



REPORT

-DISCRIMINATION RESEARCH IN MONTENEGRO-

November/December 2015

MAIN CHARACTERISTICS OF THE RESEARCH

- The research was conducted in November and December 2015
- The research included 1,005 respondents from 18 municipalities
- Sample: double stratified with random selection of respondents within the final census circles
- Standard statistical error is +/- 3.1%, with the interval of trust from 95% for the appearances with incidence of 50%
- Post-stratification was performed by gender, age and nationality
- For the purpose of the research, a special instrument was formed, dealing mainly with nominal scales and scales assessment of ordinal type

THEORETICAL AND OPERATIONAL RESEARCH FRAMEWORK

Discrimination can be defined in different ways. In this respect, there is no universal theory which deals with these issues, clearly determining a basic parameters of the discrimination research. For the purposes of this research, discrimination is defined as a behaviour of certain individuals or groups towards the other individuals or groups, by which respect for the principle of equal treatment of individuals and social groups is not fulfilled, according to the specific discriminatory criteria. However, taking into account that this is empirical, rather than theoretical research, operational definition of discrimination is more significant. In this respect we defined discrimination in a way that we operationally defined social areas in which discrimination is measured, as well as criteria of discrimination. In this way, bringing together these two analytical levels, we measured the existence of discrimination in every field by all criteria of discrimination. List of areas and criteria is certainly not exhaustive, given that the list itself is nearly inexhaustible. Therefore, we chose those areas and criteria that are the most prominent in everyday life, the media, the work of the NGO sector and the overall political discourse. Social areas in which discrimination is measured are:

- Employment
- Education
- Health care
- Public services
- Discrimination in the culture field and cultural protection

Criteria which are operationalized in this research are:

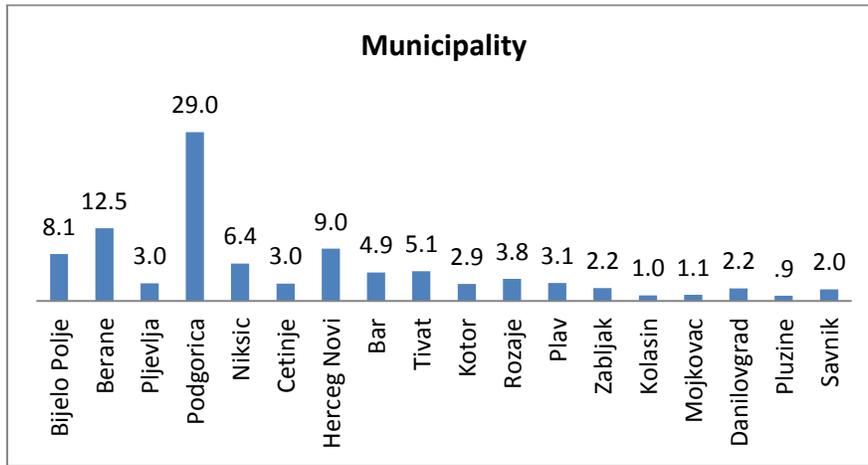
- Sex/Gender
- Nationality
- Religion
- Political preference
- Age
- Disability
- Sexual orientation

Methodologically, it is certainly important to point out the fact that this is application of the survey method, namely, we measured the discrimination perception in a quantitative manner. All data and measures we got are, therefore, the result of the citizens' perception. The main advantage of such analytical and methodological approach is that comparative insight is received in all areas and criteria measured, precisely, by using the identical methodological approach to scales with identical metric characteristics, it is possible to compare the level of discrimination in such areas and criteria. The main disadvantage of this approach is the lack of in-depth insight into the 'nature' of discrimination, specifically, we will get the answer to the question 'how much' discrimination is present, unlike the question 'how' is discrimination actualized in the practice.

FINDINGS OF THE RESEARCH

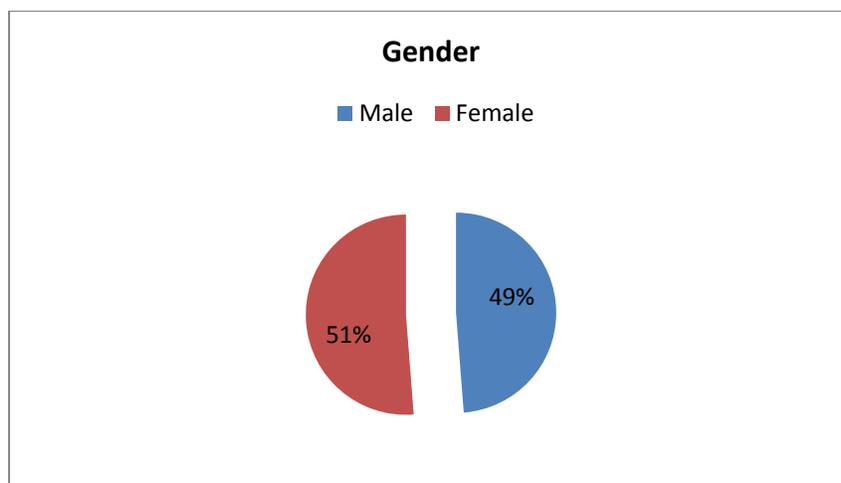
In this introductory section we present the basic characteristics of the sample, ie demographic and socio-economic characteristics of the respondents who participated in this study. As already mentioned, the study was conducted in 18 Montenegrin municipalities. On the graphic 1 we can see and which are the municipalities and what proportion of patients in each group. Most of the respondents were from the capital - 29%, 12% from Berane and Herceg Novi - 9%. About 8% of respondents were from Bijelo Polje, a little more than 6 percent in Niksic, and in Tivat and Bar about 5%. After approximately 3% of the respondents from Rozaje, Pljevlja and Plav; Kotor, Zabljak, Danilovgrad and Savnik has about 2% of the respondents in this study, a single percentage of participants from Mojkovac and Kolasin.

Graph 1 Municipality %

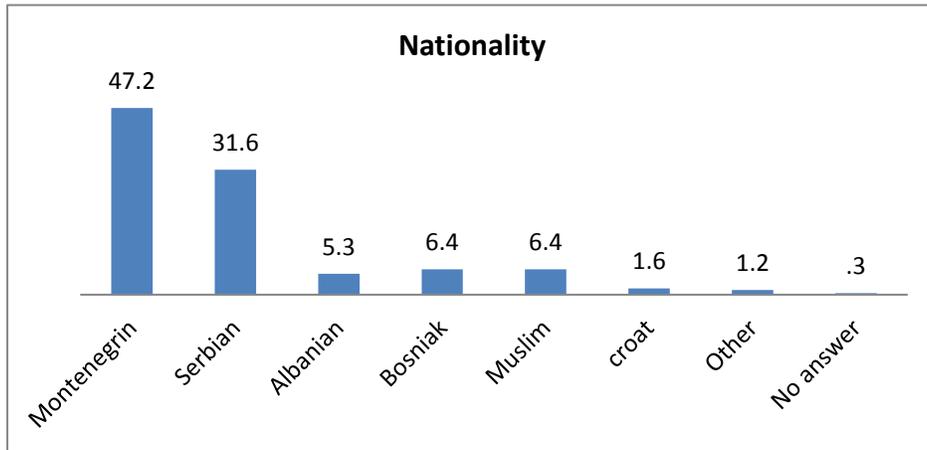


On the graphic 2, we see that they are relatively equally represented both women and men, with slightly more women, 51%, and 49% of men. Next (Graphic 3), when it comes to national structure, the majority of citizens who declare themselves as Montenegrins- 47%, and those who declare themselves as Serbs 31%. Muslims and Bosniaks after about 6% and about 5 percent Albanians. A little more than one percent of the Croats, even those who are otherwise listed as a national commitment. Finally, less than one percent is not declared.

Graph 2 Gender structure of the sample

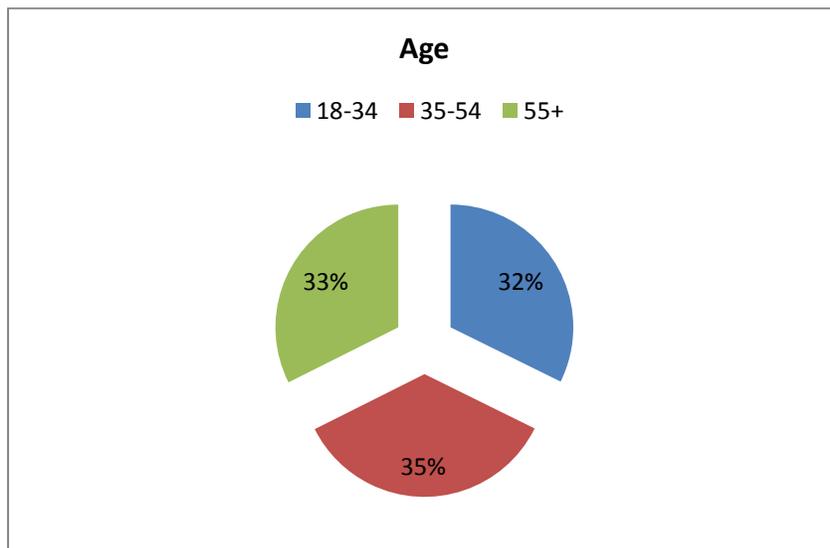


Graph 3 National structure of respondents %

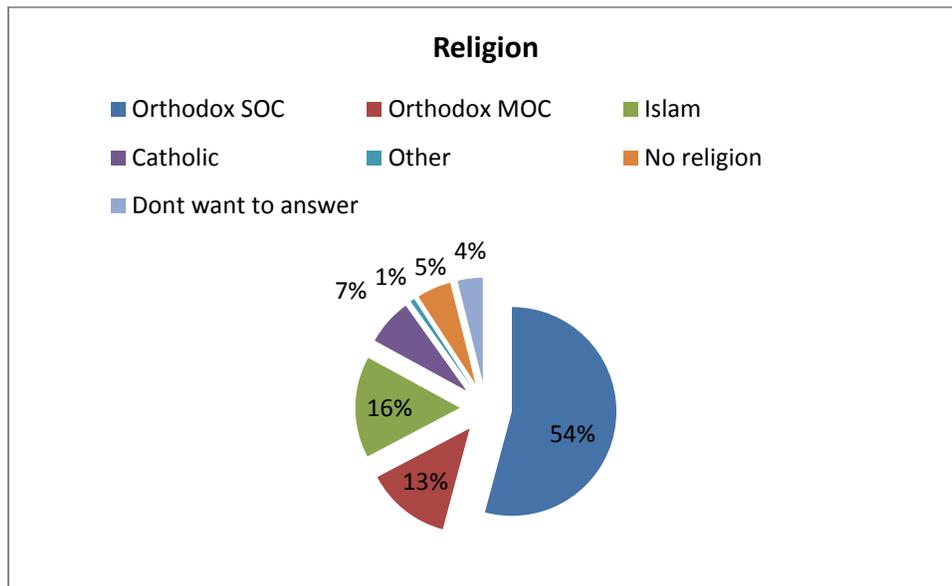


Respondents were between 18 and 78 years of age (Graphic 4), and the average age is about 45 years. Between 35-54 years 35% of them; aged 18 to 34 is 33% of the population, and over 55 years the remaining 32%. Below, the graphics number 4, we see religious affiliation, ie belonging to a particular religion, among the respondents. As you can see, most of the members of the Orthodox religion Serbian Orthodox Church, 54%. Below 16% of the Islamic religion, and 13% of members of the Orthodox religion Montenegrin Orthodox Church. Furthermore, Catholics are 7 percent, 5% without religion, and about 4% did not answer. Only one percent indicated that they belonged to another, here unlisted religion.

Graph 4 Age structure %



Graph 4 To which religion you are belonging? -%



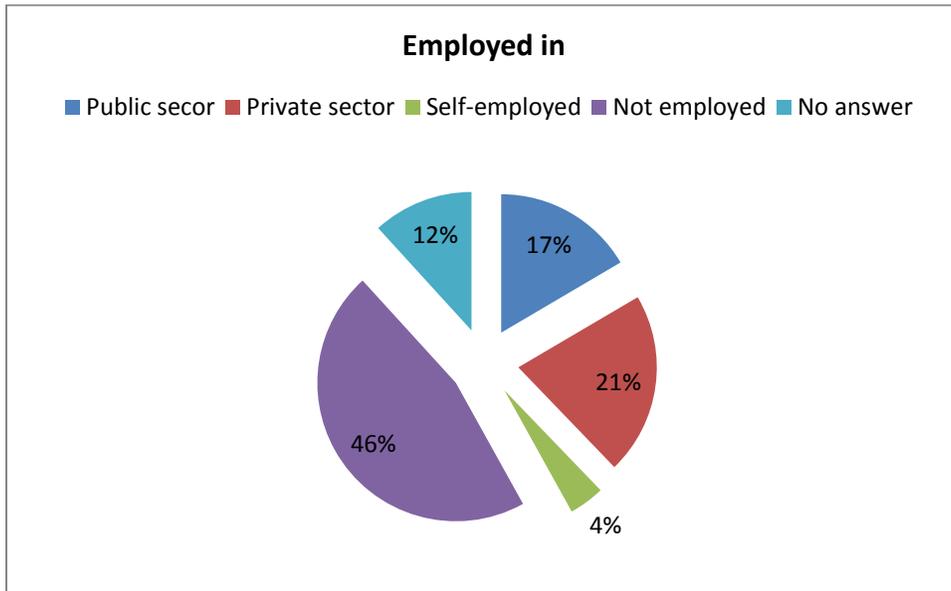
The following data on education, economic status and employment status of the respondents. As seen in Table 1, the average total number of completed years of education are 12 years, which means that the average level of education is high school / secondary education. And most of those with completed 12 years of education (36%). Then, 18% of those with 11 years of school, and about 13% with 16 years of schooling completed. Eight years had completed about 10%, fourteen years of school has 9% and completed fifteen years has only 3%. A little less than 3% have completed 13 years of school, and after about 1% of those with 4 and 17 total years of school. Finally, by less than one per cent had completed a total of 6, 9,10, 18, 19, 20, 21 and 22 years of school.

