

REPORT
ON IMPLEMENTATION OF THE ACTION PLAN
FOR IMPLEMENTATION OF THE STRATEGY
FOR INTEGRATION OF PERSONS WITH DISABILITIES
IN MONTENEGRO FOR 2009

Podgorica, February 2010

INTRODUCTION

1. In 2007 the Government of Montenegro adopted the Strategy for integration of persons with disabilities, for the period 2008-2016. This document tackles the areas of health care, social welfare and pension and disability insurance, education, professional training and employment, accessibility, culture, sports and recreation, and the area related to the position of associations of disabled persons in the civil society. The Strategy provides for measures and activities, which should be undertaken in the stated period, so that the position of persons with disabilities in Montenegro is brought into line with European standards and standards prescribed by the UN Convention on the Rights of Persons with Disabilities.
2. In 2008 the Government also adopted the Action Plan for 2008 and 2009, which provide for priority activities, to be undertaken in all stated areas, and in 2009 it adopted the first Report on implementation of prescribed measures for 2008.
3. The drawing up of the Report on implementation of the Strategy for integration of persons with disabilities for 2009 also involved the participation of the intersectoral working group, established by the Decision of the Minister of Labor and Social Welfare, no. 0701-6519, of 27/10/2009, which is composed of representatives of relevant ministries, representatives of the non-governmental sector who deal with the problems of persons with disabilities, whereby the need for integrating the issue of disability into all sectors is met and activities are coordinated.
4. This Report contains the overview of planned measures and activities provided for by the Action Plan for implementation of the Strategy for 2009, in all areas which are dealt with in mentioned documents and a description of their implementation. In addition to activities of state bodies and institutions, it also presents the activities of the NGO sector, which deals with persons with disabilities, regardless of whether they have been drawn up in partnership collaboration with state bodies, or independently. Thereby a principle is honored, that the persons with disabilities shall undertake the role of creators of policy and practice in all areas which are of significance for their full integration in the society instead of the passive role they had as mere beneficiaries of services.
5. The present Report contains information based on which the Government of Montenegro and the broader public shall get an insight into the progress achieved in all areas related to persons with disabilities in the stated period.

HEALTH CARE

MEASURES / ACTIVITIES

Provide for ongoing updating of the central database with data from the area of health care of persons with disabilities

Amendments to the Rulebook on detailed conditions regarding standards and norms of the manner of obtaining primary health care through a chosen team of doctors or a chosen doctor

At the end of 2008 the Ministry of Health adopted the Law on Data Collections in the Field of Health Care. This Law provides for diseases and conditions of higher socio-economic significance, which also implies keeping of the Register of traumatism, Register of health care of children and youth with psychophysical disorders and psychosocial disorders, at the level of the Institute of Public Health of Montenegro.

At the level of the Ministry of Health a Commission was established, one of whose tasks is to draw up a Methodology of keeping the Register of health care of children and youth with psychophysical disorders, and only after networking of the primary health care system at the level of Montenegro with the Institute of Public Health in the following year can we expect the existence of a specific database in the area of protection of persons with disabilities.

Amend secondary legislation in order to increase the scope and the type of rights to using medical rehabilitation for all categories of persons with disabilities without co-payment

Amendments to the Rulebook on indication and manner of using medical rehabilitation in health institutions which provide specialized rehabilitation

The activity was postponed until 2010, and it was planned that the Health Fund of Montenegro, in cooperation with the association of disabled persons, should establish a working group and stipulate the scope of rights.

Draw up training programs for the personnel of health institutions at all levels of health care in order to train them about the specific nature of diseases and conditions related to persons with disabilities

Introduction of special training programs for health workers from all health care levels

In order to accomplish reform aims in the field of health care, special attention is devoted to personnel training at all levels, with a special emphasis on the training of head nurses who will also provide services to persons with disabilities.

Reconstruct or adapt all health institutions in Montenegro and bring them into line with prevalent standards for persons with disabilities

Amendments to the Decision on conditions to be met by health institutions in terms of facilities, personnel and equipment and the manner of achieving special social interest

*Drawing up the analysis of the accessibility of health care facilities to the needs of persons with disabilities
Setting up priorities and timetables of architectural adjustment of health care facilities to the needs of persons with disabilities*

The Ministry of Health, Labor and Social Welfare adopted the Rulebook on detailed conditions in terms of standards, norms and manner of obtaining primary health care through a chosen team of doctors, which provides for in General Conditions the items that the facility where health care is provided must have in order to meet general sanitary and hygienic conditions, i.e. adequate equipment in doctor's offices, waiting rooms, file registries and intervention rooms. It especially provides for personnel and patient toilets (separate), with an area of at least 2.5 m², adapted to the needs of persons with disabilities.

Activities stated in items 2 and 3 have not been implemented in this year because we have been waiting for the adoption of the new Law on Spatial Planning and Construction of Facilities, which provides for conditions on access and movement of persons with limited mobility, which must be adjusted within five years from the day of entry of this law into force, as well as the Rulebook on detailed conditions and the manner of adjusting construction of facilities in public use, residential and residential-commercial facilities.

The Sector for Economics, Information and Budget of the Ministry of Health has recently asked all directors of all health institutions in Montenegro to submit precise analyses, plans, timetables of construction implementation, or adaptation of their institutions, in accordance with existing standards for persons with disabilities. Thus, detailed data shall be obtained during 2010.

Establish a rehabilitation center for full rehabilitation and recovery of persons with disabilities

Drawing up a study on the justifiability of constructing a rehabilitation center for the needs of persons with disabilities as part of the reform of the tertiary health care level

Given that the existing Institute of Physical Medicine and Rehabilitation "Dr. Simo Milošević" has not been privatized yet, for the time being, the Ministry of Health has not planned to draw up a study on the justifiability of constructing a rehabilitation center exclusively for the needs of persons with disabilities.

Establish mobile teams of physical therapists, who shall provide their services to persons with disabilities in their homes

Drawing up a pilot project "Mobile teams of physical therapists who shall provide their services to persons with disabilities in their homes"

During this year, training was conducted for all physical therapists, who shall also provide their services to persons with disabilities in Physical Medicine Units of Health Centers. In addition, procurement of necessary equipment for provision of services was implemented. Therefore, in 2010 we can expect the implementation of the program regarding the work of mobile teams of physical therapists, who shall perform their work tasks in accordance with instructions of chosen doctors.

Set up a network of Centers for children with developmental disorders, which shall enable provision of services in a state-of-the-art manner and even out the quality in all development counseling offices.

Set up a timetable for establishment of centers

As part of reform of the health care system for primary health care by the end of 2009, the Ministry of Health has established a total of six Centers for supporting children with special needs within Health Centers in the municipalities of Podgorica (1800 children were registered this year), which provide their services to children with developmental disorders from the municipalities of Danilovgrad and Cetinje, Bijelo Polje with a unit in Pljevlja, Berane with a unit in Rožaje, Nikšić, Herceg Novi and Bar. Counseling offices

for reproductive health, maternity wards, neonatology wards, chosen pediatricians, etc. shall detect infants at a high risk and children with developmental disorders and address them to these Centers, with or without a referral. The Centers shall organize and train expert teams (pediatrician, medical nurse, psychologist, speech therapist, physical therapist and defectologist), who were previously trained in special programs for providing services to children with developmental disorders until the age of 14. The scope of work of teams in these Centers shall include: early detection, monitoring and treatment of children with psychomotor dysfunctions, and elaboration of programs for including such children in pedagogic and educational institutions. In addition, these centers shall organize the work of the Counseling office for children with other chronic diseases, which can affect their normal growth and development. Through the work of such counseling offices the children and their parents shall obtain thorough information and advice on lifestyle with their respective disease. During the current year, training of all specialists of centers was completed in the Health Care Fund, and it was related to computer applications of work, making appointments, registering checkups with diagnosis and provided services, and specialists' reports. In the following year, we are expecting the elaboration of an electronic medical file for each child treated at this center. We should also point out that the Center maintains ongoing communication and cooperation with other services of the Health Center, social work centers, institutions where children reside (kindergartens, schools), other social structures and other organizations.

The integrated information system also allows for daily monitoring of Centers for supporting children with special needs.

Open counseling offices for persons with disabilities in posttraumatic period

Drawing up training programs of expert teams who shall be engaged in counseling offices

Adopt standards for the operation of counseling offices

The proposal for the Strategy for promoting workers' health and occupational safety, which was drawn up on the basis of international documents and proposals, specific to area of the European Union and WHO documents, which was adopted at the end of November this year, provides for the introduction of institutions for supporting services of occupational medicine – establishment of the Institute of occupational medicine of Montenegro. The strategic goal of this Institute, whose establishment is scheduled after adoption of the Strategy, should involve medical, methodological and scientific activities, and coordination of operation of services of occupational medicine on the national level. Only after establishment of such an institution and provision of comprehensive medical services, can we expect the establishment of multidisciplinary teams, which shall be engaged in monitoring and promotion of health of persons with disabilities and determining the level of their remaining work capacity, in addition to covering prevention, health promotion, in order to guide such persons by retraining, additional training for working in appropriate workplaces.

All major hospitals in the country shall train persons in using sign language

Drawing up of the training program for sign language for employed health workers

Drawing up of a training program in basics of sign language for employed health workers, is possible to implement through the Association of the Deaf and Hard of Hearing, e.g. through the program "Sign language schools for employees in public institutions".

Systematic and ongoing work on strengthening human resources in order to provide free training for persons with disabilities related to mobility

Continuous implementation of the training program related to mobility with the aid of long white cane and points of reference/orientation in micro and macro space

Introduction of the program for enabling persons with amputated extremities to use orthopedic prostheses and persons with disabilities to use a wheelchair

Additional training of senior physical therapists to enable persons with amputated extremities to use orthopedic prostheses, and persons with disabilities to use a wheelchair

For a number of years, the Association of Paraplegics of Montenegro has provided organized help to its members to use orthopedic aids. This primarily refers to the use of a wheelchair, crutches and other orthopedic aids. Training is conducted by members, which have already been trained during their rehabilitation in Serbia, since no such centers exist in Montenegro. Nevertheless, not even this training is complete, as it should be conducted in specialized rehabilitation centers. The Association does not have the capacities to enable the persons with amputated extremities to use orthopedic prostheses.

The Association of the Blind of Montenegro in 2008 initiated work on a project "White Cane – Best Friend", to train instructors in independent mobility and orientation in micro and macro space. Montenegro does not have any peripathologist personnel (experts in independent mobility and orientation of the blind), thus in this way necessary human resources are obtained. One of the instructors is the professor with the Institute for Disabled Children and Youth in Zabjelo. In 2009, six instructors were trained for independent mobility with the aid of a long white cane. These instructors have trained over 50 blind persons in independent mobility with the aid of a long white cane and orientation in micro and macro space. The training was carried out on the territory of Montenegro. The Association of the Blind has distributed complimentary long white canes – the basic aid for the blind people, to attendants of the course in independent mobility.

SOCIAL CARE AND PENSION AND DISABILITY INSURANCE

MEASURES / ACTIVITIES

Provide ongoing updating of the central database with data in the area of social care of persons with disabilities

Adoption of the Rulebook on keeping records of users of social and child care

Activities in setting up the new information system in the area of social and child care are in progress, and in addition to the existing rights for financial provision of families and family allowances, by means of an automatic data processing, it will also include beneficiaries who have the right to the care and aid by a second person and a personal disability benefit. Upon completion of the stated activities, drawing up of secondary legislation in the area of record keeping shall be initiated.

Amend the regulations which provide in more detail for the criteria for exercising the right and the amount of allowances

Amendments to the Law on social and child care

Amendments of all secondary legislation which provide in more detail for more favorable criteria for exercising the right to social care

Bearing in mind the difficulties in obtaining budgetary funds in 2009, and in view of the already adopted Decision on the increment of certain allowances arising from social and child care, from January 2009, it was not possible to completely amend the Law, because that would require additional increment of budgetary funds for this area.

Adopt new legal regulations and amend secondary legislation so as to ensure the exercise of the right in the area of social care without discrimination

Adoption of the Law on ratification of the UN Convention on the Rights of Persons with Disabilities

Adoption of the Law on protection of persons with disabilities against discrimination

Amendments to the Rulebook on criteria and indicators for setting the price of services in institutions of social and child care

Amendments to the Rulebook on medical indications for exercising rights from social and child care

The Law on ratification of the UN Convention on the Rights of Persons with Disabilities was adopted (Official Gazette of Montenegro – International Agreements No. 2/09).

The new Law on mobility of persons with disabilities with the aid of guide dogs was also adopted (in November 2009), whereby the Law on mobility of a blind person with the aid of a guide dog had ceased to be valid. This new legal wording extends the scope of beneficiaries, i.e. this right can also be exercised by deaf persons, and provisions related to the sojourn of such persons both in public places and in workplaces have also been specified.

Law on protection of persons with disabilities against discrimination was planned to be adopted in the fourth quarter of 2009. However, these activities depend on the adoption of the general Law on protection against discrimination, which is under the competence of the Ministry for Protection of Human and Minority Rights. It is not possible to adopt the Law on protection of persons with disabilities against discrimination before this Law, since the stated Law shall prescribe the procedure of protection against discrimination.

Due to the problems in providing budgetary funds, it was not possible to initiate the procedure of amending the Rulebook, since it would imply an increment of the budget item allocated for these purposes.

