EMPLOYMENT AND SOCIAL-ECONOMIC POSITION OF ROMA AND EGYPTIANS IN MONTENEGRO

Podgorica 2018

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RESEARCH ON ATTITUDES OF COMPANY REPRESENTATIVES AND SOCIO - ECONOMIC SITUATION OF RE POPULATION

June/July, 2018

CONTENT

I. Employment of Roma and Egyptians in Montenegro: attitudes of company representatives – trend analysis

Introduction: social, political and economic context of research

The issue of respecting the rights of minority population, together with their rightful and balanced representation, is an extremely complex process whose success depends on synchronized operations of both state institutions and overall community. Reports and analyses presented by numerous national and international organizations and institutions point out unsatisfactory and unfavourable status of Roma and Egyptian (hereinafter: RE) population in Montenegro. In the Report delivered by the Delegation of the EU to Montenegro for 2017, it is clearly stated that "The Roma minority is the most vulnerable and most discriminated against community"[1]. Additionally, CEDEM research results "Discrimination patterns in Montenegro"[2] from 2017 clearly point out the fact that distancing from the RE population, who suffer the most prominent distance, is up to 10% higher than in 2008 and and that the distance of citizens towards this community has the tendency of constant growth compared to other groups.

For the sake of better perception of social, economic and political status of Roma and Egyptian population in Montenegro, it is necessary to analyse the following areas: basic characteristics, institutional framework, legal status, education policies, employment, housing, health care, social status and family care issues, attitudes of majority of population towards this community, but also the way in which those belonging to the group which faces dual and / or multiple marginalization– namely women and children belonging to the RE population are treated. Additionally, this report will consolidate and present data treating fields that directly or indirectly affect employment of Roma and Egyptian population in Montenegro.

Key issues of RE population in Montenegro are recognized in Governmental strategic documents. Documents that recognize the issues of RE population and identify the key activities in order to improve their position in the society are the following ones:

1   Available at: https://eeas.europa.eu/delegations/montenegro/45639/country-updates-human-rights-and-democracy-2017_en
2   Bešić, Miloš, Discrimination patterns in Montenegro, CEDEM, Podgorica, March 2017, available at: file:///C:/Users/Administrator/Desktop/CEDEM/Istra%C5%BEivanja/Obrasci%20diskriminacije/Diskriminacija,%20finalni%20izvjestaj%20-%20cg.pdf

- Strategy for Minority Policy;
- Strategy for Social Inclusion of Roma and Egyptians in Montenegro 2016-2020;
- Action Plan for Implementation of the Strategy for Social Inclusion of Roma and Egyptians in Montenegro 2016 – 2020, for 2018;
- National Strategy for Employment and Development of Human Resources 2016 – 2020;
- Action Plan for Employment and Development of Human Resources for 2017;
- Strategy for Early and Pre-school Education in Montenegro 2016-2020;
- National Housing Strategy 2011-2020.

However, despite the existing strategies and action plans implemented by competent institutions, numerous issues can be noted. These refer to: estimate of effects of realized measures, the lack of efficient communication and cooperation between competent institutions in certain fields, unclear competencies and undefined mechanisms when solving and preventing the issues faced by RE population in Montenegro.

One of the biggest issues is the estimate of the number of RE population in MNE, together with ethnic and demographic changes in this national minority. According to available data from the last Population Census in Montenegro from 2011, 6.251 person stated to have Roma nationality, which represents 1,01% out of total population, and most of them live in Podgorica (3988), then Berane (531), Nikšić (483), while 77% live in separate settlements.[3] However, based on unofficial data, these estimates go up to even 20.000. Another issue, when evidencing the number of Roma and Egyptians in Montenegro deals with their legal status. Namely, despite numerous improvements in this sense[4], a lot of them still have no citizenship or other documents that would qualify them for census (and consequently any percentile calculation).

However, most of researches and estimates, produced mainly by NGO's, more or less agree on key data when it comes to education and employment. These reports state that every sixth child of RE population completes elementary education, while almost every second member of RE population is unemployed. Out of this number, 12% of persons have no income, while 60% receive some sort

3   Available at: file:///C:/Users/Administrator/Downloads/201703%20Action%20Plan%202017%20[me]%20(2).pdf
4   Amnesty International states in their Report that there is improvement in gaining of legal status for 1,107 Roma and Egyptians, available at: file:///C:/Users/Win7/Downloads/POL1025522016ENGLISH.PDF, page 256, and UNHCR data show that up to 2016. the total of 6,990 Kosovo refugees regulated their legal status.

of regular or *ad hoc* financial aid[5]. Based on the research conducted by the Ministry of Human and Minority Rights for the needs of the Strategy for Social Integration of Roma and Egyptians 2016-2020, only 4,5% of employed Roma and Egyptians have constant employment, while 6,7% is employed for definite period of time[6]. Apart from unregulated legal status and the lack of adequate education, the most common barriers that RE population faces when establishing an employment refer to social isolation, lack of necessary practical skills and information on employment possibilities, almost complete exclusion from state institutions, and prejudice by the employers towards employment of RE population members in Montenegro. Additionally, a high level of unemployment among Roma and Egyptians is affected by increased competition for unqualified professions at the market as well as the requirements of scientific and technological development, to which they cannot adequately respond.[7] Jobs that are usually associated with RE population are precisely those referring to employment in public and communal enterprises, municipal sanitation agencies and seasonal jobs in grey economy.

The research conducted by CEDEM „Forms, patterns and degree of discrimination in Montenegro – trends and analysis 2018"[8] indicates that the highest level of discrimination is noticed precisely in the field of employment, followed by: culture, education and healthcare. Furthermore, if we take into account longitudinal, regional research on Roma conducted by UNDP, especially the one from 2017 for Montenegro, we see the following:

Regional research on Roma, UNDP, Labor market: sample size: 750 Roma and 350 non-Roma households[9]

	Roma population	Non-Roma population
Employment (% population, 15 – 64 years)	14	37
Percent of employment force participation (% population, 15 – 64 years)	19	40

5   Most commonly the aid is provided by the Social Care center, Help, Red Cross...

6   Available at: file:///C:/Users/Administrator/Downloads/201703%20Action%20Plan%202017%20[me]%20(2).pdf

7   Available at: http://www.worldromaorganization.org/index.php/sr/parlament/142-tema-ustavno-pravni-i-drutve-no-ekonomski-poloaj-roma-u-crnoj-gori

8   Bešić, Miloš, Discrimination patterns in Montenegro, trends and analysis, CEDEM, March 2017, Podgorica, available at

file:///C:/Users/Administrator/Desktop/CEDEM/Istra%C5%BEivanja/Diskriminacija%20mart%202018/Finalni/IZVJESTAJ_DISKRIMINACIJA_2018.pdf

9   Available at: file:///C:/Users/Administrator/Desktop/Factsheet_MONTENEGRO_Roma.pdf

Unemployment (% out of total manpower, 15 – 64 years)	23	9
Without inclusion in education, active employment or trainings (% out of population, 18 – 24 years)	82	37

Compared to a non-Roma population in the region, marginalized Roma in Montenegro are rarely employed, which leads to conclusion that a gap between members of Roma population in neighbouring countries is increasing. More precisely saying, the Report states that compared to 2011, when this gap was 15%, in 2017 it increased and reached 23%. Furthermore, percent of manpower among marginalized Roma decreased compared to 2011 and today it represents the lowest one in the Western Balkans. Unemployment rate among marginalized Roma women decreased from 70% in 2011 to 33% in 2017, while male population features decrease from 34% to 21%. The main reason for a low level of employment of young Roma aged between 18 and 24 is low education level, which makes them less competent at labour market. Additionally, there are serious issues when it comes to inclusion of RE population members into programme of elementary education of Montenegro, given that enrolment rate of Roma (aged between 7-15), based on subject Report, is the lowest one in the Western Balkans. In that sense, we should present the following data: percentage of RE population members who never attended schooling equals 37%, while 36,6% did attend, but did not finish elementary school. Only 17% of this population completed elementary education, 2,2% holds high school diploma in duration of four years, and only 1% holds higher education diploma, with 1% of population with high education degree.[10] In the fourth report of Montenegro on the implementation of the European Charter for Regional and Minority Languages it is stated that number of seats for each academic programme for 2016/2017 increased by 1%.[11] However, compared to academic year 2013/14 it is clearly seen that the number of enrolled persons who declared themselves as minority population member decreased from 208 to 62.

