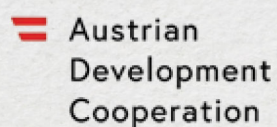


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Gender Budget Watchdog Network
for a gender equal region



Gender Responsive Budgeting in the Field of Professional Rehabilitation and Employment and Social and Child Protection of Persons with Disabilities

POLICY BRIEF

With funding from



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INTRODUCTION

Due to the numerous barriers persons with disabilities (hereinafter: PWDs) face, **many policies and activities in the field of disability do not take into account gender aspect.** In addition, **PWDs are frequently overlooked in gender equality policies.** **The rising cost of living has had a substantial impact on the rise in gender inequality among PWDs,** particularly in light of the fact that, since the COVID-19 crisis, almost no studies examining the gender impact of subsequent crises and changes in PWDs' standards of living have been conducted.

One of the very few analyses of gender-responsive budgeting (GRB) policies regarding PWDs was carried out by the Initiative of Youth with Disabilities of Boka (IYDB) in 2021, within the project “For Gender Equality of PWDs in the Field of Work and Employment,” funded by the Gender Budget Watchdog Network in the Western Balkans and Moldova¹. This **GRB Analysis** focused on the **field of professional rehabilitation and employment for PWDs** as one of the prerequisites for an adequate standard of living and an independent and dignified life for this group. However, it presents the data **for the 2016–2020 period**, which are already outdated and insufficient to aptly advocate the solutions we want to propose in the drafting of the Law on Amendments to the Law on Professional Rehabilitation and Employment of Persons with Disabilities.

¹ IYDB (2021), *Gender Responsive Budgeting in the Field of Employment of Persons with Disabilities in Montenegro*, available at: <https://imiboke.me/static/PolicyMNE-79e5bbf9d61a05eb56ed200020922199.pdf>;

Therefore, it was necessary **to redo the GRB Analysis with new data and to extend it to the field of social and child protection of PWDs**, since these two areas are crucial for exercising the right of PWDs to an adequate standard of living. We did this within the framework of the project **“Through Gender Responsive Budgeting to Gender Equality of Persons with Disabilities”²**, under the auspices of **the Gender Budget Watchdog Network in the Western Balkans and Moldova. The GRB tools we employed in the Analysis** are: gender-based policy analysis, gender assessment of budget beneficiaries, gender cost-benefit analysis of the budget, gender budget cost analysis, and gender impact assessment. The study examined the legal framework pertaining to professional rehabilitation and employment of PWDs as well as social and child protection. Additionally, data on the Fund’s expenditures were examined as well, along with funds allocated for PWDs’ social and child protection services and material benefits.

Data on the funds spent and their beneficiaries were collected **through a request for free access to information** sent in September 2023 to the Employment Agency of Montenegro (hereinafter: the EAM) and the Ministry of Labour and Social Welfare (hereinafter: the MLSW) and by analysing **publicly available reports**. Data on the (un)employment of the general population and (un)employed PWDs, who are listed on the records of the EAM, were obtained and analysed and classified by gender, level of education, age, type, and degree of disability. The MLSW data that were obtained and analysed pertain to the allocation of funds for cash benefits (care and assistance allowance, personal disability allowance, allowance for children beneficiaries of care and assistance allowance, allowance for children beneficiaries of personal disability allowance, and compensation to a parent, guardian, or caregiver of a person who is a beneficiary of personal disability allowance). In addition, the prices and beneficiaries of certain social and child care services for PWDs (support for community life, family foster care, and family accommodation with intensive or additional support, accommodation in the Public Institution “Komanski most”) were collected and analysed too. All analysed data refer to the period **from January 2020 until June 2023**.

Recommendations for particular actions and measures to be taken to attain gender equality in the areas of professional rehabilitation and employment, as well as social and child protection of PWDs, were defined based on the GRB Analysis. **Based on the recommendations, specific legal norms are developed** to amend the Law on Professional Rehabilitation and Employment of Persons with Disabilities and the Law on Social and Child Protection, the adoption of which would enable the **application of the GRB principle in these areas**.

This Policy Brief succinctly presents the main findings of the GRB Analysis and recommendations that need to be implemented by competent institutions in the fields of professional rehabilitation and employment of PWDs, social and child protection, and gender equality.

2 More about the project at: <https://imiboke.me/projects/rob-do-rodne-ravnopravnosti>;

LEGAL AND INSTITUTIONAL FRAMEWORK

Professional rehabilitation and employment of PWDs

The Law on Professional Rehabilitation and Employment of Persons with Disabilities was passed in 2008.³ Based on it, various types of subsidies (incentives) are provided for employers who employed PWDs, **tax reliefs** for companies founded by PWDs, as well as financial support for the implementation of **projects** within which PWDs are employed (grant schemes). This Law also introduced **professional rehabilitation**, which encompasses measures and activities implemented with the aim of suitably preparing PWDs for work, employment maintenance and preservation, career advancement, or change in a professional career.

Funds for the above are provided within the **Fund, which was formed within the EAM**. Employers, who do not employ the prescribed number of PWDs (quotas), are obliged to pay a **special contribution** to this Fund every month for the professional rehabilitation and employment of PWDs, which amounts to **20% of the average gross salary per unemployed PWD in Montenegro in the preceding year**.