Table 1 Total number of completed years of schooling -%

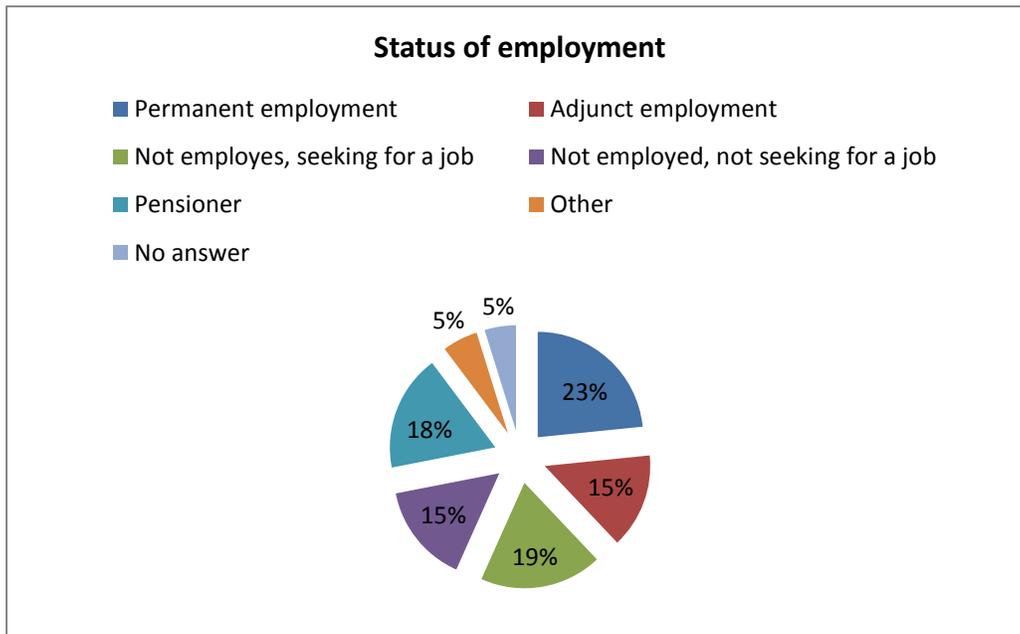
| Years | % | Average |
|--------------|----------|----------------|
| 4 | 1.8 | 12 years |
| 6 | 0.3 | |
| 8 | 10.4 | |
| 9 | 0.4 | |
| 10 | 0.7 | |
| 11 | 18.8 | |
| 12 | 36.3 | |
| 13 | 2.9 | |
| 14 | 9.0 | |
| 15 | 3.0 | |
| 16 | 13.3 | |
| 17 | 1.8 | |
| 18 | 0.9 | |
| 19 | 0.1 | |
| 20 | 0.1 | |
| 21 | 0.2 | |
| 22 | 0.1 | |

The most visible (Graphic 5) are unemployed and that 46%, while employees in the private sector 21%. The public sector employs 17%, while 12% did not answer, and only 4% are self-employed. Further, the Figure 6 presents a status of employment by the answers of respondents. Full time employment has 23%, while 19% are unemployed and looking for work, while 18% are pensioners. To 15% of those who are unemployed and not looking for work, and those who are employed for a definite period. Finally, 5% of those who did not respond or make their own status specify other than those specified.

Graph 5 You are employed in ...%



Graph 6 What is your employment status? -%



For the end, in Table 2, we give information on the indicative total monthly income at the household level. With this data, we end with the introductory part, with description ie the characteristics of our respondents, and move on to the basic findings of the research. The average total household income ranges from 351 to 500 euros.

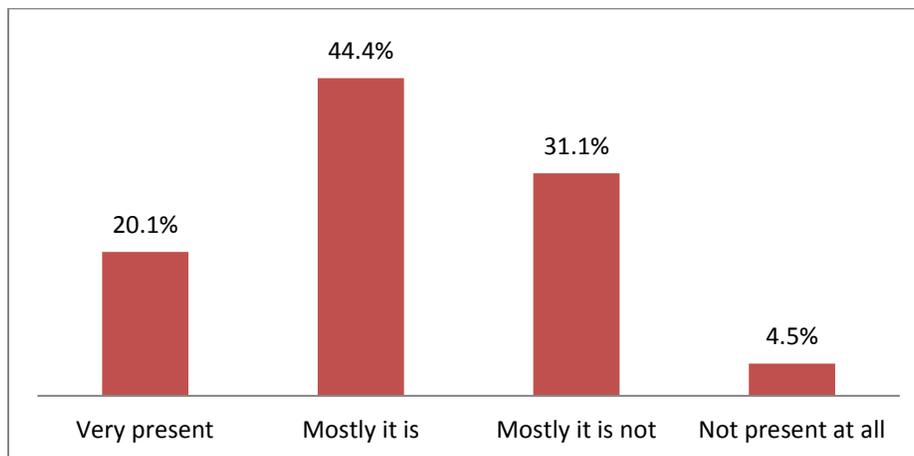
Table 2 Indicative total monthly income at the household level

| Incomes | % | Average |
|--------------------------|-----|---------|
| We dont have any incomes | 3.8 | 351-500 |
| Less than 50€ | 0.9 | |
| 51-100€ | 2.9 | |
| 101-150€ | 4.4 | |
| 151-200€ | 6.7 | |
| 201-250€ | 7.4 | |
| 251-300€ | 8.8 | |
| 301-350€ | 8.4 | |
| 351-400€ | 9.2 | |
| 401-500€ | 11 | |
| 501-600€ | 8.3 | |
| 601-700€ | 7.5 | |
| 701-800€ | 4.4 | |
| 801-1000€ | 5.6 | |
| 1001-1500€ | 3.1 | |
| Preko 1500€ | 0.9 | |
| Bez odgovora | 6.7 | |

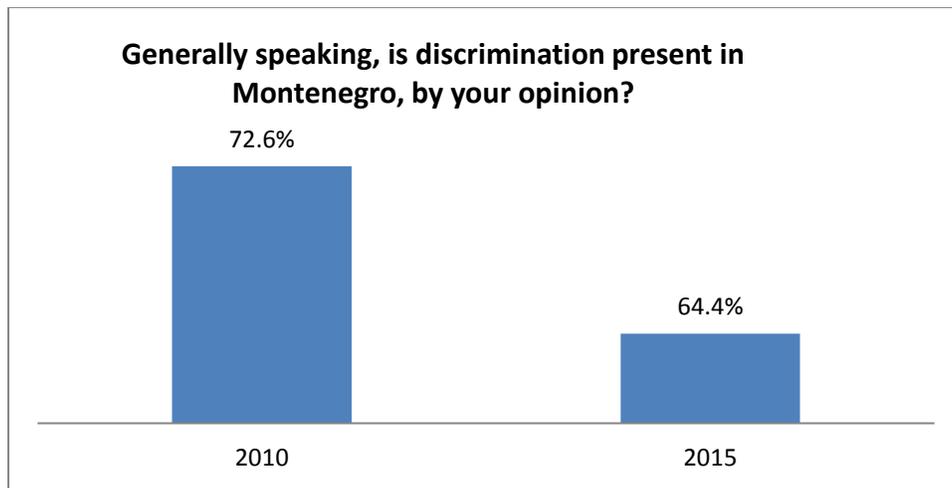
BASIC RESEARCH FINDINGS

After a presentation of the sample, move on to the most important findings from this research, and the data that are directly related to discrimination. Data that will be presented is from November-December 2015, for the purpose of comparison weather in some parts will be indicated and the data from the survey conducted in April 2010 with the same aim, the aim of investigating discrimination in Montenegro. Overall, (Figure 1), most of the respondents believe that the Discrimination is largely present in Montenegro, to 44.4%. Around 31% of claims that discrimination generally is not present, while 20% believe that the Montenegrin society discrimination was widespread. Finally, 4.5% think that there is no discrimination at all. In general, over 60% think that discrimination is present in good measure. Specifically, in the graph 2 we can see that today 64.4% think that discrimination is present in the Montenegrin society, and it is considerably less than 5 years ago when about 72% considered that discrimination is largely present.

Graph 1 Generally speaking, to what extent, in your opinion, is discrimination towards different groups and people present in Montenegro? - %

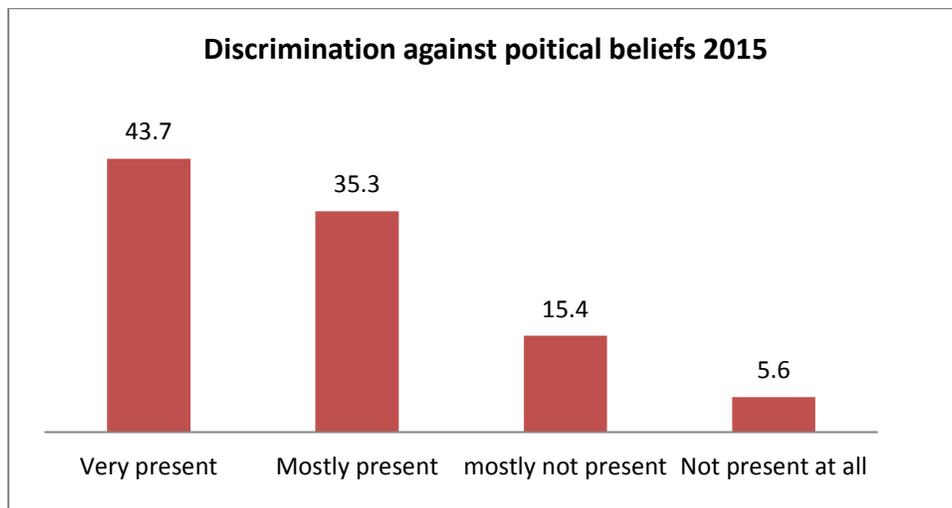


Graphic 2 Comparison 2010 and 2015: collictevely Yes and No (is present and it is not present) -%

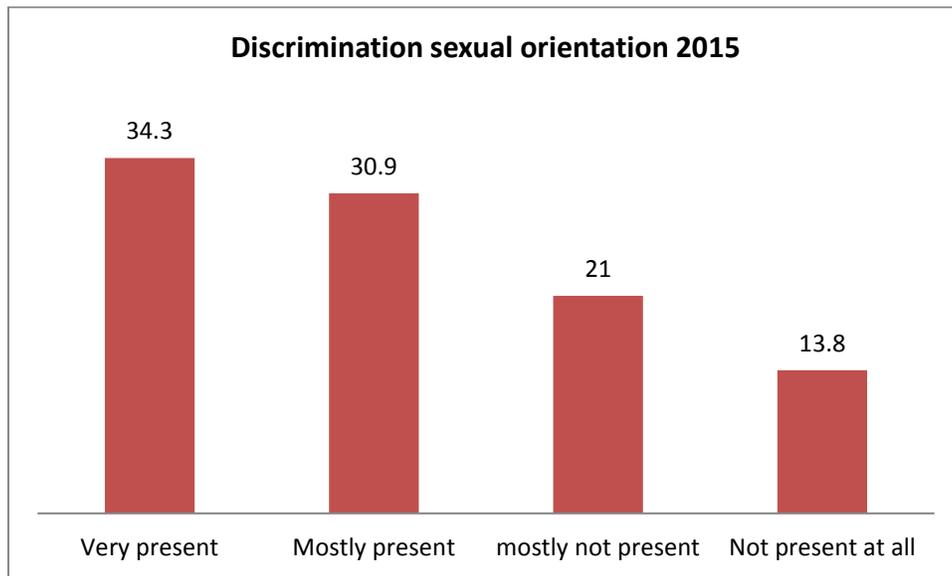


When speaking about assessing the degree of discrimination by individual criteria (Graphic 3 and Graph 4) results show that the greatest level of discrimination is present "by political conviction", where almost 44% said that the discrimination was widespread and 35% that is mainly present under this criterion. Also, in the opinion of 34% of the population it is very present and discrimination based on sexual orientation, while 30% say that this type of discrimination is mainly present. Further, the graph 5, provides information on discrimination on the base of nationality. 37% think that discrimination on the basis of ethnicity is largely present while 23% think it is very present. Overall, this is also a significant level of perception of discrimination on the given criterion.

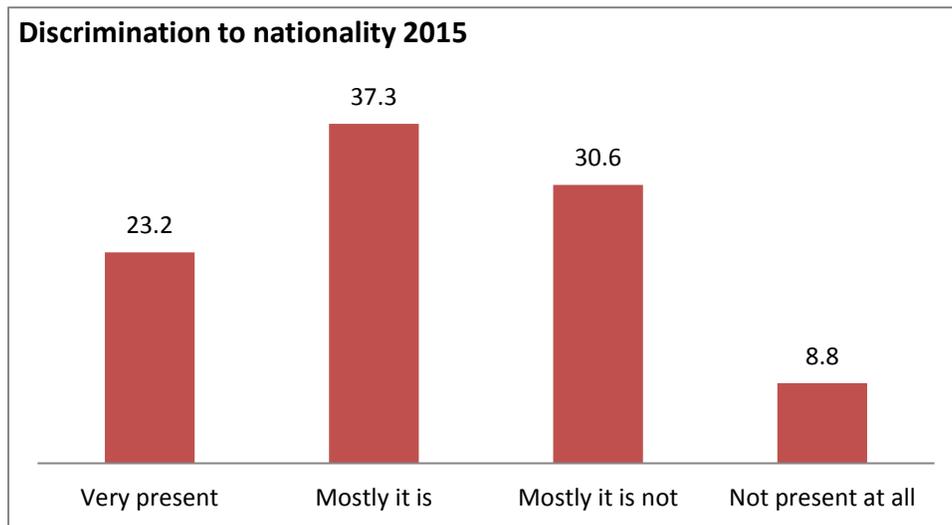
Graphic 3 To what extent is discrimination present in Montenegrin society by the following criteria: political conviction %