Strategy for Social Inclusion of Roma and Egyptians 2016-2020 envisages 4 goals for improvement of employment rate: 1) Increase of participation of Roma and Egyptians in the measures of Active Employment Policy; 2) Increase

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10   Available at: file:///C:/Users/Administrator/Downloads/Strategija%20za%20socijalnu%20inkluziju%20Roma%20i%20Egip%C4%87ana%202016-2020%20i%20AP%20za%202016%20(1).pdf, page 28
11   Fourth Report of Montenegro on implementation of European Covenant on regional and minority languages, page 114

of professional skills of Roma and Egyptians; 3) Direct measures aimed at employment of Roma and Egyptians; 4) Strengthening of state institutions capacities.

The greatest number of Activities defined in the Strategy and the Action Plan is oriented towards RE population members themselves (the unemployed). Out of the activities oriented towards employers we identify one activity explicitly and one measure indirectly, namely:
Activity 4.3.3.3. within measure 4.3.3. Meetings with employers aimed at increasing awareness on benefits within Active Employment Policy;
Measure 4.3.2. within goal 4.3 Stimulation of employment for seasonal jobs via subsidized salaries and/or usage of tax benefits.

As the indicator of efficiency of Activity 4.3.3.3. the number of employers encompassed with this informing is determined, comprising of data on the organizer of a meeting, date and place, number of employers – members of RE population encompassed with informing, presented per meeting organizer, date and place, and this activity is named "regular" one, whereas it is not stated what this "regular activity" entails. We can conclude that the Action Plan did not elaborate and eliminate all the weaknesses of the Strategy, and the least clear point is what are the instruments, measures and monitoring and implementation mechanisms of the AP. It is obvious that these measures are not efficient enough to support the model of sustainable employment of RE population in Montenegro.

Roma employment issue basically holds three key aspects. The first one deals with members of RE population themselves (their education, motivation, qualification, tradition etc.), while the other deals with institutional support and coordination between state institutions and civil society. However, the third aspect, which is also important, deals with employers themselves, meaning those who provide employment (in this case to members of RE population). This is precisely the reason why in this research we will analyse and present key findings based on opinions of employers when employing Roma and Egyptian population in Montenegro. On the following pages we will present design, methodology and results of the Research.

Research design, key goals and methodology

The Research was realized from 05 March to 20 June 2018. The main objectives of the Research are the following:

1. Identification of main business problems in Montenegro;
2. Determining the degree of corporate social responsibility;
3. Determining of opinion of employers on possible measures needed to be taken by the State in order to tackle the issue of unemployment;
4. Opinions of employers on RE population including the following segments:

   - Opinions on employment of Roma and Egyptians;
   - Opinions on discrimination of Roma and Egyptians;
   - Assessment of the position of Roma and Egyptians in Montenegro compared to the region;
   - Identification of key factors of Roma and Egyptians unemployment;
   - Proposal of measures needed to be taken by the State that aim to improve the employment of Roma and Egyptians;
   - Key obstacles for employment of Roma in enterprises.

Research design entails the following:

- **Method** – in the Research we used a survey method. Survey encompassed the total of 151 enterprises at the territory of Montenegro. Sampling is made by using a method of 'convenience sampling'.
- **Sample** – we used 'suitable' sample due to restricted possibilities for any procedure of randomization. Total number of surveyed representatives of enterprises was 99 from the following municipalities: Bar, Podgorica, Mojkovac, Pljevlja, Bijelo Polje and Berane.
- **Instrument** – a special instrument Questionnaire was devised for the needs of research, with total number of 12 questions and large number of items, with 9 questions referring to the features of the companies themselves. By means of operationalization we obtained the total of 77 variables. The Instrument has three key parts, the first one deals with general information on companies, the second examines the opinions of employees on general operational issues, and the third one deals

directly with opinions on employment of Roma and Egyptians.
- **Measurement** – in the instrument we mainly used Likert type scale. A small number of questions was an open-type questions.
- In **data processing** we used specialized software and univariate statistics.
- **Trend analysis** – research represents the analysis of opinions of employers compared with identical research conducted in April 2015.

Basic data on companies encompassed with research

Graph 1. Gender of interviewees (company representatives)

■ Female 46%   ■ Male 54%
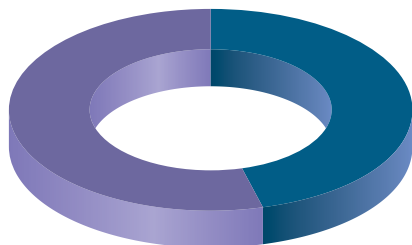
Out of all interviewees, 54% were male and 46% female

Graph 2. Sector in which enterprises operate

■ 2018   ■ 2015

Sector	2018	2015
Media and information	0%	1,3%
Construction	3,0%	0,7%
Transport	1,0%	0,7%
Wood processing	4,0%	2,6%
Finance	2,0%	2,0%
Services	39,4%	43,7%
Tourism	2,0%	4,0%
Trade	40,4%	39,7%
Industry	8,1%	5,3%
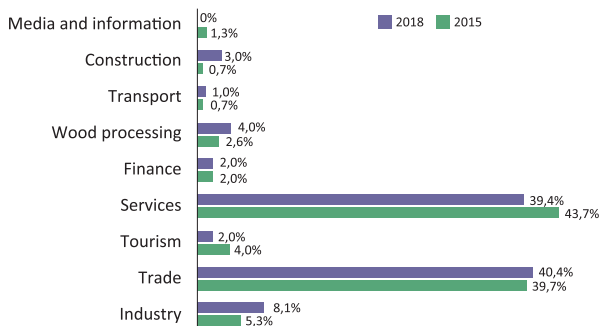
Percentage of employees who are members of national minorities and RE in th Research from this year is higher than the one in the previous Research

Graph 3. Total number of employees in companies

■ 2018   ■ 2015

	up to 4 employees	5 - 12 employees	13+ employees
2015	32,2%	37,6%	30,2%
2018	40,4%	23,2%	36,4%
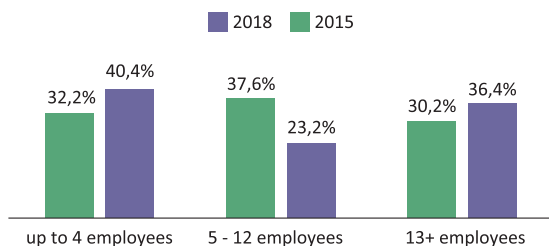
Majority of companies operate in the field of trade and services

Graph 4. Percentage of representation of vulnerable categories in those companies
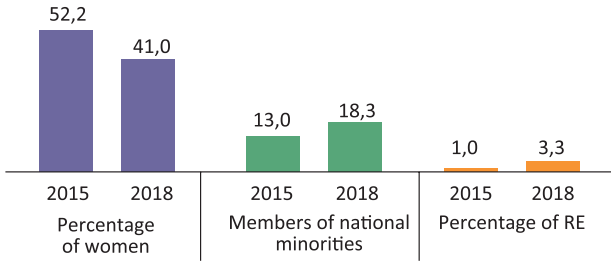
52,2 — 2015 (Percentage of women) 41,0 — 2018 (Percentage of women) 13,0 — 2015 (Members of national minorities) 18,3 — 2018 (Members of national minorities) 1,0 — 2015 (Percentage of RE) 3,3 — 2018 (Percentage of RE)	**Number of employees in sampled companies per categories is pretty equal**

Graph 5. How would you define your company?