Not a single provision of the Law on Professional Rehabilitation and Employment of Persons with Disabilities recognizes the multiple and intersectional discrimination to which women with disabilities are exposed, nor does it lay down any special measures to boost their employment and career advancement.

Pursuant to the Law, the resources of the Fund may be used for: measures and activities of professional rehabilitation for unemployed and employed PWDs; co-financing of special organisations for employment of PWDs; active employment policy programmes in which PWDs participate; subsidies; financing of grant schemes; and financial assistance for participants in professional rehabilitation measures.

The only obligation of employers, as set forth by the Law on Professional Rehabilitation and Employment of Persons with Disabilities, **is to provide employed PWDs with the right to an annual leave of 26 working days** (Article 18).

³ The Law on Professional Rehabilitation and Employment of Persons with Disabilities (Official Gazette of Montenegro, No. 49/08 of 15.08.2008, 73/10 of 10.12.2010, 39/11 of 04.08.2011, 55/16 of 17.08.2016);

Social and child protection of PWDs

The right to social and child protection services was first outlined in the 2013 Law on Social and Child Protection⁴, along with the right to material benefits. Material benefits based on disability are: care and assistance allowance, personal disability allowance, allowance for children beneficiaries of care and assistance allowance, and allowance for children who are beneficiaries of personal disability allowance. The 2015 Amendments to this Law⁵ also laid down the right to compensation to a parent, guardian, or caregiver of a person who is a beneficiary of personal disability payment, and the **compensation to parents with disabilities has not yet been stipulated**.

The cost of living has significantly increased since 2020; however, PWDs, their families, and guardians have not received increases in material benefits at the rate of inflation which amounts to of 26.4%⁶. As of January 2020⁷ until June 2023⁸, there has been an increase in:

- care and assistance allowance **from €67.50 to €79.62** (17.95%);
- personal disability allowance **from €184.05 to €271.37** (47.44%);
- allowance for children beneficiaries of care and assistance allowance **from €32.93 to €60.12** (82.57%);
- allowance for children beneficiaries of personal disability allowance **from €40.86 to €69.38** (69.8%);
- compensation to a parent/guardian – caregiver of a person who is a beneficiary of a personal disability allowance **from €199.34 to €235.13** (17.95%).

From January 2020 to June 2023, material benefits for PWDs and their families and guardians increased by an average of 47.14%. During the same period, minimum wages were increased by 102.7% (from €222 to €450) and minimum pensions by 101.8% (from €128.82 to €259.95).

4 The Law on Social Welfare and Child Protection (Official Gazette of Montenegro, no. 27/13 of 11.06.2013, 01/15 of 05.01.2015, 42/15 of 29.07.2015, 47/15 of 18.08.2015, 56/16 of 23.08.2016, 66/16 of 20.10.2016, 01/17 of 09.01.2017, 31/17 of 12.05.2017, 42/17 of 30.06.2017, 50/17 of 31.07.2017, 59/21 of 04.06.2021, 145/21 of 31.12.2021, 03/23 of 10.01.2023);

5 The Law Amending the Law on Social Welfare and Child Protection (Official Gazette of Montenegro, no. 42/15 dated 29.07.2015);

6 Statistical Office of Montenegro (June 2023, January 2022 and 2021), *Consumer Price Index*, available at: <https://monstat.org/cg/page.php?id=319&pageid=26>;

7 Decision on Harmonisation of the Amount of Grounds for Exercising the Right to Material Security and the Amount of Material Benefits from Social and Child Protection («Official Gazette of Montenegro», no. 06/19 of 07.08.2019);

8 Decision on Harmonisation of the Amount of Grounds for Exercising the Right to Material Security and the Amount of Material Benefits from Social and Child Protection («Official Gazette of Montenegro», no. 15/23 of 08.02.2023, 20/23 of 22.02.2023);

Social and child care services intended for PWDs and their families are: **support services for life in the community** (day care, home assistance, supported housing, personal assistance, interpretation, and translation into sign language), **counselling-therapeutic and social-educational services** (counselling, therapy, mediation, SOS phone line); and **family accommodation-foster care services and family accommodation with intensive or additional support**, and **accommodation services in social and child care institutions for PWDs**.

Not a single provision of the Law on Professional Rehabilitation and Employment of Persons with Disabilities recognizes the multiple and intersectional discrimination to which women with disabilities are exposed, nor does it lay down any special measures to improve their social inclusion.

Although the MLSW was bound to prescribe the conditions for the provision and use, norms and minimum standards for all social and child care services by the end of 2013⁹, no act has yet set forth more detailed conditions for the provision and use, norms and minimum standards for the service of interpretation and translation into sign language. In addition, the MLSW was bound to determine the price of all social and child care services by the end of 2013¹⁰, and not even by the end of June 2023 was this done for the following services: housing with support, interpretation and translation into sign language, counselling, therapy, mediation, and SOS phone line.

Due to the ten-year delay of the MLSW in adopting by-laws, the services of housing with support, interpretation and translation into sign language, counselling, therapy, mediation, and SOS phones lines cannot be provided and financed and therefore cannot be used by PWDs.