Graphic 4 Sexual orientation %

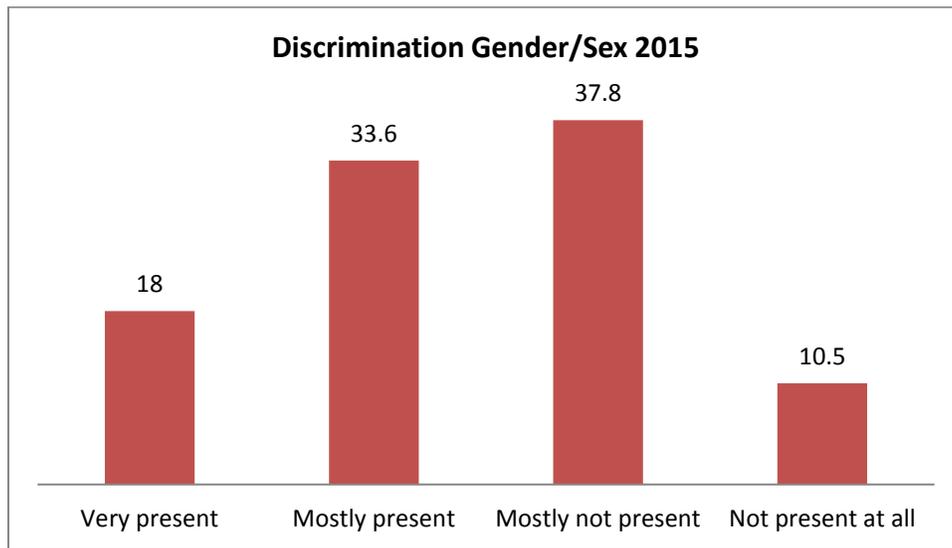


Graphic 5 Nationality %

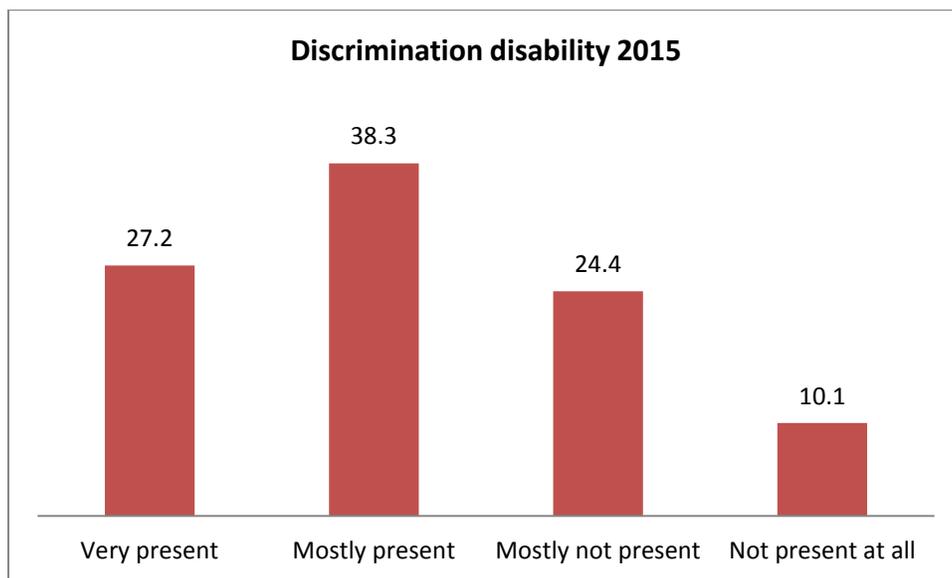


According to the opinion of 33% of the population (graphic 6), discrimination based on sex / gender is mainly present. About 18% believe that under this criterion discrimination is very present. Yet a large part, as much as 37%, says discrimination by sex / gender is lacking. Finally, that it is not present this type of discrimination claims 10% of respondents. Also, according to the perception of 38% of the population (graphic 7), discrimination against persons with disabilities is mostly present. Yet, according to this criterion is very present discriminating thoughts about 27% of the respondents. While 24% perceived that usually there is no this type of discrimination and 10% that it not exist at all.

Graphic 6 Sex/ gender %

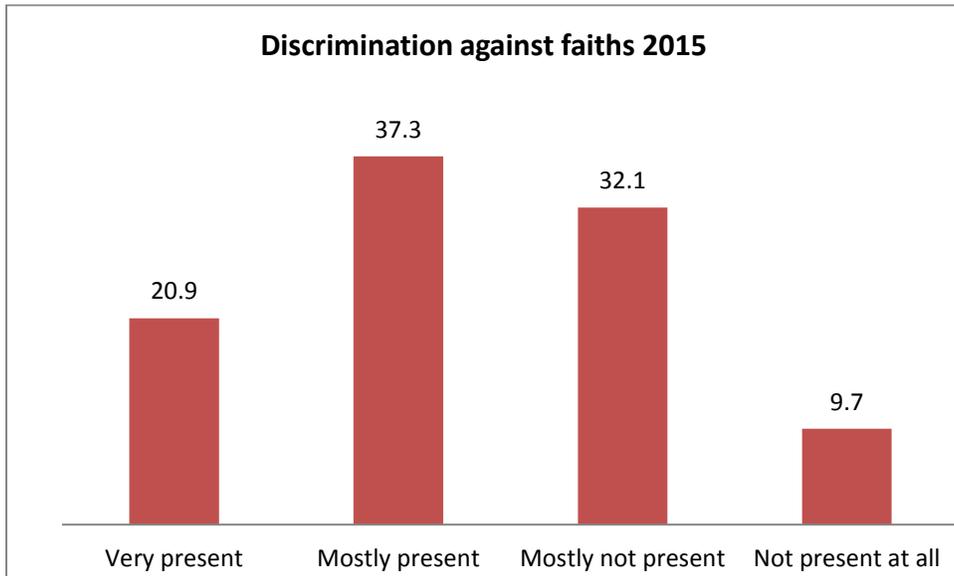


Graphic 7 Disability %

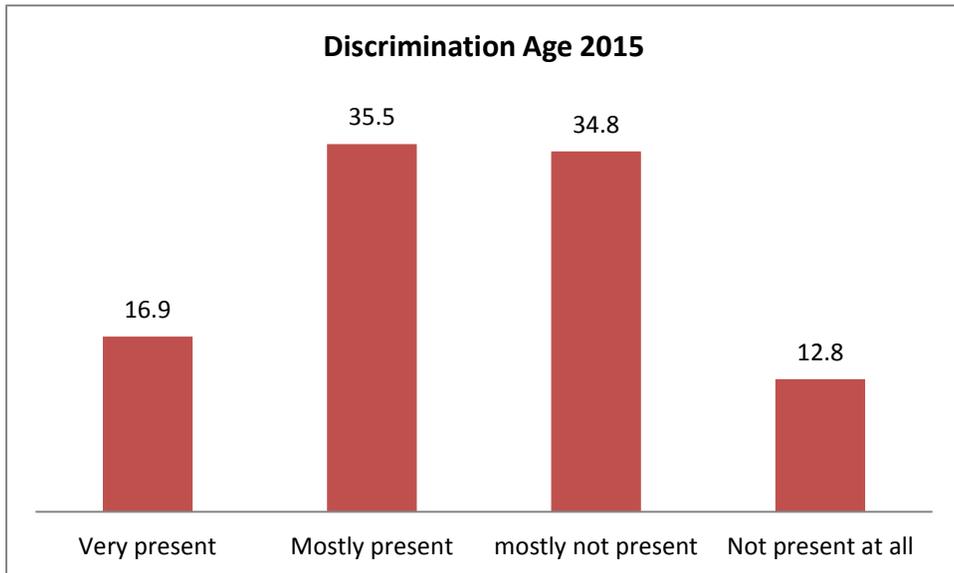


Finally, as the last two categories or types of discrimination listed data on the perception of discrimination on the criterion of religion and age (Graphs 8 and 9). As can be seen, the importance of the percentage (37%) believe that discrimination on religion is generally present, while 20% think it is very present. 32% declares that this discrimination is generally not present, according to this criterion, while less than 10% stated they think there is no such discrimination. Furthermore, 35.5% perceive that discrimination based on age is mainly present, and 16% of those who think that is very present. About 34% still said that this form of discrimination generally do not exist, while nearly 13% thought it was existent.

Graphic 8 Religion %



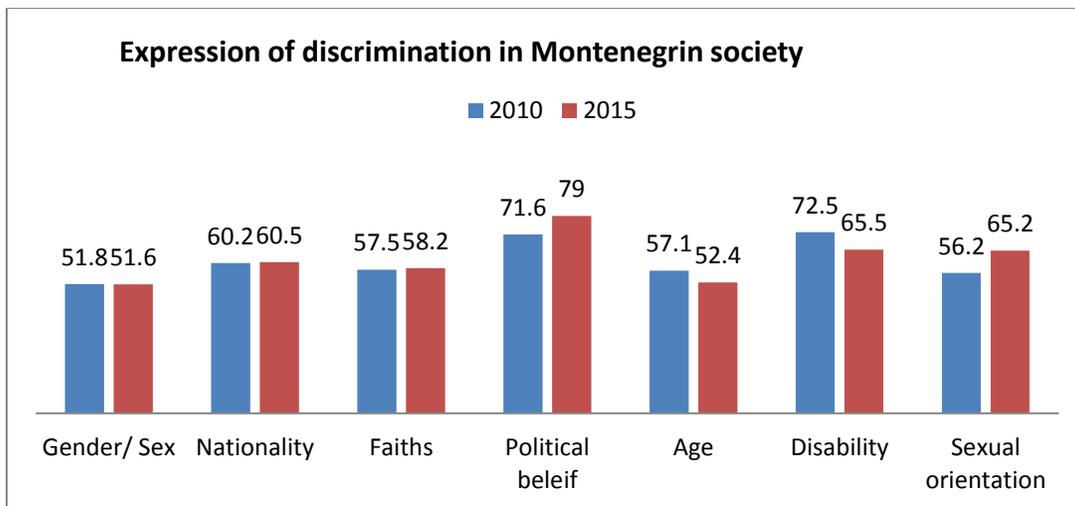
Graphic 9 Age %



Comparatively speaking (graph 10), ranging from 5 years between the two surveys, the findings suggest that the level of perception of discrimination increased only in cases of political beliefs and sexual orientation. And these changes are significant. When it comes to discrimination on political conviction, in 2010, 71% thought that it has to a considerable extent, whereas today it is thought even 79% (which is 8% more). Also, today is 9% more perceived discrimination based on sexual orientation, then it was 5 years ago. Perception of discrimination based on religion increased from 57.5% in 2010 to 58.2% today. On the other hand, the perception of

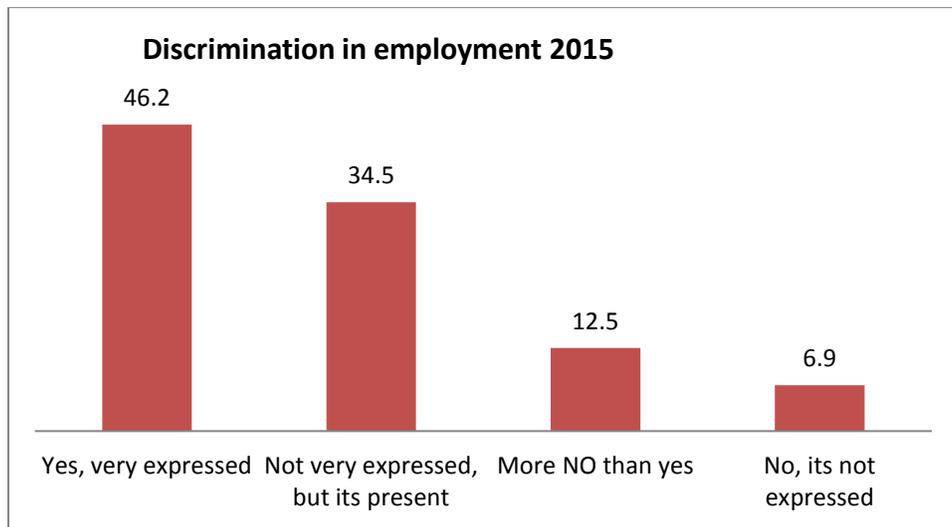
discrimination is now lower than in April 2010, according to the criteria of disability and age. 5 years ago 72.5% is perceived that there is discrimination to a large extent on persons with disabilities, and now - 65.5%. Then, in 2010, 57% thought that the age is the subject of discrimination, while today that percentage decreased to 52.4%. From April 2010 to November 2015, the perception of discrimination by gender / sex and ethnicity has not changed. Regarding nationality, and 2010 and 2015, this percentage is around 60%, according to a criterion of sex / gender discrimination in the perception of the existence of these two studies is approximately 51%.

Graphic 10 To what extent is discrimination present in Montenegrin society by the following criteria - %

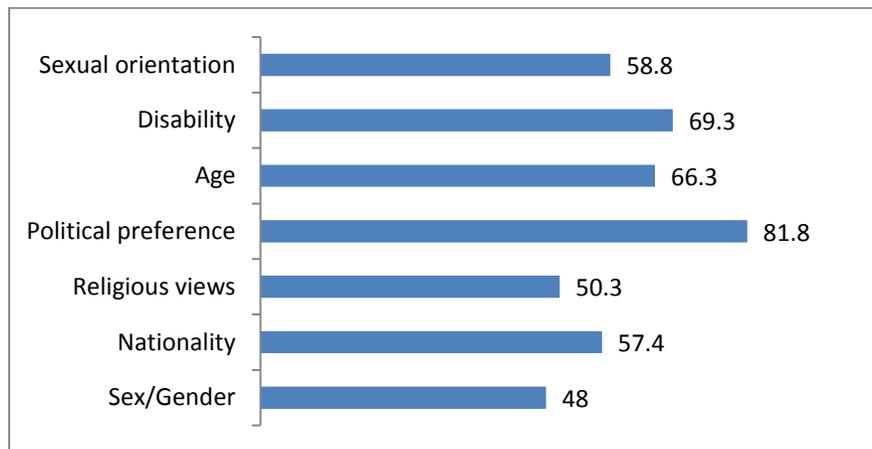


A special aspect of the study was to determine the perception of discrimination when it comes to employment (graphic 11). The information we received was very indicative measurement, namely, **46.2% of respondents believe that discrimination in employment is very pronounced.** With this information, almost 34.5% of citizens believe that discrimination in this area is not very strong, but it is certainly present. The greatest discrimination in employment (graphic 12) is perceived by the criterion of political opinion, and thought to 81.8%. Furthermore, a large portion (69%) thinks that the criterion of discrimination disability, and 66% that they are of age. About 58% think that sexual orientation is a reason to discriminate in employment, and 57% that it is nationality. Finally, about 50% perceived that the religion criterion of discrimination in employment, while 48% think that this is a gender / sex.