■ 2015 ■ 2018
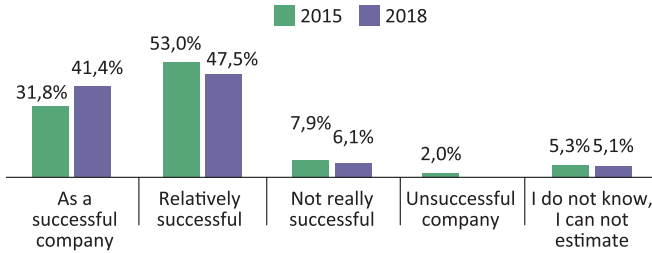
31,8% / 41,4% — As a successful company 53,0% / 47,5% — Relatively successful 7,9% / 6,1% — Not really successful 2,0% — Unsuccessful company 5,3% / 5,1% — I do not know, I can not estimate	**Representatives of sampled companies describe success of the companies they represent as a solid one**

Attitudes towards business and unemployment issues in Montenegro

Graph 6. To what extent does the economic crisis burden the operation of your company?

2015 **2018**

	To a large extent	Mostly burdens	It burdens, but we manage to function	Our business is not burdened by crisis	Without answer
2015	21,2%	30,5%	41,1%	5,3%	2,0%
2018	8,1%	28,6%	47,5%	11,1%	5,1%
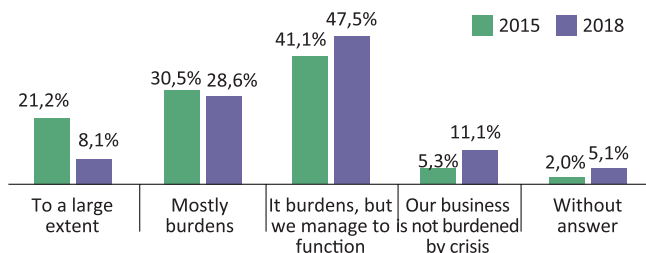
Today, economic crisis significantly burdens the companies as compared to three years ago

Graph 7. Key issues that burden company operations - % key issue

2018 **2015**

Issue	2018	2015
Culture and behavour of employees in the company / bad interpersonal relations	4,0%	11,3%
Lac of skills in managing the company	6,1%	9,3%
Insufficiently trained workforce	8,1%	11,9%
Corruption	7,1%	19,2%
The impact of politics on the ecconomy	10,1%	17,9%
State support to some companies at the expense of other companies	12,1%	13,2%
Unloyal competition	13,1%	15,2%
The lack of state support	8,1%	19,9%
The lack and/or inefficiency of the law	6,1%	12,6%
The lack of initiative, motivation and inovation among employees	5,1%	10,6%
Smal market	19,2%	29,8%
Uncertain business conditions, ie generally bad business environment	16,2%	18,5%
Intense competition	17,2%	19,9%
The lack of funding sources	24,2%	35,1%

All issues that burden the companies today are less prominent compared to three years ago. Comparatively, the most prominent issues are: the lack of sources of financing, small market, competition and uncertain business conditions

Graph 8. Social responsibility of the company - % regular

■ 2018 ■ 2015

Category	2018	2015
Provides special awards for employess achievements	40,4%	41,1%
Overtime pay	51,5%	57,6%
Respects the statutory working hours of 40 hours per week	56,6%	63,6%
Takes care of the health condition of its employees (it carries out periodic..)	51,5%	49,0%
Allows flexibile working hours for employess, if possible	45,5%	58,9%
Pays a hot meal	38,4%	46,4%
Has special measres of protection against injuries at work	56,6%	53,6%
Takes care of employees working conditions	57,6%	70,9%
Informs employees about their rights in labour	60,6%	62,3%
Regularly pays taxes and contributions to his employees	67,7%	67,5%

> Social responsibility of companies in 2018 is at lower level than in 2015. The lowest responsibility aspect deals with disbursement of hot meal allowance

Graph 9. How to solve unemployment in Montenegro: Cumulative % - key measures
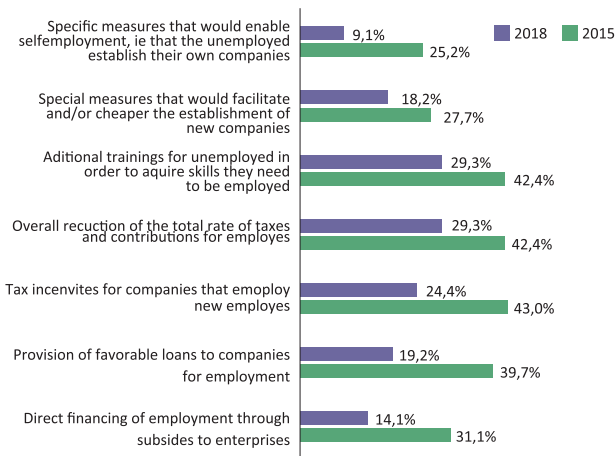
■ 2018 ■ 2015

Category	2018	2015
Specific measures that would enable selfemployment, ie that the unemployed establish their own companies	9,1%	25,2%
Special measures that would facilitate and/or cheaper the establishment of new companies	18,2%	27,7%
Aditional trainings for unemployed in order to aquire skills they need to be employed	29,3%	42,4%
Overall recuction of the total rate of taxes and contributions for employes	29,3%	42,4%
Tax incenvites for companies that emoploy new employes	24,4%	43,0%
Provision of favorable loans to companies for employment	19,2%	39,7%
Direct financing of employment through subsides to enterprises	14,1%	31,1%

> All the measures that we identified this year were supported by interviewees to smaller extent than in previous research. Comparatively, interviewees deem that with the aim of better employment rate in companies, the measures that would contribute most deal with additional trainings for employees and all sorts of tax benefits
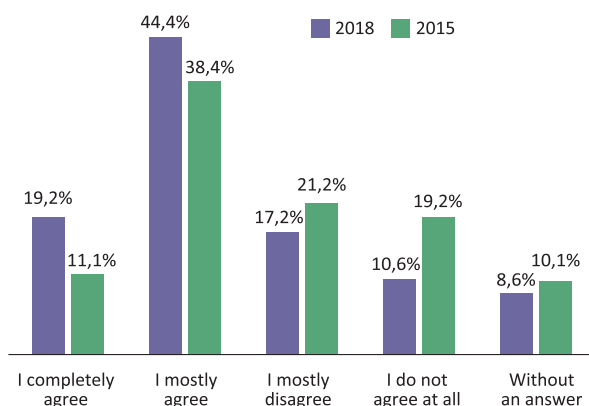
Issues of employment of RE members

Graph 10. How prominent is the issue of employment of RE members?
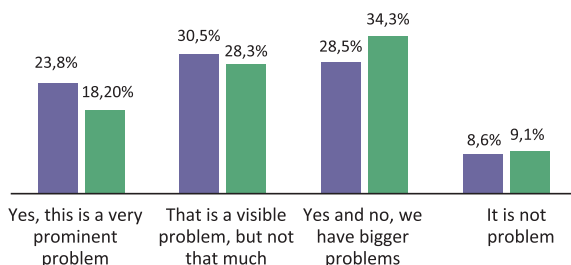
Company representatives deem that the issue of employment of RE members is less prominent today than it was three years ago

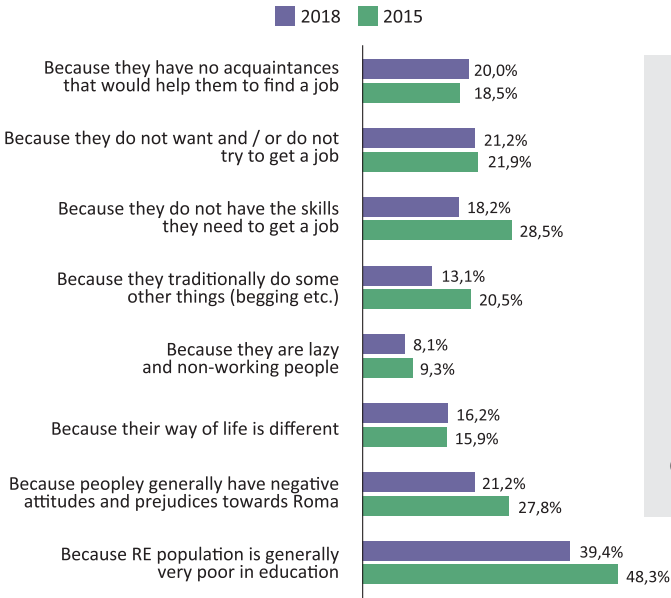## Graph 11. Roma and Egyptians in Montenegro are discriminated?