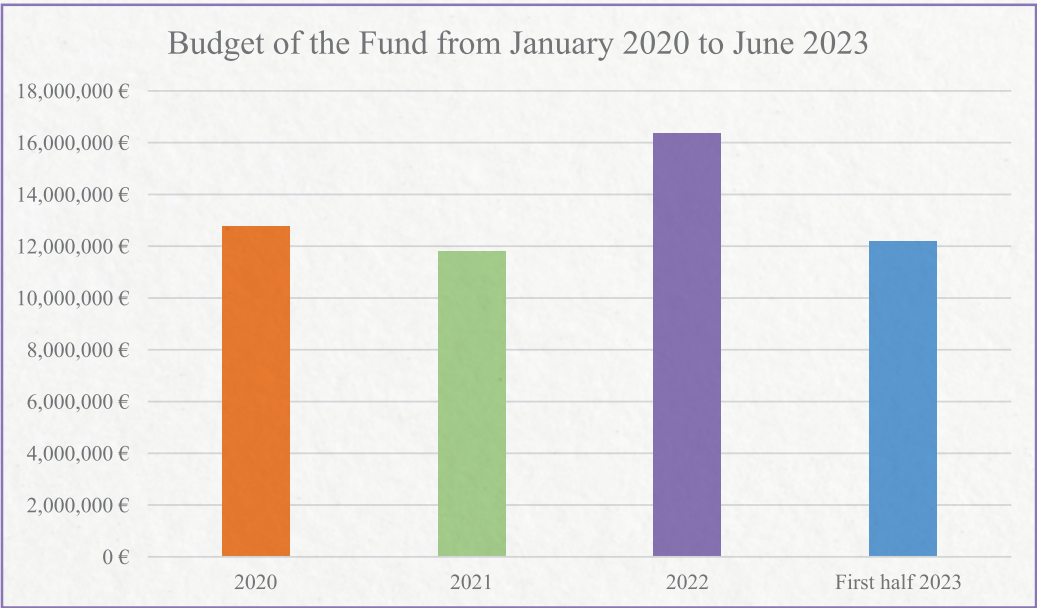
⁹ Article 169, paragraph 1 of the Law on Social and Child Protection (Official Gazette of Montenegro, no. 27/13 of 11.06.2013);

¹⁰ *Ibid*;

GRB ANALYSIS OF THE EXPENDITURES OF FUNDS FOR PWDs

Professional rehabilitation and employment of PWDs

The Fund’s budget increased four times in the period from 2016 to the end of 2020 (€3,045,339.77 in 2016 and €12,765,722.08 in 2020)¹¹. **In 2021, a smaller amount of funds was spent from the Fund than in 2020 (€11,816,545.11). In 2022, the budget spent from the Fund was 28.2% higher than in 2020 (€16,371,122.07). In the first half of 2023, €12,191,690.60 was spent from the Fund, which amounted to 95.5% of the Fund’s budget for the entire year 2020.**¹².



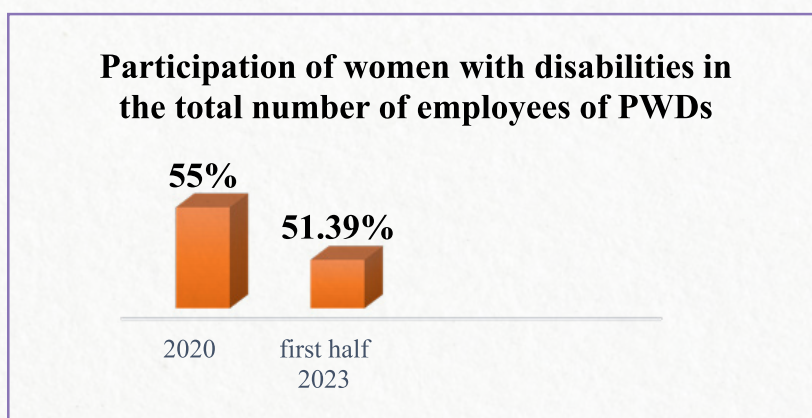
From January 2020 to the end of June 2023, there was a significantly lower growth in the means the Fund spent than in the period from January 2016 to December 2020.

11 IYDB (2021), *Gender Responsive Budgeting in the Field of Employment of Persons with Disabilities in Montenegro*, p. 9;

12 Reply of the EAM Fund, no. 07/23-100/39, dated 18 9. 2023;

There was also an increase in the number of employed PWDs whose employers exercised the right to subsidise the salaries of their employees with disabilities, from 2,040 employed PWDs in 2020 to 3,452 in the first half of 2023, which represents a **69.21% increase in the employment of PWDs**. This **trend is not followed by the trend of reducing their unemployment**, which amounted to **11.11%** in the same period. The unemployment rate of women with disabilities decreased by only 13.81%.

The increase in the number of employed women with disabilities (by 58.11%) is significantly lower compared to the increase in the number of employed men with disabilities (by 82.78%), whose employers exercise the right to subsidies for their salaries. Furthermore, the **share of women with disabilities in the total number of employed PWDs decreased** from 55% in 2020 to 51.39% in the first half of 2023.



The EAM data on (un)employed PWDs is significantly incomplete since the largest number of PWDs (13,203 in 2023) that the Agency has data on, constitutes only 38.45% of the population of PWDs aged 15 to 64 years (34,332 in 2011¹³). The same applies to data on women with disabilities, whose number, according to the EAM, amounts to 7,763 (in 2020).

