

# THE ANALYTICAL REPORT



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# Key analytical conclusions:

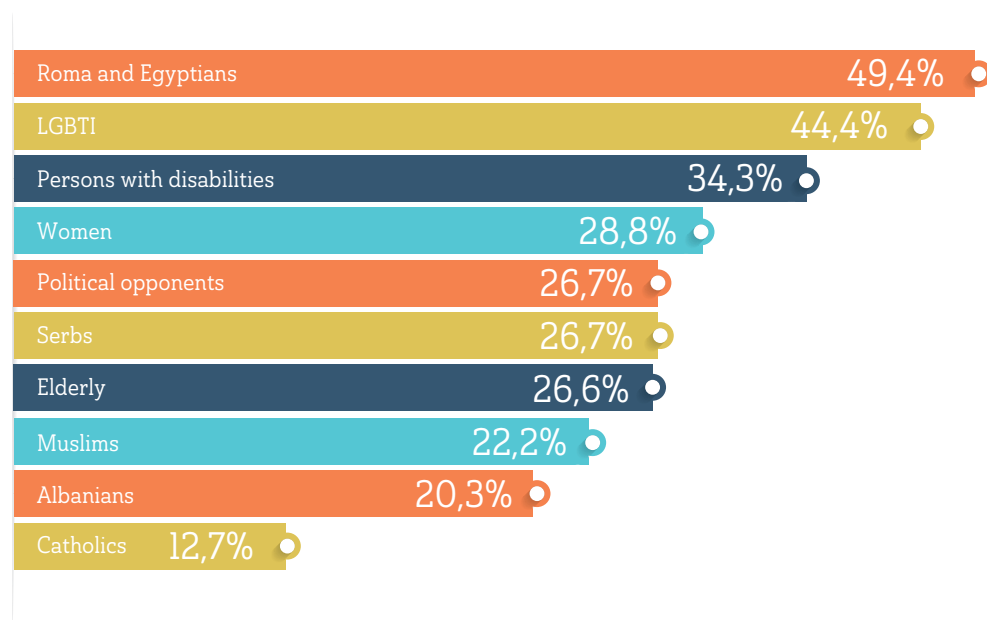
- Hate speech is mostly present towards the Roma and LGBTI persons
- Discrimination is the most pronounced in the area of employment, and even the trends in this respect are negative
- The greatest progress towards the reduction of the degree of discrimination has been achieved in the area of education
- By the criterion of group affiliation, the greatest degree of discrimination exists in relation to the Roma population
- By group affiliation, the greatest progress is measured when it comes to the reduction of discrimination on the grounds of political belief
- Negative trends are measured when it comes to discrimination on the grounds of sexual orientation and gender identity
- In summary, when it comes to the OVERALL assessment of discrimination, we have measured very little progress in the past ten years
- A large number of citizens have expressed negative attitudes towards individuals belonging to the LGBTI community
- There is very pronounced social distance in relation to LGBTI persons, and this distancing is at its highest level in relation to the Roma population, against whom we measure traditionally high degree of social distancing
- The Pride parade is supported by a small percentage
- Small percentage of citizens are familiar with the laws and their rights
- if they were to to be victims of discrimination
- In the last ten years, there has been a stable number of citizens who think that the state invests sufficient effort in the fight against discrimination
- Out of all state institutions, the Office of the Ombudsman gives greatest contribution to the fight against discrimination
- In the last ten years, there has been an increase in the number of citizens who trust that the State will protect them from discrimination, with still a considerable number of those who have no trust.
- The Police was, and has remained the first institution the citizens consider to approach should they fall victims to discrimination
- Most of the citizens are still unable to assess the impact of COVID 19 epidemics on discrimination, but comparatively speaking, there is a significantly greater number of those who consider that discrimination is going to increase due to epidemics, as compared to those who assess that it will decrease

# KEY RESEARCH FINDINGS AND TREND



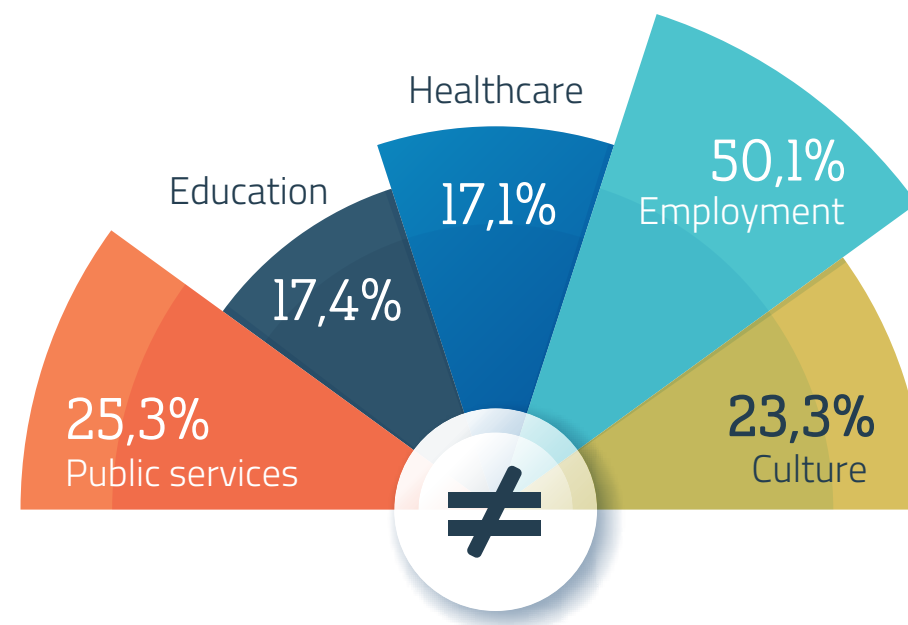
In our research, we used considerable number of indicators for measuring discrimination, with the purpose of having more precise assessment. The Roma and LGBTI persons are the most exposed to hate speech. Almost every other Montenegrin citizen assesses that forms of **hate speech** are used to refer to the members of these groups (Graph 1).