Interviewees deem that Roma and Egyptians are significantly less discriminated today than it was the case in 2015.

Table 1. Position of RE population in Montenegro compared to the region:

Country	Better		The same		Worse		I do not know	
	2015	2018	2015	2018	2015	2018	2015	2018
Serbia	10.6	10.1	45.0	55.6	14.6	14.1	29.8	20.2
Macedonia	9.3	12.1	41.1	49.5	13.2	14.1	36.4	24.2
BiH	7.3	10.1	43.7	48.5	11.3	16.2	37.7	25.2
Kosovo	7.3	10.1	35.1	45.5	18.5	20.2	39.1	24.2
Albanija	7.9	10.0	31.2	47.5	16.5	22.2	40.4	24.2

Interviewees deem that the position of RE population in the region is somewhat worse than in Montenegro

Graph 12. Reasons for difficult employment of RE population: % - key reason

■ 2018 ■ 2015
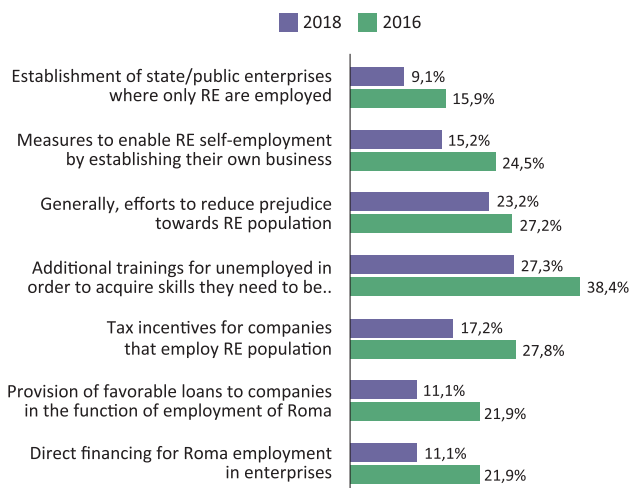
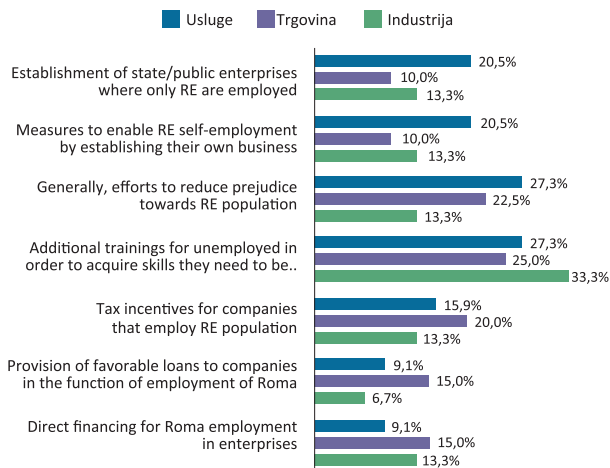| Reason	2018	2015
Because they have no acquaintances that would help them to find a job	20,0%	18,5%
Because they do not want and / or do not try to get a job	21,2%	21,9%
Because they do not have the skills they need to get a job	18,2%	28,5%
Because they traditionally do some other things (begging etc.)	13,1%	20,5%
Because they are lazy and non-working people	8,1%	9,3%
Because their way of life is different	16,2%	15,9%
Because peopley generally have negative attitudes and prejudices towards Roma	21,2%	27,8%
Because RE population is generally very poor in education	39,4%	48,3%

The same as in 2015, the most of company representatives deem that a key factor for difficult employment of RE population is a low level of education. This factor is, however, less present as an obstacle today, compared to three years ago

Graph 12.1. The reasons for difficult employment of RE population, per sectors: % - key reason

■ Usluge ■ Trgovina ■ Industrija

Reason	Usluge	Trgovina	Industrija
Because they have no acquaintances that would help them to find a job	27,3%	17,5%	6,7%
Because they do not want and / or do not try to get a job	18,2%	20,0%	33,3%
Because they do not have the skills they need to get a job	9,1%	12,5%	26,7%
Because they traditionally do some other things (begging etc.)	9,1%	12,5%	26,7%
Because they are lazy and non-working people	9,1%	5,0%	13,3%
Because their way of life is different	9,1%	22,5%	20,0%
Because peopley generally have negative attitudes and prejudices towards Roma	34,1%	12,5%	6,7%
Because RE population is generally very poor in education	40,9%	37,5%	40,0%

It's interesting that all measures are recommended to less extent than three years ago. Comparatively, a key measure recommended by the employers deals with additional high-quality trainings for RE population aimed at acquiring the necessary skills
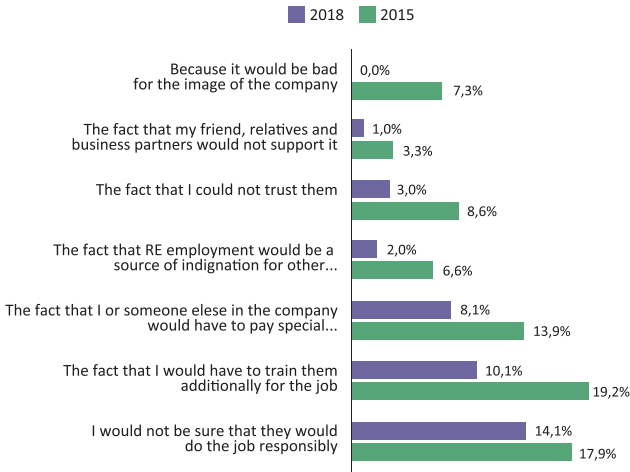
Graph 13. Key measures recommended by employers for employment of RE %

■ 2018 ■ 2016

Establishment of state/public enterprises where only RE are employed
2018: 9,1%
2016: 15,9%

Measures to enable RE self-employment by establishing their own business
2018: 15,2%
2016: 24,5%

Generally, efforts to reduce prejudice towards RE population
2018: 23,2%
2016: 27,2%

Additional trainings for unemployed in order to acquire skills they need to be..
2018: 27,3%
2016: 38,4%

Tax incentives for companies that employ RE population
2018: 17,2%
2016: 27,8%

Provision of favorable loans to companies in the function of employment of Roma
2018: 11,1%
2016: 21,9%

Direct financing for Roma employment in enterprises
2018: 11,1%
2016: 21,9%

Analysis per sectors shows that in the sector of services there is increased insisting on reduction of prejudice, self-employment of RE population and founding of state companies that would employ only members of RE

Graph 13.1. Key measures recommended by employers for employment of RE, per sectors %

■ Usluge ■ Trgovina ■ Industrija

Establishment of state/public enterprises where only RE are employed
Usluge: 20,5%
Trgovina: 10,0%
Industrija: 13,3%

Measures to enable RE self-employment by establishing their own business
Usluge: 20,5%
Trgovina: 10,0%
Industrija: 13,3%

Generally, efforts to reduce prejudice towards RE population
Usluge: 27,3%
Trgovina: 22,5%
Industrija: 13,3%

Additional trainings for unemployed in order to acquire skills they need to be..
Usluge: 27,3%
Trgovina: 25,0%
Industrija: 33,3%

Tax incentives for companies that employ RE population
Usluge: 15,9%
Trgovina: 20,0%
Industrija: 13,3%

