegro, and in 2014, judges of misdemeanour courts. For 2015, we plan to train representatives of the State Prosecutor's Office.

These trainings have been assessed as very complex and efficient when it comes to acquiring knowledge in the field of anti-discrimination legislation and its implementation in practice and have been ongoing continuously since the adoption of the Anti-Discrimination Law. However, the future of conducting these trainings is quite uncertain, given the fact that they are mostly (80%) financed from the funds of the OSCE Mission to Montenegro and that they depend on the assessment of this international organization in terms of how long they plan to financially support them.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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**Ministry for Human and Minority Rights**

**MEASURE No. 4. Develop and publish printed materials promoting tolerance towards the most vulnerable social groups, making the public sensible and promoting the protection of their fundamental human rights.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented.

**Key activities implemented in the reporting period:**

This measure is related to preparation of publications and educational media campaign and can be connected to measures No. 23 and 24 from the 2014 Action Plan.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Promoting tolerance towards the most vulnerable social groups, legal protection against discrimination, sensitizing the public and protecting their fundamental human rights. Increasing awareness of international standards regarding LGBT issues.

**Contacts between different institutions and the outcome (results):**

Cooperation is envisaged with the line ministries, particularly with the Ministry of Culture and Ministry of Education, and the media.

**International contacts and the outcome (results):**

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**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

This measure will include NGOs, through the very publication of the relevant materials.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

Achieved higher level of information about the legal framework providing protection from discrimination.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

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**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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**Ministry for Human and Minority Rights**

**MEASURE No. 5. Activities within the framework of participation in the work of the National Team for Monitoring the Implementation of the Strategy for Improving the Quality of Life of LGBT Persons in Montenegro for the period of 2013-2018, for 2014. Monitor and report on the implementation of measures from the Action Plan for negotiation Chapter 23 (Fundamental Rights).**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Underway.

**Key activities implemented in the reporting period:**

Data on the measures undertaken in relation to the Action Plan for Chapter 23 are continuously updated. Active participation in the work of the National Team. Consequently, the second regular session of the National Team was held in Kotor on 15 April 2014, where the first Memorandum of Cooperation was signed in the interest of developing a partnership relationship between the authorities and the LGBT community in promoting human rights and improving the position of LGBT persons in society.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Improving the social environment for accepting LGBT persons and actively implementing and monitoring the activities from the 2014 Action Plan and the Action Plan for Chapter 23.

**Contacts between different institutions and the outcome (results):**

Within the framework of the National Team, the cooperation and contacts with the representatives of the institutions participating in the process of adoption of measures for the Action Plan were implemented: the Government of Montenegro, the MoI (Police Administration), the Ministry of Education (Education Office), the Ministry of Health (Public Health Institute, public health institutions), the Ministry of Labour and Social Welfare, the Youth and Sport Administration, the Ministry of Justice, the Ministry of Culture, the Ministry of

Sustainable Development and Tourism (National Tourist Organization of Montenegro and the tourism industry), the MFAEL.

**International contacts and the outcome (results):**

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**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

In reporting on activities under the Strategy's AP and meeting the obligations in relation to Chapter 23, the NGO sector will have access to all information.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

Reporting under the measures from the national AP for Chapter 23; improved social environment for accepting LGBT population.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

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**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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**Ministry for Human and Minority Rights**

**MEASURE No. 6. The project of learning about different experiences in terms of civil unions (Austrian, German, Dutch and French models), as a prerequisite for defining the policy options for the model best suited to the Montenegrin context.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented.

**Key activities implemented in the reporting period:**

At the request of the Ministry for Human and Minority Rights, the European Commission approved TAIEX expert support to improve the legislative framework governing the

fundamental human rights of the LGBT population. In this regard, a TAIEX seminar / workshop was held on 10 and 11 July 2014 in Podgorica, on learning different experiences of the civil union – (Austrian, German, Dutch, British and Italian experience and practice). This very important expert assistance was organized with the aim of defining recommendations and instructions for the selection of a legal model that regulates the rights and obligations of same-sex couples within the civil union that best fits the Montenegrin conditions. In addition to experts from the international community, representatives of state authorities, judicial bodies and other independent institutions, representatives of parliamentary committees and non- governmental sector, also took part in the two-day work.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Learning about standards of three different models of civil union (Danish, French, Dutch), as the prerequisites for defining the policy conditions for selecting the model best suited to the Montenegrin context.

**Contacts between different institutions and the outcome (results):**

In the implementation of the proposed measure, active participation is envisaged of the representatives of the judiciary, prosecution office, Ministry of Justice and the Government of Montenegro.

**International contacts and the outcome (results):**

The measure will be implemented through direct support of the EU through the TAIEX support programme.