Set up and apply the standards of providing services to persons with disabilities in the area of social care

Establishment of the Center for counseling, research and expert activities in the area of social and child care

Setting up new methods of work in Centers for social work related to persons with disabilities

Stipulating standards of services in the area of social and child care related to persons with disabilities

Stipulating standards of procedure in exercising the right and provision of services related to persons with disabilities

Amendments to the Rulebook on supervision over professional work of institutions of social and child care and employees of such institutions

In order to adopt standards in this area, there are ongoing activities as a result of the cooperation between the Ministry of Labor and Social Welfare, centers for social work and institutions for social and child care, with the expert aid and cooperation with the UNICEF. Earlier activities which were conducted with the support of "Save the Children", in drawing up part of the service standards in social care, which are related to the services of accommodation and sojourn of children with developmental disorders in day centers, are also part of the pilot projects. This shall lead to the adoption of legislative acts, which shall comply with the norms and standards provided for by the Convention on the Rights of Persons with Disabilities and other relevant international documents.

As part of these activities, the centers for social work got into contact with the families of the beneficiaries, which are accommodated in institutions of social care in the country and abroad. We have conducted interviews with the families and with institutions where the beneficiaries are accommodated, in order to elaborate individual care plans. Elaboration of an individual care plan and its reviews involve: the case administrator, or the responsible worker from the social work center, program coordinator, supervisor for pedagogic and educational work of the program, program supervisor in charge of care, the person closest to the beneficiary, external collaborator in charge of care when a need arises (doctor, teacher, etc.), a parent, or a guardian of the beneficiary and the beneficiary itself, if possible. After this, reports are elaborated with the proposal of measures for improving the content of the service, which are piloted in the forthcoming period. Based on obtained reports, a description of the service is drawn up and all elements of the social welfare service are developed in order to improve the position of the beneficiary, his/her accommodation and the quality of his/her life in the institution, and to prepare him/her for a more independent life outside the institution.

Undertake measures so as to make as many institutions of social care completely accessible for persons with disabilities

Drawing up of the analysis of accessibility of institutions of social care to persons with disabilities

Setting up priorities and timetables for eliminating architectural barriers in social care institutions

In 2009 a new facility in Risan was built, as part of the Public Institution Retirement Home "Grabovac", intended for palliative care of the elderly, and it was constructed in accordance with all accessibility standards. Furthermore, works involving reconstruction of one part of the facility intended for accommodation and residence of children in the Public Institution "Komanski most" in Podgorica were completed.

Reform the existing institutions of social and children care

Amendments to the Rulebook on conditions to be met by institutions of social and child care for performing their regular activities

Transformation of existing separate institutions into Resource centers

Transformation and reorganization of the Public Institution Specialized Office for Children and Youth "Komanski most"

Ongoing training of employees in resource centers

In 2009 the project entitled Reform of the Public Institution "Komanski most" was continued. As part of construction work, reconstruction and detachment of a part of the facility intended for accommodation and stay of children was completed, which provides structural conditions (premises, equipment, personnel) that create prerequisites for group work with beneficiaries (children and adults), individual work with children in educational programs and working with adults (in smaller numbers) on certain work activities. In cooperation with the UNICEF we have continued personnel training, and experts from Great Britain and Serbia made a number of visits to the institution, to the Day Center "Tisa" in Bijelo Polje and Public Institution Children's Home "Mladost" in Bijela. We are also in the process of drawing up individual care plans for all adult beneficiaries, in cooperation with workers of competent centers for social work. The objective is to plan care and work with an individual, or a group, which arises from their needs, i.e. current conditions, with defined objectives, procedures, executors, deadlines, and timetables for plan reviews.

Adopt and implement special training programs for employees in social and child care in the spirit of the social model

Adoption of ethical principles and codes of practice and professional conduct in the system of social and child care

Prescribing requirements for accreditation of training programs for employees

Adoption of the program for ongoing education of employees in the system of social and child care, and doctors who are members of the social and medical commissions

Establishment of the system for monitoring, evaluation and supervision of professional work

Partnership between the Ministry of Labor and Social Welfare and the UNICEF resulted in provision of training in intensive interaction, which was conducted by an expert from the United Kingdom, and was completed by 12 participants from social and child care institutions.

Furthermore, the Ministry of Labor and Social Welfare, in collaboration with the UNDP Office in Podgorica, developed a project proposal "Reform of the social and child care system: Promoting social inclusion." This project was approved by the European Commission and it shall receive funding in the amount of € 3 million in 2010.

The first component of this project involves activities related to the inclusion of the Roma children and children with developmental disorders into the educational system and its implementation is under the competence of the Ministry of Education and Science.

The second component of the project envisages the establishment of the Fund for Social Innovation at the national and local level in 3 pilot municipalities. Establishment of this Fund will enable decentralization of the social welfare system, establishment of new social services at the local level, better

targeting of users, etc. Implementation of this component is under the competence of the Ministry of Labor and Social Welfare in cooperation with the UNDP Office.

The third component of the project relates to the reform of child care, and it involves a range of activities on deinstitutionalization of children placed in child care institutions, strengthening of capacities of staff in this area, amendments to the legislative framework and the establishment of the Institute of Social Welfare. Implementation of this component is under the competence of the Ministry of Labor and Social Welfare in cooperation with the UNICEF Office.

Strengthen teams in social work centers to deal exclusively with issues related to persons with disabilities

Adoption of intersectoral protocols on cooperation and procedure

Adoption of the protocol on cooperation and procedure at the local level

This activity was postponed for the following year, and its implementation was planned in parallel with the activities of the third component of the project "Reform of the social and child care system: Promoting social inclusion".

Develop a system of ongoing and organized inquiry into the needs of persons with disabilities – beneficiaries of the center for social work

Drawing up an analysis of the needs of persons with disabilities for services in social and child care for all municipalities and establish criteria for their accomplishment

In order to recognize the needs of persons with disabilities and plan services at the local level, local action plans were developed for persons with disabilities in the following municipalities: Nikšič, Herceg Novi, Kotor and Bijelo Polje, and the drawing up of plans in the municipality of Podgorica is in progress.

Create prerequisites for priority approach to resolving housing issues of persons with disabilities

Amendments to the Law on local self-government

Adoption of the Law on social housing

Adoption of the Law on housing cooperatives

Amendments to the Law on local self-government have been drawn up, and were adopted on 31 December 2009. In particular, provisions of Article 32 item 17 are amended as follows: The Municipality, in accordance with the law and other regulations and in line with its possibilities, shall regulate and enable resolution of housing needs of persons who are in need of social aid and persons with special needs, and the work of humanitarian and non-governmental organizations in this area.

The new Law on housing also provides for social housing. Proposal for a Law was submitted to the Commission for Economic Policy and Finance for consideration.

Proposal for a Law on private public partnership and housing cooperatives was submitted to the Commission for Economic Policy and Finance for consideration.

Establish and develop new/missing services based on examined needs of beneficiaries

Adoption of the Rulebook on performing certain activities in the area of social and child care by the citizens

Establishment of day centers for children with developmental disorders

Introduction of the program of adjusted transportation “from door to door” of persons with disabilities at the local level

Establishment of centers for promoting independent life of persons with disabilities

Promoting foster care for children with developmental disorders

Adoption of the Law on personal assistant

In 2009 we have continued construction of the network of Day centers for children with developmental disorders. This year we have completed construction work in the Day Center of Nikšić and Pljevlja, and we can soon expect the completion of works in Berane. The center in Nikšić is fully equipped, major part of equipment has been procured in Pljevlja, whereas the center in Berane has procured kitchen furniture and part of the furnishings for the toy library. Furthermore, this year has also seen the signing of the memorandum of cooperation between the Ministry of Labor and Social Welfare and the Municipality of Bar, aimed at constructing a Day Center in Bar, whereas in Ulcinj final works are in progress to construct the Day Center, which has also been funded by donors – entrepreneurs from Ulcinj and foreign investors.

In 2009, the Ministry of Labor and Social Welfare provided winter and summer holidays and recreation for 260 children from social and child care institutions, in 7-day shifts with full board, in its resorts in Bečići and Ivanova korita.

In 2009, in line with its practice of previous years, the Ministry of Labor and Social Welfare provided a 15-day stay for 30 children with developmental disorders and their attendants at the “Simo Milošević” Institute in Igalo, in collaboration with the Association of Parents of Children with Disabilities.

During 2009, the office for legal aid and direct representation of persons with physical disabilities has continued its work within the Association of Paraplegics of Montenegro, offering its members and persons with physical disabilities free legal advice and services of representation before competent state institutions, courts and other legal entities where necessary.

During 2009, the Information Center of the Association of Paraplegics has continued its work. Thereby all members of the Association of Paraplegics of Montenegro, and other persons with physical disabilities can get daily high-quality information necessary for their everyday life. This includes information related to: social care, employment, exercise of rights to health care, treatment, possibility of purchasing and using orthopedic aids, possibility of schooling, accessibility, etc. Such a service is of special importance for this population, because it is isolated and very poorly informed about their rights and possibilities. The Association has capacities to increase the number of services such as: home aid for the members of the Association living alone or with an elderly family member, personal assistant service, and other necessary services for this population.

Association of Paraplegics of Montenegro has prepared the new edition of the information booklet entitled “Guide to human rights of persons with disabilities – 2”, which elaborates all rights stipulated by positive legislation of Montenegro for this population. The updated edition contains all new regulations adopted in the last two years relating to persons with disabilities. The information booklet is structured so as to be accessible and comprehensible to each member of the Association, or their family members. It was printed in 5000 copies; therefore it will be able to cover a great number of persons with disabilities.

During 2009, the Association of Youth with Disabilities of Montenegro has continued its activities in the Program of training and assignment of guide dogs/aid dogs and collected more funds for the arrival of two trained dogs, through a competition of games of chance and from citizens’ donations collected in money boxes placed in several facilities across Montenegro. In that sense, it is important to note the ERSTE Award for social integration in the amount of € 10000 which the Association was given for the project “Dog as guide or aid”. Association of Youth with Disabilities of Montenegro is the only NGO from our country to have won this prestigious award. Moreover, during 2009, the Association has continued its

activities of monitoring, submitting legal remedies and media struggle to ensure observance and application of the rights of beneficiaries of guide and aid dogs.

Save the Children UK, in partnership with the Union of Association of Parents of Children and Youth with Disabilities, has provided part of the funds via a project for furnishing the Day Center in Berane. The Association of Parents of Children with Disabilities "Ray of Hope" is implementing the project of home personal assistants. The project involves five persons who were registered with the Employment Office of Montenegro – Employment Office of Pljevlja. This project involves eight families, i.e. eight children with developmental disorders. Through the donation of the Humanitarian Organization GGS, "Ray of Hope" has purchased a van to transport children with developmental disorders, and hires a driver as part of the project.

In the current year, "Ray of Hope" has provided certain funds for construction of the Day Center for children with developmental disorders in Pljevlja. The funds were provided through a project by allocating part of the assets from games of chance.

Relief Association for Persons with Psychophysical Disorders from Nikšić has participated in providing funds for the construction of the Day Center in Nikšić in collaboration with the Ministry of Health, Labor and Social Welfare, the Municipality of Nikšić, various embassies, private entrepreneurs, etc. The Day Center was officially opened on 18 September 2009, and the initiation of its work is planned in early 2010. The Association was given a van from the Swiss Humanitarian Organization GGS and provides the transportation of beneficiaries of the toy library since October 2009.

Adria Association from Bar, in collaboration with a foreign organization, has obtained an appropriate van which is used for organized daily transportation of persons with disabilities, who are engaged as workers with the association, in line with the project implemented in collaboration with the Employment Office of Bar.

During 2008-2009, the Union of the Blind has offered a large number of services within its legal department to its members on all legal issues. Most of them involved various legal briefs, petitions, complaints and demands for the exercise of rights. Furthermore, the lawyer of the Union represented the blind in judicial proceedings free of charge. Union members can be informed daily about their rights and receive instructions on how to exercise them.

An International Conference on free time as an important resource in the work and life of the blind was held in Sutomore in 2008. It was attended by representatives from associations of the blind from all former Yugoslav Republics. The International Conference on the impact of global economic crisis on the associations of the blind and their membership was held in Sutomore in 2009, and was attended by representatives of Macedonia, Serbia and Slovenia. During 2009, a larger quantity of Braille paper, voice clocks in English, voice thermometers in Croatian, reproducers and CD players was procured and handed out to the blind free of charge. During 2009, the Association of the Blind of Bijelo Polje, with solidarity support, built a family home for a blind person from Bijelo Polje and reconstructed and adapted three family homes on the territory of the municipality.

EDUCATION

MEASURES / ACTIVITIES

Provide ongoing updating of the central database with data from the area of education of persons with disabilities

Setting up of the system and establishment of the database on children and students with developmental disorders on the central and local level per type and disorder

On 25 December 2008, the Government Montenegro adopted the “Strategy for introduction of didactic software in Montenegro”. Until now, no specialized software was provided for children with specific developmental disorders. The Ministry of Education and Science receives notification on guiding for each child which undergoes the procedures of the local Commission. In collaboration with the ICT sector it is planned that, based on the analysis of such records and the type of disorder (physical, visual, auditory), schools should be provided with a number of specialized software packages and computers and other special aids. The Ministry of Education and Science received a donation, i.e. the so-called Addendum Library Software and Boardmaker, Brenda Logotron Ltd, owing to the mediation of Ms. Alison Closs from the University of Edinburgh. The software focuses on working with autistic children based on the method of “communication flashcards”.

After adoption of each proposal, the Guidance Commission is obliged to promptly submit them to the local self-government body in order to forward information on the number of guided children, the program and didactic and educational institution which the child is referred to: the Ministry of Education and Science, the Ministry of Health, the Ministry of Labor and Social Welfare, the Education Office, Social Work Center, didactic and educational institution, etc. Therefore, data and information on the number of children, prerequisites that need to be met for prompt and adequate inclusion of children in the process of education and upbringing are constantly updated by the Ministry within the Database it had set up. Based on this database, free textbooks were provided.