Provision of favorable loans to companies in the function of employment of Roma
Usluge: 9,1%
Trgovina: 15,0%
Industrija: 6,7%

Direct financing for Roma employment in enterprises
Usluge: 9,1%
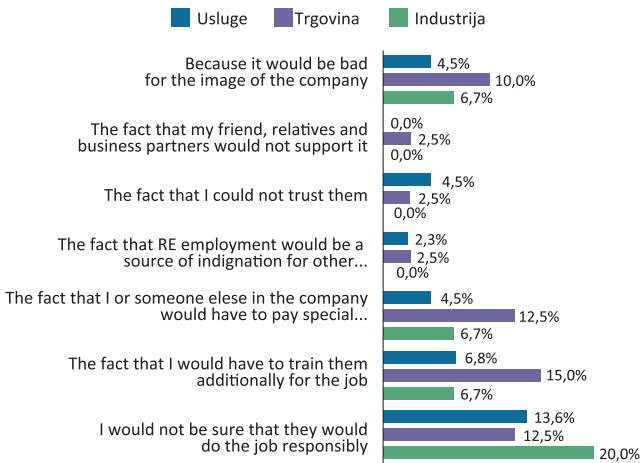Trgovina: 15,0%
Industrija: 13,3%

The lack of education represents the greatest issue in all sectors. However, service sector sees significantly higher level of prejudice and lack of social capital than in others. On the other hand, industry sector sees significantly negative attitude towards RE, in the sense that they are lazy, the lack of skills and lead traditional way of life

Graph 14. What concerns do employees have when it comes to employment of RE – % key

Legend: ■ 2018 ■ 2015

Because it would be bad for the image of the company
- 2018: 0,0%
- 2015: 7,3%

The fact that my friend, relatives and business partners would not support it
- 2018: 1,0%
- 2015: 3,3%

The fact that I could not trust them
- 2018: 3,0%
- 2015: 8,6%

The fact that RE employment would be a source of indignation for other...
- 2018: 2,0%
- 2015: 6,6%

The fact that I or someone elese in the company would have to pay special...
- 2018: 8,1%
- 2015: 13,9%

The fact that I would have to train them additionally for the job
- 2018: 10,1%
- 2015: 19,2%

I would not be sure that they would do the job responsibly
- 2018: 14,1%
- 2015: 17,9%

> All stated reasons for non-employment of RE are at significantly lower degree today than three years ago. When compared, the most significant reason is the fear that they will not execute their duties properly

Graph 14.1. What concerns do employees have when it comes to employment of RE, per sectors –% key

Legend: ■ Usluge ■ Trgovina ■ Industrija

Because it would be bad for the image of the company
- Usluge: 4,5%
- Trgovina: 10,0%
- Industrija: 6,7%

The fact that my friend, relatives and business partners would not support it
- Usluge: 0,0%
- Trgovina: 2,5%
- Industrija: 0,0%

The fact that I could not trust them
- Usluge: 4,5%
- Trgovina: 2,5%
- Industrija: 0,0%

The fact that RE employment would be a source of indignation for other...
- Usluge: 2,3%
- Trgovina: 2,5%
- Industrija: 0,0%

The fact that I or someone elese in the company would have to pay special...
- Usluge: 4,5%
- Trgovina: 12,5%
- Industrija: 6,7%

The fact that I would have to train them additionally for the job
- Usluge: 6,8%
- Trgovina: 15,0%
- Industrija: 6,7%

I would not be sure that they would do the job responsibly
- Usluge: 13,6%
- Trgovina: 12,5%
- Industrija: 20,0%

> Analysis per sectors shows that key reasons for unemployment of RE are much more present in industrial, than in other sectors. This relates to the assumption of irresponsibility of RE, the issue of additional education, and additional supervision needed for RE

Table 2. Concretely speaking, what else could the competent bodies do in order to improve employment of RE population members?

They should get civilized, finish schooling, and get introduced in civil society and become part of the community.

They should get additional education.

The State should take care of their education.

They should be able to earn for a living.

They should get educated and find a job, instead of begging.

The prejudice should be reduced.

They should get more educated and invest more effort.

The key is education and integration into society.

We have 4 Roma employed and they work diligently. They're accurate, precise, friendly and accepted.

People have prejudice towards Roma.

Open the companies that should employ only Roma, such as factories.

Embassy of India should be opened in MNE, if it's not here already.

Positive discrimination is an option.

More Roma live in state companies per percent, hence I don't deem that they're threatened in the sense of employment.

Changes in education and upbringing from an early stage.

Social education.

We're all the same and who wants to work can easily find job.

They should be included into community and given favourable loans so they could have their own business.

It all depends on them.

Key analytical findings of the Research

1. Companies today, based on interviews with their representatives, **are in better economic situation than it was three years ago**;
2. The same as three years ago, but to smaller degree, the companies today are mostly burdened with: **lack of financing sources, small market, competition and uncertain business conditions;**
3. An extra work is needed to create a **socially responsible environment and behavior of companies** towards marginalized groups, due to the fact that it is at a slightly lower level today than it was in 2015;
4. Data shows **a positive trend related to the efficiency of the specific, incentive employment measures** for companies who employ RE population. The strengthening and an additional work on the visibility of those measures is proposed;
5. Although to a lesser extent than in the previous survey, company representatives, to the greatest extent, propose measures dealing with **additional training for employees**, as well as all sorts of **tax relief/benefits**, in order to address the unemployment problem;
6. Companies representatives deem that **the degree of discrimination towards RE population is significantly reduced in the past three years;**
7. Generally speaking, all indicators show that **issue of employment of RE population is significantly less present today than it was the case in 2015;**
8. **Position of RE population in Montenegro is described as improved compared to countries in the region;**
9. The same as three years ago, the **lack of education** is the key issue of difficult employment of RE population in Montenegro;
10. Company representatives recommend **additional high-quality education** that would be oriented towards gaining new skills as a key measure for improvement of employment of RE;
11. From the standpoint of company representatives, a key reason for their unemployment is a **lack of belief that they'll perform their duties well;**
12. An increase in the **representation of RE population** in activities that are **not typical** for their working environment (for example communal services) is evident;
13. **Working habits, teamwork and skills of active listening** among members of RE population are at a better level than it was in 2015.

II. Social - economic position of RE in Montenegro: opinions of representatives of RE population – trend analysis

Design and research goals

Ministry of Human and Minority Rights in 2016 passed the Strategy for Social Inclusion of Roma and Egyptians. The Strategy identifies key goals, measures, instruments and activities that aimed to improvement of inclusion of Roma and Egyptians, in a precise and methodically valid manner. This Strategy was preceded by the Strategy which did not have stated qualities, which led to the lack of significant results. The Strategy that is being implemented since 2016 identifies a whole set of measures within the following key areas: housing, education, healthcare, employment, legal status, social status, family protection, culture and language. For each area, the Strategy presents lots of valid analysis and empirical data that will enable a proper impact assessment after the expiry of the period for the implementation of the Strategy. The greatest database used by the Strategy is provided by extensive survey research conducted with more than 1000 RE families (hence, app. 5000 RE members are encompassed with research). With the aim of impact assessment of the Strategy so far, and primarily with the aim of monitoring the key indicators that present overall position and inclusion of RE, CEDEM realized an extensive research using the same methodology, with identical questionnaire used for the needs of the Strategy. In other words, the goal was to somehow check the status after two years, and, more precisely, identify social-economic position of RE and assess the progress when it comes to social inclusion. Obtained data should be useful to all policy makers, and interested institutions and individuals for further improvement of implementation of the Strategy and overall social inclusion of RE.