Graph 11 *When it comes to employment, whether in your opinion, is discrimination present in general? -%*



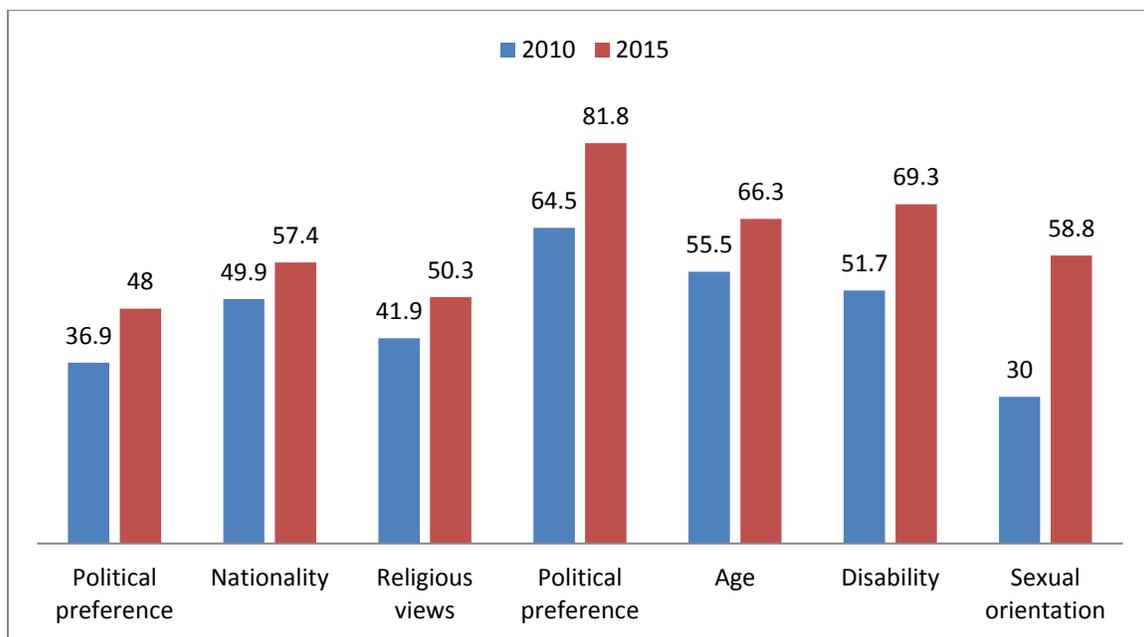
Graph 12 *When speaking about the employment question, whether there is discrimination on the following criteria?-%*



Graph 13 *Comparison 2010 and 2015: Discrimination for employment through following criteria %*

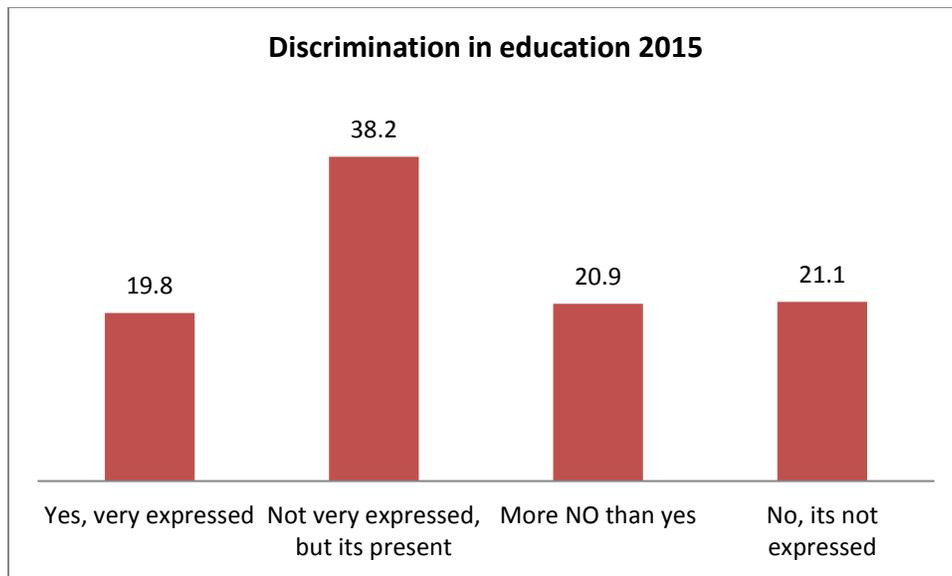
If we compare the data from this study and the one-made in 2010 (Graph 13), we see that the evaluation of discrimination in employment on the basis of given criteria now generally increased. And 2010 is considered to be in the employment of the most discriminate on political conviction (64.5%), and in 2015 this criterion is still perceived as the subject of the greatest discrimination in employment and increased by 5 years to as much as 81.8% of those who

believe that this is largely the reason for discriminatory behavior in employment. Perception of discrimination on the criterion of disability in employment increased from 51.7% in 2010 to 69.3% today. Furthermore, the age as a criterion of discrimination in employment today is about 9% more perceived than 5 years ago, when that percentage was 55.5%. The alarming increase in the perception of discrimination in employment, in the course of 5 years, is the criterion, according to sexual orientation. **With 30% in 2010, today that percentage has increased by 28 percent to 58.8%.** As regards nationality as a reason discriminatory behavior in employment, the difference is about 7%, also an increase compared to April 2010. 5 years ago the sex / gender is 36.9% considered the reason of discrimination in employment, and today even 48%. Finally, when it comes to religion comparison of the two surveys shows that here the percentage increased. Almost 42% in 2010 thought that this criterion of discrimination in employment, and now thinks 50.3%.

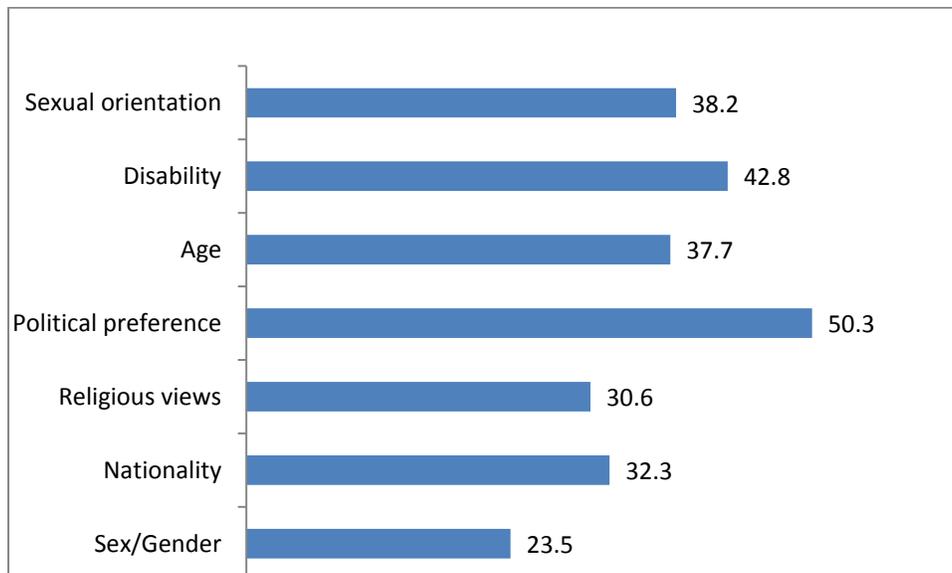


In the following lines we pay attention to data on discrimination in education. How we see in the graph 14, the majority of respondents believe that discrimination in education is not very strong, but it is present, and to 38%. On the other hand, 21% think that there is no discrimination in education expressed. Also, about 20% thought it was no longer than it actually is present, while 19% say that discrimination is very strong in education. If we pay attention to the already mentioned discrimination criteria (graphic 15), but in this case in education, we see that here the **greatest perception of discrimination on political conviction, 50.3%. Next, with 42.8% disability, sexual orientation with 38%, age 37.7% and nationality 32%.** In the end, the smallest, but also a significant discrimination in education on the basis of citizens perceive religion (30.6%) and sex / gender (23.5%).

Graphic 14 When it comes to education, whether in your opinion, is discrimination present in general? -%



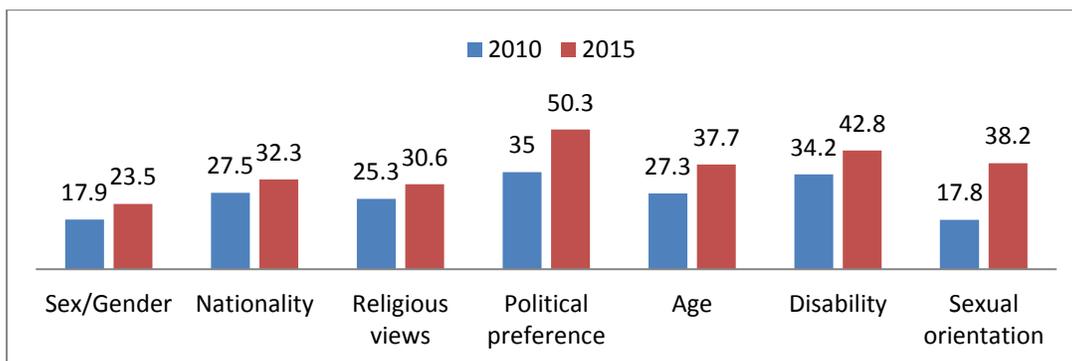
Graphic 15 When the education question, whether there is discrimination on the following criteria?



And here we see a comparison of the research results from 2010 and 2015 (Graphic 16). By all means the **perception of discrimination in education increased in comparison to the survey from April 2010. Political opinion with 35% in 2010 increased to 50%; Perception of discrimination in education by sexual orientation and here is the considerably increased 17.8% over 5 years, and now stands at 38.2%. Regarding the criteria of disability today is**

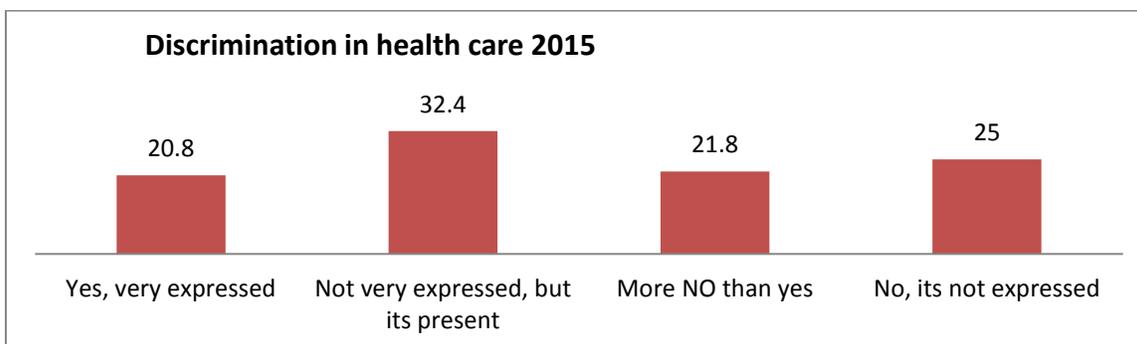
42%, and in 2010 it amounted to 34%. In April 2010, 27% thought that the age of the reason for discrimination in education, while today that percentage increased to 10%. What religion is concerned, 2010 25% This criterion is perceived discrimination, and today 30% think that it is the subject of discrimination in education. Similarly, nationality today by almost 5% higher compared to 2010, when the perception of discrimination on this basis amounted to 32%. Finally, the perception of discrimination in education on the basis of sex / gender five years was 17.9%, and today the percentage is equal to 23.5%.

Graphic 16 Comparison 2010 i 2015: Discrimination in education by these criteria %

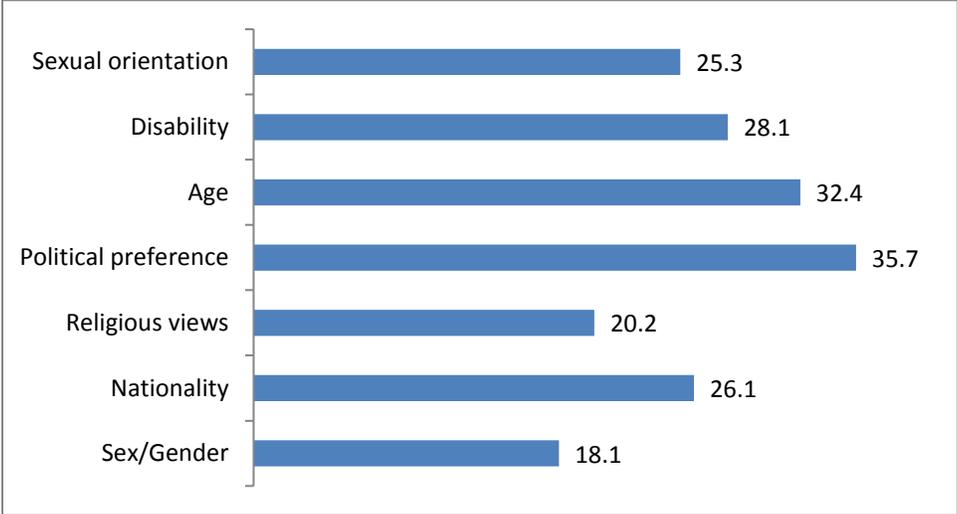


The next segment of discrimination is based on the field of **health care**. Today (graphic 17) 32% perceived that the discrimination in health care is not very strong, but that is present. On the other hand, 25% believe that it is not at all expressed, and a 21% that there is more no discrimination, than it really exists. A significant part of those who think that it is very apparent discrimination in health care, and to 20%. Also (graph 18) that the citizens perceive the most discrimination in this area according to the criterion of political beliefs (35.7%) and age (32.4%) and disability (28%). The following criteria with 26% nationality and sexual orientation with 25%. At least but not least, is the perception of discrimination on the criterion of religion (20%) and sex / gender (18%).

Graphic 17 When it comes to health care, whether it is in your opinion, is discrimination present in general? -%

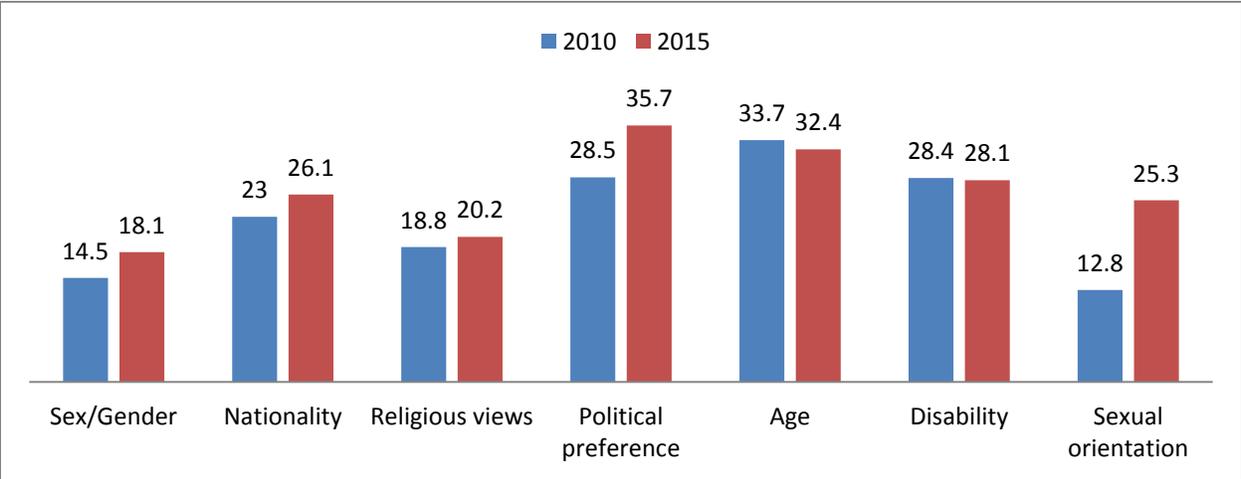


Graphic 18 *When the health care is question, whether there is discrimination on the following criteria? -%*



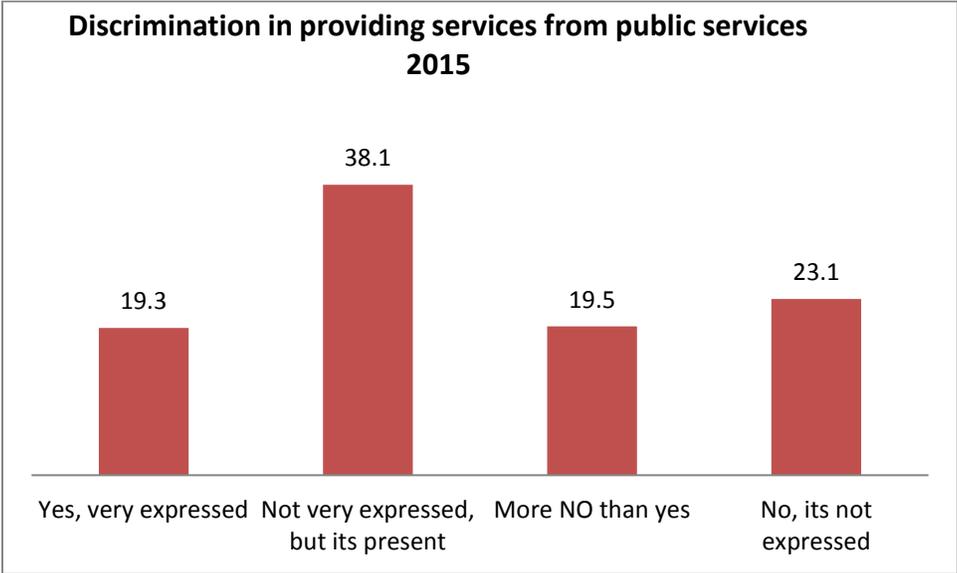
Comparatively speaking (graph 19), the perception of discrimination in health care based on the aforementioned criteria is not much deviated compared to data from 2010. Basically, the criterion of political belief before 5 years 28.5% of citizens considered the basis of discrimination, and today the percentage is increased by 7 percent. Very indicative of the differences in the **criteria of sexual orientation, which in 2010 amounted to 12.8% and 25.3% today.** When it comes to the perception of ethnicity as a basis of discrimination in health care, it's the same with 23% in 2010 increased to 26% in 2015. Sex / gender is also 14% 5 years ago, has risen to 18% today, while the religion of 2010 was 2% lower than today. Criteria disability and age almost equally perceived as discrimination criteria in this area in 2010 and 2015.