Adopt new legal regulations, i.e. amendments and harmonization of the existing ones on all educational levels

*Amendments and harmonization of the Law on education and upbringing of children with special needs
Adoption of the Law on sign language*

Final activities in drawing up the Law on amendments to the Law on education and upbringing of children with special needs are in progress. Key changes include: the term children with special educational needs is amended as *children with developmental disorders* – children with physical, mental and sensory disorder and children with combined disorders; *children with developmental difficulties* – children with behavioral disorders; severe chronic diseases; long-term sick children and other children which have difficulties with studying and other problems caused by emotional, social, linguistic and cultural deprivation. Full integration into the regular system is considered as the first option in all justified cases. The resource center provides didactic and educational services for children and youth with moderate, grave, severe and combined disorders, as well as counseling and professional support for a certain type of developmental disorder. Resource centers conduct training of teachers of the regular system on developmental disorders and special educational needs. In order to educate and bring up children with special needs, institutions are obliged to provide adequate educational technologies, as a type of

additional asset and mode for encouraging communication (enlarged print, Braille alphabet, etc.) Day Centers – services or units for rehabilitation and support to children with moderate or severe developmental disorders on the local level, organized as day stay – can also perform didactic and educational work to help them acquire skills necessary for everyday life. The school is obliged to provide participation of the "student's assistant in the teaching process" – as an aid to a child while he/she is attending classes. This Law is currently under consideration before the Parliament.

Furthermore, the Rulebook on criteria for determining the type and level of defect, disorder or condition of children and youth with special needs and the manner of their inclusion in educational programs recognizes only defects, impairments and disorders, so it should be adjusted to the integrative model, the relationship between personal and environmental factors.

In 2009, the intersectoral working group was established, whose task was to draw up the wording of the proposal for the Law on using sign language in Montenegro. Several meetings of the working group were held, but a conclusion was reached that for the time being only the adoption of the Law should be postponed, because it is necessary to resolve certain issues beforehand, such as standardization of sign language, training and licensing of interpreters and translators, and because the needs of future beneficiaries have not been examined enough, which could be best defined through pilot projects, which should be conducted at least in two smaller municipalities.

Reform the system of free preschool education, which implies that all children with developmental disorders are included in the system of free pre-school education

Amendments to the Law on preschool and education and upbringing aimed at mandatory, free inclusion of preschool children from 3 years of age

There is a plan to develop the Strategy of preschool education and upbringing.

Modify the existing and adopt new curricula for individual work

Modification of curricula for all 3 educational and didactic cycles and their differentiation in relation to the expected outcomes

Drawing up of a separate curriculum for children and students with severe and combined disorders which are placed in special and total institutions

The Government of Montenegro, Council of General Education, on 18 August 2009, pursuant to Article 35 paragraph 1 item 3 indent 1 and Article 22 paragraph 2 of the General Law on Education and Upbringing (Official Gazette of the Republic of Montenegro, No. 64/02, 31/05 and 49/07 and Official Gazette of the Republic of Montenegro, No. 4/08 and 21/09), Council for General Education at a meeting held on 15 July 2009, adopted a decision to adopt the proposal of the general part of public curriculum for nine-year long elementary education for children with mild mental disorders. Programs for the 1st, 2nd and 3rd cycle for children with hearing and speech impairments were also drawn up.

Update and introduce regular curricula in specialized institutions, which can be adjusted or modified, so that they may also be applied in regular schools

Amendments to the existing individual curricula according to the type and level of disorder

Introduction of regular curricula in specialized institutions until they are fully transformed into resource centers, for children that continue their schooling there

Proposal for the general part of public curriculum for nine-year long elementary education for children with mild mental disorders and for all three cycles for children with hearing and speech impairments was also drawn up.

Provide inclusive primary and secondary education for children with developmental disorders in communities they live in

Elaboration of a list of criteria and principles for work in didactic and educational institutions according to standards of the inclusive model

By virtue of the Law on amendments to the Law on education and upbringing of children with special needs, a new framework for educating children with developmental disorders and difficulties, i.e. children with special educational needs was defined. The amendments to the Law stipulate provision of equal possibilities of upbringing and education for all children; provision of adequate conditions which enable optimal development; prompt guidance and inclusion in the appropriate educational program; individual approach; maintaining the balance between physical, intellectual, emotional, and social development; involvement of parents in the processes of habilitation, rehabilitation, education and upbringing; continuity of the educational program and its integrity and complexity with its organization as close to the child's place of residence as possible, with the provision of adequate educational technology, provision of technical support to children with special educational needs. Depending on developmental disorders and difficulties and individual preferences and needs of children and students, curricula can be modified, shortened or extended in terms of content, adapted, modified in terms of modes in which the contents are exposed; elective subjects/alternative support, introduction of a unique subject not included in the regular curriculum, required by a student with certain developmental disorders (e.g. sign language, Braille alphabet, etc.). Furthermore, amendments to the Law stipulate that the school is obliged to allow participation of "student's learning assistants" – as an aid to the child during lessons. The Guidance shall Commission propose a decision suggesting that a child should be made eligible for such assistance. Also, the school may provide the involvement of volunteers in the process of education and upbringing of children with special educational needs.

Elaborate and undertake ongoing information campaigns for including children with developmental disorders in the didactic and educational process

Training of parents through seminars, workshops, publications, etc.

Coalition for the Promotion of Inclusive Education, whose members are leading institutions and organizations of the civil sector, headed by the Ministry of Education and Science, aims at integrating institutions of power with civil sector organizations, in order to coordinate promotion of the right of every child to quality education and to achieve concrete changes in the area of inclusive education. A broader campaign entitled "Really" was conducted, the major part of which lasted from April to June 2009. The overall objective of the campaign was to increase access to quality inclusive education for all children in Montenegro. Therefore, the main message of the campaign is: "ALL CHILDREN SHOULD GO TO SCHOOL". The campaign for inclusive education "Really" – "All children should go to school" donated funds to secondary schools in Montenegro for implementation of inclusive education, collected through sent text messages, through the competition for the award of small grants of up to EUR 1,500.00. Funds raised through the text message campaign "REALLY" were allocated to secondary schools which had submitted project proposals for the introduction and/or promotion of an inclusive model of work. Distribution of the journal entitled "Inclusive" was completed, as well as acquisition of didactic material for primary schools donated by businessmen - donors - philanthropists.

Establish a system of monitoring children with developmental disorders, from early childhood to secondary education, through intersectoral cooperation

Establishment of a protocol on intersectoral cooperation

Establishment of service agencies for children with developmental disorders at any Center for social work

Further development and expansion of mobile teams

The negotiation process for the approval of the project "Support to the full process of social inclusion" through IPA programs is under way, in which this is one of the components.

Mobile teams are continuing their work on the program.

Conduct ongoing research into the needs of children with developmental disorders who are included in educational institutions

The establishment and continuous monitoring of implementation of the inclusive process

Analysis of the attitudes of parents and children

Testing of student achievements

Testing of students' achievement is carried out continuously, and in addition there is a negotiation process for approving the project "Support to the full process of social inclusion" through IPA programs, in which this is one of the components.

Apply the principle of "affirmative action" when enrolling persons with disabilities at the University of Montenegro

Adoption of Decision on the right of priority enrollment of persons with disabilities at the University of Montenegro

Adoption of Decision on conditions and manner of granting scholarships to students with disabilities

Adoption of Decision on priority accommodation of children with developmental disorders in students' dormitories

Students' Service - regular activity of the Association of Youth with Disabilities in Montenegro. It involves support for students with disabilities during their enrollment at the faculty, when obtaining accommodation, and it provided various information about studying. Since September 2009 the Association initiated transportation services for students with disabilities studying in Podgorica. In the academic year 2008/2009 9 students with disabilities were enrolled: six at Law School, and one at Political Sciences, Psychology and the Faculty of Electrical Engineering. In the academic year 2009/2010, 6 students were enrolled. One user of a wheelchair was provided with enrollment at the faculty, accommodation in a students' dormitory and personal assistance, so that she can exercise her right to education without obstacles. Access ramp at the entrance to the building of the Faculty of Philosophy – Association of Youth with Disabilities of Nikšić, the Ministry of Education and Science funded the adaptation of a student room in the dormitory for the needs of students with disabilities. Until the lifts are installed, the Faculty of Philosophy has transferred its lectures to the ground floor which is accessible. The second stage of the project "Towards inclusion in secondary education" was launched on 1 September 2009. These activities are accredited by the Education Office.

The Union of the Blind shall pay additional scholarships and provide help in aids and appropriate equipment for 6 blind students and 4 members who are attending master's courses and postgraduate studies in 2008 - 2009.

Provide education for adult persons with disabilities

*Establish system solutions through formal and informal education aimed at lifelong learning and education
Conduct the program of psychological empowerment of persons with disabilities*

At the request of the Employment Office, in accordance with needs of the labor market, the Centre for Vocational Education has developed educational programs for training. The Center for vocational education prepared 3 educational programs to train them for certain occupations (assistant tailor, assistant shoemaker and shoemaker), in collaboration with experts from educational institutions where people with special educational needs are educated. Programs contain general guidelines for training people with special educational needs and guidelines for implementation of the program related to the number of participants, length of training and teaching staff which shall run the program. Programs are elaborated in accordance with national knowledge standards for appropriate occupations and designed to be adapted for persons with disabilities.

In cooperation with the Employment Office of Montenegro - Pljevlja Bureau, the Association of Parents of Children with Disabilities "Ray of Hope" hired 10 young people with disabilities who were registered with the Employment Office, as part of the "Sunny Workshops" program. They worked for 9 months (from November 2008 to August 1, 2009), designing greeting cards and souvenirs. They receive their salary for 9 months. They have undergone a program of psychological empowerment. This project was resumed on 1 November 2009, and 10 young people with disabilities registered with the Employment Office were employed.

In 2009, in a part related to the process of education and upbringing, the Association of Youth with Disabilities continued to implement projects that are of great importance for creating better conditions for education of people with disabilities: two educational workshops were held with administrative and teaching staff at the Faculty of Political Sciences and the Faculty of Philosophy in Nikšić, regarding basic issues in the field of disability and inclusive education. On the Students' Day of 13 May 2009, a simulation of barriers that students with disabilities are faced with was presented in the lobby of the Faculty of Law. This event simulated the barriers that students with disabilities are faced with in everyday life and in the course of their studies. By the end of 2009 the implementation of campaigns will be continued, and results of survey made during this stage of the project will be promoted under the slogan "Equal in Education".

The Association of Paraplegics of Montenegro implements training courses – computer courses, as part of projects. During 2009 it conducted one such course in Podgorica for 9 attendants and one in Danilovgrad for 6 of them. These courses were conducted with the aim of increasing employment opportunities of our members

Union of the Blind provides interested parties with free training in Braille alphabet and using voice recognition computer software

Provide permanent removal of architectural barriers in all educational facilities

Draw up an analysis of accessibility of educational facilities

Determine priorities and timetable of architectural adaptation educational facilities

All schools are obliged to provide access ramps, and the budget provides for the installation of lifts in key urban schools, starting from Podgorica (the School "Dr. Dragiša Ivanovic" is included in the plan).

Reform the system of specialized institutions

Transformation of specialized institutions into Resource Centers

In collaboration with "Save the Children", support is provided for the transformation of specialized institutions into Resource Centers (Office of Education and Vocational rehabilitation of Disabled Children and Youth, Office for Education and Rehabilitation of Persons with Hearing and Speech disorders, Kotor, Center "1th June").

Likewise, the approval process for the project "Support to the full process of social inclusion" through IPA programs, in which this is one of the components, is under way (by virtue of IPA Program 2010, the Ministry of Education and Science applied for funds that would ensure the establishment of Resource Centers).

Introduce the social model of disability in the work of Guidance Commissions

Training of commission members to apply the social model of disability

The Ministry of Education and Science has begun the process of training Commissions for guidance of children with special educational needs in the didactic and educational system, with the active support from the UNICEF Office in Montenegro, and through the project "Training for Commissions for guidance of children with special educational needs in didactic and educational system." Project activities, which are currently implemented in collaboration with Handicap International and the UNICEF Office in Podgorica, are divided in two stages: further strengthening of the Commission's capacities through training, testing and piloting of work instruments; selection and preparation of instruments, their further implementation, expansion and development of manuals. Activity of the working group for drafting the manual for work of the Commission has been implemented. After that, Handicap International has completed the selection of trainers and their training for further expansion of work instruments for Guidance Commissions. The Ministry of Education and Science participated in preliminary preparations. To this end, six trainers were trained for further application of the tools, and then they executed training in different regions. The first in a series of two-day seminars was organized for members of the local Commissions in Rožaje, Plav, Andrijevisa and Berane. This was followed by a seminar for the Commissions from Kolašin, Mojkovac, Pljevlja and Bijelo Polje. All Commissions were provided with working material in hard copy and in CD-format data. The Ministry of Education and Science organized a conference to commemorate the work of Guidance Commissions for children with special needs in the didactic and educational system. The goal was to optimally round off the activities in strengthening of the Guidance Commissions for children with special educational needs and obtain guidelines for future activities.

