



## 2013 - 2018 STRATEGY FOR IMPROVING QUALITY OF LIFE OF LGBT PERSONS 2013 Action Plan

### 1. Human rights of LGBT persons

No.	Activities for 2013	Competent Authority	Deadline	Source of funding	Indicators of Success
1.	Adopt the proposal for the Law Amending the Law on Anti-Discrimination	Ministry for Human and Minority Rights	June 2013	Ministry for Human and Minority Rights	Proposal for the Law Amending the Law on Anti-Discrimination adopted
2.	Adopt the proposal for the Law Amending the Law on Ombudsman of Montenegro	Ministry for Human and Minority Rights	September 2013	Ministry for Human and Minority Rights	Proposal for the Law Amending the Law on Ombudsman of Montenegro adopted
3.	Adopt the proposal for the Law Amending the Criminal Code which will stipulate as an aggravating circumstance for determination of the sanction if the criminal offence was perpetrated from hatred based on sexual orientation or gender identity	Ministry of Justice	April 2013	Ministry of Justice	Proposal for the Law Amending the Criminal Code adopted
4.	Strengthen capacities and promote anti-discriminatory behaviour through the continuous holding of seminars / workshops and trainings, according to the Plan of Implementation of anti-discrimination legislation, for the following: civil servants, representatives of the judiciary, local government, regional units and police branches, inspection services and others responsible to provide protection against discrimination	Ministry for Human and Minority Rights, Human Resources Management Authority	April - December 2013	Ministry for Human and Minority Rights, Human Resources Management Authority, OSCE	Target groups trained according to the adopted Plan for Implementation of the Anti-Discrimination Legislation

**\* All the activities envisaged in the Action Plan will be conducted in cooperation with the non-governmental organizations.**

- **Human rights of the LGBT persons: continuation**

No.	Activities for 2013	Competent Authority	Deadline	Source of funding	Indicators of Success
5.	Publish material on the judgments of the European Court of Human Rights concerning the LGBT issues and other aspects and display the published material on the Web site Incorporate the content of published material in training for relevant target groups	Anti-Discrimination Council (in cooperation with IRZ)	May - December 2013	IRZ	Material about the judgments of the European Court of Human Rights published; Content of the published material incorporated into trainings
6.	Organize a regional conference of jurists, lawyers, representatives of prosecutorial and judicial authorities to discuss the issues concerned in the context of the judgments of the European Court of Human Rights and make the published material visible.	Anti-Discrimination Council (in cooperation with IRZ)	May - December 2013	IRZ	Regional conference held; Material about the judgments of the European Court of Human Rights published and displayed on the web page
7.	Provide access to HELP program of the Council of Europe ( <a href="http://www.coe.int/help">www.coe.int/help</a> )	Centre for Judicial Training (in cooperation with the office of the LGBT project of the Council of Europe)	May - December 2013	Council of Europe	Access to HELP program provided
8.	Initiate the project of learning about the standards of three different models of the law on registered partnership (groups of countries: Danish, French and Dutch model) as a prerequisite to define political conditions in the selection of a model that suits best the Montenegrin conditions	Anti-Discrimination Council	September - December 2013 <sup>1</sup>	Foreign donations	Project initiated; Analysis on the standards of three different models of the law on registered partnership prepared; Recommendations for the selection of a model that suits best the Montenegrin conditions defined

<sup>1</sup> Project will be continued in the course of 2014

## 2. Sexual Orientation and Gender Identity in Education

No.	Activities for 2013	Competent Authority	Deadline	Source of funding	Indicators of Success
9.	Develop academic initiatives of non-violence and non-discrimination at all levels, including the social networks - the Council of Europe campaign "Fight against hate speech on the Internet"	Ministry of Education	March - December 2013 <sup>2</sup>	Council of Europe	Academic initiatives of non-violence and non-discrimination established at all levels, in accordance with goals of the campaign of the Council Europe
10.	Finalize work and publish the analysis on the situation and recommendations regarding the strategic documents, curricula and textbooks in the context of representation of LGBT issues	Ministry of Education	May - December 2013	Council of Europe	Work finalized and analysis published
11.	Promote the principles and measures of the Strategy among professionals and the general population: work with professional services in the school, create a manual, train teachers	Ministry of Education	May - December 2013	Council of Europe	Teachers and professional services in schools trained; Manual prepared