Graphic 19 *Comparison of 2010 and 2015: Discrimination in health care according to the following criteria %*

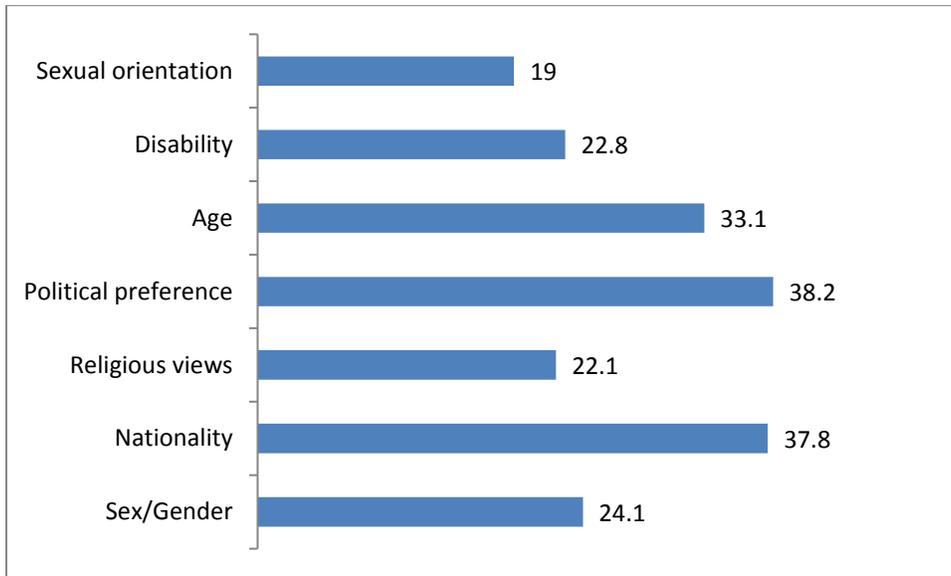


A particular aspect of the research included the discrimination in the provision of services by the public service. The graph 20 shows that **38% of citizens think that discrimination is not very strong, but it was present during the delivery of public services. It is positive that a large part perceives that there is no discrimination expressed in this field, up to 23%.** While slightly more than 19% think that discrimination is absent here more than present. The same number of claims that discrimination in the provision of services by the public service is very pronounced. As an example and in other areas, most perceive that there is discrimination on the criterion of political opinion, so that in the case of public services (Graph 21) - 38% believe that this is a criterion of discrimination. Then, about 37% is perceived to discriminate on grounds of nationality, a significant percentage, 33% to do so because of his age. Furthermore, 24% of respondents believe that the sex / gender are the reason for discrimination. Among the last criteria of discrimination on the perception of citizens find the criteria of disability (22%), religion (22%) and sexual orientation (19%).

Graphic 20 When it comes to the provision of services by public services, whether in your opinion, is discrimination present in general? -%

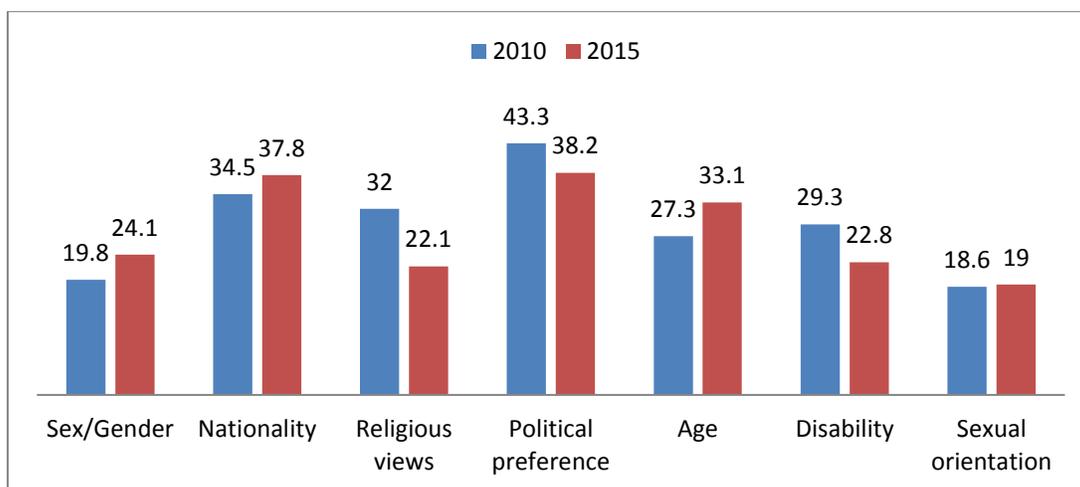


Graphic 21 When the provision of services by the public service is question, whether there is discrimination on the following criteria?-%



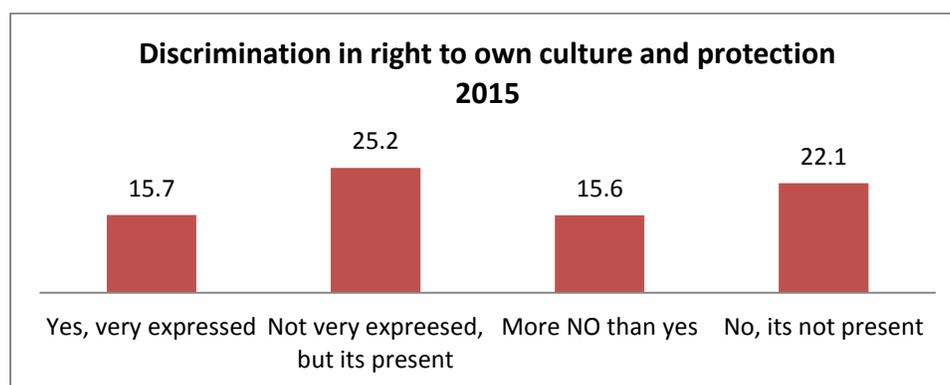
Results for this year, when it comes to discrimination by certain criteria in the field of public services, were compared with that in April 2010. As we can see (graphic 22), **although the perceived political beliefs, then and now, as the most important reason for discrimination in the field of service delivery by the public service, the perception is reduced for five years. It amounted to 43.3% in April 2010, and today it is 5 per cent lower.** Decline of perception of discrimination measure and in two other cases, two criteria: religion where from 32% in 2010, the percentage dropped to 10% today; and perceptions of discrimination on the criterion of disability where the percentage decreased from 29% to almost 23%. When it comes to the rest of the offered criteria, we recorded a slight increase in the percentage assessment of the existence discrimination, except in the case of sexual orientation where the data almost identical in both studies. Nationality in 2010, about 34.5% considered the reason of discrimination, which is about 3% less than today. Furthermore, sex / gender is almost 20% considered the criterion of discrimination, and today 24%. Finally, 27% of the age perceived as a discriminatory criterion in the provision of services by the public service, which is 6% less than today.

Graphic 22 Comparison 2010 and 2015: Discrimination in the provision of services by the public service according to the following criteria %

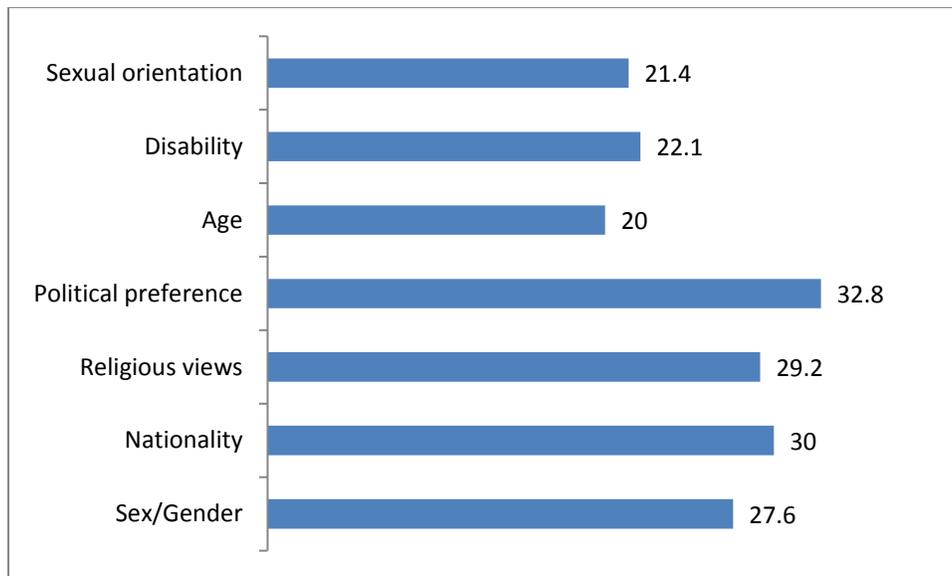


At the end of this section, there is one specific segment has been the subject of research, and it has the right to own culture and protection. The results indicate that (graphic 23), in general, citizens think that discrimination in the right to their own culture and protection is not very strong, but there it exists, and that 25% of them. About 22% said it was not yet reflected this kind of discrimination. Equated the percentage of those who claim that it is expressed and those who say they no longer care is (15%). Viewed by criteria (graphic 24), **when it comes to culture and cultural protection, the highest level of discrimination based on perceptions of citizens is present at political conviction (32.8%), nationality (30 %%) and religion (29.2%)**. To a lesser degree of discrimination is present in this area when it comes to sex / gender (27%), disability (22%), sexual orientation (21.4%) and age (20%).

Graphic 23 When it comes to the right to own culture and protection, whether in your opinion, is discrimination present in general?-%

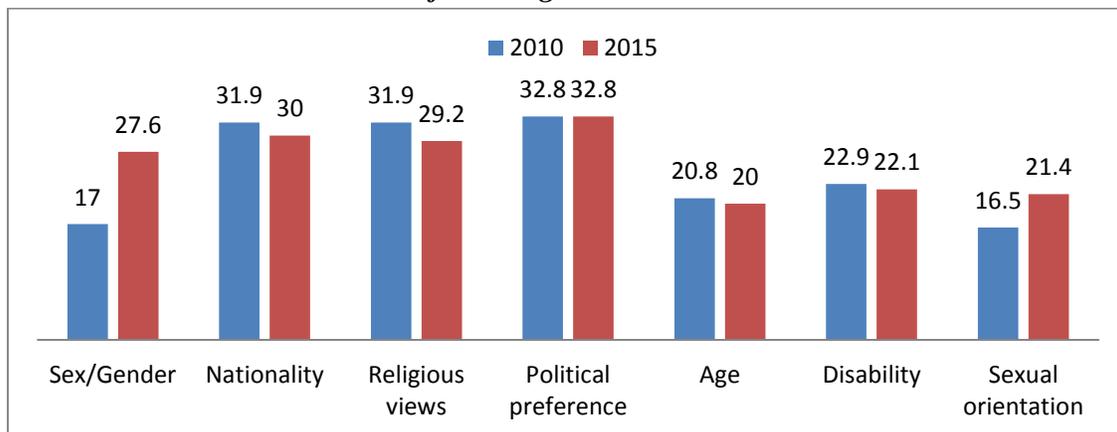


Graphic 24 *When the right to own culture and protection of the word, whether there is discrimination on the following criteria?-%*



Comparatively speaking (graph 25), the percentages by almost criteria have not changed, except in cases of sex / gender and sexual orientation where they are, compared to 2010 figures significantly higher. When it comes to sex / gender, five years ago the data was 17%, and today it has grown by 10%. A sexual orientation, as the criterion of discrimination in the field of culture and cultural protection, today also perceived more as a reason to discriminate, and to 5% for more than five years ago. For other criteria, such as disability, age and political views are almost identical percentages. Or, as in the case of ethnicity and religion, reduced by about one percent.

Graphic 25 *Compariosna 2010 and 2015: Discrimination in culture and protection by following criteria -%*



In the next section will present data on the perception of the situation of certain groups in Montenegrin society, the knowledge of the legislation concerning the prohibition of discrimination, and the knowledge of their rights if they become victims of discrimination. There will also be a word of confidence in the state and its organs as protectors of discrimination, and the perception of effort by the state and various state and non-state actors are invested or could be invested in the fight against discrimination. We asked residents what they think, which of these groups have an advantage or disadvantage in Montenegrin society. As we can see (Table 1) citizens believe that the **biggest drawback is that of persons with disabilities (65.4%), and opponents of the government (62%), Roma (62%), and persons older than 50 years (53.6%) and homosexuals (49.7 %)**. So, we can say that based on perceptions of citizens belonging to these categories causes the highest degree of risk of discrimination. According to the citizens, to be a Serb is more a lack of (40.3%) than the advantage as well as being a religious minority (34.6%), minority (34%) and women (33.8%). Only in the case of persons under the age of 25 years pronounced advantage of the lack of, and the estimate of the percentage is 41.5%.