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

In the workshop to be led by the renowned international experts, NGOs dealing with protection of the rights of LGBT persons will be invited and will participate in discussions just as any other participant.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

A higher degree of information necessary to achieve the conditions for drafting the legal framework regulating the field of same-sex unions.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

The challenges are mainly reflected in finding and availability of international experts. Given that this is a very sensitive topic, challenges are expected in terms of selection of the model, public debate, campaign and sensitizing the public.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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**Ministry for Human and Minority Rights**

**MEASURE No. 7. Trainings on LGBT human rights and on handling hate crimes and other incidents based on sexual orientation and gender identity (focusing on the increase of the number of incidents during and after the Pride parade) for prosecutors from all Montenegrin municipalities handling hate crime cases.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Not implemented. ("Hate crimes" are the responsibility of the Ministry of Justice). The area of hate crimes is an integral part of the Criminal Code, which is the responsibility of the MoJ, regardless of whether proposing the new CC, amending the existing one or its implementation is at stake.

**Key activities implemented in the reporting period:**

The Ministry for Human and Minority Rights will implement this measure through TAIEX or other type of expert support, in cooperation with TASK managers from the European delegation, which will define the method of implementation of workshops, expert missions and study visits. Within the expert mission of international experts, training will be held for prosecutors on the human rights of LGBT persons and solving hate crimes and other incidents based on sexual orientation and gender identity. Also, a study visit by the National Team, judges and prosecutors to the United Kingdom is envisaged, in order to transfer knowledge and experience in resolving and prosecuting hate crimes to representatives of competent national institutions. Within the support of LGBT project of the Council of Europe, a case study entitled "Myths and stereotypes – violence and hate speech against LGBT persons: police and judicial practice in Montenegro" was published. (authors: A.S.Zeković, J.Kojičić, P.Tomović).

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Strengthening the capacity of competent institutions, professionals and the general public with the relevant content of the judgments of the European Court of Human Rights in relation to LGBT issues. Capacity building of competent institutions and strengthening of legislation on the promotion of equality and the fight against discrimination, transphobia and homophobia. Capacity building of judicial authorities and raising awareness of the professional and general public on all judgments of the European Court of Human Rights regarding LGBT issues.

**Contacts between different institutions and the outcome (results):**

The implementation of the proposed measure envisages the active participation of representatives of the judiciary, prosecution office, the police, the Ministry of Justice, the Government, and other institutions that are directly related to the fight against discrimination. A special contact will be made with the prosecution office.

**International contacts and the outcome (results):**

The measure will be implemented through direct support of the EU, through TAIEX.

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

In the workshop to be led by renowned international experts, NGOs dealing with protection of the rights of LGBT persons will be invited and will participate in discussions just as any other participant.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

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**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

The challenges are mainly reflected in finding and availability of international experts and the selection of adequate workshop participants.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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**Ministry for Human and Minority Rights**

**MEASURE No. 8. Trainings on LGBT human rights and on handling hate crimes and other incidents based on sexual orientation and gender identity (focusing on the increase of the number of incidents during and after the Pride parade) for judges from all Montenegrin municipalities handling hate crime cases.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented.

**Key activities implemented in the reporting period:**

The Ministry for Human and Minority Rights will implement this measure through TAIEX or other type of expert support, in cooperation with TASK managers from the European delegation, which will define the method of implementation of workshops, expert missions and study visits. Within the expert mission of international experts, training will be held for prosecutors on the human rights of LGBT persons and solving hate crimes and other incidents based on sexual orientation and gender identity. Also, a study visit by the National Team, judges and prosecutors to the United Kingdom is envisaged, in order to transfer knowledge and experience in resolving and prosecuting hate crimes to representatives of competent national institutions. Within the support of LGBT project of the Council of Europe, a case study entitled "Myths and stereotypes - violence and hate speech against LGBT persons: police and judicial practice in Montenegro" was published. (authors: A.S.Zeković, J.Kojičić, P.Tomović).

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Strengthening the capacity of competent institutions, professionals and the general public with the relevant content of the judgments of the European Court of Human Rights in relation to LGBT issues. Capacity building of competent institutions and strengthening of legislation on the promotion of equality and the fight against discrimination, transphobia and homophobia. Capacity building of judicial authorities and raising awareness of the professional and general public on all judgments of the European Court of Human Rights regarding LGBT issues.

**Contacts between different institutions and the outcome (results):**

The implementation of the proposed measure envisages the active participation of representatives of the judiciary, prosecution office, the police, the Ministry of Justice, the Government, and other institutions that are directly related to the fight against discrimination. A special contact will be made with the prosecution office.