Provide qualified personnel to work with children with developmental disorders

Establishment of standards and competencies for professional development and additional training of employees in accordance with the strategic document

Announcement of competition and selection of the program for professional development of employees in accordance with the adopted standards and competencies

Training of employees

Provision of personnel training in higher education for the inclusive model and resource centers

Training programs of the Education Office in the field of inclusive education trained 148 attendants. The processes currently conducted include "Professional development at school level (PDSL)", "System of evaluating teachers' performance (NSPU)", etc. Professional development of teachers, essentially, is a process of upgrading skills and competencies of teachers in order to improve the quality of teaching, learning and student achievement. In addition to seminars that are offered

externally, a significant part of professional development of the individual takes place at the school. It includes formal experience (basic education, mentoring, workshops, professional meetings), informal experience (keeping abreast of professional literature, the Internet, etc.), self-evaluation and study of didactic and educational practices. The process of professional development of teachers within schools (PDSL) involves a whole cycle of professional development: needs assessment, setting priorities for professional development, planning PDSL, implementation, monitoring and evaluation. The PDSL plan includes: concrete and operative priority objectives, activities for implementation of set goals, target group, duration of implementation, person in charge, indicators. PDSL activities are conducted within the 40 working hours and it was suggested that 5 days should be devoted exclusively to PDSL at the school level. Education Office/Office for ongoing professional development of teachers issues a Catalogue of professional development programs for teachers. The catalogue of accredited programs for 2009 in the field of inclusive education contains a set of programs related to: Integration of Roma children in primary schools – inclusion support; Kindergarten as a family center for Roma children - inclusion support; Specific characteristics of didactic and educational work with special categories of children; Towards full inclusion: Children with intellectual disabilities - Children with visual impairments - Children with hearing and speech impairments and specific learning problems - dyslexia, dysgraphia, dyscalculia - Children with physical disabilities; Towards inclusion in secondary education; Adjustment of mathematical content for children with special needs; Index for Inclusion; The role of a pedagogue in implementation of the inclusive program and in determining the quality of work of didactic and educational institutions: Inclusive education in primary school, Working with children with intellectual difficulties. Review of training conducted by Save the Children for inclusive education in school and preschool institutions for 2008 and 2009 indicate that the number of trained teachers and expert associates was 596.

In cooperation with the Faculty of Electrical Engineering – a research was carried out on major issues, challenges, diameters of good practice, training and preparation of teachers to work in an inclusive model. The main activities were: a focus group with 21 teachers from primary schools, and a focus group with 8 teachers from secondary schools; structured interviews with 12 representatives of school management, 4 focus groups with 39 parents, structured interviews with 6 representatives of local self-government, structured interviews with 6 decision makers at the policy level, structured interviews with 6 trainers in the area of inclusive education; electronic research - about 100 participants (teachers, university professors, students), structured interviews with 8 representatives of the NGO sector and donors. All activities covered the following areas: general overview of education reform towards inclusive education, the status of teachers, teaching competence and training, attitudes of teachers and their impact on inclusion, understanding diversity, benefits of inclusive education and assessment needs of teachers for further training.

The Union of Associations of Parents of Children and Youth with Disabilities “Our Initiative” carried out a project in collaboration with Save the Children UK to train 138 teachers in five schools in Montenegro. Each of these schools received the amount of EUR 1,500 for the purchase of didactic material and equipment.

The Association of Youth with Disabilities of Montenegro is implementing the project "Towards Inclusion in Secondary Education" - the project focuses on raising awareness of teaching and non-teaching staff in secondary schools, in nine municipalities of Montenegro, on the rights of persons with disabilities, models of approach to disability and inclusive education. The second stage was initiated on 1 September 2009. These activities are accredited by the Education Office, and funded by the Foundation Open Society Institute - Representative Office of Montenegro.

Involve parents of children with disabilities, who should be partners in implementation of the educational process and implementation of the program of empowering parents in order to encourage their participation in assessing and making decisions regarding their children

Encouraging parents to actively participate in the work of the Guidance Commission

Encouraging parents to actively participate in the team for making the individual operational plan

Encouraging parents to actively participate in monitoring the inclusive process

Parents are actively involved in training programs of the Guidance Commission. A representative of the parents is one of the trainers in this process.

Through the project "Program of piloting assistance for children and youth with disabilities who are educated according to the inclusive model", the Union of Associations of Parents of Children and Youth with Disabilities "Our initiative" ensured the continuation of this project for the school year 2009/2010, the engagement of 4 assistants for five children, who are placed in regular schools, as a support for the implementation of their quality education. This project is implemented in Podgorica and Bijelo Polje. The Association of Parents of Children with Disabilities "Ray of Hope" is piloting a program of assistance in teaching. In cooperation with the Employment Office of Montenegro – Employment Office of Pljevlja employs 4 assistants, who provide support to children with developmental disorders placed in regular education system. The Association of Parents of Children and Youth with Special Needs "Oasis" from Bijelo Polje has initiated implementation of the project to pilot personal assistants for children and youth with developmental disorders and the project of assistance during lessons for children who are educated in accordance with the inclusive model. This project is implemented with the Employment Office of Bijelo Polje through the program of Public Works.

Encourage volunteering work with children with developmental disorders, as an addition to the professional team

Establish criteria and standards for assistants, volunteers in teaching

Training of teaching assistants and volunteers in the process and support network

Development of programs of assistance in the classroom, volunteering, peer programs and forms of support in inclusive education

In 2009, as of February, the Association of Parents of Children with Disabilities "Ray of Hope" has piloted a program of personal assistance in teaching. In collaboration with the Employment Office of Montenegro – Employment Office of Pljevlja (the project was approved with the recommendation of the Ministry of Education and Science), 4 teaching assistants have been employed, who support children with developmental disorders placed in the regular education system. Two children attend grade 3, one attends grade 4 and one attends grade 5 of "Bosko Buha" Elementary School in Pljevlja. Assistants are selected from the Employment Office, and have completed their training – a seminar entitled Inclusive education, school and kindergarten suitable for children.

Relief Association for Persons with Psychophysical Disabilities from Nikšić involved 10 volunteers to work at the toy library of Nikšić and continuously engages in their training for work with children with developmental disorders.

The Association of Parents of Children with Disabilities "Ray of Hope" has included 40 volunteers in the project "Volunteerism" – secondary school students who are engaged in socializing and working with children.

From February to August 2009, the Association of Parents of Children with Disabilities "Ray of Hope", as part of the project supported by the Commission for the allocation of part of the revenues from games of chance - Non-institutional education and upbringing of children and youth, has implemented a project "Volunteering as a form of education support for children and youth with developmental disorders. In the course of this project we have trained 15 secondary school students from Vocational Secondary School and Comprehensive Secondary School "Tanasije Pejatović" to support children with developmental disorders. As part of this project the following activities were implemented: holding of a two-day seminar for secondary school students, one-day workshops for secondary school students - volunteers, creative workshops for children with disabilities, visits to schools and kindergartens, field trips and participation in cultural and sporting events.

Continuously train staff in competent state bodies, bodies of local self-government and the industry, as well as representatives of the NGO sector on the rights and needs of children with developmental disorders

Raising awareness and training of representatives of state bodies, local self-government bodies and the industry, as well as representatives of the NGO sector to promote the rights and needs of children with developmental disorders through workshops, publications

This activity was carried out within the campaign entitled "Really".

Develop appropriate technologies in education and training of children with developmental disorders

Develop programs for introduction of new technologies in education

Stimulate new publishing policies and links to electronic content in the area of education

Plans of the Office to issue textbooks for specialized institutions and children with special educational needs are focused on the issuance of manuals for teachers who work with children in an inclusive program. In this publishing segment of the Office for Textbooks and Teaching Aids the following titles were published: "Access to inclusive practice in education and upbringing" and "Inclusive education and upbringing in primary school". As for the adaptation of existing textbooks, major part of the work was done in collaboration with the Office for Education and Vocational rehabilitation of Disabled Children and Youth. The printing of textbooks in Braille alphabet for visually impaired children attending the 6th and 7th grade of a nine-year elementary school was provided (a total of 20 textbook sets), and textbooks for the 5th, 8th and 9th grade are being developed (a total of 31 textbook sets). As for the blind and visually impaired children, the Office for Textbooks and Teaching Aids has cooperated with the Institute for Education and Vocational rehabilitation of Disabled Children and Youth for the last three years. Electronic editions are printed in Braille. All textbooks from grades 5 to 9 were printed. Moreover, in order to provide textbooks in Braille, the Commission for allocation of part of the revenues from games of chance from 2008, had allocated and paid the amount of EUR 37,545.00 after a competition, for printing textbooks in Braille for nine-year primary school.

The Office for Textbooks and Teaching Aids drew up a development and action plan of publications for children with special educational needs in Montenegro. *Specific goals are:*

- Develop manuals for teachers to work with a specific type of developmental disorder;
- Make annexes to standard textbooks, to give recommendations for working with children with intellectual disabilities or supplement the existing textbooks with brochures containing instructions on adjustments for every type of developmental disorder;
 - As for adaptation of existing textbooks, use capacities and possibilities of the Office for Education and Vocational Rehabilitation of Disabled Children and Youth in terms of printing books in Braille;
- Develop the use and application of audio libraries

In 2009, the Union of the Blind of Montenegro gave blind students in elementary and secondary schools voice recognition computer software - screen reader, special aid for the blind. Furthermore, a large number of Braille typewriters, more than 25 kg of Braille paper, Braille slates and writing styli, as well as a number of sets of special writing accessories, drawing and geometric accessories for the blind were distributed.

VOCATIONAL REHABILITATION AND EMPLOYMENT

MEASURES / ACTIVITIES

Provide ongoing updating of the central database in the field of vocational rehabilitation and employment of persons with disabilities

Setting up a database on professional orientation, training and employment of persons with disabilities

Database for people with disabilities is an integral part of the application program for registering unemployed persons, which was set up 10 years ago, and is adjusted to the work technology, in accordance with regulations of the EU and Montenegro. At the end of 2009, the records of the Employment Office of Montenegro registered 2484 persons (1894 disabled workers and 590 people of various categories), registered by all features on the way to employment.

Adopt legal regulations which stipulate a framework for vocational rehabilitation and employment of persons with disabilities

Amendments to the Law on employment and insurance against unemployment, which will regulate the procedures established by the doctrine and technology of work related to categories that have problems in obtaining employment, including persons with disabilities.

Adoption of regulations, rulebooks and other acts which regulate in more detail the procedures in vocational rehabilitation and employment of persons with disabilities

After passing the Law on vocational rehabilitation and employment of persons with disabilities in mid-2008, in August 2009 rulebooks were adopted aimed at more comprehensive development of a unique and standardized system of vocational rehabilitation and employment of persons with disabilities, including:

- Rulebook on conditions and criteria for determining the remaining working capacity and employment opportunity;
- Rulebook on conditions and manner of exercising the right to vocational rehabilitation;
- Rulebook on detailed conditions, criteria and standards for implementation of measures and activities of vocational rehabilitation;
- Rulebook on conditions to be met by institutions for vocational rehabilitation, labor center, safety workshop and safety plant;
- Rulebook on detailed conditions and manner of exercising the right to subsidized income of persons with disabilities.

In 2009, a Decree on tax incentives for hiring certain categories of unemployed persons was adopted, in order to encourage employment of persons who are considered as difficult to employ, including persons with disabilities, with a duration of one year. According to this Decree, employers who hire persons with disabilities are exempted from paying more than 50% of fiscal liabilities to the employee's earnings.

The law on employment and insurance against unemployment will be submitted for adoption in the second quarter of 2010.

Adopt a development plan of vocational rehabilitation, employment and working of people with disabilities

Development and implementation of individual rehabilitation plans, based on the established methodology of work with unemployed people with disabilities

With the application of the general doctrine and technology of work, which is implemented by the Office for several years, an individual employment plan is developed with unemployed individuals, which serves as an agreement about planned activities of that person, while searching for employment and participating in programs of active employment policy. When it is estimated that a person has such barriers to employment that, before they are eliminated, he/she is not eligible for mediation, it is necessary to make a plan of professional-medical rehabilitation.

Adoption of the Law and Rulebook in the field of vocational rehabilitation of persons with disabilities shall define the procedures for developing vocational rehabilitation plans for each unemployed person who, in the process, is found to be in need of involvement in programs of vocational rehabilitation for work integration. In this regard, on 1 November 2009 we have initiated execution of the pilot project "Implementation of the Law on professional rehabilitation and employment of persons with disabilities", for a period of 3 months. This project is implemented by the Employment Office in collaboration with the contractor "Pam Markom" from Podgorica and experts from the Slovenian Institute "Papilot". The first part of the project focused on training of the necessary and deficient personnel to work in vocational rehabilitation programs of persons who have more difficulty in finding employment: doctors in occupational medicine, psychologists, occupational therapists, social workers, occupational technicians. For the time being, a part of the project involves 12 unemployed persons with higher education. The second part of the project is the vocational rehabilitation process: determining the remaining work and other capacities of unemployed persons with barriers to employment – rehabilitants and their participation in brief vocational rehabilitation programs.

Number of participants of APZ programs: 42 unemployed persons (12 unemployed with a university degree and 30 unemployed people with barriers to employment).

Number of employees: 12 persons with a university degree are employed part-time in public works.

Plan and implement active employment policies for persons with disabilities

Adopt programs whereby active employment policy measures are planned

Stimulate the establishment of specialized agencies for employment of persons with disabilities

Following the adoption of the National Employment Strategy and the development of human resources for the period 2007-2011, the National Action Plan for 2008 – 2009 was developed, which is the operating plan aimed at implementation of measures envisaged by the National Strategy.

Under Priority 3 - Strengthening social cohesion, the following goal was established: prevention of social exclusion – positive measures / activities for disadvantaged / vulnerable groups, as well as measures through activities that need to be implemented in 2009.

In accordance with the envisaged activities, in 2009, a total of 146 programs of preparation for employment were carried out (acquisition of key skills, vocational training, additional training and retraining) and 104 national and local public works, which involved 1183 persons with difficulties in finding employment, of whom 246 were persons with disabilities and 937 of them had a reduced work capacity (deafness, poor eyesight, combined disorders, etc.), but did not have the status of persons with disabilities and did not belong to any other category. All persons engaged in public works had a part-time job during such public works (69 persons with disabilities).

This year has seen continued implementation of a program entitled "I'll make it", as well as measures of the active employment policy, which are implemented for persons with disabilities and other barriers to employment, in order to increase personal skills of such persons, for their successful inclusion in the labor market.

In 2009, this public work involved 869 unemployed persons with barriers to employment, in 16 municipalities of Montenegro. The program was conducted through two specialized agencies for working with persons who have difficulties in finding employment.