Unlike in 2021, when the Agency pointed out that it did not have the required data, in September 2023, at the request of IYDB, the Agency provided the data on employed PWDs, classified by gender, age, and professional qualification. However, the EAM still does not have information on the employment of women with disabilities through grant schemes, although they are a priority employment group under PWD employment projects funded by this programme.

13 Statistical Office of Montenegro (2011), Census of Population, Households and Dwellings in Montenegro, available at: <http://monstat.org/userfiles/file/popis2011/saopstenje/Smetnje%20u%20obavljenju%20svakodnevnih%20aktivnosti%20popis%202011.pdf>;

While there is a **significantly smaller number of employed women with disabilities than men in the 15-34 age range** — 26 (34.67%), there are **more employed women with disabilities than men in the 35-54 age group** — 123 (60%). Women with disabilities who hold III (46.15%) and IV degrees of professional qualification are less likely to be employed; those with II degrees (62.5%) make up the majority¹⁴.

Women with disabilities are more likely than men with disabilities to be employed later (in the 35–54 age group) and are often more prevalent as a less skilled workforce.

On December 31, 2020, there were 47,509 unemployed people on the records of the EAM, 27,944 (58.82%) of whom were women. On the last day of June 2023, there were 40,304 unemployed people, 23,258 (57.71%) of whom were women. On the last day of 2020, there were **10,970 unemployed PWDs** on the EAM records, 6,641 (**60.54%**) of whom were **women with disabilities**¹⁵. On December 31, **2021**, there were **10,934 unemployed PWDs** on the EAM record, 6,755 (**61.78%**) of whom were **women with disabilities**¹⁶. On the same day in **2022**, there were **9,864 PWDs**, 5,758 (**58.37%**) of whom were **women with disabilities**¹⁷. On June 30, **2023**, there were **9,751 unemployed PWDs**, 5,724 (**58.7%**) of whom were women with disabilities¹⁸.

On June 30 2023, 24.61% of the total number of unemployed women were women with disabilities, while 58.7% of the total number of unemployed PWDs were women with disabilities.

As in the 2016-2020 period, **the highest number of unemployed PWDs – 4,722 or 48.43%, held the first degree of professional qualification**, while according to age, the highest number of unemployed PWDs was in the age group **over 50 years**, namely 6,248, or 64.08%.

Out of the total number of unemployed women with disabilities, 3,058 or 53.64% hold the first (I) degree of professional qualification.

14 Response of the Division for Records and Research in the Field of Employment of the Employment Agency of Montenegro, no. 03/23-100/39 dated 12 9. 2023;

15 EAM (2021), 2020 *Activity Report*, p. 11, available at: <https://www.zzzcg.me/wp-content/uploads/2021/03/Godisnji-izvjestaj-o-radu-2020-18.02.2020-ISPRAVKA-NIVO-KVALIFIKACIJE.pdf>;

16 EAM (2022), 2021 *Activity Report*, p. 10, available at: <https://www.zzzcg.me/wp-content/uploads/2022/09/Izvje%C5%A1taj-o-radu-ZZZCG-za-2021.-godinu-PDF.pdf>;

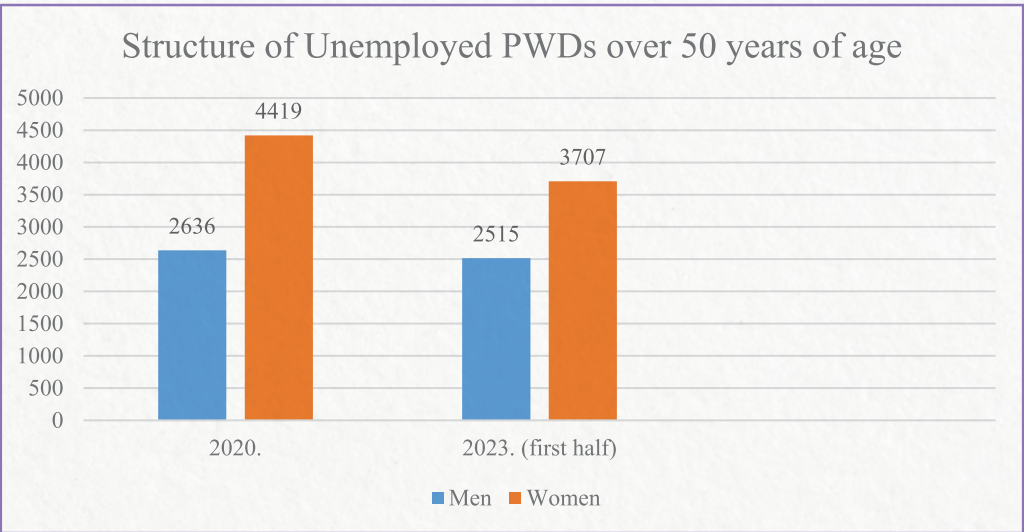
17 EAM (2023), 2022 *Activity Report*, p. 10, available at: <https://www.zzzcg.me/wp-content/uploads/2023/04/Izvje%C5%A1taj-o-radu-ZZZCG-za-2022.-godinu-1.pdf>;