**International contacts and the outcome (results):**

The measure will be implemented through direct support of the EU, through TAIEX.

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

In the workshop to be led by renowned international experts, NGOs dealing with protection of the rights of LGBT persons will be invited and will participate in discussions just as any other participant.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

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**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

The challenges are mainly reflected in finding and availability of international experts / lecturers and the selection of adequate workshop participants.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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**Ministry for Human and Minority Rights**

**MEASURE No. 9. Trainings on LGBT human rights and on handling hate crimes and other incidents based on sexual orientation and gender identity (focusing on the increase of the number of incidents during and after the Pride parade) for police officers from all Montenegrin municipalities handling hate crime cases.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented.

**Key activities implemented in the reporting period:**

The Ministry for Human and Minority Rights will implement this measure through TAIEX or other type of expert support, in cooperation with TASK managers from the European delegation, which will define the method of implementation of workshops, expert missions and study visits. Within the expert mission of international experts, training will be held for prosecutors on the human rights of LGBT persons and solving hate crimes and other incidents based on sexual orientation and gender identity. Also, a study visit by the National Team, judges and prosecutors to the United Kingdom is envisaged, in order to transfer knowledge and experience in resolving and prosecuting hate crimes to representatives of competent national institutions.

Within the support of LGBT project of the Council of Europe, a case study entitled "Myths and stereotypes – violence and hate speech against LGBT persons: police and judicial practice in Montenegro" was published. (authors: A.S.Zeković, J.Kojičić, P.Tomović).

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Strengthening the capacity of competent institutions, professionals and the general public with the relevant content of the judgments of the European Court of Human Rights in relation to LGBT issues. Capacity building of competent institutions and strengthening of legislation on the promotion of equality and the fight against discrimination, transphobia and homophobia. Capacity building of judicial authorities and raising awareness of the professional and general public on all judgments of the European Court of Human Rights regarding LGBT issues.

**Contacts between different institutions and the outcome (results):**

The implementation of the proposed measure envisages the active participation of representatives of the judiciary, prosecution office, the police, the Ministry of Justice, the Government, and other institutions that are directly related to the fight against discrimination. A special contact will be made with the prosecution office.

**International contacts and the outcome (results):**

The measure will be implemented through direct support of the EU, through TAIEX.

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

In the workshop to be led by renowned international experts, NGOs dealing with protection of the rights of LGBT persons will be invited and will participate in discussions just as any other participant.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

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**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

The challenges are mainly reflected in finding and availability of international experts / lecturers and the selection of adequate workshop participants.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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**Ministry for Human and Minority Rights**

**MEASURE No. 18. Hold a round table discussion on multiple discrimination issues.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Not implemented. The measure was not implemented because there was no timely communication with all international partners in the implementation of this measure.

**Key activities implemented in the reporting period:**

The round table is expected to be organized in July. On this occasion, the Ministry will contact the UCLA School of Law and the national experts in the field of discrimination based on ethnic, racial, religious affiliation and sexual orientation and gender identity.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

This measure is related to the strategic objectives of the Strategy in the field of sexual orientation and gender identity in education. It is necessary to analyze the notion of multiple discrimination, especially when biases are associated with religious or ethnic affiliation and sexual orientation or gender identity. Also, persons with disabilities can be discriminated in multiple manners. Therefore, the democratic culture in schools, as well as respect and acceptance of diversity, should be enhanced.

**Contacts between different institutions and the outcome (results):**

Contacts are expected to be made with other relevant institutions and the courts, prosecution office and the police.

**International contacts and the outcome (results):**

Contacts are expected with the UCLA School of Law.

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

Invitations for the round table will also be sent to NGOs dealing with discrimination and protection of human rights with a special emphasis on sexual orientation and gender identity.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

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**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

The challenges are mainly reflected in finding and availability of international experts / lecturers and the selection of adequate workshop participants. It would be of crucial importance to engage the experts from the UCLA School of Law who will be in Montenegro in July.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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**Ministry for Human and Minority Rights**

**MEASURE No. 20. Sign a Memorandum of Understanding with local authorities on measures to combat discrimination on the grounds of sexual orientation or gender identity and on promotion of tolerance towards LGBT persons.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

The Plan for 2014 was implemented.