## 3. Cultural changes, safety and social acceptance of LGBT persons

No.	Activities for 2013.	Competent Authority	Deadline	Source of funding	Indicators of Success
12.	Promote the 2013 - 2018 Strategy for improving quality of life of LGBT persons at the national and regional level	Anti-Discrimination Council	May - December 2013	Foreign donations	Strategy promoted
13.	Provide financial support for the LGBT shelter and related services	Ministry for Human and Minority Rights	June - December 2013	Council of Europe	Financial support provided
14.	Support the development of a lesbian social network	Ministry for Information Society and Telecommunications	June – July 2013	Ministry for Information Society	Lesbian social network developed

<sup>2</sup> Project will be continued by March 2014

- **Cultural changes, safety and social acceptance of LGBT persons: continuation**

No.	Activities for 2013	Competent Authority	Deadline	Source of funding	Indicators of Success
15.	Train social and professional workers in the centres for social work and social and child protection institutions in order to understand and improve the quality of life for LGBT persons in the family and community	Ministry of Labour and Social Welfare	September - December 2013	Foreign donations	Workers in the centres for social work and social and child protection institutions trained
16.	Sign a Memorandum of Understanding on measures to combat discrimination based on sexual orientation or gender identity and promote tolerance towards LGBT persons with the local authorities	Ministry for Human and Minority Rights	September - October 2013	Ministry for Human and Minority Rights	Memorandum of Understanding with the local authorities signed
17.	Organize an international meeting of representatives of European governments under the auspices of the European LGBT Informal Network	Anti-Discrimination Council	October 2013	Foreign donations	European meeting organized under the auspices of the European LGBT Informal Network
18.	Develop dialogue and advisory role of NGOs in decision-making: organize an annual informal meeting on human rights with the line ministers / representatives of ministries	Ministry for Human and Minority Rights	November 2013	Ministry for Human and Minority Rights	Annual informal meeting on human right organized

#### 4. Law enforcement

No.	Activities for 2013	Competent Authority	Deadline	Source of funding	Indicators of Success
19.	Train law enforcement officers in LGBT-sensitive work	Police Administration <sup>3</sup>	January - July 2013	Embassy of the Kingdom of Netherlands	Police officers included in the project trained; trust team established between the LGBT community and the police service
20.	Promote discussion of data records on hate and discrimination-based crimes. Check national structures and procedures for investigation into violations of the rights of LGBT persons. Engage national experts and draft a report with recommendations and a review and present further guidelines	Ministry for Human and Minority Rights, Anti-Discrimination Council	June - December 2013	Council of Europe	National structures and procedures checked; Report with recommendations and review finalized and published and further guidelines presented
21.	Continue Police Training of strengthening the LGBT-sensitive work and encourage learning about examples of good practice, including active cooperation of the LGBT community and the police service	Police Administration	August - December 2013	Foreign donations	Police officers trained; Examples of good practice published; Active cooperation between the LGBT community and police service established
22.	Identify and appoint contact persons to work with the LGBT community in the municipal police units, taking into account the experience based on delivered trainings.	Police Administration	December 2013	Police Administration	Contact persons appointed to work with the LGBT community in the municipal police units.

<sup>3</sup> Project implementer: NGO LGBT Forum Progres with the support of the Embassy of the Kingdom of Netherlands in Belgrade.