18 EAM (2023), *Activity Report for the first half of 2023*, p. 12, available at: <https://www.zzzcg.me/wp-content/uploads/2023/08/Izvje%C5%A1taj-o-radu-ZZZCG-za-I-polugodi%C5%A1te-2023.-godine-PDF-2.8.2023.pdf>;

Compared to men with disabilities who hold the same degree (35%), **unemployed women with disabilities who hold a first (I) degree of professional qualification make up almost twice as many (65%)**. Unfortunately, **compared to 2020, there is no progress when it comes to this figures**, when the ratio of unemployed PWDs with the first (I) degree of professional qualification was 33% of men and 67% of women with disabilities.¹⁹



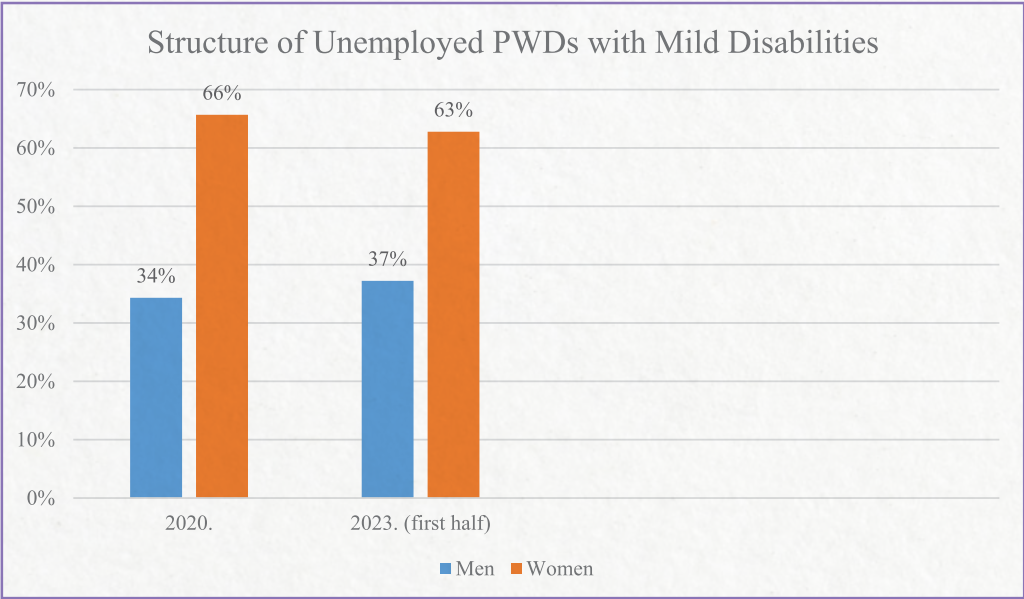
There are still **significantly more unemployed women with disabilities over the age of 50** compared to unemployed men with disabilities of the same age. In 2020, out of a total of 6,755 unemployed PWDs over the age of 50, there were 4,119 women with disabilities, compared to 2,636 men with disabilities. In the first half of 2023, out of a total of 6,222 unemployed PWDs, 2,515 were men, while 3,707 were women with disabilities over the age of 50. There has even been growth in this regard, so out of 56% of unemployed women with disabilities over the age of 50 in the 2016-2020 period²⁰ the numbers reached **60% of unemployed women with disabilities over the age of 50**.



19 IYDB (2021), *Gender Responsive Budgeting in the Field of Employment of Persons with Disabilities in Montenegro*, p. 11;

20 *Ibid*, p. 12;

According to the established percentage of disability by the Commission for Professional Rehabilitation of the EAM, **the largest number of unemployed women with disabilities are women with mild disabilities, and there are almost twice as many of them as men with the same degree of disability.** Compared to the period from 2016 to 2020, when 65.67% of unemployed PWDs with mild disabilities were women and only 34.33% were men, during 2023 this difference slightly decreased, and the data indicate there were **62.79% of unemployed women with mild disabilities** compared to **37.22% of unemployed men with the same degree of disability.** However, this slight decrease is insufficient to mitigate gender disparities in the unemployment rate of PWDs with mild disabilities.



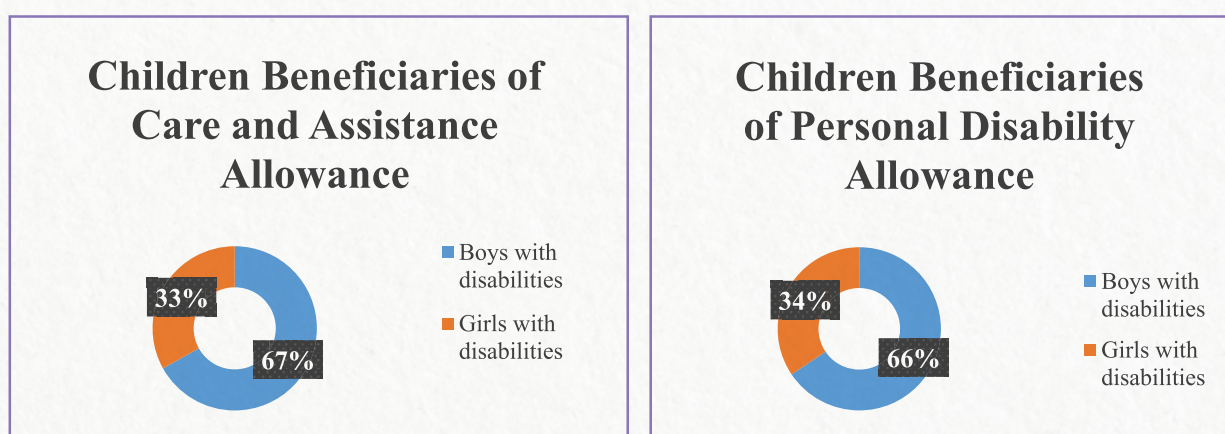
In the professional rehabilitation programme, which aims to adequately train and prepare PWDs for work, there has been a stable trend of increasing the participation of women with disabilities. Compared to 2016 and 2017, when women and men with disabilities were almost equally represented (56% and 51%), from 2018 to 2023, we have seen an increase and involvement of women of over 64% every year since then²¹. However, despite the seemingly encouraging percentages, **women with disabilities still account for 58.7% of unemployed PWDs**, which speaks volumes about the inefficiency of this programme.