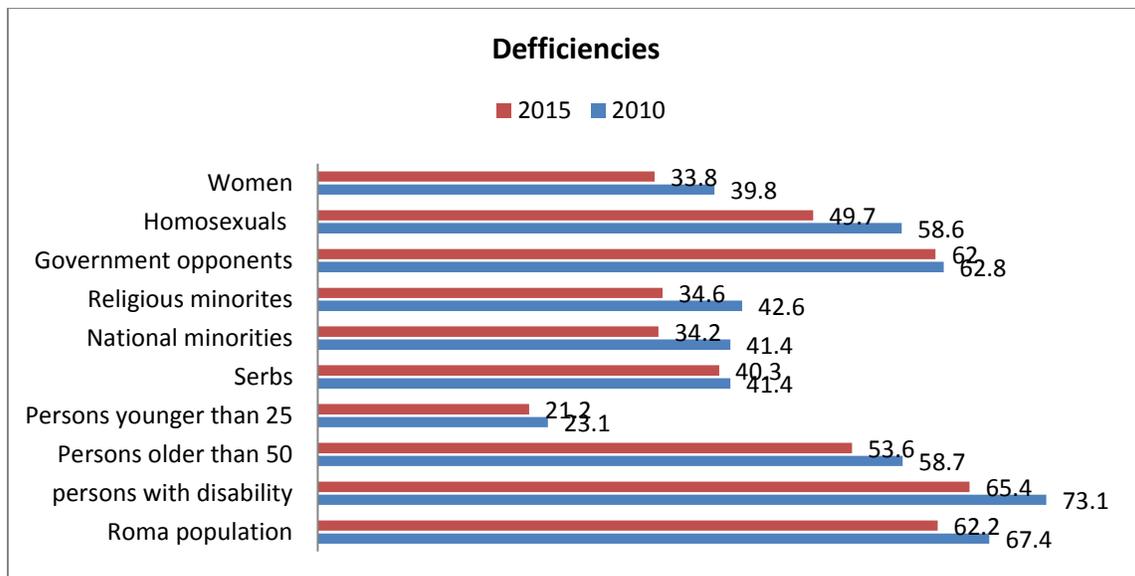
Table 1 Generally speaking, do you think that members of the below listed groups, have advantage or disadvantage in Montenegrin society?- %

| | Advantage | Deficiency | None of the two |
|---------------------------------|-----------|------------|-----------------|
| Roma | 10.5 | 62.2 | 27.3 |
| People with disabilities | 9.5 | 65.4 | 25.1 |
| Older than 50 | 8.4 | 53.6 | 38 |
| Younger than 25 | 41.5 | 21.2 | 37.3 |
| Serbs | 15.3 | 40.3 | 44.4 |
| National minorities | 16.9 | 34.2 | 48.9 |
| Religious minorities | 12.6 | 34.6 | 52.8 |
| Government opponents | 6.8 | 62 | 31.1 |
| Homosexuals | 16.3 | 49.7 | 34 |
| Women | 17.6 | 33.8 | 48.6 |
| | | | |

If we make a comparison with data from 2010, we see (Graphic 26) that the perception of a lack in the case of persons with disabilities declined by about 7% and 8% homosexuals after five years. Also, when it comes to Roma, we see that in 2010 the percentage of those who believe that this group has a disadvantage in Montenegrin society, was 67.4, while today it is 62.2%.

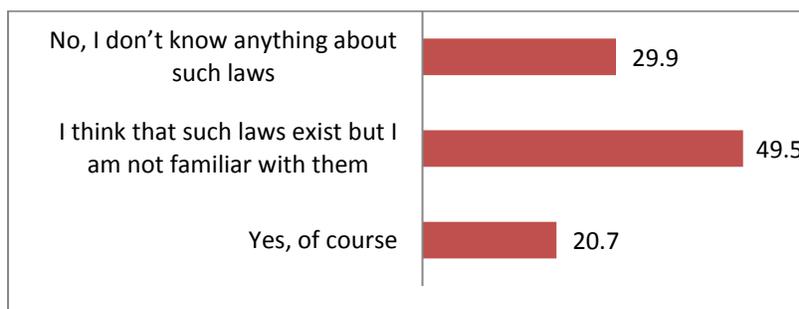
And people with disabilities in relation to 2010. Today less perceived as having a disadvantage, and to 5% less than in April 2010. There is a big difference when it comes to ethnic and religious minorities. As we see, 5 years ago 42.6% believed that religious minorities have the disadvantage in society, and it is now thought 34%. While in minority percentages: 41.4% 5 years ago, and 34.2% in this latest survey. Six percent of the differences in the case of the perception of a lack when it comes to women, namely 39.8% in 2010 and 33.8 today. Only when it comes to opponents of the government, the percentage relating to the perception of the lack of this group in society has not significantly changed in the course of five years.

Graphic 26 Comparison of 2010 and 2015 DISADVANTAGES: Generally speaking, do you think that members of the below listed groups, have advantage or disadvantage in Montenegrin society?-%

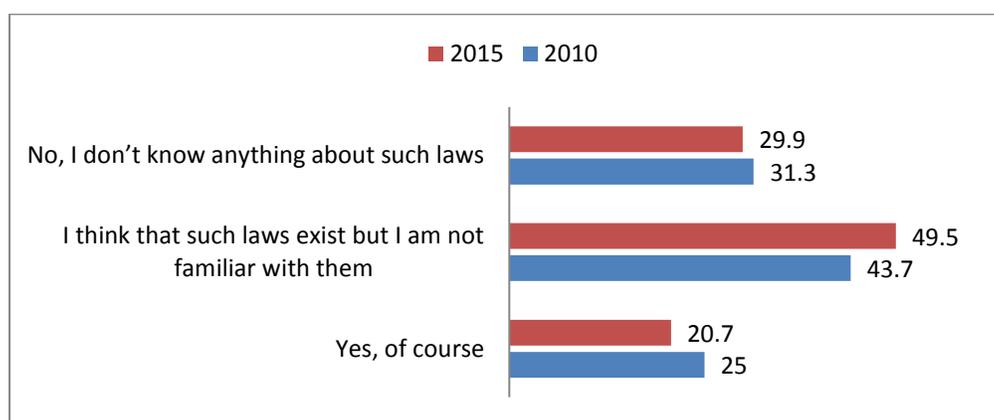


It is important that citizens are aware of the laws pertaining to discrimination, or that protect against discrimination, in order to know if they become victims of their rights and were familiar with the ways of action for further protection. It is indicative (Graph 27) **that most of the respondents, 49.5%, knows that such laws exist but are not familiar with them. Even, 29.9% say they do not know anything about such laws, while 20.7% claimed to know.** If this data is compared with those of 2010 (Graph 28), we see that today more people know about these laws, although not better acquainted with them, but five years ago, when the percentage of those who are aware of such laws was about 43% which is 6% less than the last survey. However, the number of those who explicitly say they know of such laws has decreased compared to 2010, slightly more than 4%. On the other hand, it is positive that the percentage of those who are not familiar with the laws of this kind decreased from 2010 to the present, slightly more than one percent.

Graphic 27 Are you familiar with the laws that protect you against discrimination? -%

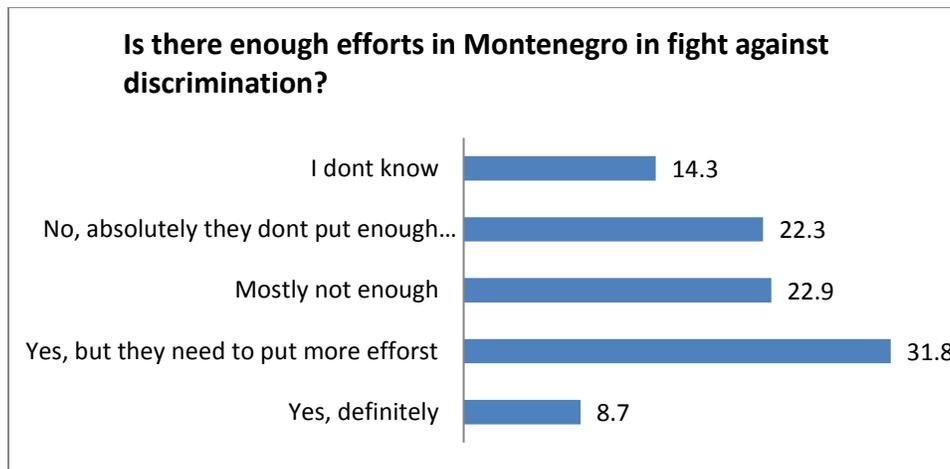


Graphic 28 Comparison 2010 and 2015: Are you familiar with the laws that protect against discrimination?-%



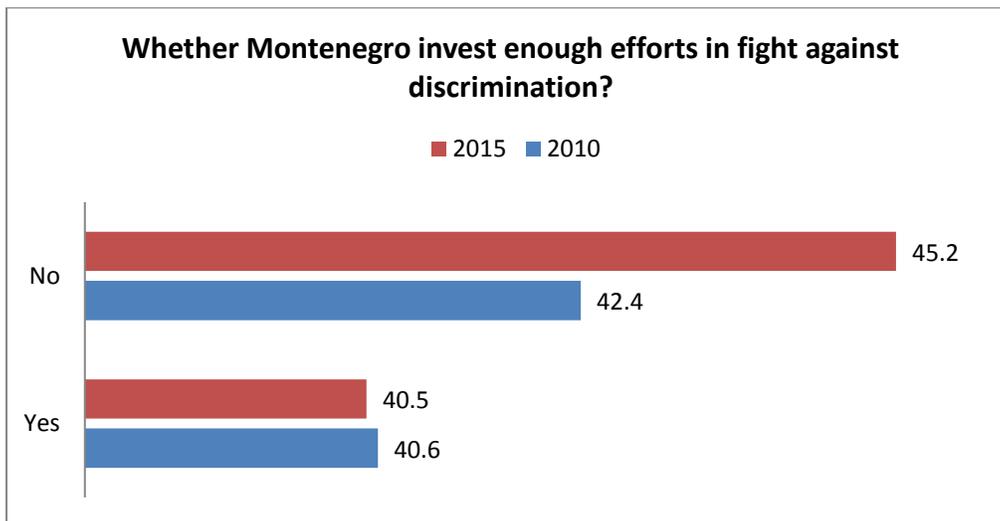
We asked the citizens whether they thought that in Montenegro there is enough effort to combat discrimination (Graph 29). It is investing invest, but they still need more effort is considered 31.8%. **About 22% think that generally do not invest enough, and so claims to be an absolute not investing enough effort in the fight against discrimination, which is a large percentage of those who think that in Montenegro its done enough to solve the problem of discrimination.** About 14% did not have a specific answer to this question, while slightly less than 9% of those who still think it is definitely enough effort in the fight against discrimination.

Graph 29 Whether in your opinion Montenegro is investing enough effort in the fight against discrimination? - %



For comparison (Figure 30), in a study conducted in 2010 summary is about 42% thought that it is not enough to solve the problem of discrimination, which is 3% less than today, when this thought 45%. As for those who think that MNE puts enough effort in, this share is almost identical in both studies.

Graph 30 Comparison of 2010 and 2015: Summary Yes and No (Whether in your opinion in Montenegro investing enough effort in the fight against discrimination?)-%

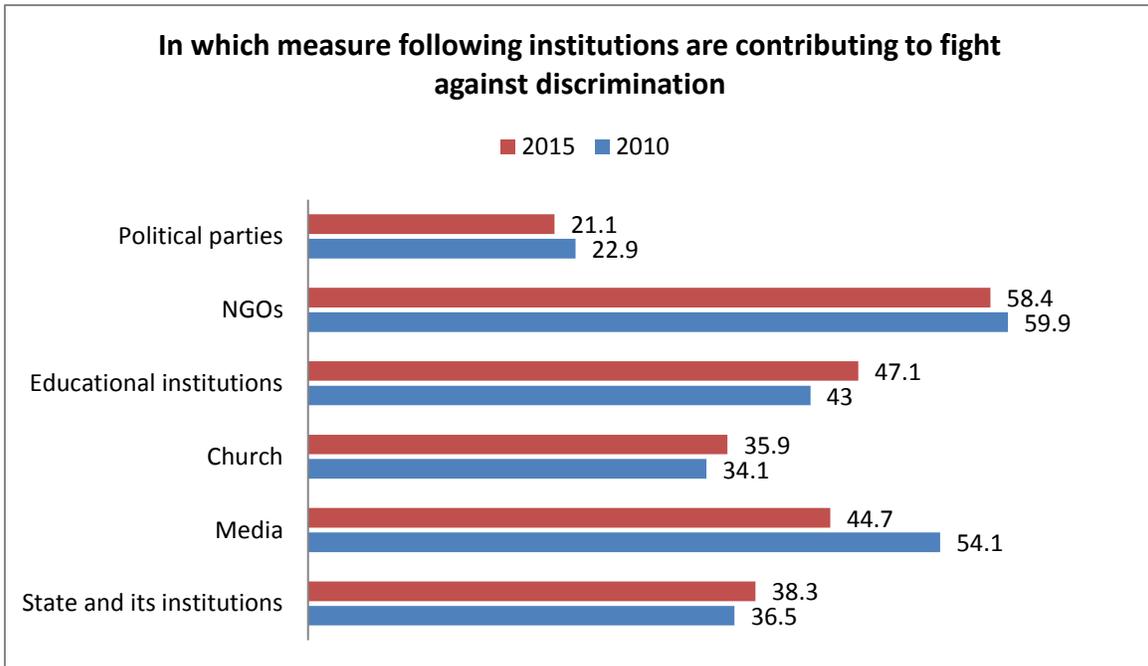


The next part will be presented data on how many citizens believe that certain actors or institutions contributing to the fight against discrimination, as well as confidence in the state as the protector of discrimination. Primarily (Table 2), **the respondents think that the most important contribution to the fight against discrimination give NGOs (16% of the key, a major contribution to 42.4%) and educational institutions (key 12.9%, a major contribution to 34.2%) and media (key, 12.3%, large 32.4).** The following states and state authorities (17% of key, large 21.3%) and church (key 10%, a major contribution to 25.9%). Finally, **the smallest contribution, in the opinion of citizens, are political parties.** For comparison (Figure 31), comparing to 2010, citizens believe that the media contribute to the fight, and almost 10% less now. When it comes to the contribution of NGOs and 2010 was a high percentage, and is now slightly smaller, about one percent. Similarly with political parties. In other cases, increased the percentage that indicates the perception of the contribution of institutions fighting discrimination. We see that in comparison to 2010, the perception of the contribution of educational institutions increased from 43% in 2010 to 47% in 2015. When it comes to the contribution of the state and state authorities, the increase was from 36% to about 38%, while the contribution of the church perception increased from 34.1% in 2010 to 35.9% in 2015.