## 5. Health Care

No.	Activities for 2013	Competent Authority	Deadline	Source of funding	Indicators of Success
23.	Strengthen the capacities of health workers and medical staff and improve the service for the work with LGBT community	Ministry of Health, Institute for Public Health, public healthcare institutions (primary healthcare centres, hospitals, and Clinical Centre of Montenegro)	Regular activity Continuous	Ministry of Health, Foreign donations	Capacities of health workers and medical staff strengthened and service for the work with LGBT community improved
24.	Institutionalise the relations of healthcare authorities with LGBT community through signing an Agreement on cooperation and development of joint initiatives	Ministry of Health, Institute for Public Health, public healthcare institutions (primary healthcare centres, hospitals, and Clinical Centre of Montenegro)	June - November 2013	Ministry of Health	Agreement on cooperation signed and joint initiatives defined
25.	Appoint contact persons in the Ministry of Health/ healthcare institutions for the transgender community in the interest of strengthening institutional care and program cooperation	Ministry of Health	April - June 2013	Ministry of Health	Contact persons in the Ministry of Health/ healthcare institutions for transgender community appointed
26.	Include LGBT representatives in the process of consulting and decision-making in relation to the issues of interest for LGBT community, and especially in preparing rulebooks on gender reassignment for medical reasons.	Ministry of Health	Continuous	Ministry of Health	LGBT representatives included in the process of consulting and decision-making in relation to the issues of interest for the LGBT community

- **Health care: continued from previous page**

No.	Activities for 2013	Competent Authority	Deadline	Source of funding	Indicators of Success
27.	Define the criteria for covering costs of gender reassignment for medical reasons Prepare and adopt a Rulebook on gender confirmation (in cooperation with LGBT community)	Ministry of Health	from January to October 2013	Ministry of Health, Embassy of the United Kingdom	Criteria for covering costs of gender reassignment for medical reasons defined; Rulebook on gender confirmation adopted
28.	Promote safe sex behaviour, including distribution of appropriate materials in relation to prevention and protection	Institute for Public Health, public healthcare institutions (primary healthcare centres, hospitals, and Clinical Centre of Montenegro)	Regular activity Continuous	Ministry of Health, Global fund, Foreign donations	Safe sex behaviour promoted, appropriate materials in relation to prevention and protection distributed

## 6. Media

No.	Activities for 2013	Competent Authority	Deadline	Source of funding	Indicators of Success
29.	Record an audio-visual clip and radio jingle with the aim of promotion of non-discriminatory attitude in the media in the context of media coverage on topics that concern LGBT community (preparation, production, promotion and distribution of audio-visual clip and radio jingle in cooperation with LGBT community)	Ministry of Culture	May - July 2013	Ministry of Culture	Audio-visual clip and radio jingle prepared, produced, promoted and distributed

## 7. Sports

No.	Activities for 2013	Competent Authority	Deadline	Source of funding	Indicators of Success
30.	Establish dialogue and cooperation of LGBT community and the Montenegrin Olympic Committee with the aim of development of activities and raising awareness in fight against homophobia, transphobia and discrimination in sports events, including the development of LGBT sports programs (NGO initiative)	Ministry for Human and Minority Rights, Administration for Youth and Sports, Montenegrin Olympic Committee	January - December 2013	Foreign donations	Cooperation and conditions for the development of dialogue with Montenegrin Olympic Committee established;

## 8. Economic growth and LGBT tourism

No.	Activities for 2013	Competent Authority	Deadline	Source of funding	Indicators of Success
31.	Establish dialogue, plan and define initial potential effects of LGBT tourism, including tourism industry	Ministry of Sustainable Development and Tourism	June - December 2013	Council of Europe	Dialogue established and initial potential effects of LGBT tourism defined



## 9. International LGBT policy

No.	Activities for 2013	Competent Authority	Deadline	Source of funding	Indicators of Success
32.	Promote Yogyakarta principles on implementation of Law on international human rights in relation to sexual orientation and gender identity, at a national level	Anti-Discrimination Council, Ministry for Human and Minority Rights, Ministry of Foreign Affairs and European Integration	October - December 2013	Foreign donations	Round table organised; Yogyakarta principles published and promoted
33.	Develop and nourish relations of diplomatic-consular representations with LGBT movements	Ministry of Foreign Affairs and European Integration	2013	Ministry of Foreign Affairs and European Integration	Occasional contacts with LGBT movements established