Professional rehabilitation	2020	2021	2022	2023 (six months)
Total	443	507	430	215
Women with disabilities	290 65,46%	330 65,10%	283 65,81%	132 61,39%

21 Ibid;

Social and child protection

The number of PWDs and their families and guardians who use the rights to material benefits and social and child protection services has been on the increase²². The right to **care and assistance allowance** is used by **more women with disabilities** (58–59%), while **men with disabilities more often** exercise the right to **personal disability allowance** (57.5–59%). More boys with disabilities exercise **the right to allowance for children who are beneficiaries of care and assistance allowance and personal disability allowance** than girls with disabilities, so **in some months, there are twice as many boys than girls** with disabilities who exercise these rights.



There are significantly more women who are registered as parents, guardians, or caregivers of PWDs who are beneficiaries of personal disability allowance, which suggests that **this role still belongs predominantly to** mothers and other female family members, or to other women. They are often unable to work due to the extent of support they provide, and this allowance is often their only income. In June 2023, there were as many as **three times more women** (75%) than men (25%), who exercised the **right to compensation to a parent/guardian or caregiver of a person who is a beneficiary of personal disability allowance**.

The amount of compensation to the parent/guardian-caregiver of a person who is a beneficiary of personal disability benefits has significantly decreased compared to regular income since January 2020, when it was at the level of 89.8% of the minimum wage and 154.7% of the minimum pension. In February 2023, it amounted to 52.2% of the minimum wage and pension.

²² Data on the expenditure for material benefits and the number of beneficiaries of social and child protection services for the period from January 2020 to June 2023, obtained by the Decision of the Ministry of Labor and Social Welfare, No. UPI-01-037/23-126/1 dated September 25, 2023;

Social and child care services for PWDs, the **price of which is determined by the hour**, are home assistance, personal assistance, and day care for children and young people with disabilities and developmental difficulties provided by the Public Institution Children's Home "Mladost" in Bijela. **The price of home assistance services increased** from €1.28 to €4.09 (219.5%) from the end of 2020²³ to the end of 2022²⁴. However, this significant percentage increase does not mean an adequate salary for professional workers and associates (home assistants), given that at the set price, an amount of **€719.84 can be earned for 176 hours per month**, which should also cover other costs of providing this service. **The price of personal assistance services increased** from €6.31 to €8.31 (**31.7%**) from September 2021²⁵ to November 2022²⁶. The cost of personal assistance services did not rise in tandem with wage growth, though, as there was an 80% increase in the minimum wage during that **same period**. **The price of day care services for children and young people with disabilities and developmental difficulties provided by the Children's Home "Mladost" Bijela increased** from €2.19 to €3.61 (64.8%) from August 2021²⁷ to November 2022²⁸. Nevertheless, there is no percentage increase in the minimum wage to go along with the rise in the cost of this service.

The prices of home assistance services, personal assistance, and day care for children and young people with disabilities and developmental difficulties provided by the PI Children's Home "Mladost" in Bijela, set by the MLSW, are insufficient to adequately cover the salaries of professional workers and associates for the provision of these services. Considering that women make up the majority of those providing these services, this goes **against the GRB's guiding principles**.



23 Decision of the Ministry of Labour and Social Welfare on Determining the Price of Home Assistance Services, no. 16-109-128/20-6894 dated 28. 12. 2020;

24 Decision of the Ministry of Labour and Social Welfare on Determining the Price of Home Assistance Services, no. 01-128/22-5302/1 dated 23. 11. 2022;

25 Decision of the Ministry of Labour and Social Welfare on Determining the Price of Home Assistance Services, no. 16-109-128/21-3065/1 dated 1. 9. 2021;

26 Decision of the Ministry of Labour and Social Welfare on Determining the Price of Home Assistance Services, no. 01-128/22-5303/1 dated 23. 11. 2022;