**Key activities implemented in the reporting period:**

On 15 April 2014, the Memorandum of Cooperation was signed between the Ministry for Human and Minority Rights and the Municipality of Kotor. In the previous month, the Memorandum was also submitted to the Secretary of the Secretariat of the Capital City of Podgorica, so it is expected to be signed in the coming period. *The Ministry for Human and Minority Rights has signed the Agreement on cooperation on measures in the fight against discrimination based on sexual orientation or gender identity and promotion of tolerance towards LGBT persons with the municipalities of Kotor, Budva, Bar, and Cetinje, while the Memorandum with Podgorica is being prepared for signature.*

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Such an example will be followed by other local self-governments in terms of implementing the activities of the LGBT Strategy Action Plan with the aim of establishing and defining forms of cooperation in order to improve the position and protection of the rights of the LGBT community, as well as further strengthening the tolerant environment towards LGBT persons in local communities.

**Contacts between different institutions and the outcome (results):**

The implementation of this measure includes the cooperation of the National Team, and contacts were also established with the municipalities of Kotor and Podgorica.

**International contacts and the outcome (results):**

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**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

During the consultations in the sessions, the Memorandum was submitted to members of the National Team, which also implies the members from the NGOs.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

The municipalities that have signed the Memoranda have obliged themselves to implement the activities promoting the position of the LGBT population in their environment.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

The biggest obstacle is in the readiness of the local self-government bodies to organize work on the protection of the LGBT community within the local self-government.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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## Ministry for Human and Minority Rights

**MEASURE No. 21. Hold an international round table discussion (including the representatives of the countries in the region and developed EU Member States) on legal framework governing the status of same-sex unions.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented (connection to Measure No. 6)

**Key activities implemented in the reporting period:**

The Ministry for Human and Minority Rights will implement this measure through TAIEX support and in cooperation with TASK managers from the European delegation, which will define the method of implementation of workshops and expert missions. The implementation of the first part of the measure is expected in the first and second weeks of July, when the international experts from Germany, Austria, UK, France and the Netherlands will make a comprehensive analysis of the model and experiences related to civil unions.

At the request of the Ministry for Human and Minority Rights, the European Commission approved TAIEX expert support to improve the legislative framework governing the fundamental human rights of the LGBT population. In this regard, a TAIEX seminar / workshop was held on 10 and 11 July 2014 in Podgorica, on learning different experiences of the civil union – (Austrian, German, Dutch, British and Italian experience and practice). This very important expert assistance was organized with the aim of defining recommendations and instructions for the selection of a legal model that regulates the rights and obligations of same-sex couples within the civil union that best fits the Montenegrin conditions. In addition to experts from the international community, representatives of state authorities, judicial bodies and other independent institutions, representatives of parliamentary committees and non-governmental sector, also took part in the two-day work.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Learning of standards of 3 different models of civil union (Danish, French, Dutch), as prerequisites for defining policy conditions for selecting the model best suited to Montenegrin context.

**Contacts between different institutions and the outcome (results):**

In the implementation of the proposed measure, active participation is envisaged of the representatives of the judiciary, prosecution office, police, Government and Ministry of Justice.

**International contacts and the outcome (results):**

The measure will be implemented through direct support of the EU through the TAIEX support programme.

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

In the workshop to be led by renowned international experts, NGOs dealing with protection of the rights of LGBT persons will be invited and will participate in discussions just as any other participant.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

A higher degree of information necessary to achieve the conditions for drafting the legal framework regulating the field of same-sex unions was achieved.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

The challenges are mainly reflected in finding and availability of international experts. Given that this is a very sensitive topic, challenges are expected in terms of selecting the model, public debate, campaign and sensitizing the public.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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**Ministry for Human and Minority Rights**

**MEASURE No. 22. Hold panel discussions hosting selected experts to talk about religious, national and other identities in reference to the LGBT issues.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented.

**Key activities implemented in the reporting period:**

This measure will be implemented for the first time in June. The panel discussion will include the representatives of minorities and religious communities, as well as sociologists and professors dealing with this topic. It will be organized in the "SOGI" Community Centre with the presence of the LGBT community and all interested individuals and representatives of institutions. On 7 December 2014, the Ministry for Human and Minority Rights, in cooperation with LGBTIQ Centre, organized a panel discussion entitled "The role of the family in the process of outing of LGBT persons". The panel discussion gathered a large number of interested members of the LGBT community who contributed with their comments to the discussion that followed the introductory presentation of representatives of the Ministry, NGO sector, psychologists and sociologists. Panel evenings will continue to be organized in the following period, on topics that are important for the advancement of position of LGBT people.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Such an example will be followed by other local self-governments in terms of implementing the activities of the LGBT Strategy Action Plan with the aim of establishing and defining forms of cooperation in order to improve the position and protection of the rights of the LGBT community, as well as further strengthening the tolerant environment towards LGBT persons in local communities.

**Contacts between different institutions and the outcome (results):**

Given that this measure is implemented quarterly, and that each panel discussion will have its own topic, different institutions will be involved, such as media, Ministry of Culture, universities, and religious institutions.