Develop and plan the application of standards of accessible workplaces through the area of occupational health

Adaptation of premises and technical equipment of workplaces where persons with disabilities are employed

Ongoing control of application of prescribed standards, by health inspectors and occupational safety inspectors

In 2009, employers did not require any co-funding for adjusting workplaces for persons with disabilities.

Encourage and support the inclusion of women with disabilities into the labor market

Priority inclusion of women with disabilities in all programs of active employment policy

Number of programs of active employment policy: 250

Participation of women in programs was 60.7%. This data can refer to the participation of women with disabilities in these programs, compared to the male population with disabilities.

Provide for inclusion and greater participation of social partners, particularly the local self-government, in shaping and implementation of specific employment programs for persons with disabilities

Signing of the Protocol on cooperation with social partners

In order to implement 104 public works, the same number of protocols was signed with government institutions, the NGO sector, local self-government, etc.

Provide for multisectoral cooperation in the process of education, vocational rehabilitation and employment of persons with disabilities

Establishment of a protocol on intersectoral cooperation

The cooperation between the Ministry of Labor and Social Welfare, the Employment Office of Montenegro, the Ministry of Education and Science and the Center for Vocational Education was established in the process of education, vocational rehabilitation and employment of persons with disabilities.

Establish a special fund to stimulate the employment of persons with disabilities

Adoption of the act establishing the Fund for vocational rehabilitation and employment of persons with disabilities

Special account of the Budget of Montenegro - Fund for vocational rehabilitation and employment of persons with disabilities was established by the Order on amendments to the manner of payment of public revenues (Official Gazette of Montenegro, No. 56 of 19 September 2008).

In order to monitor the implementation of measures and activities that are conducive to improving vocational rehabilitation and employment of persons with disabilities, and to purposed use of the Fund's assets, the Office has established the Council of the Fund (Decision No. 02-3751 of 27 May 2009, for a period of four years, in accordance with the provision of Article 40 of the Law.

The Council of the Fund operates during sessions, in which decisions are made in accordance with the regulations in the field of vocational rehabilitation. Thus, decisions were made that assets of the Fund for vocational rehabilitation and employment of persons with disabilities should be used to finance a pilot project "Application of the Law on professional rehabilitation and employment of persons with disabilities" and the public work "Sunny Workshop", which is implemented in all municipalities of Montenegro.

Stipulate tax, customs and other exemptions, as well as reduction of social insurance contributions, in order to encourage employers to employ persons with disabilities

Amendments to the Law on income tax of natural persons

Amendments to the Law on profit tax of legal persons

Amendments to the Law on contributions for mandatory social insurance

Amendments to the Law on administrative fees

Stated amendments provide for linear taxation of total personal income of natural persons in the amount of 9% of tax basis. Until now, € 70 of the income was taxable, whereas the rest of the income was subject to taxation in the amount of 12% for 2009. In addition, amendments provide for taxation of meal benefits, holiday allowances and travel expenses.

By virtue of Amendments to the Law on profit tax of legal persons, Article 30 was deleted, which stipulated that the taxpayer who employs new workers in a business year for an indefinite period of time, or at least for a period of two years, shall have his tax basis reduced by the amount of wages paid to newly employed workers, plus contributions for compulsory social insurance paid by the employer.

Amendments to the Law on contributions for social insurance amended the structure of contributions for compulsory social insurance with a cumulative increase in rate of 1.8% percentage points (from 32% to 33.8%), whereby the contributions paid by the employer were reduced from 14.5% in 2009 to 9.8% in 2010, and the contributions paid by the employee increased from 17.5% in 2009 to 24.0% in 2010.

Legal decision in 2009

1. Contrib. for pension and disability insur.-Employer - 8.5%
2. Contrib. for pension and disability insur.- Employee - 12.0%
3. Contrib. for health insurance - Employer - 5.5%
4. Contrib. for health insurance - Employee - 5.0%
5. Unemployment contributions - Employer- 0.5%
6. Unemployment contributions - Employee - 0.5%

Legal decision in 2010

1. Contrib. for pension and disability insur.-Employer-5.5%
2. Contrib. for pen.and disability insur.-Employee-15.0%
3. Contrib. for health insurance - Employer - 3.8%
4. Contrib. for health insurance - Employee- 8.5%
5. Unemployment insurance -Employer- 0.5%
6. Unemployment insurance - Employee - 0.5%

Each year, the Government adopts a Decree on tax reliefs for specific categories of persons, including persons with disabilities, whereby employers who hire persons with disabilities, are exempted from paying 50% of taxes and contributions for mandatory social insurance.

Amendments to the Law on administrative fees were not drawn up, they are planned during 2010.

Encourage self-employment, entrepreneurship and develop programs to support entrepreneurship and establishment of small and medium-sized enterprises by persons with disabilities

Priority given to providing funds for the most favorable terms of funding and self-employment of persons with disabilities

Training of persons with disabilities to run a business, which consists of two segments "Encouragement of self-employment" and "Provision of basic knowledge in entrepreneurship"

Number of granted loans: 0

Number of persons with disabilities trained to run a business: 0

The Council of the Fund for vocational rehabilitation and employment of persons with disabilities, at its meeting of 18 October 2009, decided to re-announce the competition for allocation of loans to persons with disabilities under more favorable conditions. The competition will be announced for an indefinite period of time, and the loan funds will be charged to the Fund.

In 2009, there was no interest from persons with disabilities to participate in programs "Encouragement of self-employment" and "Provision of basic knowledge in entrepreneurship", implemented by the Employment Office.

Organize campaigns to raise awareness of work capacities of people with disabilities

Raising awareness of citizens about work and other capacities of people with disabilities through mass media, i.e. in regular broadcasts of the public service and private television channels and in print media
Visiting employers and direct familiarization with the capabilities of persons with disabilities, who have mastered the craft that employers need, and familiarization with the rights and obligations in terms of their employment

The public service of Radio Television Montenegro broadcasts an ongoing program entitled "Make a move" at a given time every Sunday and all print media publish supplements, at least once a week, in which citizens are regularly informed about the activities of the Employment Office, especially regarding activities of persons with disabilities.

Consultants for working with employers in all employment offices on the territory of Montenegro continuously inform employers about incentive measures in case of employing a person with disabilities.

Conduct ongoing training programs for experts and staff who provide vocational rehabilitation services and deal with employment of persons with disabilities

Adoption of the program for ongoing training for employees in the system of vocational rehabilitation and employment

Adoption of ethical principles and codes of practice and professional conduct in the system of vocational and rehabilitation and employment

Prescribing requirements for accreditation of employees training program

By adoption of the Rulebook on vocational rehabilitation and employment of persons with disabilities, in August 2009, prerequisites are met for the implementation of activities under this measure, which will be conducted in 2010 and 2011. For the time being, only the Pilot project "Application of the Law on professional rehabilitation and employment of persons with disabilities" is implemented.

Adopt and implement programs for psychological empowerment of persons with disabilities in terms of their vocational rehabilitation and employment

Establishment of centers for vocational rehabilitation

Development and implementation of programs that encourage people with disabilities to be involved in the employment process

On 11 December 2008, construction of the Center for work integration of persons who have difficulties in finding employment was initiated in Podgorica, whose founder is the Fund. It will be completed by 31 March 2010, according to the contractor's report.

Until the establishment of the network of institutions for vocational rehabilitation and vocational rehabilitation of persons with disabilities for their inclusion in work, the Office implements programs and activities adjusted to their capabilities and limitations. They shall have priority to be included in certain programs of active employment policy, such as public works, credit support for self-employment, vocational training for certain occupations under favorable conditions, etc.

Develop social economy

Design models that will allow adequate development of social economy in Montenegro and define a national strategy for development of a modern cooperative system

Adoption of legal regulations that will enable development of social economy and are in compliance with EU legislation in this area

Working group for drawing up the Law on social cooperatives was established.

Establish rehabilitation commissions with the Employment Office, which shall determine the type, scope, manner and duration of vocational rehabilitation services

Establishment of the first and second instance commission in a manner and according to the procedure stipulated by the law and other regulations

Preparations for drawing up the Law on amendments to the Law on vocational rehabilitation and employment of persons with disabilities are in progress, which will establish the legal basis for the establishment of rehabilitation commissions.

For now, the first part of the Pilot project "Implementation of the Law on vocational rehabilitation and employment of persons with disabilities" aims at training necessary personnel to work in a rehabilitation commission.

Determine conditions and manner of establishment of legal entities, which will address the services of vocational rehabilitation (providers of occupational rehabilitation - vocational rehabilitation centers), their funding and allocation of concessions for the provision of rehabilitation services

Adoption of acts on conditions, manner and procedure for establishment of vocational rehabilitation centers, and manner of their funding

Establishment of service standards in vocational rehabilitation prescribed in accordance with international standards.

Establishment of procedures to grant concessions to occupational rehabilitation centers

Establishment of safety workshops in centers for occupational rehabilitation

Rulebooks governing the conditions, manner and procedure for the establishment of institutions for vocational rehabilitation and manner of their funding, and those establishing the procedure of selecting institutions for the execution of vocational rehabilitation programs were adopted.

It is possible to establish service standards in vocational rehabilitation in 2010 and 2011.

In 2009 no safety workshops were organized.

Undertake measures to make as many institutions of vocational rehabilitation and employment as possible completely accessible to persons with disabilities

Elaborate an analysis of the accessibility of institutions of professional rehabilitation and employment

Determine priorities and timetables for the removal of architectural barriers in institutions of vocational rehabilitation and employment

The Employment Office of Podgorica has installed a platform that allows access to persons in wheelchairs.

ACCESSIBILITY

MEASURES / ACTIVITIES

Develop accessibility standards, amend the existing legal regulations and provide ongoing monitoring

Adoption of the rulebook that will stipulate in further detail the conditions and manner of adjusting the facilities for access and movement of persons with disabilities and persons of reduced mobility

Signing of the Protocol on cooperation between the faculties, professional associations of engineers and architects with organizations of persons with disabilities (OPWD) and organizations that conduct programs for the benefit of persons with disabilities, their development and application of access standards without barriers

Adopted Rulebook on detailed conditions and methods of adjusting facilities for access and movement of persons of reduced mobility

Amend regulations in the field of public transport in order to provide for an obligation to ensure the accessibility of vehicles and transport infrastructure for people with severe physical disabilities, as well as parking places for such people in all municipalities

Amendments to the Law on road traffic transport

Adoption of the strategy to improve safety in road traffic and the Action Plan for its implementation

Amendments to the Law on road traffic safety

Adoption of the Rulebook that closely regulates road traffic safety

Amendments to the Law on railway transport

Adoption of the Rulebook on public roads and toll fees

Adoption of decisions on marking parking places for persons with disabilities

Adoption of a Decree on maintenance of order in ports

"The Strategy for improvement of road traffic safety" was passed and adopted at the end of 2009, whose aim is to provide Montenegro with a road traffic system that will be safe, secure, efficient, reliable, environmentally acceptable, integrated into the European system and, as such, meet all the needs and expectations for a quality life.

The procedure to amend the Law on road traffic safety is in progress for its harmonization with EU regulations, and for tightening of penal provisions, especially those related to violations which fall into the category of the gravest and the most common causes of traffic accidents with fatal outcome and severely injured participants, as well as the provisions related to mandatory training and taking the driving test, and to new drivers, requiring the presence of "a more experienced" driver in the first three years of their involvement in public traffic. Furthermore, it is necessary to adopt provisions on a set of gravest offenses for which the penalty must be immediately imposed in terms of temporary forfeiture of driving license and exclusion from traffic, by using modern equipment in order identify such violations and their

perpetrators with accuracy and make it easier to prosecute and prove them. In addition, the Police Administration has highlighted the need to raise the quality level of traffic checkups in terms of using the most advanced technical equipment such as mobile cameras at “black spots”, mounting cameras on the most complex urban intersections where this is required due to the proximity of schools, public institutions (hospitals, post offices, hotels, etc.).

“Decision on public parking lots in the territory of the capital – Podgorica” was adopted (Official Gazette of Montenegro No. 38/09), stipulating mandatory allocation of 5% of parking places for persons with disabilities and issuance of stickers for cars used by Organizations of persons with disability.

In 2010, pursuant to the Law on road traffic safety, the Ministry of Transport, Maritime Affairs and Telecommunications will adopt a regulation on marking vehicles driven by persons with disabilities.

The Law on railway traffic safety, which came into force on 1 July 2008, stipulates that passenger cars must have marked seats for people with disabilities.

Draft Law on contractual relations in railway traffic, whose adoption is foreseen in the first quarter of the current year, stipulates the obligation of providing information on the part of carriers to persons with disabilities and people of reduced mobility on access to railway transport, conditions for accessing railway means of transport and the obligation of informing persons with disabilities about the facilities on the train and free assistance so that they can access the train and use it to travel.

The Law on air transport obligations, whose development is in progress and should enter into force in 2010 provides for the adoption of a Decree on rights of persons with disabilities and persons with reduced mobility in air transport.

The Ministry of Transport, Maritime Affairs and Telecommunications, in collaboration with the European Bank for Reconstruction and Development, prepared a draft Decree on Universal Service, whose adoption is expected in the first quarter of the current year. This Decree provides for benefits for persons with disabilities by the operator who is designated as the operator of public payphones.

The Ministry of Transport, Maritime Affairs and Telecommunications, with the consent of the Ministry in charge of social welfare, shall determine the categories of clients who are considered as persons of low income, or persons with disabilities, taking into account the definitions that have already been stipulated by regulations relevant for social care and status of persons with disabilities, and by introducing additional definitions, if necessary, to allow users the widest possible availability of the Universal Service. The Agency shall determine through a special act the manner of evaluating affordability of service prices and determine maximum prices for certain services offered by the Universal Service, which are provided to users with low income and persons with special needs (persons with disabilities).