Graph 1 - How often hate speech is used in relation to the members of the stated groups (%) SUM % very often and often



By areas of societal life, the most pronounced is discrimination in the area of **employment** (Graph 2), which is a piece of information that has been repeating continuously in all the research waves since 2010. Therefore, there is almost no doubt **that in the field of employment there are serious issues arising when it comes to the recruitment due to certain distinctive discriminatory criteria as well as in possible violations of employment rights**<sup>1</sup>.

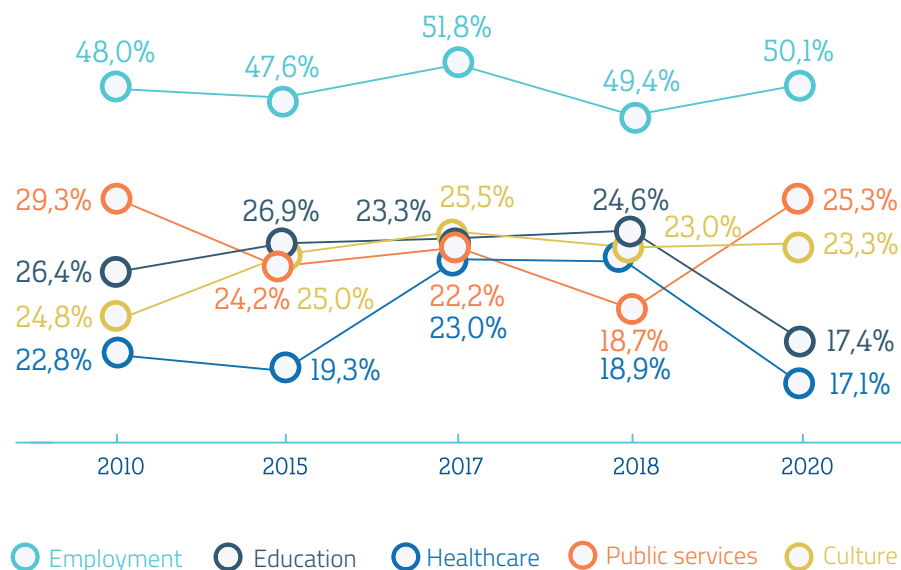
Graph 3 - Average degree of discrimination in relation to all groups for all areas by research waves



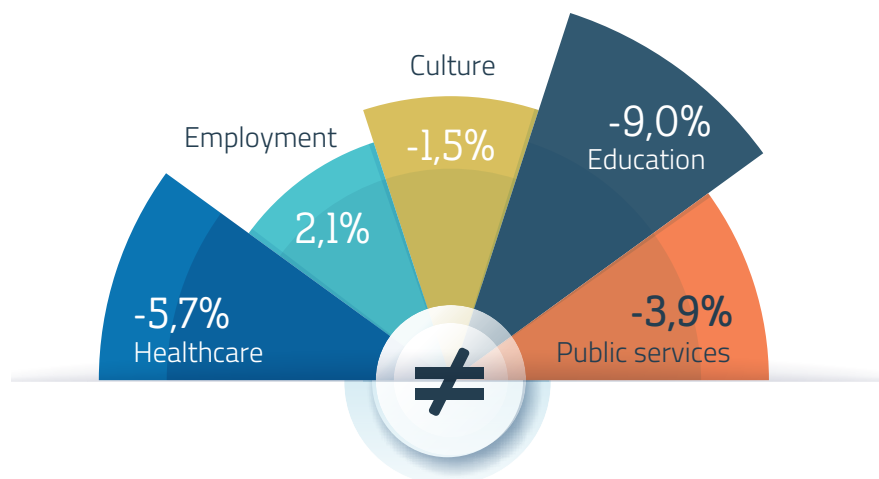
When it comes to discrimination, trend stability is a big problem (Graph 3). The changes we measure towards the reduction of discrimination are almost incremental, and quite certainly inadequate in order for the cycle of discriminatory conduct to be discontinued. When comparing the initial research (2010) with this most recent one (2020), we measure that the **greatest progress was made in relation to the reduction of discrimination in the area of education** (Graph 4). We measure certain progress even when it comes to healthcare system and the work of the public administration, while minimum progress is measured when it comes to culture. On the other hand, **in the area of employment, we even measure an increase in the degree of discrimination**.