Table 2 To extent to which the following institutions contribute to the fight against discrimination ? -%

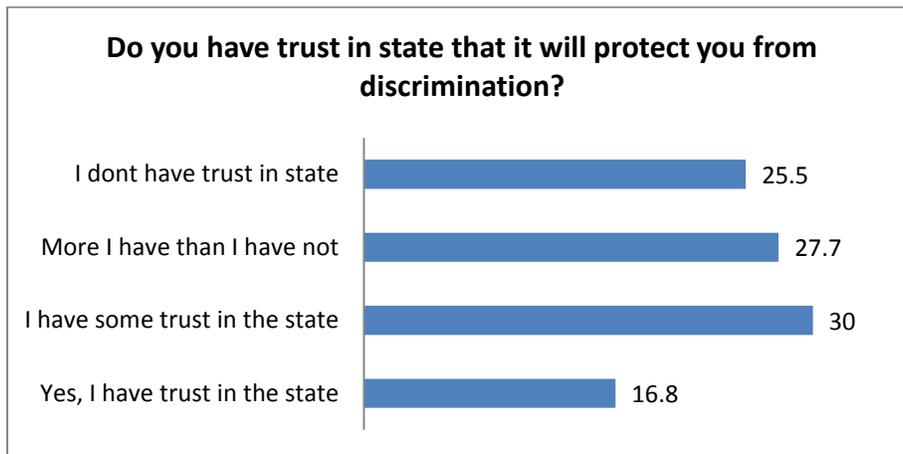
| | Key contibution | Big contribution | Small contribution | Without contribution |
|-----------------------------------|--------------------|---------------------|-----------------------|-------------------------|
| State and its organs | 17 | 21.3 | 36.6 | 25.5 |
| Media | 12.3 | 32.4 | 40.4 | 14.9 |
| Church | 10 | 25.9 | 38.1 | 26 |
| Education institutions | 12.9 | 34.2 | 40.9 | 12 |
| NGO | 16 | 42.4 | 32.6 | 9 |
| Political parties | 3.9 | 17.2 | 37.8 | 41.1 |

Graph 31 Comparison 2010 and 2015: Summary shown significant contribution to the fight against discrimination by institutions -%

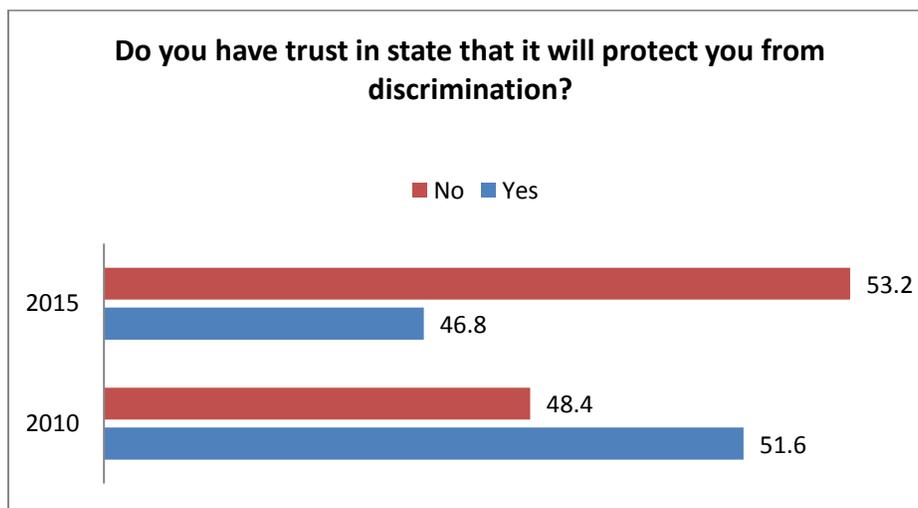


In particular, we examined the level of trust of citizens in the country when it comes to protection against discrimination occurring (graphic 32). The results indicate that, in general, **citizens have a reserved stance on the expression of confidence in the country when it comes to protection against discrimination.** Versus 30% who are somewhat trust in the state is 27.7% of those who dont have trust more than they have trust, and 25.5% who do not trust. About 16% said they have a lot of confidence in the country when it comes to protection against discrimination. Comparatively speaking (Graph 33), **confidence in the country has fallen compared to data from 2010, when the trust was about 51.6% (now about 46%).** That is, lack of confidence in the state as the protector of discrimination has increased in the course of 5 years, from 48.4% in 2010 to 53.2% today.

Graph 32 Do you have confidence in the country that will protect you from discrimination?-%

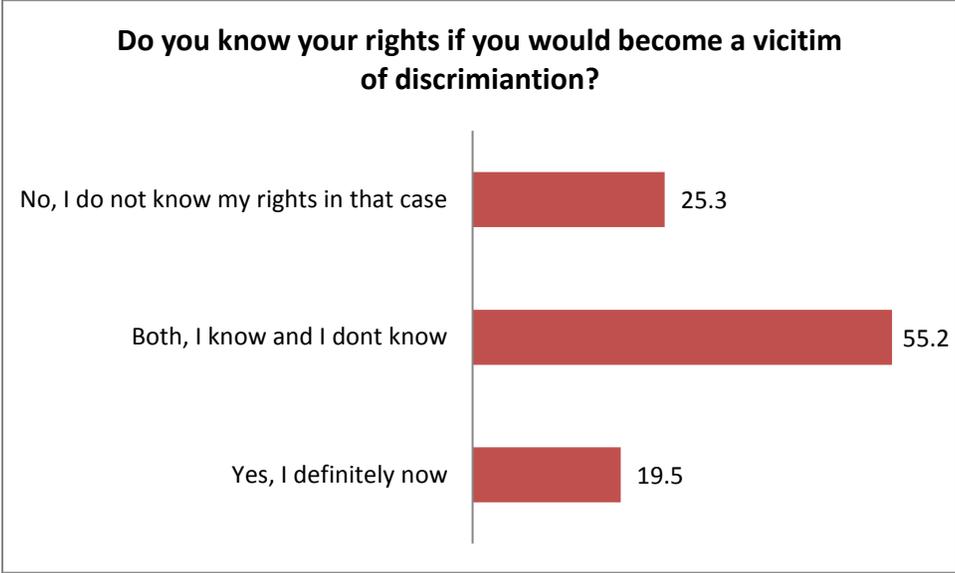


Graph 33 Comparison 2010 and 2015: A summary showing trust and confidence in state protection from discrimination - %

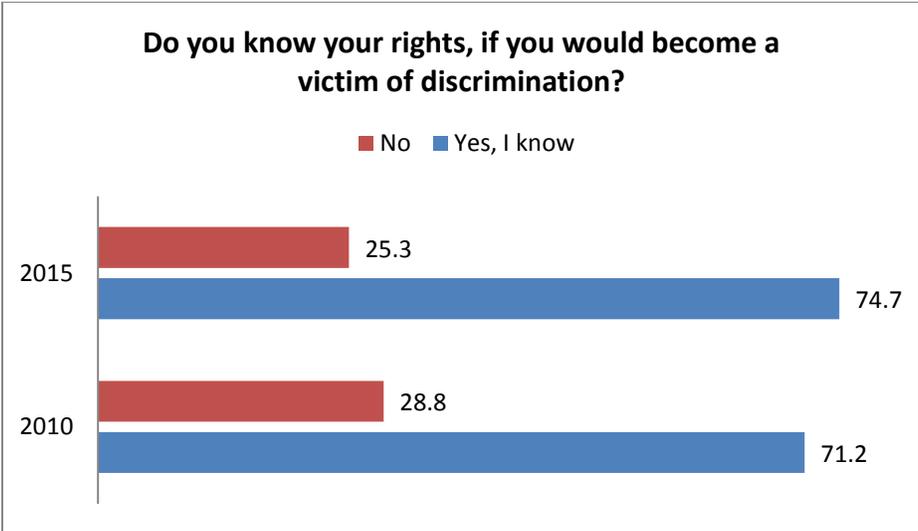


Dealing with the problem of protection if it happens discrimination, respondents in the survey explicitly asked whether they know their rights if they become victims of discrimination (graphic 34). **A significant portion of even ¼ not know their rights, while 55% say that they know and do not know.** 19.5% said they definitely knows his rights. **The number of those who know their rights (graphic 35), increased from a survey carried out five years ago.** Then 71% knew their rights, while today it is aware of their rights around 74%. Or, the number of those who do not know their rights decreased from 28.8% in 2010 to 25.3% in 2015.

Graph 34 Do you know your rights if you are, or would become a victim of discrimination? - %



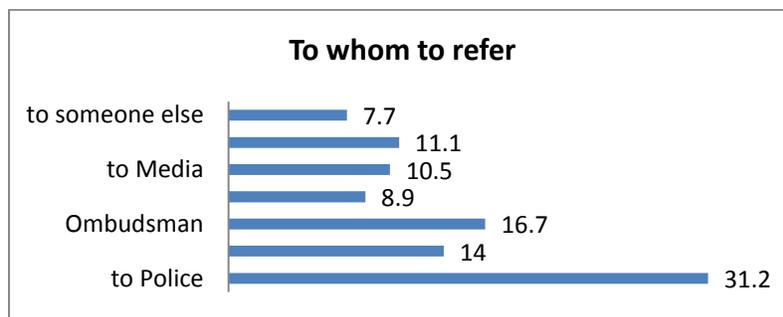
Graph 35 Comparison 2010. and 2015: Do you know your rights if you are, or would become a victim of discrimination?– Yes, I know and I do not know %



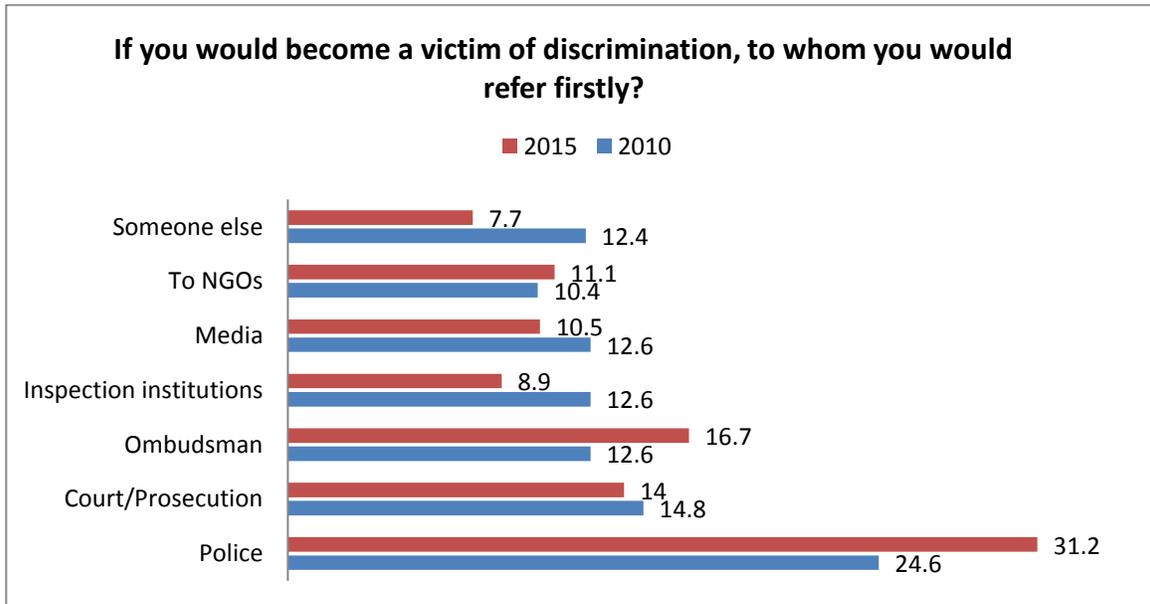
Again,with the use of projective techniques, we asked respondents who they would first turn if they become victims of discrimination (Graph 36). Interestingly, despite the fact that the questions again from our former citizens expressed a considerable degree of distrust of the state, when it comes to the protection of the word, **they would still initially addressed to the institutions of the state and firstly to the police (31.2%)**. Then they would turn to an

independent body, the Ombudsman (16.7%), and on the end to the court / prosecutor's office (14%). About 11% would turn to NGOs, 10% of the media, and almost 9% to inspection authorities. Finally, 7.7% of respondents would turn to someone else. If we compare these data with those of 2010 (Figure 37) we see that the first instructions, and that they would firstly turn to the police, and that 24.6% of them (less than 5% today). Moreover, 2010 would then be addressed by the court / prosecutor's office, and then the ombudsman, media, inspection bodies and non-governmental organizations. It is interesting that in 2010 more priority to the media (12.6%) of the NGOs (10.4%), and that today turned the order, and to 11.1% before today addressed to NGOs, but the media (10.5%).

Graph 36 If you become a victim of discrimination, who would you first turn for help?