The Research presented on the following pages was realized in June 2018. The Research used extensive questionnaire consisting of 57 questions, i.e. 147 variables. The interviews were made face-to-face, and 601 RE households were surveyed. The sample is suitable and targeted, and the surveyed households are the same ones as in 2016, i.e. RE settlements are targeted. Questionnaire uses variables that in a simple and authentic manner detect social-economic status of RE households. Also, it includes questions that treat issues of education and cultural capital in general. Hence, a key value of the

Research is the ability to use the same indicators to compare status of RE inclusion today with the ones identified in 2016. Therefore, the presentation of data features comparison of these figures. Research goals are as follows:

- Measuring of cultural capital and degree of education of RE
- Measuring of material and overall social-economic status of RE
- Identification of the documentation issues faced by RE
- Measuring of medical conditions and healthcare of RE
- Measuring of degree of social care of RE
- Education and specialization of RE
- The effect of media promotion of RE culture and RE community in general

The results of Research divided per segments is presented below.

Demographic characteristics of interviewees

First of all, graph 1 shows percentage of interviewees in reference municipalities where survey was conducted. The data simply show that we used identical manner to sample the interviewees, as in 2016.

Graph 1. Municipalities
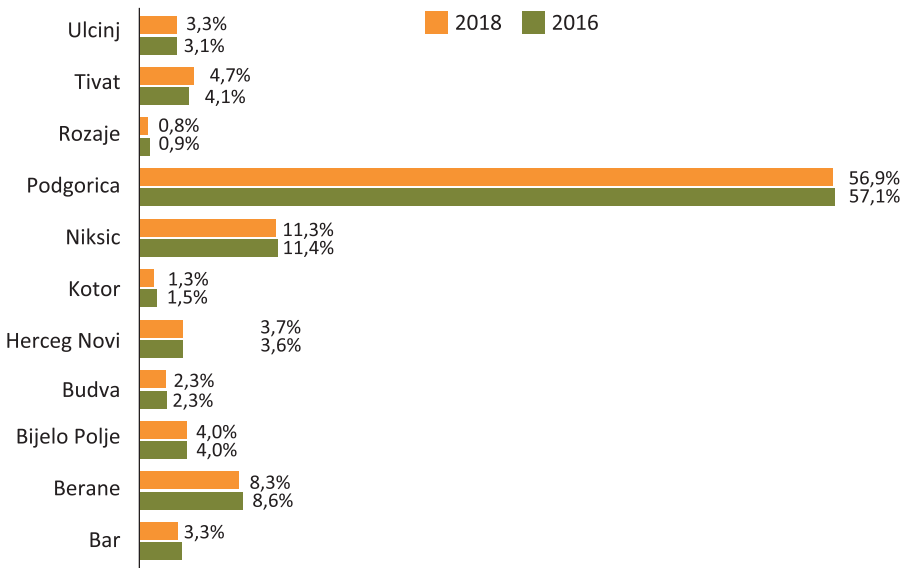
Graph 2 shows gender structure of interviewees in both surveys. The data show that ratio between men and women is pretty uniform.

Graph 2. Structure of interviewees per gender
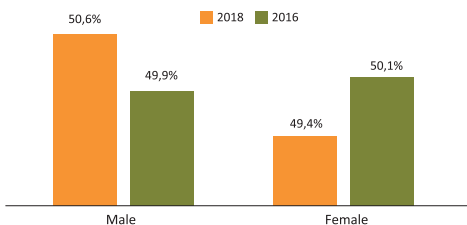
Graph 3 compares the age of interviewees in both surveys. The data show that sample of the last survey is somewhat 'older' compared to research realized in 2016, but the difference cannot be defined as drastic.

Graph 3. Age
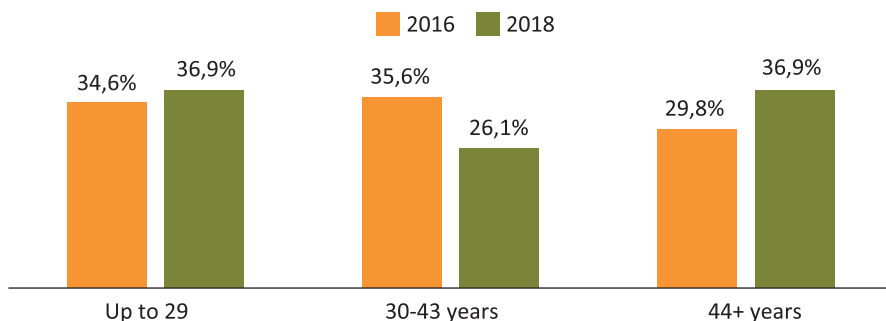
If we look at the question that examines the level of education of the interviewees (graph 4), significant progress is being made within the level of education. More precisely, interviewees in this year's survey are more educated than interviewees two years ago. The differences are low in the high education categories, but quite noticeable and positive when talking about the number of those who have completed elementary school. It can also be noted that there was a significantly higher number of respondents in the 2016 survey without any education, than in 2018.

Graph 4. Education of interviewees
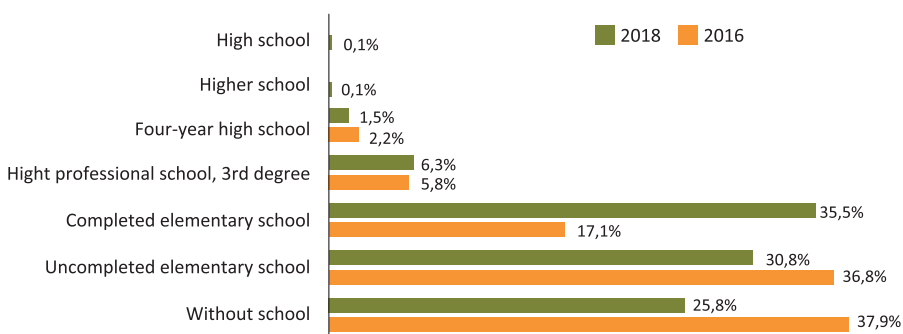
The Research shows that one of the greatest issues faced by RE population is unemployment. Data show that more than 80% of RE is unemployed, and there are no improvements in this field in the past two years ($x^2(3)=2.856$, p=.414). Therefore, **members of RE population in Montenegro today feature almost equal level of unemployment as in 2016**.

Graph 5. Employment status

2016 **2018**

	Public sector	Private sector	Self-employed	Not employed
2016	6,1%	5,2%	4,4%	84,4%
2018	7,0%	7,0%	4,1%	81,9%
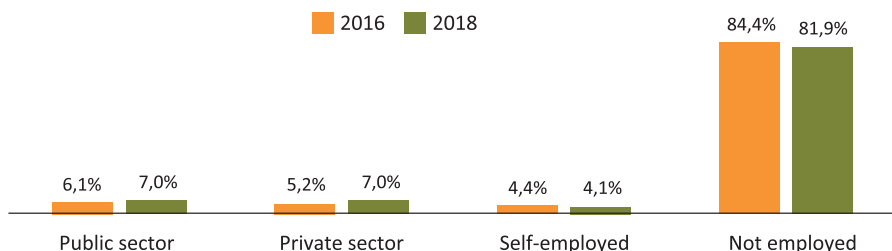
When speaking of the sector of employment, a very small number of RE is employed in public and private sector, the same as two years ago (Graph 6). However, ratio of employment in these two sectors is pretty equal, i.e. roughly the same number of interviewees work in these two sectors. Also, it's interesting that a great number of interviewees stated that they were 'unemployed but not looking for a job'. The key finding in this sense is that out of all interviewees in this category more than 70% were women. In other words, this is a gender sensitive issue, i.e. **there are obstacles preventing women members of RE population to get employment, mainly dealing with their culture and way of life**, and not market conditions. Also, it's interesting that the percentage of persons who are unemployed and are looking for a job is significantly smaller than in 2016.