<sup>1</sup> Also a lot of violation of basic rights beyond recruitment, e.g. fair pay, lack of contracts or only partially legalized jobs, women and white resignations due to pregnancy etc.

Graph 3 - Average degree of discrimination in relation to all groups for all areas by research waves



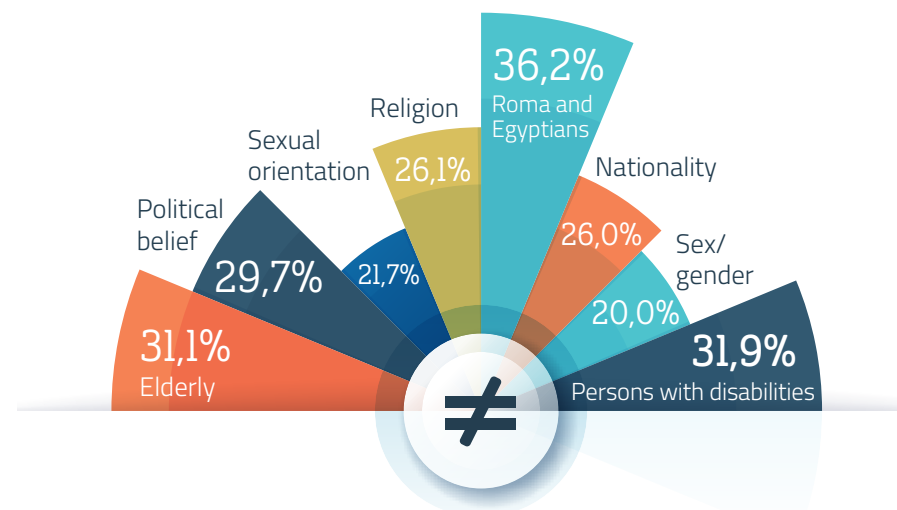
Graph 4 - Difference between average measured values of discrimination for all areas: comparison 2020 vs 2010



Therefore, **key efforts have to be invested in the forthcoming period in the reduction of the degree of discrimination in the area of employment.** In other words, **it is necessary to undertake specific measures which will ensure equality of members of all groups in the employment recruitment processes, and overall enjoyment of employment rights.**

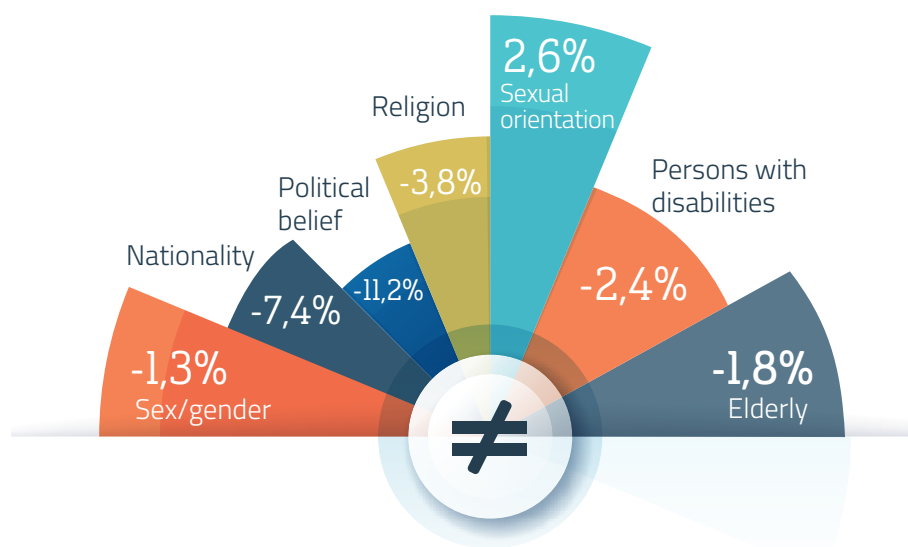
When it comes to disadvantaged groups, the research shows that **Roma are under greatest risk of discrimination** (Graph 5). Otherwise, in all research activities by various criteria, almost as a rule, we obtain data which point out to a high degree of deprivation of Roma. **Persons with disabilities are, also, very much exposed to discriminatory behaviors**, and again, traditionally, the research indicates that the State failed to undertake all necessary measures to protect persons with disabilities. Although not intuitively, the data indicate that **discrimination is very much pronounced even when it comes to the elderly**. Contemporary world, societies in transition, new technologies and the economic crisis/lack of solid welfare system, all left serious consequences on the elderly who in the new circumstances have problems finding their place in the society and economy on equal footing.