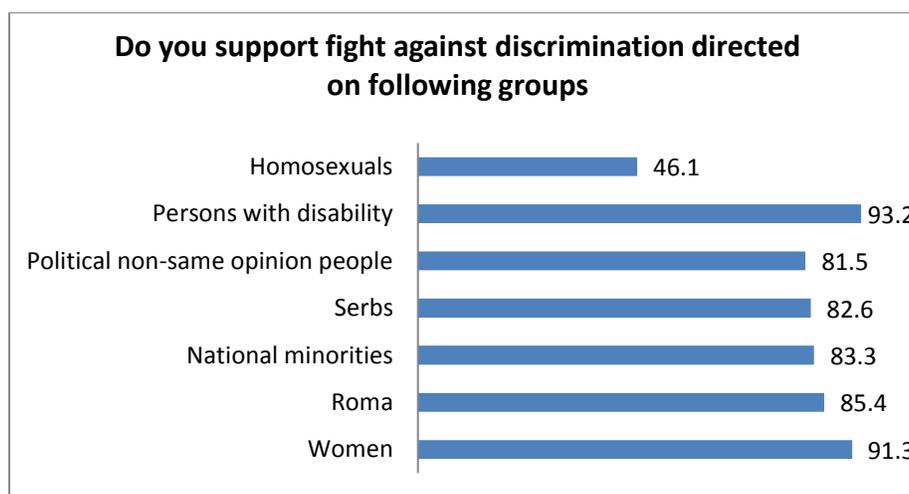


Graph 37 Comparison 2010. and 2015: If you become a victim of discrimination, who would you first turn for help? -%



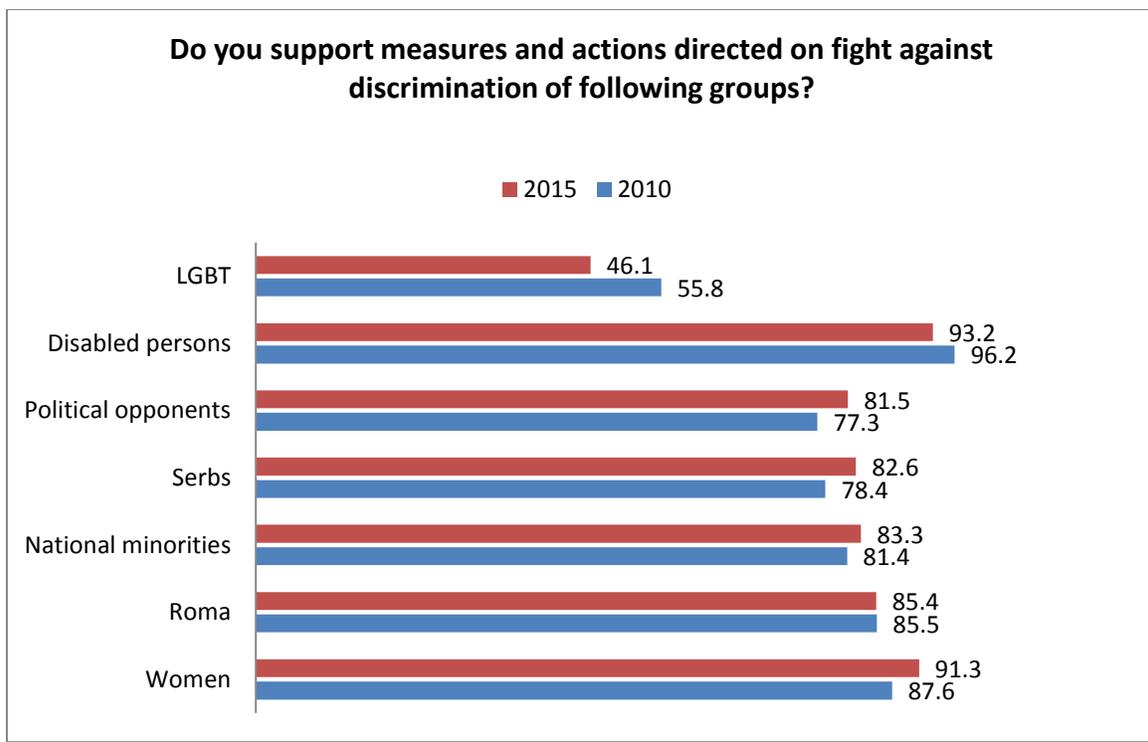
Finally, measuring the action potential of the citizens, we asked in the survey whether they support measures to combat discrimination against all groups which we have used in the analysis (Figure 38). Methodological, respondents were asked for each group individually. The results indicate that the vast majority of respondents, except when it comes to protecting the rights of homosexuals, states that they would support measures to combat discrimination. **Primarily, the majority of citizens (93.2%) are in favor of measures against discrimination of persons with disabilities, and then to protection from discrimination of women (91.3%). About 85% supports the actions and measures to combat discrimination against Roma, 83.3% of the national minorities and 82.6% supported the measure to protect the Serbs.** Also, 81.5% of citizens believe that it is important to implement measures and actions in order to protect political opponents. Finally, **the smallest number of respondents (46.1%) support measures to combat discrimination against homosexuals.** This data is indicative because in itself indicates the discriminatory attitude of citizens (subjects). It is obvious that homosexuality is still a kind of taboo topics and there is a clear social stigma when it comes to attitude towards homosexuals.

Graph 38 Do you support measures and actions aimed at combating discrimination against these groups? - % YES answers



And here we make a comparison with the data from the survey conducted in April 2010 (graphic 39). As can be inferred from the graphs 39, the results are very similar. And then the citizens mostly supported the action in the fight against discrimination, primarily of persons with disabilities and women. Then Roma, national minorities, Serbs and political opponents. **It is indicative that today, compared to 2010, people are more supportive or more recognize the need, measures for the protection of national minorities, Serbs and political opponents.** As far as homosexuals, and 2010 commitment to the protection from discrimination of this group was also the least (55%) compared to other groups. It is indicative that the support of such measures for five years reduced by about 9%.

Graph 39 Comparison 2010. and 2015: Do you support measures and actions aimed at combating discrimination against these groups?- % YES answers

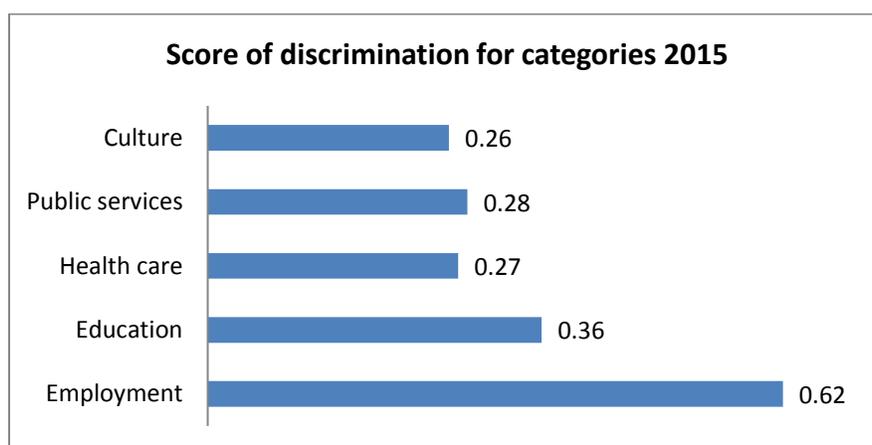


In order to have a clear a comparative insight into the results of the research, based on operational criteria, we are on the field and the criteria for discrimination formed of the composite coefficients. For easy understanding of the data, the coefficients are optimized from 0 (minimum ie. There is no discrimination) to 1 (maximum ie. The highest possible degree of discrimination), and the coefficient represents the mean of the scale. When the word of the results of the social areas (Figure 40.1 and 40.2) is actually cumulatively indicate what has been identified by individual fattened and item. **The highest level of perception of discrimination is measured in terms of employment (0.62), and this area is significant in quantitative terms excels compared to other areas.** The next area of the hierarchy is the discrimination that occurs in education (0.36), followed by public services (0.28) and health care (0.27). The lowest levels of discrimination on the perception of citizens is in the cultural field (0.26).

Graph 40.1 Summary indicators of discrimination on the following areas: descriptive statistics

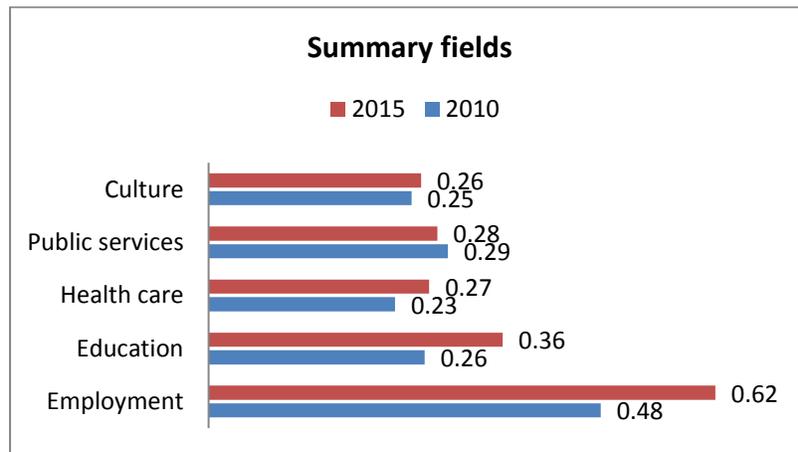
| | N | Arithmetic mean |
|-------------------|----------|------------------------|
| EMPLOYMENT | 1005 | 0.62 |
| EDUCATION | 1005 | 0.36 |
| HEALTH PROTECTION | 1005 | 0.27 |
| PUBLIC SERVICES | 1005 | 0.28 |
| CULTURE | 1005 | 0.26 |

Graph 40.2 Summary indicators of discrimination on the following areas: graphics



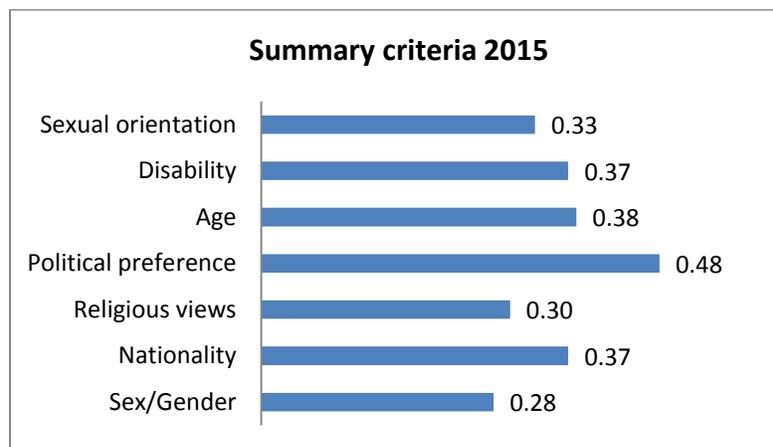
When we compare the coefficients (graphic 40.3) by areas for 2015 with those from a study in 2010, in all areas, except public services, we measure the growth trend of discrimination. And as of today, the greatest discrimination in employment, or for a period of five years coefficient increased from 0.48 at the 0.62. It is interesting that in the case of public services, which in 2010 were second in the hierarchy of the summary indicator of discrimination, is now reduced to a coefficient of 0.28 and thus the public service due to third. The coefficient for education in relation to 2010 rose from 0.26 to 0:36. Also, health care five years ago had a summary ratio 0:23, and now 0:27. Culture in 2010 was the second to last place, with 0.25, and today is the last place from 0.26.

Graph 40.3 Comparison 2010. and 2015. summary indicators of discrimination by area



In the same way discrimination is measured by the criteria (graphic 41.1) **indicates that the highest level of perception of discrimination is present when it comes to political belief (0.48)**, and this value is comparatively much higher in comparison with other measured values. Comparatively, the next in the hierarchy is the discrimination in relation to age (0.38), and ethnicity (0.37) and persons with disabilities (0.37). Somewhat lower values to measure perceptions of discrimination when it comes to sexual orientation (0.33) discrimination on vjeroispovjesti (0.30) and the lowest by sex / gender (0.28).

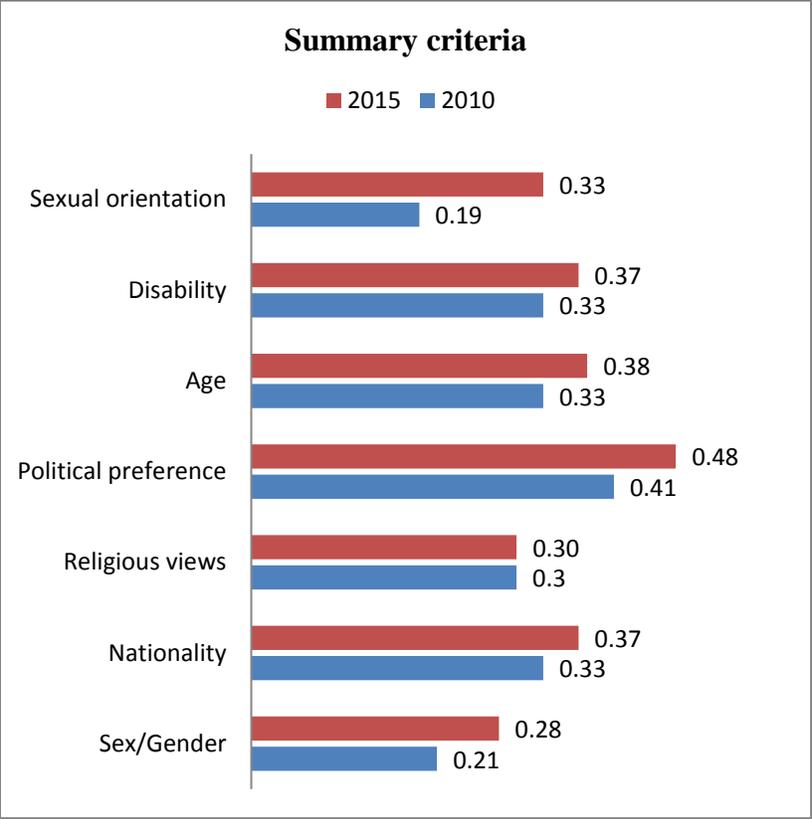
Graph 41.1 Summary indicators of discrimination by criteria



When these ratios compare with ratios from the previous survey (graphic 41.2), we see that we have a growing trend of discrimination on all the criteria, except when it comes to religion, where the coefficient of discrimination is identical in both studies. The big difference, and we see tremendous growth in the case of sexual orientation, where for five years coefficient of discrimination increased from 00:19 to 00:33. Also, a significant growth was recorded on the

criterion of political opinion (in both studies this is the criterion with the highest level of discrimination), where discrimination is a summary amounted to 0.41, and now 0.48. Discrimination by age is also rising, with 0:33 five years ago, at 0:38 now. According to the criteria of nationality and disability increase compared to 2010 is identical (from 0.33 to 0.37 g). Finally, when it comes to the criterion of sex / gender and we see a shift to more, compared to 2010, from 0.21 to 0.28.

Graph 41.2 Comparison 2010. and 2015. of summary indicators of discrimination by criteria



The key analytical findings

- **Discrimination in Montenegro is expressed largely**
- *Based on the perception of citizens, discrimination is preceded increased in five years (by about 6% on average)*
- *According to areas, citizens believe that the highest whipped discrimination expressed in the field of **employment***
- *When speaking about the employment , and the most negative trend if we compare data from year 2010*
- *The negative trend is pronounced in the next five years when it comes to education and health care*
- *When speaking about the criteria (categories of the population), is the most obvious discrimination based on **political opinion***
- *It is worrisome that almost every other citizen on average believes that political discrimination is present*
- *The most aggressive of the research is the finding that **discrimination has increased in the past five years, according to all criteria, except when it comes to religion***
- *The most negative trend in this regard is measured in terms of discrimination based on **sexual orientation** (from 00:19 to 00:33)*
- *A significant increase in the level of discrimination measure when it comes to political conviction*
- *The higher the percentage of citizens who say that they do not invest enough effort in the fight against discrimination, compared with the reference number of those who think that MNE puts enough effort in (in addition, and trend is negative)*
- *The citizens believe that the **NGO sector makes the greatest contribution in the fight against Discrimination** (the trend in this regard is stable)*
- *The **education system** is the second most important when it comes to the fight against discrimination, and in this regard we measure the positive trends in the five-year period*
- *The **media is also seen as a powerful factor** in the fight against discrimination, but it is in this respect a **negative trend** when compared to 2010 data*
- *In the event that they are victims of discrimination, however, citizens would, firstly and significantly more than in any other, speak to the **police***
- *Second which the citizens would address is the **Ombudsman***
- *The key fact is, in this respect, that the **percentage of citizens who would turn to the Ombudsman in case they are victims of discrimination increased**, and this is even more pronounced when it comes to addressing the police.*