

Initiative of Youth with Disabilities of Boka

GRB tools used: costing analysis and advocacy;

Overview - The GRB tools are very useful and powerful instruments for advocacy and monitoring in the area of rights of women with disabilities. The GRB is very efficient, but it is not often-used tool for fact-based advocacy in Montenegro. The area of work and employment of persons with disabilities (PWDs) is one of the best regulated in Montenegro, considering that there is reliable legal and financial framework. The policy framework in the area of disability rights and women's entrepreneurship prescribes some measures to encourage the employment of women with disabilities, but they are not sufficient. However, the GRB tools are not used in policy making in Montenegro, neither at the local nor at the national level. Therefore, although they are sufficient funds for support to the employment of PWDs, there are not equally spent for the support of the employment of women and men with disabilities.

GRB initiative - The target group of this initiative consisted of Employment Agency of Montenegro, Ministry of Economic Development, Ministry of Finance and Social Welfare, Ministry of Justice, Human and Minority Rights, UN Committee on the Rights of Persons with Disabilities, Delegation of EU to Montenegro, media and general public. The direct beneficiaries of this initiative were women with disabilities and indirect beneficiaries are: their families, the public and private sector and society as a whole. The problem targeted to be resolve was the gender inequality in the area of work and employment of PWDs. The Law on Professional Rehabilitation and Employment of Persons with Disabilities was adopted in 2008. and provides various types of subsidies (incentives) for employers who employ PWDs), tax relief for companies founded by PWDs, as well as financial support (grant schemes) for the implementation of the projects within which PWDs are employed. Funds for the above-mentioned are provided within the Fund for Professional Rehabilitation and Employment of Persons with Disabilities, which was established within the Employment Agency of Montenegro. Although the position of women with disabilities, in the field of work and employment is less favourable than that of men with disabilities, the only incentive for the employment of women with disabilities is in giving priority to those projects that provide them with employment under grant schemes.

After conducting a GRB Analysis of the Fund's expenditure, the gender inequality of women with disability is obvious. The project initiated the changes of the status of women with disabilities in the area of work and employment, by initiating the policy changes.

Success of the GRB initiative - The results of the GRB analysis were used in advocacy for the improvement of the Draft of the Strategy on Development of Women's Entrepreneurship for the period 2021-2024. We have sent our suggestions for the Draft's improvements to the Ministry of Economic Development, and almost all were adopted. The suggestions were related to providing women with disabilities with information and financial and other support needed to start their own businesses, as well as to the education of stakeholders at the local and national level on the needs of women with disabilities for support in the area of entrepreneurship. We suggested using the budget of the Fund for Professional Rehabilitation and Employment of Persons with Disabilities for the establishment of the grant scheme for entrepreneurship of women with disabilities. Besides the mentioned ones, the suggestion related to the establishment of info point for entrepreneurship for women with disabilities was also incorporated in the final text of the Strategy on Development of Women's Entrepreneurship for the period 2021-2024

Success factors - The main success of the initiative was that gender equality of PWDs is become a political issue, especially when it comes to work and employment.

Main obstacles - The main obstacle to adequate implementation of the practice in the area of work and employment of PWDs is that the GRB is not yet implemented in Montenegro, neither by the national nor by the local institutions. Additionally, considering the change of Government the drafting of the Law on Changes and Amendments of the Law on Professional Rehabilitation and Employment of Persons with Disabilities, which is in the procedure, has been delayed.