Graph 6. Unemployment sector

2018 **2016**

	2018	2016
Other/without an answer	15,8%	10,1%
Retired	4,8%	0,7%
Unemployed, not looking for a job	45,6%	45,1%
Unemployed, looking for a job	22,5%	32,9%
Fixed-term employment	5,7%	6,7%
Full time employment	5,7%	4,5%
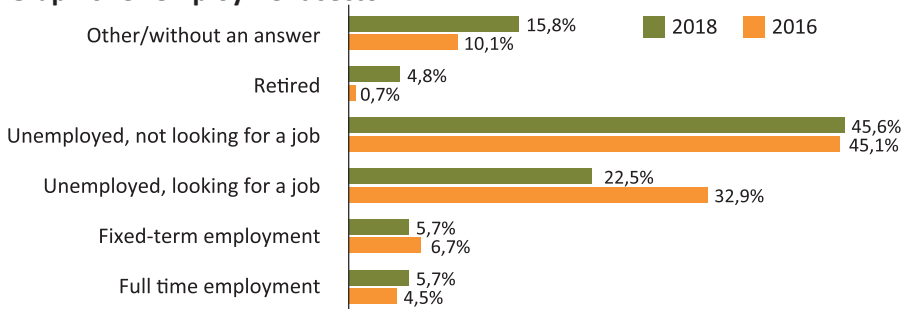
One of the fields covered by the survey is 'housing'. This field sees an array of measures oriented towards improvement of housing of RE, together with special measures which include urban desegregation. Key measure was probably the one treating construction of apartments for RE in Podgorica. Data show that these measures had good results. Graph 7 presents distribution of interviewees who live inside and outside of RE settlements compared between two surveys. **Data show that significantly smaller number of RE lives in segregated settlements today than it was the case two years ago.**

Graph 7. Settlement of RE population

■ 2016   ■ 2018

RE settlement: 57,5% (2016), 77,6% (2018)
outside RE settlement: 42,5% (2016), 22,4% (2018)
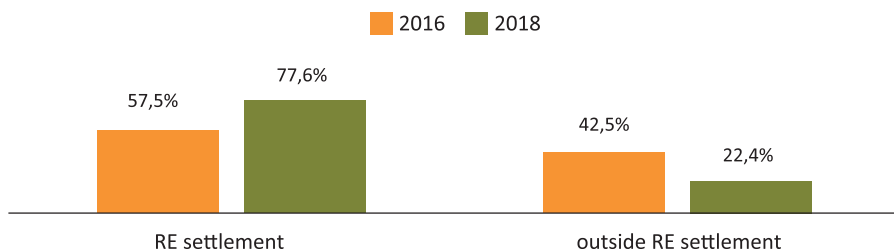
Cultural capital and education

One of the most important aspects when speaking of inclusion of RE is a cultural capital. Reference surveys show that lack of cultural capital is one of the main obstacles that prevent efficient inclusion of marginalized social groups. One of the key aspects of cultural capital is language, and when speaking of deprived social groups based on ethnic origin it is the language of the majority. Hence the survey presents the measure in which interviewees members of RE community use Montenegrin language. First of all, Graph 8 presents percentage of interviewees who speak Roma language, with comparison between both surveys. **Data show that this year's survey sees a bit greater number of interviewees who speak Montenegrin language.**

Graph 8. Speaking Montenegrin language

■ 2016   ■ 2018

Yes, I speak Montenegrin without problems: 62,0% (2016), 71,4% (2018)
I speak Montenegrin, but have some difficulties: 20,1% (2016), 22,6% (2018)
I speak Montenegrin very badly: 12,7% (2016), 3,2% (2018)
I don't speak Montenegrin: 2,7% (2016), 0,8% (2018)
Without an answer: 2,5% (2016), 2,0% (2018)
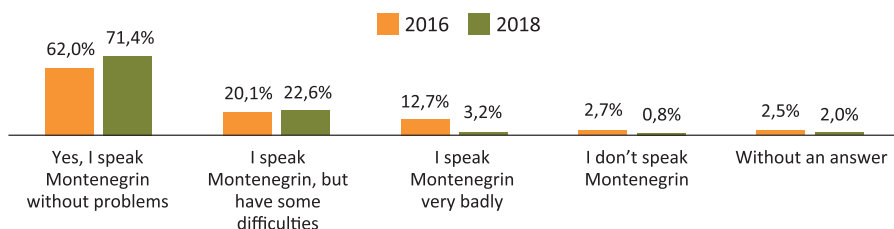
The second aspect, when it comes to language, is reading and writing in Montenegrin language (Graph 9). Data show that today there is significantly smaller number of interviewees who reported not to read and write in Montenegrin language at all, i.e. there is a **greater number of those who read and write in Montenegrin language** than it was the case in 2016.

Graph 9. Reading and writing in Montenegrin language

Graph 9. Reading and writing in Montenegrin language
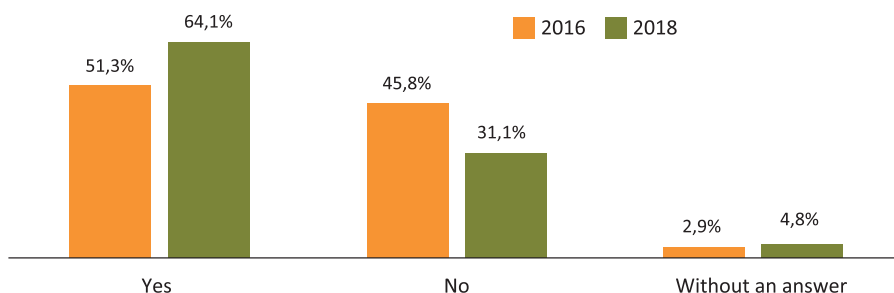
One of the important aspects dealing with cultural capital and inclusion is the extent to which the children attend the school and kindergarten. All comparative surveys throughout Europe show that RE children are significantly less included into education system, which is one of the key obstacles for further inclusion into labour market, and , in fact, one of the key obstacles for efficient inclusion, in general. The survey presented herewith shows the extent in which RE children are included and attend kindergarten, primary schools and high schools (Graph 10; 10.1; 10.2; 10.3.). The data indicate that we are recording a positive trend in relation to kindergarten (Graph 10.1) and elementary school (Graph 10.2), while, on the other hand, we notice a noticeable decline in the involvement of RE children in high schools (Graph 10.3).

Graph 10. Percentage of RE children attending kindergarten for both research periods -%
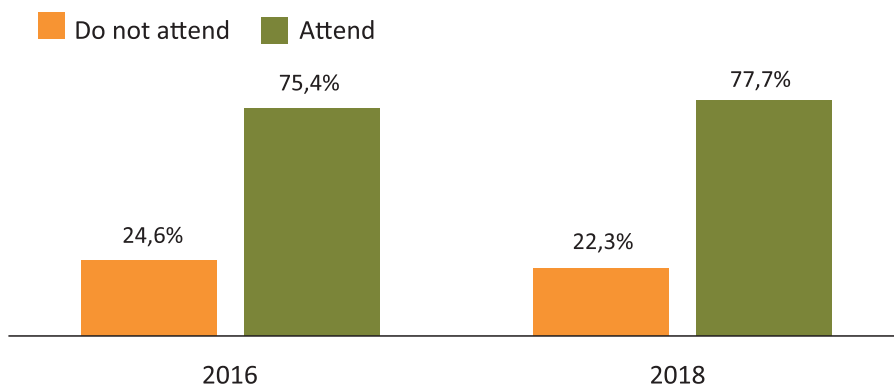
Graph 10.1. Percentage of RE children attending primary school for both research periods -%
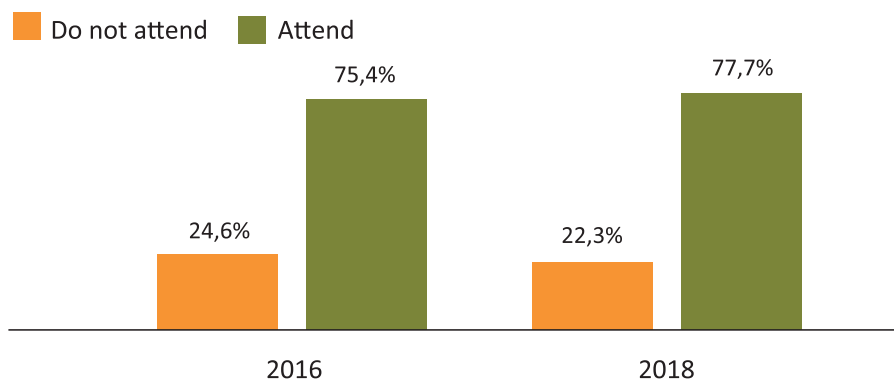
Graph 10.2. Percentage of RE children attending high school for both research periods -%
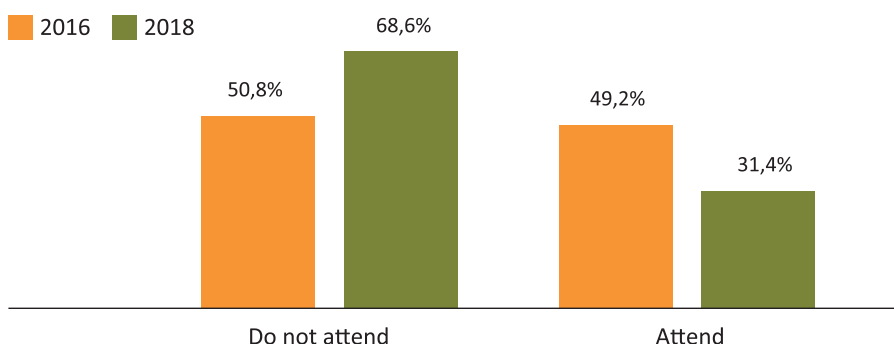
Graph 10.3. provides an overview of the percentage of RE children who are included in the education system, by all categories (kindergarten, primary and high school), with the distinction made by sex of the examinees, for both periods of research. It can be concluded that we note a positive trend in relation to the percentage of both, male and female RE children attending kindergarten and elementary school, while in relation to high school we see a fall in the case of the male population (from 51.9% in 2016 to 22.4% in 2018), but also in the case of women, although somewhat smaller (from 44.4% in 2016 to 33.8% in 2018).