Graph 5 - Average value for all areas, by groups, for 2020



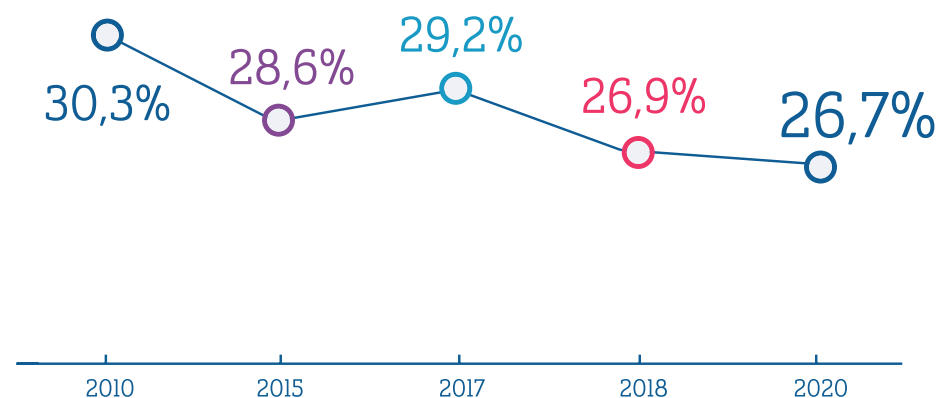
The data on differences in the degree of discrimination, when comparing those from ten years ago with those obtained in this research, indicate **that the greatest progress has been made when it comes to discrimination on the grounds of political belief** (Graph 6). However, one should bear in mind that the research was being done immediately after the Parliamentary election, which resulted in the change of government after thirty years of domination of the Democratic Party of Socialists. This situation has probably contributed significantly to the assessment on discrimination on the grounds of political belief. Certain progress has also been achieved in the last years when it comes to the reduction of discrimination on the grounds of national affiliation, but again, even there it is quite possible that the assessment largely relied on the change of Government after the election. In other areas, the measured degree of discrimination has not recorded a significant change in the past ten years. However, despite being minor, we measure progressive tendencies when it comes to discrimination on the grounds of religion, disability, age and gender. On the other hand, **on the grounds of sexual orientation and gender identity we measure a mild increase in the degree of discrimination.**

Graph 6 - Differences among average measured values of discrimination in relation to all groups: comparison 2020 vs 2010



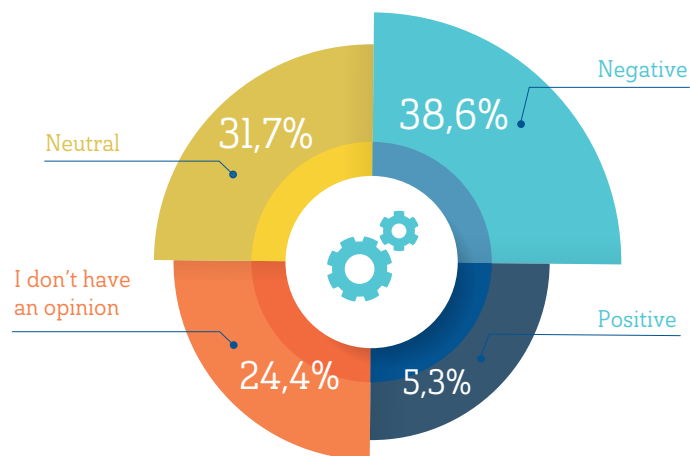
Therefore, when calculated cumulatively, the OVERALL degree of discrimination for all groups and all areas, and once the values for the last ten years are compared, the **data indicate that the degree of discrimination in the last ten years has been reduced, only to a very small extent** (Graph 7). Indeed, **the reduction of the overall degree of discrimination in the numeric amount of 4%, cannot be perceived as a progress for this ten-year period.**

Graph 7 - Average value of discrimination for all areas and all groups - TREND



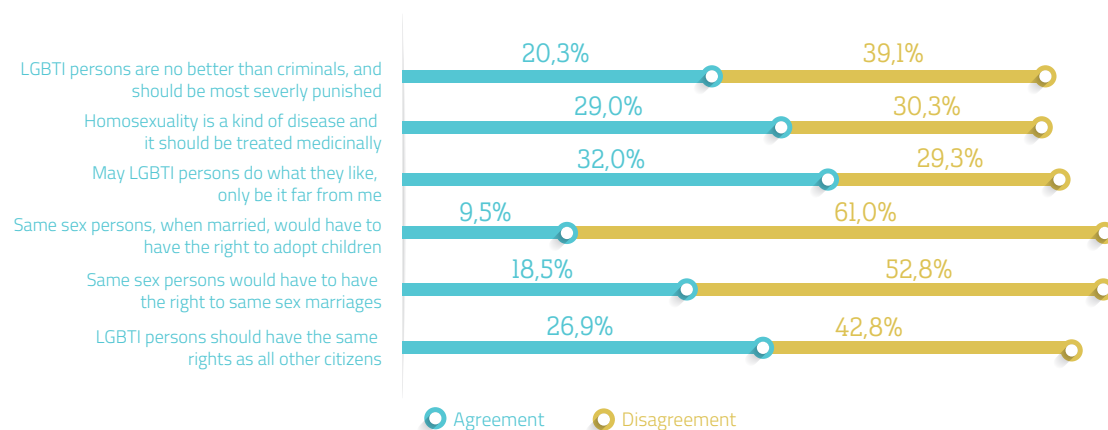
The problem of discrimination of LGBTI persons is a big issue in all conservative societies, and Montenegro seems to be part of this group according to all secondary indicators we have. Generalized indicator measuring the attitude towards LGBTI persons indicates that **a large number of citizens have negative attitude in relation to them, with a very small number of citizens having a positive attitude** (Graph 8). In other words, there is no doubt that LGBTI persons in Montenegro are under a pronounced risk of potential discrimination.