Update curricula in accordance with the current European accessibility standards

Amendments to the existing curricula at all levels of education

Activities under this measure are elaborated in detail in the chapter related to “Education”.

Set up mechanisms of intersectoral cooperation, and cooperation between the national, local and non-governmental sector (organizations of persons with disabilities), in order to provide access without barriers

The introduction of training programs of civil servants on the national and local level in terms of access without barriers, to enable communication with persons with disabilities who are in need of it

Ongoing implementation of training programs of civil servants on the national and local level in terms of access without barriers to enable communication with persons with disabilities who are in need of it

The Seminar "Conditions for access and movement of persons of reduced mobility", which was aimed at promoting the Rulebook on detailed conditions and methods of adjusting facilities for access and movement of persons of reduced mobility, was attended by representatives of various institutions. It involved representatives from the Ministry of Physical Planning and Environmental Protection, the Ministry of Transport, Maritime Affairs and Telecommunications, the Construction Institute of Bar, the Institute of Development and Research in Occupational Safety, the Faculty of Architecture and OPWD. It was concluded that the Rulebook on detailed conditions and methods of adjustment of facilities for access and movement of persons of reduced mobility fully stipulates all elements of accessibility, necessary for unrestricted access, movement, stay and work of people of reduced mobility. On this occasion it was agreed that the Ministry of Physical Planning and Environmental Protection undertakes to be the initiator of the action plan of adjustment of priority facilities for persons of reduced mobility on the basis of established list of priorities and established elements of accessibility, which will determine the timetable of implementation and the selection of investors for implementation of the project to adjust facilities in public use for persons of reduced mobility.

Establish cooperation between organizations of persons with disabilities and those that operate programs for the benefit of persons with disabilities with local self-governments when amending urban plans and regulations

Signing of the Protocol on cooperation between local authorities and organizations of persons with disabilities

In several municipalities in Montenegro, working groups were formed, composed of representatives of local self-governments and the NGO sector dealing with persons with disabilities, which drafted local action plans for persons with disabilities, and which, among other things, relate to the field of accessibility.

Organize planned dissemination of information among entrepreneurs, primarily construction companies, on the standards of accessibility and an indication of economic profitability of constructing accessible facilities

*Ongoing organization and execution of educational seminars
Ongoing implementation of media and other campaigns*

The Ministry of Physical Planning and Environmental Protection organized a three-day seminar in Bar from 9-11 December 2009 entitled "Conditions for access and movement of persons of reduced mobility", where it discussed the application of Articles 73 and 165 of the Law on Urban Planning and Construction of Facilities, as well as standards prescribed by the Rulebook on detailed conditions and methods of adjusting facilities for access and movement of persons of reduced mobility.

The Seminar on "Conditions for access and movement of persons of reduced mobility", which was aimed at promoting the Rulebook on detailed conditions and methods of adjusting facilities for access and movement of persons of reduced mobility was attended by representatives of different institutions. It involved representatives from the Ministry of Physical Planning and Environmental Protection, the Ministry of Transport, Maritime Affairs and Telecommunications, the Construction Institute of Bar, the Institute of Development and Research in Occupational Safety, the Faculty of Architecture and OPWD. It was concluded that the Rulebook on detailed conditions and methods of adjustment of facilities for access and movement of persons of reduced mobility fully stipulates all elements of accessibility, necessary for unrestricted access, movement, stay and work of people of reduced mobility. On this occasion it was agreed that the Ministry of Physical Planning and Environmental Protection undertakes to be the initiator

of the action plan of adjustment of priority facilities for persons of reduced mobility on the basis of established list of priorities and established elements of accessibility, which will determine the timetable of implementation and the selection of investors for implementation of the project to adjust facilities in public use for persons of reduced mobility.

At the beginning of 2009, the Association of Paraplegics of Montenegro initiated the project "City accessible to all" under the auspices of USAID/ORT. The project runs in parallel with a media campaign and monitoring of newly-constructed buildings and facilities that are under construction in the territory of Podgorica. Activists who are implementing in the project, use every opportunity to inform the competent institutions and construction companies on the failure to apply accessibility standards, stipulated by the Law on Urban Planning and Construction of Facilities and the Rulebook on detailed conditions and methods of adjusting facilities for access and movement of persons of reduced mobility. The results obtained so far clearly indicate that the mentioned Law and the Rulebook are not applied in practice, or are implemented to a symbolic extent.

The majority of newly-built tourist resorts, residential and public buildings have notice boards written in Braille.

Ensure permanent removal of architectural and other barriers in public areas, traffic routes, public facilities and residential buildings

Amendments to the Law on inspection supervision

Elaboration of the analysis of accessibility facilities in public and common use

Setting up priorities for removing architectural barriers in facilities in public and common use

Introduction of an SOS hotline

Introduction of call centers through which people with disabilities can phone or send text messages in order to get into touch with competent services for the exercise of their rights (identification documents, statements, certificates, etc.).

Introduction of call centers through which people with disabilities can phone or send text messages in order to get into touch with competent support services for emergency situation (ambulance, fire brigade, the police department)

Installing public payphones that shall be accessible to persons with disabilities

The Ministry of Internal Affairs and Public Administration has a call center for people with disabilities, for obtaining new identity documents (ID cards, passports, driving licenses). Soon, an important project will be implemented regarding mobile identification equipment (in a van) for collecting biometric data (photographs) in a procedure of producing identification documents in regional units, in the territory of Montenegro, and for our citizens in Frankfurt and New York, whose procedure is prolonged due to financial reasons.

Furthermore, the Office for Emergency Situations has set up a call center which, in case of a call, regards persons with disability as a priority and treats such people with special care and responsibility.

Adopt and implement programs of adjusting tourist resorts to the needs of people with disabilities

Amendments to the Rulebook on classification, minimum conditions and categorization of catering facilities

Elaboration of situation analysis of tourist resorts in Montenegro

Setting up priorities for removing architectural barriers to tourist resorts

In order to amend or supplement, i.e. to adopt a new Rulebook on classification, minimum conditions and categorization of catering facilities it is necessary to adopt the new Law on tourism. The Ministry of Tourism is in the final stage of adoption of the new Law on tourism, which will come into force in early 2010. As the summer tourist season lies ahead, we expect that the new Rulebook on classification, minimum conditions and categorization of catering facilities, that shall incorporate solutions from the given area, will come into force during 2010.

No specific analyses were performed, but as far as accessibility of tourist resorts in Montenegro to the needs of people with disabilities is concerned, it could be argued that only a small number of mainly larger and newer facilities resorts comply with the requirements in this area.

Introduction of the training program for people with disabilities to operate a motor vehicle

Amendments to the Law on traffic safety

Introduction of the training program for people with disabilities to operate a motor vehicle

Prescribing the procedure for issuing licenses for the manufacture of manual commands for cars used by people with disabilities

Activities were not implemented

Plan for and mount sound signals at intersections in all municipalities

Elaborate a situation analysis on the adaptation of intersections

Set up priorities for mounting sound signals

4 new sound traffic lights were installed in Nikšić - 2009

3 sound traffic lights were installed in Bar - 2008

Provide a system of mandatory dissemination of information to persons with disabilities about the accessibility of public buildings, parking lots and other facilities at the municipal level

Issuance of information material in techniques available to persons with disabilities

Within its Information Centre, the Association of Paraplegics of Montenegro, among other things, provides daily information on accessibility of facilities in Montenegro

Provide the exercise of the right to inform persons with disabilities on techniques available to such persons

Production and broadcast of media programs of Radio Television of Montenegro and local public services which are significant in informing people with disabilities on techniques available to such people

Daily broadcasts of a news program on a commercial television channel in technology accessible to people with hearing impairment (translation into sign language)

Ongoing issuance of audio magazines for the blind

Startup of publishing of a magazine for the blind in Braille

Adoption of the Strategy for transition from analog to digital broadcasting systems in Montenegro

Radio Television of Montenegro, as a public broadcaster, according to the Law on public broadcasting services of Montenegro (Official Gazette of Montenegro, No. 79/08), had an almost identical amount of broadcast content significant for informing persons with hearing and vision impairments in 2009 as it did in the previous year. The indicators are also identical in terms of accessibility of broadcast content to people with hearing impairment. Likewise, the Radio of Montenegro continued to air its half-hour show

entitled "The world of equal opportunities", that was broadcast once in fifteen days (24 shows). Furthermore, the Television of Montenegro broadcast a full half-hour program for persons with disabilities entitled "On the path of life" which was broadcast and replayed. Television program is still partially accessible to persons with hearing impairment, as indicated by the fact that out of the total 31 TV shows this year, 8 were aired in sign language. In addition, Television of Montenegro broadcast its news program (News at 3.30 pm) in sign language, three times a week this year. The limiting factor in terms of simultaneous translation of news and specialized TV programs for persons who hard of hearing is certainly the fact that Montenegro still does not have adequate professional staff for sign language.

In order to secure the exercise of guaranteed rights to information, the Ministry of Culture, Sports and Media, under its competence, regularly performs the national obligation stipulated by law, related to provision of assets for co-funding program content of the national public service RTCG, which is important in informing people with hearing and vision impairments.

As for the local public service, Radio Bar continued its one-month broadcast for visually impaired persons entitled "Right to have a word in" in cooperation with the Organization of the Blind of Bar and Ulcinj, with the duration of 60 minutes. It also continued to record a n audio magazine by the same name for blind persons, and to record audio books for the needs of the Sound library for the blind in Bar.

The Association of Youth with Disabilities Montenegro publishes a magazine "Disability Info", which aims to promote contemporary views on people with disabilities and their rights.

Radio Antenna M airs a special program for the blind once a week with the duration of one hour, whose editor and presenter is a blind person. The show tackles all matters of interest for blind persons, new legal regulations and activities of the Association of the Blind of Montenegro in 2008-2009.

Kotor Radio airs a special program for blind persons one a week which, in addition to dealing with problems of the blind, tackles other issues related to disabled population in Montenegro in 2008-2009.

Radio Bar airs a special program about the problems of disabled people in Montenegro at least once a week – the editor and presenter is a blind person.

Radio Panorama - Pljevlja periodically broadcasts a special program about the problems of the disabled people.

Radio Tivat periodically broadcasts a special program about the life and problems of the disabled.

MBC Television Channel in Podgorica, for a second year now, broadcasts its news program "Front Page" in sign language. The broadcast of this program in sign language was financed by the Ministry of Culture, Sports and Media, as a contribution to improving the information of persons who are hard of hearing.

The Ministry of Culture, Sports and Media and the NGO Union of the Blind of Montenegro signed an agreement in 2009 on co-financing of the magazine for blind persons "Sound Review" (12 issues). The signing of the relevant contract enabled, in order to support the development of media pluralism, and within available resources, the continuation of regular, monthly publishing of the magazine for the blind in sound technology in our country and, thus, additionally contributed to the exercise of the right to inform persons with impaired vision, in accordance with the European standards.

2009 - Monthly audio magazine "Sound Review" with the average duration of 7 hours, now faces being shut down due to the lack of funds – the reduced amount of co-financing funds by the Ministry of Culture, Sports and Media. In spite of this, the number of subscribers is increasing daily and in late 2009 and had more than 1,000 readers from Montenegro, all former Yugoslav republics, several European countries and the United States of America.

Activities related to launching a magazine for the blind in Braille were not implemented because financial conditions for its publication were not created, which are caused by the financial crisis.

In 2008 the Union of the Blind issued two bulletins in black print regarding the activities of the Union of the Blind and a special bulletin on the issues of persons with disabilities, and in 2009 it issued two bulletins on the activities of the Union of the Blind in black print, and is currently preparing a special bulletin. It conducted a series of events and issued publications related to the celebration of 200 years from the birth of Louis Braille, creator of the alphabet for the blind. In 2009 it acquired 30 literary works recorded in audio, MP3 format for the Library for the Blind of Montenegro, in order to enrich book resources of this public institution.

The Strategy for transition from analog to digital broadcast systems in Montenegro was adopted in 2008.

CULTURE, SPORTS AND RECREATION

MEASURES / ACTIVITIES

Build new and adapt existing sports, recreational and cultural facilities, as well as monuments and sites of cultural importance to the needs of disabled people

Elaboration of an analysis of accessibility of existing sports, recreational and cultural facilities, as well as monuments and sites of cultural importance

Setting priorities for the removal of architectural barriers in existing sports, recreational and cultural facilities, as well as monuments and sites of cultural importance

Establishing a timetable for implementation of priorities

Amendments to the Rulebook on detailed conditions to be met by sports associations, clubs and societies in terms of facilities, equipment and personnel

Elaboration of the feasibility study of constructing sports facilities for persons with disabilities

The Ministry of Physical Planning and Environmental Protection has undertaken the responsibility to implement this activity in 2010, as the initiator of the action plan for adjustment of priority facilities to persons of reduced mobility, based on the established list of priorities and defined elements of accessibility. The proposal for future activities stipulates a list of priority public buildings that, in accordance with Article 165 of the Law, need to be adjusted to the terms of Article 73 paragraph 1 of the Law on spatial planning and construction of facilities (health care facilities, educational and didactic facilities, facilities housing the bodies of local and state government, facilities used for judicial purposes, post office facilities, traffic facilities, travel and catering facilities, facilities for provision of financial services, sports and recreational facilities, cultural and religious facilities).

Provide persons with disabilities with access to cultural materials, films, theater and other cultural activities in formats which are accessible to them

Elaboration of the situation analysis and opportunities to meet the cultural needs of persons with disabilities in techniques which are accessible to them

Preparation of the program of activities to meet the cultural needs of persons with disabilities in techniques which are accessible to them

As part of the event "Days of Culture Nikšić", the Relief Association for Persons with Psychophysical Disabilities of Nikšić prepared and staged dance choreographies in which children with different types of disabilities participated, in collaboration with the Cultural Creative Center "Akord".