**International contacts and the outcome (results):**

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**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

Direct participation of the LGBT community is envisaged and the participation is desirable of NGOs dealing with protection of human rights and discrimination based on sexual orientation and gender identity.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

Improved cooperation with NGOs involved in protection of LGBT population and emphasized topics of importance for protection of human rights of LGBT persons.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

The readiness of the representatives of religious communities to take part in the debate of this type is a key obstacle. Information suggests that the representatives of the Montenegrin Metropolitanate and of the Jewish Community would participate.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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## Ministry for Human and Minority Rights

**MEASURE No. 23. Awareness-raising among the general public on LGBT-related topics to increase the tolerance and ensure better quality of life for LGBT persons.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

The media campaign for 2014 was implemented (connection to Measure No. 37)

**Key activities implemented in the reporting period:**

This measure is continuously implemented and encompasses a campaign that was implemented at the beginning of the year, and work is carried out on designing new educational and media campaigns. They mostly refer to the most common forms of discrimination, so they also include LGBT topics. The campaign started in May and will last until the end of the year.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Raising awareness in society on topics related to LGBT persons is directly related to the Strategy, as it helps to improve the safety and social life of LGBT persons, as well as to improve the social acceptance and involvement of LGBT persons. It affects the reduction of prejudices, the increase in knowledge and information, and consequently affects discrimination.

**Contacts between different institutions and the outcome (results):**

Inter-sectoral contacts are of great importance in implementation of this measure, especially in the field of media, public information means, Ministry of Culture, Ministry of Education.

**International contacts and the outcome (results):**

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**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

In the conduct of media and educational campaigns, the representation of non-governmental organizations and individuals involved in the protection from discrimination based on the sexual orientation or ethnicity (especially Roma), disability and women's rights was crucial. That will be the case in the upcoming period as well.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

A broad media campaign has achieved a higher level of awareness of the general population about LGBT people.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

In the conduct of media and educational campaigns, the representation of non-governmental organizations and individuals involved in the protection from discrimination based on the sexual orientation or ethnicity (especially Roma), disability and women's rights was crucial. That will be the case in the upcoming period as well.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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**Ministry for Human and Minority Rights**

**MEASURE No. 24. LGBT library and cooperation with NGO.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Not implemented. (Proposal for publications by the NGOs has not been submitted to the Ministry).

**Key activities implemented in the reporting period:**

Implementation of the measure is foreseen for the period September-December 2014 and implies improvement of cooperation and exchange of experiences, relevant reports and publications related to LGBT issues, proposed by renowned NGOs and published by the Ministry for Human and Minority Rights within the special section on its website. The proposal for publications for the "LGBT Library" has not yet been submitted to the Ministry.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

A link is established to programme measures in the field of cultural change, security and social acceptance of LGBT persons: fostering the development of a culture of tolerance and openness for LGBT people, including support for cultural events, queer festivals, film festivals on human rights and other cultural and artistic manifestations; contribution to a greater cultural visibility of LGBT community and social promotion of the inclusive concept of queer terms and culture; supporting the creation of cultural space and the scene of the LGBT community as a long-term vision.

**Contacts between different institutions and the outcome (results):**

All publications are available to all institutions.

**International contacts and the outcome (results):**

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**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

This measure is directly related to the NGO sector dealing with publications and relevant reports of LGBT topics with a view to creating a LGBT library that will be available to all interested individuals, organizations and institutions.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

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**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

The main challenges are in the selection of relevant material and publications, and attention should be paid not only to the topics but also to the quality of the content, with the aim of creating a comprehensive LGBT library that would help institutions, NGOs, researchers, and interested individuals.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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**Ministry for Human and Minority Rights**

**MEASURE No. 29. Develop dialogue with and advisory role of NGOs in decision-making: organize an annual informal human rights meeting with line ministers / representatives of line ministries.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented in a modified form through quarterly meetings of the Minister with representatives of the NGO sector, participation in the work of the working groups for the preparation of anti-discrimination legislation, through participation in all seminars and workshops organized by the Ministry according to the training curriculum, as well as through individual meetings with the renowned NGOs.

**Key activities implemented in the reporting period:**

Quarterly meetings of the Minister with representatives of the NGO sector.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Cooperation with institutions and NGOs is necessary to provide the flow of information and to increase the responsibility in implementing the AP adopted and the Strategy.

**Contacts between different institutions and the outcome (results):**

Cooperation is envisaged with all the representatives of the line ministries included in the implementation of the Strategy.