Graph 8 - Attitude in relation to LGBTI persons %



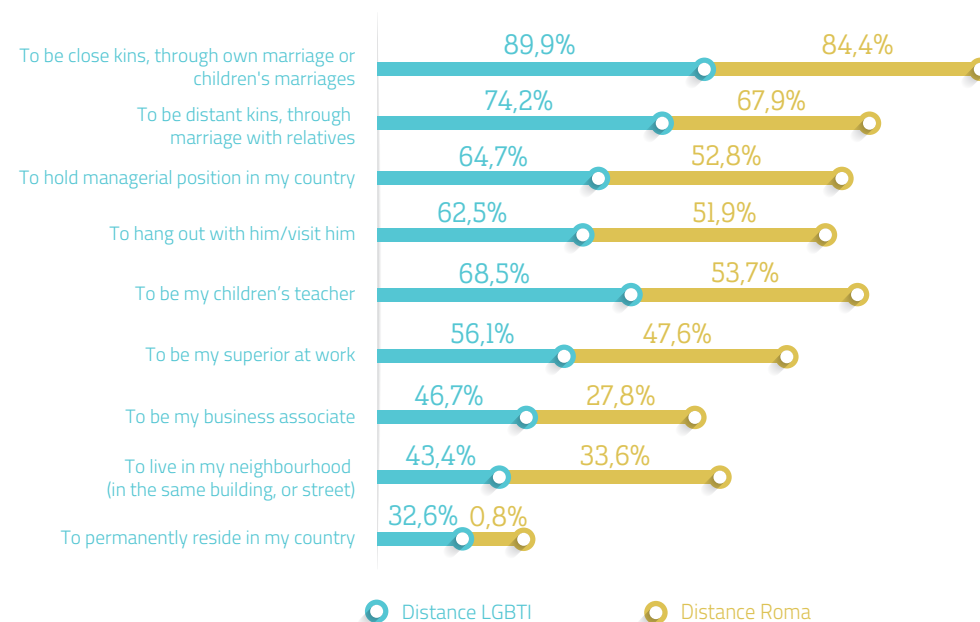
Negative attitude in relation to LGBTI persons can be most easily seen through the views which the citizens either agree or disagree with. The data indicate that **a large number of citizens has negative specific views when it comes to LGBTI persons.**

Graph 9 - Views on LGBTI persons



In order to measure attitudes in relation to LGBTI persons, we also used the standardized Bogardus Social Distance Scale<sup>2</sup>. For comparative reasons, the same measuring procedure was applied when it comes to the Roma, due to traditional distance in relation to them (Graph 10). The data indicate that **social distance in relation to LGBTI persons is very pronounced**, which is probably the biggest problem LGBTI face in real everyday life.

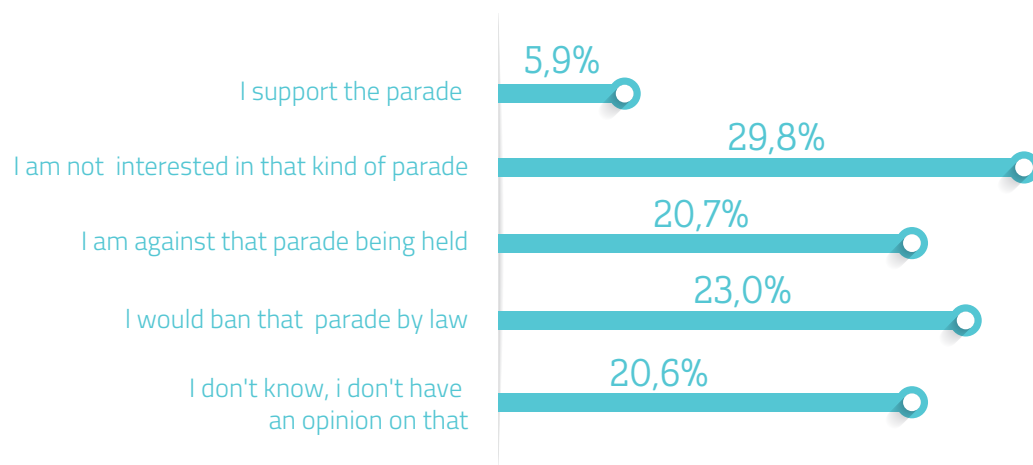
Grafikon 10 - Social distance in relation to LGBTI persons and the Roma



2 [https://brocku.ca/MeadProject/Bogardus/Bogardus\\_1933.html](https://brocku.ca/MeadProject/Bogardus/Bogardus_1933.html)