In 2009, 20 literary evenings and discussions were held by blind writers in the Library for the Blind in Podgorica, and one of the event, for the first time in our region, was presented via Skype internet connection with blind writers from Germany, Croatia and Serbia. In 2009, ten film classics were shown in the Library for the Blind in Podgorica, specially adapted for the blind. The Union of the Blind of Montenegro organized a literary competition for blind students of elementary schools "Louis Braille is the creator of my alphabet". Twelve blind students took part in the competition.

In 2009, the Union of the Blind participated in the Onkyo Global Competition - with essays on Braille literacy with 5 compositions written by the blind from Montenegro. Three participants were awarded prizes. A traditional charity concert was organized in Pljevlja, entitled "Light of the soul", with the participation of the blind vocal and instrumental soloists from Montenegro and the region. In 2009, a tribute was given in Andrijevica in honor of the blind writer Miličko Miketić, and a solo concert of Saša Šundić, a

blind instrumental soloist. The Union of the Blind supported the publication of a CD by a blind vocal and instrumental soloist and a novel by a blind writer.

Train journalists and editors to promote social approach to disability, rights and potentials of persons with disabilities

Organizing and holding seminars, workshops for editors and journalists

Preparation of appropriate publications for journalists

During 2008-2009, the Association of Paraplegics of Montenegro continued to conduct formal and informal meetings with journalists and to a smaller extent with editors of media companies. The aim of such meetings was to promote social approach to disability, active monitoring of implementation of the Association's activities, pinpointing the rights and potentials of persons with disabilities.

During 2008-2009, the Union of the Blind of Montenegro continued its successful traditional collaboration with the media of Montenegro. The Union of the Blind continuously works to train journalists and editors of the Montenegrin media on issues of persons with disabilities. In this way, more public awareness is raised among the journalists, which results in more realistic monitoring of the activities of the Union of the Blind and organizations of disabled persons.

Plan, develop and implement programs, campaigns and actions that encourage and promote participation of persons with disabilities in cultural, recreational and sporting activities at all levels to the highest possible extent

Drawing up of the Rulebook on sports competitions of persons with disabilities in accordance with rules of the IPC (International Paralympic Committee)

The Association of Paraplegics of Montenegro works a lot to promote different sports for persons with disabilities in Montenegro. During 2009 remarkable results were achieved. There is a gradually higher number of members interested in doing some kind of sport. Regular training sessions are held in basketball and swimming, and occasional training sessions in table tennis. Furthermore, a basketball course was held for members of the Montenegrin Basketball Club "Paramount" in collaboration with the "Beofeniks" Club from Belgrade, which has a long tradition and great knowledge in this area. During 8 days of training, our basketball players had the opportunity to improve their knowledge and play matches with this club.

In order to improve cultural activities of persons with disabilities, the Association of Youth with Disabilities of Montenegro conducted dance workshops, so in the period from May to July 2009 the premises of the Association hosted a dance course. In addition, members of the Association of Youth with Disabilities, along with ballet dancers from a dance troupe "Allegro", gave a performance in the Cultural Information Center "Budo Tomovic" on 29 April 2009, on the occasion of the International Dance Day.

In 2009, the Union of the Blind held the 37th Athletic Competition for the Blind with 30 participants, the 46th National Chess Tournament for the Blind, and three regional chess tournaments. In 2009, more than 230 blind persons and their escorts spent their holiday in Sutomore and Ulcinj. In 2009, large-scale field trips were organized for members - four trips for members from Podgorica, two for members from Nikšić, two for members from Bijelo Polje, one in Pljevlja and one in Kotor. In 2009, a large-scale get-together was held with a two-day stay in Sutomore, on the occasion of the White Cane Safety Day, attended by 150 members from all parts of the country.

Encourage the policy of sports development for people with disabilities

Analysis of the situation and needs in the field of sports for persons with disabilities and proposing measures

Training of sports experts who will address the development and promotion of sports for persons with disabilities

Co-funding of sports activities of persons with disabilities

In 2009 a series of activities were carried out related to co-funding of projects in the field of sports, as follows:

- Program activities for 2009 / Project of the Paralympic Committee;
- “From Training to Medal Winning” / Project of the Basketball Club, persons with Disabilities Paramount”, Podgorica;
- “Organization of sports competitions for disabled persons and hearing and speech impaired”/ Project of the Sports and Recreational Association of the Hearing Impaired “Ibar”, Rožaje;
- Program activities for 2009 / Project of the Sports Association of the Hearing Impaired “Napredak” (“Progress”), Kotor;
- Program activities for 2009 / Project of the NGO Special Olympics, Podgorica;
- “Sports Recreation (Sports for all) and sports of the Disabled” / Project of the Association of the Deaf “Pristan”, Bar;
- “Athletics for the Blind – Better Conditions and Results” / Project of the Sports and Recreational Association of the Blind, Podgorica;
- “Karate for disabled persons and children with special needs” / Project of the Karate Federation of Podgorica;
- “Basketball in a Wheelchair” / Project of the “Paramount” Basketball Club,
- “Detection and identification of foot deformities among pupils of elementary schools in Podgorica” / Project of the Sports and Recreation Club “Planus”, Podgorica.

Provide conditions for all persons with disabilities and children with developmental disorders to have easy access to games, recreational, sports and leisure activities

Introduction of programs that include the participation of persons with disabilities and children with developmental disorders in sports activities

Modification of sports grounds in municipalities

The implementation of this activity was planned in 2010, after drawing up the Action Plan of adjusting priority facilities to persons of reduced mobility, based on the established list of priorities and defined elements of accessibility. Development of this Action Plan lies within the competence of the Ministry of Physical Planning and Environment.

ORGANIZATIONS OF PERSONS WITH DISABILITIES AND CIVIL SOCIETY

MEASURES / ACTIVITIES

Adopt the law that will specifically regulate the status of organizations of persons with disabilities

Elaboration of a comparative analysis of legal decisions, in order to identify the specific nature of establishment and functioning of organizations of persons with disabilities and indicate the public interest of their existence

Adoption of the Law on organizations of persons with disabilities

Activities were not implemented.

Develop and implement actions that will promote an environment in which persons with disabilities, without discrimination and on an equal basis with others, shall be able to obtain full and effective participation in the execution of public affairs, which shall encourage the participation of such persons in public affairs

Adoption of the Law on Ratification of the UN Convention on the Rights of Persons with Disabilities

Adoption of the Law on protection of persons with disabilities against discrimination

The Law on Ratification of the UN Convention on the Rights of Persons with Disabilities was adopted (Official Gazette of Montenegro - International Agreements No. 2/09).

Law on protection of persons with disabilities against discrimination was scheduled for adoption in the fourth quarter of 2009. However, these activities depend on the adoption of the general Law on protection against discrimination, which lies within the competence of the Ministry of Human and Minority Rights. Law on protection of persons with disabilities against discrimination is not possible to adopt before the stated law, given that the stated Law will stipulate the procedure of protection against discrimination.

Ensure that the election process, polling stations and materials are adequate, accessible and easy to understand for people with disabilities (in Braille alphabet, audio format, enlarged print, accessible polling booths, etc.)

Amendments to the Law on election of councilors and MPs

Amendments to the Law on the election of the President of Montenegro

Amendments to the Law on the electoral register

Elaboration of the analysis on the accessibility of facilities used for polling stations

Setting priorities and timetables of architectural modification of facilities for the needs of persons with disabilities

Activities were not implemented.

Organize programs for psychological empowerment of persons with disabilities to participate in political life

Organization and maintenance of counseling offices, courses, workshops, support groups

In 2009, the Association of Youth with Disabilities of Montenegro organized psychological counseling for persons with disabilities, for their personal empowerment to undertake an active role in the life of the society.

The Union of the Blind developed a very substantial and successful international activity. In 2008 it hosted a session of the Balkan Consultative Committee of the European Blind Union, whereby a representative of Montenegro was elected president of this important body of the European Blind Union. Representatives from the Union of the Blind of Montenegro attended the meeting of the Balkan Consultative Committee in 2009 in Kragujevac.

International Day of People with Disabilities was celebrated in Podgorica in 2008 and 2009, with several hundred attendants participating in the manifestation walk, proclamation addressed to the public, press conferences and a friendly meeting with entertainment show for participants of the walk.

Provide the possibility for people with disabilities to stand as candidates and exercise all public offices at all levels, through the use of assistive and new technologies where appropriate

Organize relevant workshops and seminars to strengthen personal confidence and gain leadership skills and abilities

During 2009, the Association of Paraplegics of Montenegro conducted seminars and training to strengthen the capacities of organizations by training representatives of all offices and branches in the territory of Montenegro in order to develop leadership skills and abilities. In addition, this organization carried training of office representatives, on launching initiatives to exercise the rights of persons with disabilities and their training in public relations. Via the Information Center and the legal office, Association of Paraplegics provides daily legal assistance to its members so that they can exercise their rights. It also conducts training of all its members on the manner and procedure of their achievement.

Affirm the principle that electoral lists of candidates for MPs and councilors should include at least 3% of people with disabilities

*Elaborate a comparative analysis of models of participation of persons with disabilities in political life
Continuously inform the public about which political parties and electoral lists have undertaken and carried out this principle*

Activities were not implemented.

Provide the right to an “empty chair” for representatives from organizations of persons with disabilities in local and national Parliament (the right to engage in discussions, but not to make decisions)

Amendments to the Rules of Procedure of the Parliament of Montenegro

Amendments to the statute of local self-governments

Amendments to the Rules of Procedure of Municipal Assemblies

Relief Association of Persons with Psychophysical Disabilities of Nikšić attended a number of sessions of the Municipal Assembly of Nikšić in 2009, by virtue of the “empty chair” policy

Implement ongoing programs of training employees in competent institutions at the central and local levels on the rights of persons with disabilities

Organization and holding of seminars, workshops, courses

Activities were not implemented.

Provide for the duty of ministries and local self-governments that, during elaboration of policies and legal documents relating to persons with disabilities, they make sure to consult organizations of persons with disabilities

Providing recommendations on the inclusion of representatives of organizations of persons with disabilities into working groups for drafting regulations and policies related to disabilities

Providing recommendations on the inclusion of representatives of organizations of persons with disabilities into working groups for drafting regulations and policies related to the areas of disability

Adoption of the Strategy for integration of persons with disabilities in Montenegro, and adoption of the Law on Ratification of the UN Convention on the Rights of Persons with Disabilities creates conditions that oblige all state and local institutions that, during the elaboration of policies and legal documents relating to persons with disabilities, they make sure to consult organizations of persons with disabilities. It is important to note that in 2009 many municipalities initiated elaboration, or have completed local action plans for persons with disabilities.

Permanently resolve the manner of financing basic activities of organizations of persons with disabilities

Adopting a decision on financing professional services of organizations of persons with disabilities

The implementation of this activity was postponed, due to the lack of funds, and the fact that the smooth functioning of these organizations was provided through other modes of funding, according to the conditions applicable to the NGO sector, especially by virtue of a public competition for allocating part of the revenues from games of chance, from which a total of € 1,358,000.00 was allocated in 2009 for the work of the non-governmental sector to meet the needs of persons with disabilities.

Determine the basic criteria for funding local organizations of persons with disabilities by local self-governments so that they can be properly regulated, unified, fair and transparent

Amendments to the Law on local self-government

Adopting a decision on basic funding of local organizations of persons with disabilities

Amendments to the Law on local self-government were adopted on 31 December 2009, whereby the provisions of Article 32 item 17 were amended as follows: The municipality, in accordance with the Law and other regulations and in accordance with its possibilities, shall regulate and ensure the resolution of housing needs of persons who are in need of social help and of persons with special needs, the work of humanitarian and non-governmental organizations in these areas.

Determine unique criteria for monitoring the work and expenditure of funds allocated through a competition for funding of organizations of persons with disabilities, assessment of effectiveness and ways of reporting program implementation

Amendments to the Decree on acquisition and allocation of part of the revenues from games of chance

Adopting a decision on allocation of funds to organizations of persons with disabilities in local communities

Pursuant to the Decree on criteria for determining beneficiaries and the manner of allocating part of the revenues from games of chance, and based on a public competition announced on 3 February 2009 for allocating part of the revenues from games of chance, the Commission adopted a decision at its meetings held on 30 April and 4 May 2009 on the allocation of part of the revenues from games of chance to meet the needs of persons with disabilities in the amount of € 434,000.00.

Furthermore, pursuant to the Decree on criteria for determining beneficiaries and the manner of allocating part of the revenues from games of chance, and based on a public competition announced on 20 May 2009 for allocating the remaining portion of retained income from games of chance, the Commission adopted the Decision at its meetings held on 29 and 30 July 2009 on allocation of retained portion of revenues from games of chance for co-financing programs and projects in areas that meet the needs of persons with disabilities in the amount of €924,000.00. Thus, from these sources the work of the non-governmental sector in this area was allocated a total of € 1,358,000.00:

Public Institution Old People's Home "Grabovac" Risan, project for improvement of living conditions of disabled people in Old People's Home "Grabovac" in Risan, the amount of € 55,000.00; Public Institution "Komanski most" Podgorica, project for improvement of housing conditions and quality of life of children with disabilities within the Institution, the amount of € 58,000.00, Municipality of Berane, project of a Day Care Center for children with special needs of Berane, the amount of € 90,000.00, Municipality of Bar and Public Institution Center of Sports Recreation of Bar, project of a Day Care Center for children with special needs, the amount of € 137,000.00, NGO "Association of Paraplegics" Nikšić, project entitled "Massage towards a healthier and more functional life", the amount of € 9,000.00, NGO "Humanitarac" ("The Humanitarian") Nikšić, project entitled "Improving the position of disabled children from the territory of Montenegro", the amount of € 4,000.00; Non-Governmental Association "Inter-Mont" of Bar, project entitled "Vocational rehabilitation and socialization of the disabled", the amount of € 3,000.00; Humanitarian Association of the Blind and Civilian Disabled Veterans of Tivat, project entitled "Charity Concerts in Tivat", the amount of € 7,500.00; FORS Montenegro, project entitled "This is also us", the amount of € 9,000.00, NGO "Razvitak" ("Development") Cetinje, project entitled "Give them a chance because it exists", the amount of € 9,000.00, NGO "Association of Parents and Children with Disabilities" Podgorica, project entitled "Procurement of equipment for children with disabilities", the amount of € 9,000.00; NGO "Small Huge Step" of Kotor, project entitled "Together we are safer and stronger", the amount of € 2,000.00, NGO Union of the Blind Cetinje, project entitled "Blind man is a very important segment of the society", the amount of € 9,000.00; Association of Parents and Children with Special Needs of Bar, project entitled "Work of an expert team with children with special needs", the amount of € 6,500.00; Organization of the Deaf and Hard of Hearing for municipalities of Kotor, Budva, Herceg Novi and Tivat, project entitled "Support to persons with hearing impairment in the process of integration into the social environment", the amount of € 8,500.00; UNESCO Chair, Project 007 - International Journal for the Educational Theory and Practice - for education of persons with special needs, the amount of € 9,000.00; NGO for Rehabilitation of Disabled Children and Youth of Žabljak, project entitled "Construction of a playroom for disabled children and their rehabilitation in Žabljak, the amount of € 8,500.00.