**International contacts and the outcome (results):**

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**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

This meeting is also held with the aim of developing the dialogue and advisory role of NGOs in decision making, so it is crucial that the NGO sector is involved.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

Improved cooperation with NGOs in relation to improving the position of LGBT population in Montenegro.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

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**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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**Ministry for Human and Minority Rights**

**MEASURE No. 30. Draft a Report on the implementation of the Anti-Discrimination Law.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Not implemented.  
(The Report on the implementation of the Anti-Discrimination Law is submitted one year after its adoption (April 2014), when the Report will be submitted).

**Key activities implemented in the reporting period:**

The implementation is foreseen in the third quarter.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Implementation of the Law on Amendments to the Anti-Discrimination Law is of crucial importance for protection of LGBT persons, and the report should provide the initial data on the efficiency of its implementation.

**Contacts between different institutions and the outcome (results):**

Cooperation is necessary with the Ministry of Interior, Ministry of Justice, police, courts, prosecution office, inspection services and all other institutions involved in protection from discrimination.

**International contacts and the outcome (results):**

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**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

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**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

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**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

Drafting the Report on the Law on Amendments to the Anti-Discrimination Law is not an obligation under the work plan of the Government for 2014, but is important for interpretation of the Law and monitoring the implementation in the first year since its entry into force.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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## Ministry for Human and Minority Rights

**MEASURE No. 37. Media campaign on anti-discrimination and promotion of anti-discriminatory practices. Following the development of the campaign visual identity, the media plan is to be developed to enable the achievement of the objective set, i.e. raising awareness among the entire Montenegrin public, particularly with regards to the most vulnerable population groups, with a view to respect for all human rights, creating a supportive and more tolerant environment, and respect for differences.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

The media campaign for 2014 was implemented.

**Key activities implemented in the reporting period:**

This measure is continuously implemented and encompasses a campaign that was implemented at the beginning of the year, and work is carried out on designing new educational and media campaigns. They mostly refer to the most common forms of discrimination, so they also include LGBT topics.

*Within the continuous activities related to the promotion of anti-discrimination, the media campaign is underway (on TV stations and billboards) entitled "I support, respect, protect, represent a PERSON". The campaign involves broadcasting TV spots, radio jingles, inserting flyers, advertising in all daily newspapers and, in the framework of external propaganda, broad coverage via billboard networks, as follows: 21-second long radio jingles 5 times a day, 60 days; setting up 46 billboards on the most frequent roads for 45 days; 15 city light boards on the territory of Montenegro, 45 days; all daily newspapers in Montenegro, once a week on half a page, in colour, for a period of 60 days; inserting flyers through the circulation of two daily newspapers. In cooperation with the Agency for Electronic Media, a TV spot titled "I support, respect, protect, represent a PERSON" was broadcast on all TV stations in Montenegro.*

*The media campaign lasted from May to December 2014.*

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

See Measure No. 23. There is also a connection to the programme measures in the field of media: Improving knowledge about standards and understanding of LGBT rights issues, as well as conducting awareness raising campaigns in the media that promote human rights standards of LGBT persons (public campaigns, promotional audiovisual spots and radio jingles). Campaign is in progress, May-December.

**Contacts between different institutions and the outcome (results):**

Inter-sectoral contacts are of great importance in implementation of this measure, especially in the field of media, public information means, Ministry of Culture, Ministry of Education.

**International contacts and the outcome (results):**

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**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

In the conduct of media and educational campaigns, the representation of non-governmental organizations and individuals involved in the protection from discrimination based on the sexual orientation or ethnicity (especially Roma), disability and women's rights was crucial. That will be the case in the upcoming period as well.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

A broad media campaign has achieved a higher level of information of the general population about the LGBT persons.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

Fight with prejudices is a long term process, and continuous campaigns and sensitizing the public with adequate educational measures and activities lead to gradual positive results.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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**Ministry of Labour and Social Welfare**

**MEASURE No. 11. Organize a separate debate - discussion at a session of the Social Council of Montenegro devoted to discrimination of all social groups, including the LGBT community, with a view to recognize the essence and the relevance of fighting discrimination based on sexual orientation and gender identity.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented.

**Key activities undertaken in the reporting period:**

At the session of the Social Council held on 22 October 2014, the members of the Council talked about discrimination of all social groups, including LGBT community, as well as about the importance of fighting discrimination based on sexual orientation and gender identity.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Improving the position of the LGBT community in terms of access to the labour market.

**Contacts between different institutions and the outcome (results):**

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**International contacts and the outcome (results):**

There were no international contacts.

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

The session was attended by the representatives of the LGBT community.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

The session was attended by the representatives of the LGBT community who had a chance to present to the social partners the problems faced by the LGBT community.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

There were no obstacles for implementation of the measure.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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**Ministry of Labour and Social Welfare**

**MEASURE No. 12. Sign a joint declaration / statement / press release / agreement between the Ministry of Labour and Social Welfare, employers and trade unions condemning discrimination at work on any grounds, including sexual orientation and gender identity.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Underway.