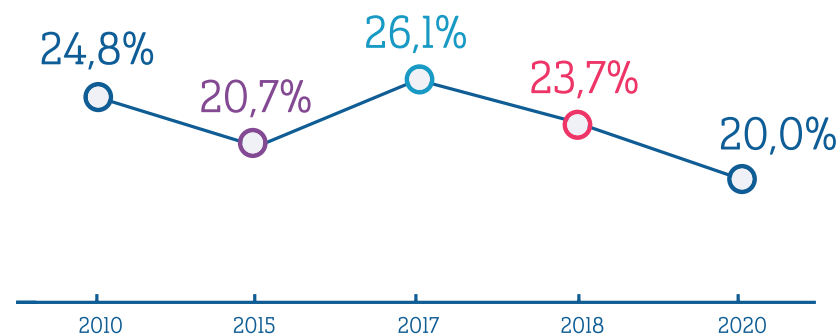
The attitudes in relation to LGBTI persons and, generally speaking, to those belonging to LGBTI population, can be quite clearly seen from the views expressed about the 'Pride Parade' (Graph 11). The data indicate that a **large number of citizens are not supportive of the Pride, and that a very small number of citizens express support to the same.**

Graph 11 - Attitudes in relation to LGBTI Pride Parade%



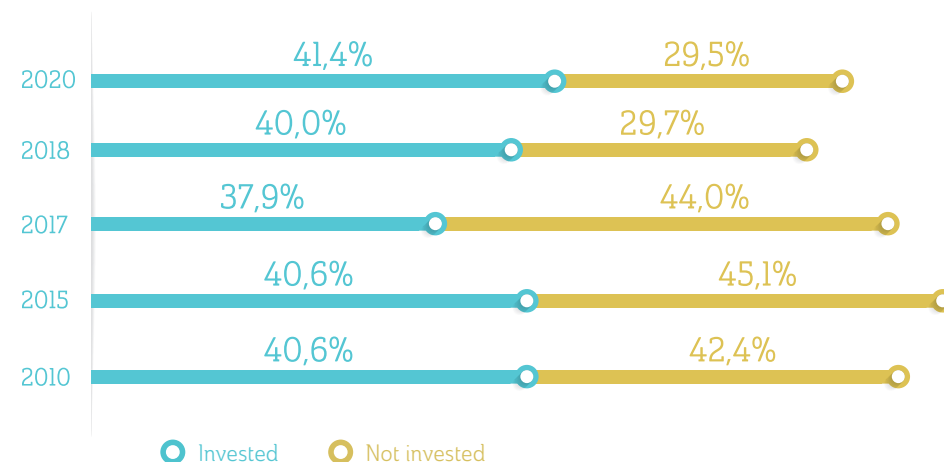
The State has, or should have, a clear and active role when it comes to the protection of the members of all groups from discrimination. Legislation is a very important aspect. However, anti-discrimination laws must be effectively applied, and in order to be effective, it is necessary for the citizens to be familiar with such laws. The data, however, indicate that a **relatively small number of citizens are familiar with anti-discrimination laws, and the problem is even more pronounced when one has in mind that the trend related to familiarity with these laws is negative** (Graph 12).