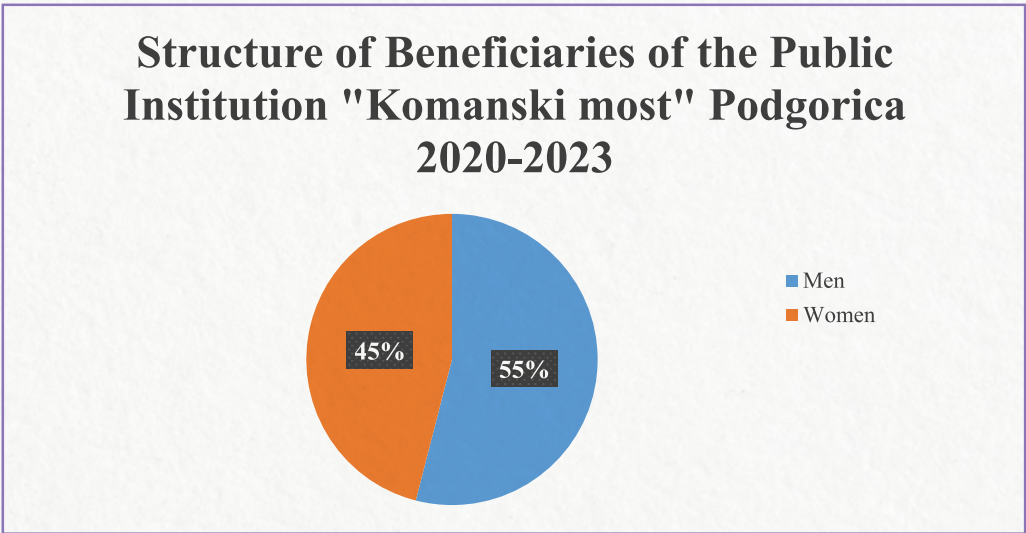
27 Decision of the Ministry of Labour and Social Welfare on Determining the Price of the Day Care Service for Children and Young People with Disabilities and Developmental Difficulties Provided by the Children's Home «Mladost» in Bijela, no. 16-109-128/21-3066/1 dated 18. 8. 2021;

28 Decision of the Ministry of Labour and Social Welfare on Determining the Price of the Day Care Service for Children and Young People with Disabilities and Developmental Difficulties Provided by the Children's Home «Mladost» in Bijela, no. 01-128/22-5306/1 dated 23. 11. 2022;

Additionally, the service prices — which the MLSW calculates as a monthly sum for each user — are insufficient to meet the expenses of providing high-quality services. The state contributes €250.00²⁹ per month to the co-financing of day care services for children, youth, adults, and the elderly. Depending on the institution and the level of support required for the beneficiary, the state's share of the costs of accommodation services in institutions for social and child care of PWDs ranges from €300.00 to €550.00³⁰.

The MLSW did not provide data on the price of family accommodation services, such as foster care and family accommodation with intensive or additional support (although they provided the data on these beneficiaries classified by gender), nor did it provide data classified by gender on beneficiaries of home assistance services, personal assistance, day care, and accommodation services in homes for elderies and resource centres (although data on the prices of these services were provided).

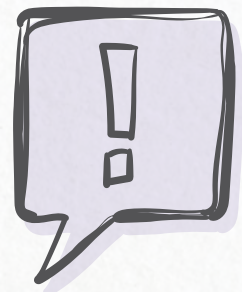
Boys with disabilities are more likely than girls with disabilities to be placed in foster families. By early 2023, more women than men with disabilities were using the service of family accommodation with additional or intensive support; by the second quarter of the same year, the proportion of women and men with disabilities using this service had equalised. The Public Institution “Komanski most” in Podgorica provides accommodation services to a higher number of men with disabilities. The total number of PWDs placed in this institution is increasing, ranging from 112 to 119 users. Given that for a month of this service, €350 per user is allocated, it means that annually, from about €485,000, approximately €267,000 (55%) is spent on accommodation for men with disabilities and about €218,000 (45%) on women.



29 Decision of the Ministry of Labour and Social Welfare on the Participation of the State in the Co-financing of the Costs of Day Care Services for Children and Young People with Disabilities, no. 01-128/22-5304/1 od 23. 11. 2022 and the Decision of the Ministry of Labour and Social Welfare on the State's Participation in the Co-financing of the Costs of the Day Care Service for Adults and the Elderly and Adults and the Elderly with Disabilities Financed from the Municipal Budget, no. 01-128/23-5694/1 dated 18. 10. 2023;

30 Decision of the Ministry of Labour and Social Welfare on Determining the Price of Services in Social Welfare and Child Care Institutions that Provide Accommodation to Beneficiaries, no. 01-128/22-5301/2 dated 28. 11. 2022.





RECOMMENDATIONS

The GRB Analysis indicates that the needs of women with disabilities as a multiple and intersectionally discriminated group in the fields of professional rehabilitation and employment of PWDs and social and child protection are not recognised, and neither the funds nor activities are directed towards recognising the specific needs of these women. Based on the aforesaid and with a view to spurring further action, the following can be put forward:

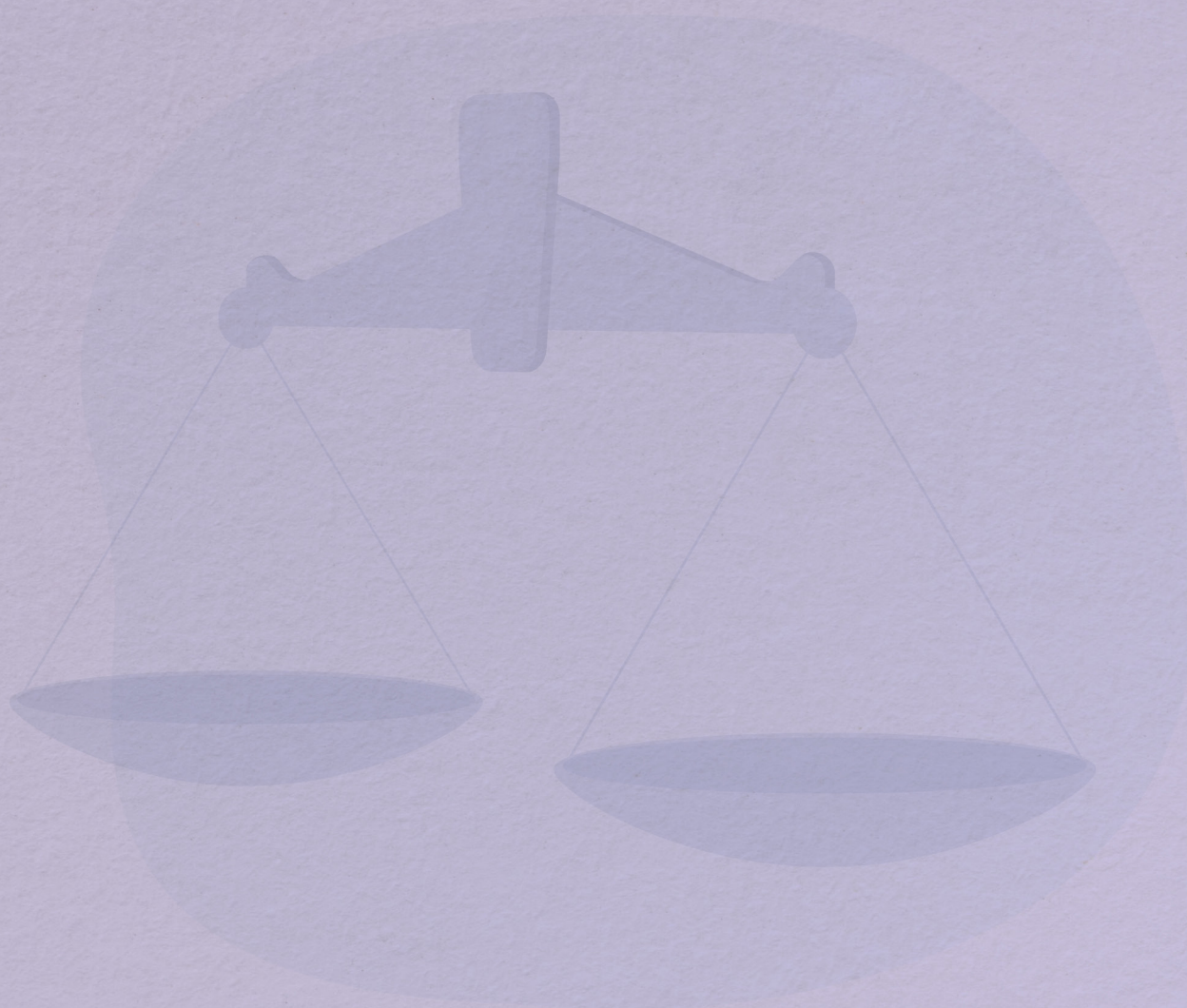
- ❖ To educate decision-makers on the implementation of the GRB principles in the areas of professional rehabilitation and employment of PWDs and social and child protection;
- ❖ To amend the Law on Professional Rehabilitation and Employment of Persons with Disabilities, in order to define active employment policy measures for women with disabilities and additional subsidies (incentives) for employers who hire them and to guarantee the right to longer maternity leave;
- ❖ To ensure the collection and sorting of data by gender as regards the resource spending of the Fund for Professional Rehabilitation and Employment of Persons with Disabilities through grant schemes and other types of subsidies and incentives for the employment of PWDs;
- ❖ To provide financial support to women with disabilities to start their own business through a special grant scheme of the Fund;
- ❖ To ensure continuous funding for projects (grant schemes) which provide employment to women with disabilities;
- ❖ To lend ongoing support to women with disabilities to enter the labor market, especially women holding a first degree of professional qualification, those over 50 years of age and the ones with a mild disability through, inter alia, various types of education to improve employability and motivate them to actively seek employment;

- ❖ To amend the Law on Social and Child Protection in terms of prescribing special measures to improve the social inclusion of women with disabilities, guaranteeing the right to compensation to parents with disabilities and linking the amount of material benefits to a percentage of the average gross salary;
- ❖ To adopt all necessary by-laws of the Law on Social and Child Protection for the establishment, provision and adequate financing of social and child protection services for PWDs;
- ❖ To ensure the collection and sorting of data by gender related to the use of budgetary funds to finance material benefits and social and child protection services for PWDs;
- ❖ To conduct information campaigns for parents and guardians of children with disabilities and beneficiaries of personal disability allowance, in order to encourage greater exercise of the right to allowance for children who are beneficiaries of the care and assistance allowance and personal disability allowance by boys with disabilities and the right to compensation for the parent/guardian-caregiver of a person who is a beneficiary of personal disability allowance by men;
- ❖ To undertake campaigns to promote and motivate employment in jobs related to the provision of social services and child care services for PWDs, especially among the male population;
- ❖ To carry out campaigns aimed at raising awareness about gender (in)equality and the potential of women with disabilities.

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