**Key activities undertaken in the reporting period:**

Preparation of the declaration.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

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**Contacts between different institutions and the outcome (results):**

Contacts made with the social partners on harmonizing the declaration (statements).

**International contacts and the outcome (results):**

There were no international contacts.

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

Consultations are underway with non-governmental LGBT organizations and LGBT community.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

Raising awareness of employers on the rights of members of the LGBT community.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

There are no obstacles.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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**Ministry of Labour and Social Welfare**

**MEASURE No. 19.\* Training of professional social workers employed in social and child protection institutions to work with LGBT persons.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented.

**Key activities undertaken in the reporting period:**

Three trainings were held of professional social workers employed in institutions of child and social protection in terms of work with the members of the LGBT community. On 18-19 July 2014, the Ministry of Labour and Social Welfare organized training in Ivanova Korita. The training was attended by 20 professional social workers and the representatives of

the NGO sector. The instructors were Rada Mitrović from the Provincial Office for Social Protection from Novi Sad and Aleksandar Prica from the NGO Association Duga from Šabac.

On 28-29 August 2014, the Ministry of Labour and Social Welfare organized, with the technical assistance of the EU Delegation to Montenegro, within the TAIEX mission, training for employees of the institutions of child and social protection and representatives of NGOs. The training was organized with a view to acquiring the knowledge and skills that would promote the protection of the rights of LGBT persons, but also improve their position. The training had participants from the Ministry of Labour and Social Welfare, Office of the Protector, Ministry of Health, Ministry for Human and Minority Rights, representatives of institutions of social and child protection, representatives of NGO sector.

On 02-03 September 2014, in the Home for Elderly Persons in Risan, third training was held with a view to strengthen the capacities of professionals employed in the social welfare centres to adequately react in situations of abuse and neglect of children and members of families that are members of the LGBT community, as well as to get actively involved in the further promotion and strengthening of the inter-sectoral cooperation. The training was held by Martin Krajček from Canada. In addition to the representatives of the institutions of child and social protection, the training was attended by representatives of NGOs.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Strengthening the capacities of professionals employed in the social welfare system.

**Contacts between different institutions and the outcome (results):**

Improved cooperation between the Ministry of Labour and Social Welfare, Office of the Protector, Ministry of Health, Ministry for Human and Minority Rights and NGO sector.

**International contacts and the outcome (results):**

The Provincial Office for Social Protection from Novi Sad, NGO Association Duga from Šabac, NGO sector. Activities are underway on signing the MoU with NGO Association Duga from Šabac.

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

Cooperation exercised with NGO Progress and NGO Juventas.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

Representatives of the LGBT community had a chance to talk to social workers and about the manner of work in Social Welfare Centres.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

There were no obstacles.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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#### **Youth and Sports Administration**

**MEASURE No. 17. Develop school-based initiatives on non-violence and non-discrimination at all levels, including social networks – the Council of Europe’s campaign “Combating Hate Speech Online”.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented.

**Key activities undertaken in the reporting period:**

A regional conference was organized entitled “Combating hate speech on the Internet”.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Improving the social environment for accepting LGBT persons. The purpose of the conference was to network key actors from the region in order to create joint activities for promotion of human rights.

**Contacts between different institutions and the outcome (results):**

Ministry for Human and Minority Rights.

**International contacts and the outcome (results):**

Advisory Council on Youth of Council of Europe, Ministry of Youth and Sports of Republic of Serbia, Ministry of Family, Youth and Sports of Republic of Srpska, Ministry of Social Policy and Youth of Republic of Croatia.

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

Queer Montenegro

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

In addition to the key actors from the region, the participants of the conference were representatives of NGO Queer Montenegro. In plenary sessions and in the work of smaller groups, conference participants had the opportunity to get acquainted with new activities in order to combat hate speech on the Internet.

At the conference, the following activities were agreed: Regional bus "Combating hate speech on the Internet" (in order to promote human rights); translation of the Council of Europe handbook "BOOKMARKS" (in order to educate teachers and the civil sector); Video message with young artist Danilo Baletić for the International Human Rights Day; Postcard for the International Human Rights Day.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

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**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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**Youth and Sports Administration**

**MEASURE No. 38. Enhance the fight against discrimination of LGBT persons in sport and society.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented.