Graph 12 - Familiar with anti-discrimination laws %



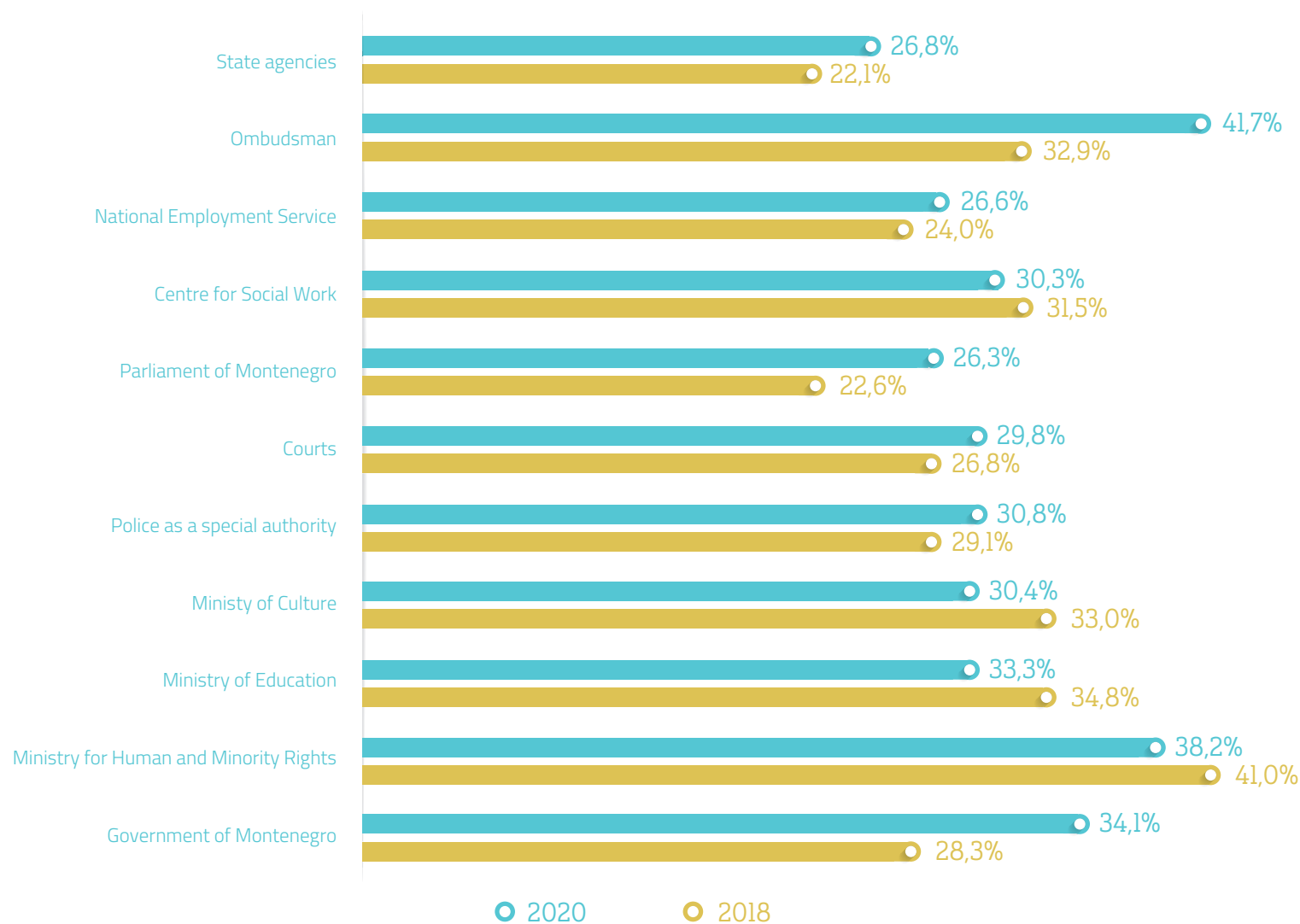
When asked directly if the state invests sufficient effort in the fight against discrimination, **we measure a stable number of those who think that Montenegro does invest sufficient efforts, when observing the last ten-year period** (Graph 13). On the other hand, it can be said that certain progress has been achieved, having in mind the fact that the number of those who think that the state does not invest sufficient efforts has been reduced (therefore, the number of those having no view has gone up)

Graph 13 - Montenegro invests effort in the fight against discrimination - TREND



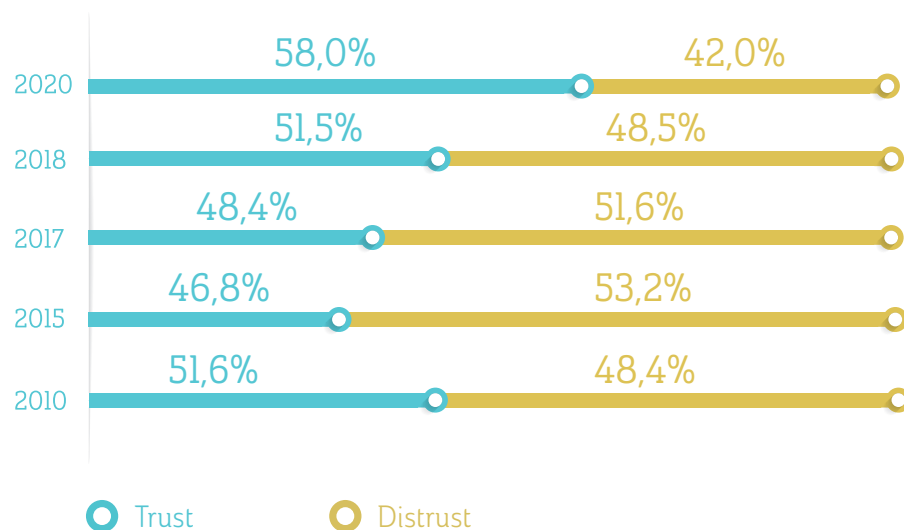
The assessment of the contribution of state institutions to the fight against discrimination indicates that **the greatest progress in the past two years has been made by the Office of the Ombudsman. The Ombudsperson was equally assessed in this research as the institution providing the greatest contribution to the fight against discrimination, followed by the Ministry for Human and Minority Rights.** As for other institutions, **less progress in the assessed contribution is measured when it comes to the Government of Montenegro, state agencies and judiciary** (Graph 14).