Organization of the deaf and hard of hearing for the municipalities of Nikšić, Plužine and Šavnik of Nikšić, project entitled "Assistance for persons with impaired hearing and speech in areas of the municipalities Nikšić, Plužine and Šavnik", € 6,000.00; Association of the Blind for the municipalities of Nikšić, Plužine and Šavnik, project entitled "Activism, the key to a better life for persons with visual impairments", € 20,000.00; Union of the Civilian Disabled Veterans of Montenegro, Podgorica, project entitled "World of Equal Opportunities", € 26,000.00; Association of the Deaf and Hard of Hearing, Berane, project entitled "Work program of the Association of the Deaf and Hard of Hearing for the municipalities of Berane, Plav, Rožaje and Andrijevica for the period 2006-2012", € 9000.00; Association of Paraplegics, Podgorica, project entitled "A Category Ahead", € 7,500.00; NGO Association of the Deaf and Hard of Hearing, Bar, project name "Resocialization of the Association of the Deaf and Hard of Hearing, Bar € 3,500.00; NGO Ray of Hope, Pljevlja, project entitled "Day Center for children and youth with developmental disorders in Pljevlja as a social service at the local level", € 80,000.00; Independent Company of Scouts "Orlovi"

("Eagles") of Nikšić, project entitled "They can also become scouts" € 3,000.00; Association of the Blind for Bar and Ulcinj, project entitled "Providing financial aid for the most vulnerable social members and procurement of technical and medical equipment for blind persons", € 9,500.00; The Association of Paraplegics of Montenegro, Podgorica, project entitled "Encouraging the integration of persons with physical disabilities in Montenegro and improvement of the quality of their life", € 60,000.00; Association of the Deaf and Hard of Hearing, Rožaje, project entitled "Education and inclusion of the hearing and speech impaired in all streams of social action", € 5,500.00; Union of Associations of Parents of Children and Youth with Disabilities "Our initiative", Podgorica, project entitled "Stimulating the development of social and health care services for children with disabilities in Montenegro", € 40,000.00; Association of Persons with Disabilities "Koraci", Pljevlja, project entitled "Transport to better health" € 8,800.00; Organization of Civilian Disabled Veterans of Nikšić, Šavnik and Plužine, project entitled "Fulfilling the needs of persons with disabilities", € 7000.00; Association of Youth with Disabilities Montenegro, Podgorica, project entitled "Antidiscrimination + support services = equal opportunities", € 40,000.00; Association of Paraplegics of Montenegro, Bijelo Polje, project entitled "Toilets in rural areas for persons with disabilities", € 8,000.00; Association of Parents of Children and Youth with Special Needs, Bijelo Polje, project entitled "Personal assistance – support services for children with special needs", € 8000.00; Relief Association of Disabled Persons, Bijelo Polje, project entitled "Educational creative workshops, a sequel" € 7,500.00; Caritas of the Archbishopric of Bar, Bar, project entitled "Day Center for children and young people with developmental disorders of Bar", € 9,000.00; NGO Folklore Association for Children and Youth with Special Needs, Podgorica, project entitled "Game knows no limits", € 5,000.00; NGO "Srce" ("Heart"), Mojkovac, project entitled "Social workshops" € 6,000.00; NGO Adria, Bar, project entitled "Introduction to the statutory and legal regulations and strengthening volunteerism as part of the existing and development of new services to support people with psychophysical developmental disorders", € 7,700.00; NGO Center for Promotion of Judo, Podgorica, project entitled "Affirmation of visually impaired persons in judo", € 5,000.00; Team for psychosocial and medical help, Nikšić, project entitled "Relief to parents whose children are involved in the inclusive educational program" €9,000.00; Association of multiple sclerosis of Montenegro, Podgorica, project entitled "Personal help to disabled and semi-disabled persons suffering from multiple sclerosis" 4,500.00 €; Municipal Association of Multiple Sclerosis, Bijelo Polje, project entitled "Personal assistant in homes of disabled and semi-disabled persons suffering from multiple sclerosis" 3,000.00 €; Association of Civilian Disabled Veterans for Municipalities of Pljevlja and Žabljak, project entitled "Old age can also be lovely" € 2,500.00; Association of the Blind of Pljevlja and Žabljak, project entitled "Assistance to members" 7.000,00 €; Association of Paraplegics, Cetinje, project entitled "Integration of persons with disabilities by using ramps" 9,000.00 €; Relief Association for Persons with Psychophysical Disorders, Nikšić, project entitled "Success through cooperation, love and care" € 60,000.00; Association of Paraplegics, Bar, "Support Services for persons with disabilities" € 5,000.00; Association "Plegije", Nikšić, project entitled "Let's remove the barriers – Let's be fellow citizens" € 15,000.00; Association of the Blind of Montenegro, Podgorica, project entitled "Input to social inclusion", € 80,000.00; Sports and Recreational Association of the Blind, Podgorica, project entitled "Sport and recreation as a mode to integrate blind persons" € 7,000.00; and Recreational Association of the Deaf, Bar, project entitled "Promotion of sports among the deaf and hard of hearing" € 4,000.00; NGO Youth of Montenegro in collaboration with the Public Health Institution Health Center, Podgorica, project entitled "Program for promoting health care of children with special needs" € 32,000.00; Association of Civilian Disabled Veterans of Podgorica, Danilovgrad and Kolašin, project entitled "For more active and quality life of civilian war casualties" € 9,800.00; Association of the Blind of Podgorica, Danilovgrad and Kolašin, project entitled "Everyone should be equal, regardless of differences" € 21,000.00; Association of the Blind of Berane, Andrijevića, Rožaje and Plav, project entitled "Let's help resolve the needs of persons with disabilities" € 7,500.00; "Uskok" Club of Children Suffering from Diabetes, Bijelo Polje, project entitled "We're healthy too – indeed"

€ 6,100.00; Association of paraplegics, Pljevlja, project entitled "Development of culture, humanism and volunteerism" € 10,500.00; Associations of physically disabled persons of Montenegro, Cetinje, project entitled "Let's remove the barriers – Let's enable the visit and stay of persons with disabilities in Cetinje" € 6,000.00; Association of the Deaf and Hard of Hearing, Cetinje, project entitled "Easier access" € 6,000.00; NGO "Povjerenje" ("Trust") Bar, project entitled "Significance of preventing stroke" € 7,100.00; Sports and Recreational Association of the Deaf "Budućnost" ("Future"), Podgorica, project entitled "Development of professional sport among persons with disabilities" € 6,000.00; Union of Associations of the Deaf and Hard of Hearing of Montenegro, Podgorica, project entitled "Equality through smooth communication" € 60.000,00; NGO New Life, Podgorica, project entitled "A Week of Human Rights" € 5,000.00; NGO Associations of Parents to Support and Help the Children with Special Needs "Sun Ray", Herceg Novi, project entitled "For improvement of psychophysical condition of children with developmental disorders" € 9,000.00; Association of Civilian Disabled Veterans for municipalities Bar and Ulcinj, project entitled "Financial help to membership" € 5,000.00€; Association of Paraplegics, Danilovgrad, project entitled "Danilovgrad – Our Town" € 6,500.00; Association of Persons Suffering from Cerebral Palsy of Montenegro, Podgorica, project entitled "More understanding for our problems" € 16,000.00; Children's Smile, Berane, project entitled "With a smile on our face" € 9,000.00; Association of Parents of Children and Youth with Special Needs of Montenegro, Podgorica, project entitled "Day stay for children with developmental disorders in Podgorica" € 8,500.00; Sports and Recreational Association of the Deaf "Ibar", Rožaje, project entitled "From sports to tourism" € 2,500.00; NGO Let's Facilitate the Life of Children with Special Needs, Rožaje, project entitled "Workshop and training of parents and children with developmental disorders" € 4,500.00; NGO Association of Deaf and Hard of Hearing, Podgorica, project entitled "Support to promoting intellectual skills of deaf persons" € 6,500.00; Chess Club "Zora" ("Dawn"), Podgorica, project entitled "Visually impaired women in chess" € 7,500.00; NGO oice of tradition, dialogue and tolerance, Bijelo Polje, project entitled "Things can go for the better, yes they can" € 3.500.00; NGO Association of the Blind of Bijelo Polje and Mojkovac, project entitled "Socialization, affirmation and integration of blind and visually impaired persons on the territory of municipalities of Bijelo Polje and Mojkovac" € 8,000.00; NGO Association of Civilian Disabled Veterans for Municipalities of Bijelo Polje, Berane, Andrijevića, Plav, Rožaje and Mojkovac, project entitled "For easier and safer life" € 4,000.00; NGO "A Step of Hope", Berane, project entitled "Implementation of rehabilitation of children with special needs at the Institute "Dr. Simo Milošević" € 3,500.00; NGO "Sveti vid", Kotor, project entitled "Organization of day stay for children with special need in the municipality of Kotor and the Bay of Kotor" € 8,000.00; "Ante Urban", Budva, project entitled "Swimming club of persons with disabilities "Budva" - € 7,000.00 € ; NGO House of Human Rights, Herceg Novi, project entitled "Status improvement of children and youth with special needs Herceg Novi" € 10,000.00; Association of the Deaf and Hard of Hearing of Bijelo Polje and Mojkovac, project entitled "Courses and schools of sign language" € 7,500/00; Association of Friends of the Home in Bijela, Bijela, project entitled "Development and rehabilitation ward in the Children's Home "Mladost" Bijela" € 10,000.00; Association for Sports and Recreation of Disabled Persons, Kotor, project entitled "Participation in community life through sports and recreation" € 3,500.00; NGO "Čarolija tišine" ("The Magic of Silence"), Kotor, project entitled "The world at the palm of your hand" € 5,000.00; Association of Civilian Disabled Veterans of Kotor, Budva, Tivat, Herceg Novi and Cetinje, project entitled "Easier today, better tomorrow" € 5,000.00; Association of the Blind of Kotor, Budva, Tivat, Herceg Novi, project entitled "Life must go on" € 5,500.00; NGO Center for Autistic Children, Podgorica, project entitled "Let's learn together" € 3.500,00.

Establish provisional principles of action and the structure of local councils for the care of persons with disabilities

The establishment of local councils for the care of persons with disabilities in municipalities where there are none

In 2008, the Municipal Council for the care of persons with disabilities was established in Danilovgrad, Berane and Cetinje.

In 2009 the Municipal Council for the care of persons with disabilities was established in Nikšić.

Strengthening capacities of local organizations of persons with disabilities

Establishment and implementation of training programs at the local level

In 2009, national organizations dealing with problems of persons with disabilities held a number of seminars to strengthen the capacities of their local branches.

15. Introduce the sector for issues of persons with disabilities at the ombudsman's office with clearly defined capacities

Amendments to the Law on the Ombudsman

This activity was postponed until the adoption of regulatory decisions that will be provided for in anti-discriminatory legislation.

Provide for registration of persons with disabilities during the following census

Initiating the introduction of questionnaires into mandatory census files

Standardization of the questionnaire

In June 2009, a pilot census of Montenegro was conducted, which included a set of questions on disability. This list does not produce any results, but serves exclusively to test instruments and methodology. It is planned to include a set of questions on disability in the next census, which would be the first time that such questions are asked during an official census, to be held in April 2011.

Members of the Working Group for drawing up the Report on implementation of the Strategy for integration of persons with disabilities in Montenegro for 2009:

1. Mirjana Đurić, Ministry of Labor and Social Welfare, president,
2. Vera Perović, Ministry of Health, member,
3. Tamara Milić, Ministry of Education and Science, member,
4. Bošnjak Đorđije, Ministry of Justice, member,
5. Tijana Savić, Ministry of Physical Planning and Environmental Protection, member,
6. Srđan Bojović, Ministry of Tourism, member,
7. Dragica Đurović, Ministry of Culture, Sport and Media, member,
8. Jadranka Rakočević, Ministry of Finance, member,
9. Ljubomir Tapušević, Ministry of Transport, Maritime Affairs and Telecommunications, member,
10. Maja Đuričković-Petrić, Ministry of Interior Affairs and Public Administration, member,
11. Slavica Radusinović, Employment Office of Montenegro, member,
12. Fadil Mučić, Union of the Blind of Montenegro, member,

13. Zoran Rajković, Association of Paraplegics of Montenegro, member,
14. Milan Šaranović, Association of the Youth with Disabilities of Montenegro, member,
15. Milisav Korać, Union "Our Initiative", member.