**Key activities undertaken in the reporting period:**

Banners featured with message "NO HATE" as part of the campaign "Combating hate speech on the Internet", organized in partnership with the Student Sports Union at student sports competitions. Printing promo t-shirts for all teams from student sports competitions. Production of a short video message: how students and fans see hate speech.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Improving the social environment for accepting LGBT persons. Promotion and education of the general public on the respect for human rights.

**Contacts between different institutions and the outcome (results):**

Student Sports Union of Montenegro.

**International contacts and the outcome (results):**

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**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

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**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

The purpose of these activities was the promotion of human rights through sport. Note: these events were followed by the media, reaching many people in the community, which was the goal of making banners and video materials.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

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**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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**Youth and Sports Administration**

**MEASURE No. 39. Disseminate the "LGBT Inclusion in Sport" handbook to all sport associations, clubs and organizations.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Underway.

**Key activities undertaken in the reporting period:**

At least 1000 copies of the handbook distributed to sports associations, unions and clubs.

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Improving the social environment for accepting LGBT persons. The Youth and Sports Administration is distributing the handbook through daily communication with sport associations and clubs.

**Contacts between different institutions and the outcome (results):**

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**International contacts and the outcome (results):**

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**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

LGBT Forum Progress.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

Promotion and education in human rights through sport.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

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**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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**Youth and Sports Administration**

**MEASURE No. 40. Translate and print the handbook of Council of Europe "LGBT Inclusion in Sport".**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented.

**Key activities undertaken in the reporting period:**

Translated and printed handbook of the Council of Europe "LGBT Inclusion in Sport".

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Improving the social environment for accepting LGBT persons.

**Contacts between different institutions and the outcome (results):**

Montenegrin Olympic Committee.

**International contacts and the outcome (results):**

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**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

LGBT Forum Progress.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

Handbook "LGBT Inclusion in Sport" relates exclusively to the LGBT community.

**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

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**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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#### **Youth and Sports Administration**

**MEASURE No. 41. Organize a conference on the topic of "Enhancing the fight against discrimination of LGBT persons in sport and society".**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Not implemented. Lack of budget funds.

**Key activities undertaken in the reporting period:**

Conference organized with sports associations on the topic of "Improving fight against discrimination of LGBT persons in sport and society".

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Improving the social environment for accepting LGBT persons.

**Contacts between different institutions and the outcome (results):**

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**International contacts and the outcome (results):**

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**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

LGBT Forum Progress.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

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**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

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**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

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#### **National Team for Coordination of LGBT Strategy Implementation Monitoring**

**MEASURE No. 28. A press conference of the National Team for Coordination of LGBT Strategy Implementation Monitoring and preparation of information and reports in support of the IDAHO public campaign.**

**Status of implementation of the measure (if the measure has not been implemented, state the reasons for which it has not been implemented):**

Implemented in a modified form, through the interview of the National coordinator.

**Key activities undertaken in the reporting period:**

Interview of the Coordinator of the National Team for Coordination of LGBT Strategy Implementation Monitoring and Production of Information Briefs and Reports, including a

proactive approach (at the panel) of the Montenegrin delegation led by the Minister without Portfolio Marija Vučinović at the IDAHO Forum 2014, held in Malta from 12 to 15 May 2014. Link:<http://www.gov.me/vijesti/138641/Crna-Gora-pohvaljena-na-IDAHO-Forumu-na-Malti-za-postovanje-prava-LGBT-populacije.html> <http://www.pobjeda.me/2014/05/17/kojicic-trazi-ostrije-mjere-protiv-diskriminatora/>

**Purpose of the activities that have been undertaken and the link with the goals and programme measures of the LGBT Strategy:**

Promoting the activities of the National Team and supporting the IDAHO international campaign to combat homophobia and transphobia, as well as informing the interested public that Montenegro was unanimously supported at IDAHO Forum 2014 in Malta to host the third IDAHO Forum in 2015.

**Contacts between different institutions and the outcome (results):**

The National coordinator has continuous communication with the relevant state institutions.

**International contacts and the outcome (results):**

The National coordinator has continuous communication with the relevant international partners.

**Contacts and consultations with LGBT NGOs and LGBT community and their outcome (results):**

The National coordinator has continuous communication with the NGO sector and LGBT community.

**To what extent and in which manner the LGBT community benefited from the implementation of this measure:**

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**Key challenges and obstacles faced in implementation of the measure set out in the 2014 Action Plan:**

The activity has contributed to the promotion of the National Team, the international IDAHO campaign, the rights and freedoms of LGBT persons, by pointing to the results achieved by Montenegro in the subject area and focusing of the key challenges that the institutions and the society as a whole should respond to.

There were no challenges or obstacles in the implementation of the measure.

**Activities undertaken to eliminate the key challenges and obstacles in the implementation of the measure:**

No measures were taken.