Graph 14- Contribution of Montenegrin institutions to the fight against discrimination – TREND



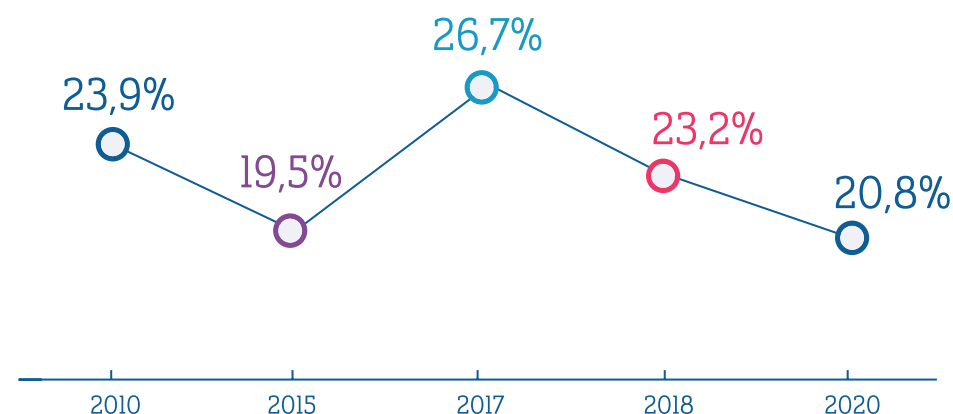
In cases of discrimination, one of the key things is to have trust in the State and its capacity to protect victims (Graph 15). In this respect, **we can say that the number of citizens who have trust in the State being capable of protecting them from discrimination has shown an increase**, but one must have in mind that there is **still significant percentage of citizens who have no trust in the State**.

Graph 15 - They have trust in the State being able to protect them from discrimination - TREND



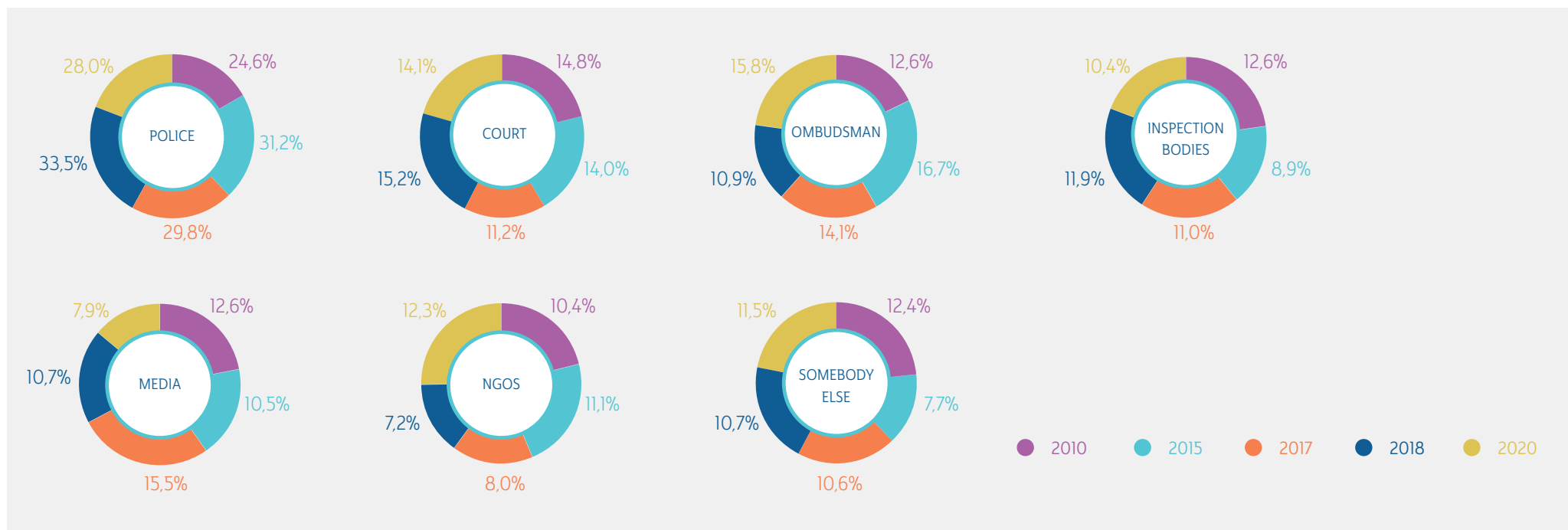
There is a relatively **small number of citizens who are familiar with their rights in the hypothetical situations of falling victim to discrimination, while also the trends in this respect show small improvement in the last ten years** (Graph 16). Therefore, in addition to informing citizens about antidiscrimination laws, it is necessary for key institutions to invest effort in order to inform the citizens about their rights should they fall victims to discrimination.

Graph 16 - They are familiar with their rights in the hypothetical situations of falling victim to discrimination – TREND



**The first institutions citizens would approach in case of becoming victims of discrimination is the Police** (Graph 17). Trends, however, indicate that nowadays there is somewhat smaller number of citizens who would approach the Police in case of discrimination as compared to the situation of two years ago. When it comes to other institutions, we have measured more-or-less stable values in the past ten years.

Graph 17 - Who would they approach – TREND



Finally, COVID 19 epidemics has impacted our lives significantly, and we wanted to find out in our research what its impact on discrimination has been. The data indicate that most of the citizens are still unable of assessing the effect of COVID on discrimination, but comparatively speaking, there are more citizens who consider that the degree of discrimination has gone up as a result of the epidemics, compared to those who think that it has gone down (Graph 18).

Graph 18: Increase vs. decrease of discrimination due to COVID 19 epidemic effect