Graph 10.3. Percentage of RE children included in the education system for both research periods, by sex -%

Kindergarten Primary school High school

	Male 2016	Female 2016	Male 2018	Female 2018
Kindergarten	26,9%	28,1%	29,9%	35,7%
Primary school	76,9%	74,6%	78,9%	75%
High school	51,9%	44,4%	22,4%	26,8%
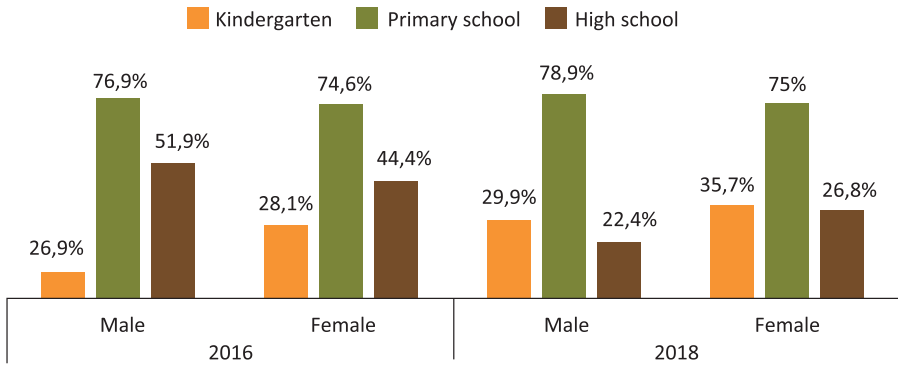
Material status and overall social-economic status of RE

RE population in Montenegro, the same as in other countries from the region, feature significantly lower material and overall average social-economic status than members of the majority population. Hence, another goal of the Research was to measure social-economic status of RE in Montenegro using a key indicators. In this field, we will also compare possible changes of material status in the last two years, given that this Research uses the same indicators as the one realized in 2016. First of all, when speaking of income, data show that **income of interviewees in this year's Research is higher compared to the Research conducted two years ago** (Graph 11). It should been taken into account that the study did not address the issue of income generated from self-employment, which can significantly improve this result, taking into account the contribution and the progress in this field made through the project, since 81 RE has obtained support in the form of tools and equipment in Podgorica, Berane and Nikšić. The difference can be best seen in median value, namely, median in 2016 was 100-150 EUR, while reference median in this year's research was 150 – 200 EUR. The Second indicator we used for measuring of social status is composite index formed based on fit-out of household, i.e. we conducted a bivalent research whether the household owns a bathroom, electricity, water, refrigerator, freezer, TV, stove, washer, cable TV, computer, landline telephone and a car. We used these variables to form composite score with values ranging from 0 (minimum) up to 1 (maximum). Average score values for both researches are shown in graph 12. The results present a bit higher index, but the differences cannot be seen as statistically significant (t(1602)=0.13, p=.898).

Graph 11. Income

Income	2018	2016
More than 1500	0,2%	
1001 - 1500	0,5%	
801 - 1000	0,7%	0,1%
701 - 800	1,6%	0,1%
601 - 700	1,4%	0,1%
501 - 600	1,9%	1,1%
401 -500	6,4%	1,3%
351 - 400	5,7%	3,0%
301 - 350	5,5%	4,2%
251 - 300	8,1%	7,5%
201 - 250	13,1%	9,1%
151 - 200	17,6%	22,1%
101 - 150	17,8%	19,4%
51 - 100	7,8%	17,3%
Less than 50	3,3%	3,1%
We do not have any income	8,6%	11,5%
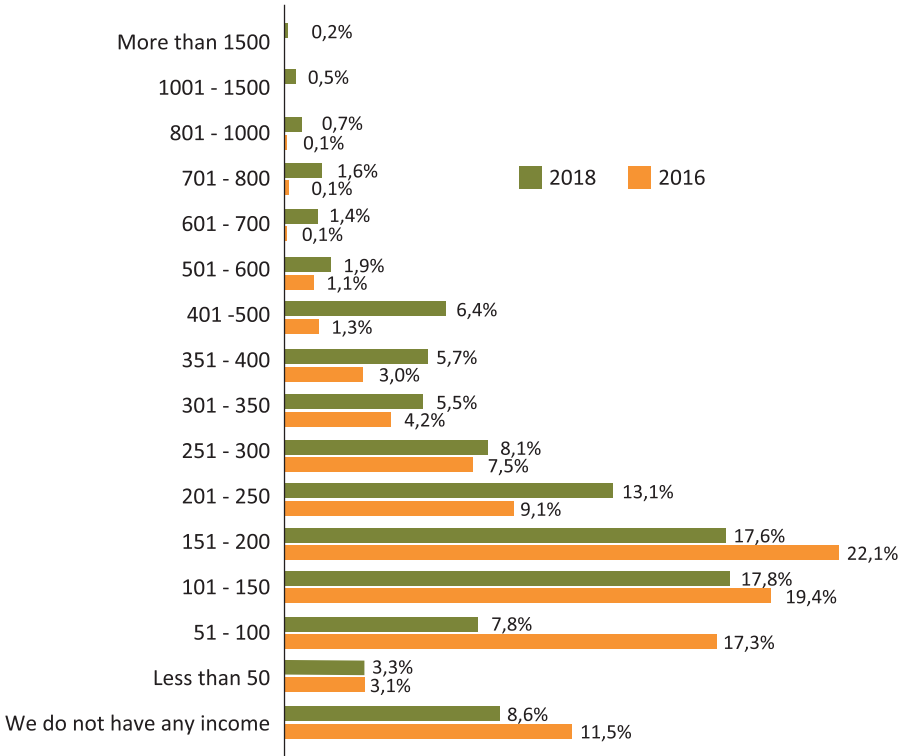
Graph 12. Composite index of material status

2016	2018
0,59	0,62

31

Issues with documentation

One of the issues characteristic for members of RE population in Montenegro, and the whole region is the issue of documentation. Often the Roma do not have birth certificate, citizenship, ID card, medical record and other documentation needed to exert their legally guaranteed rights as citizens, and also as members of marginalized and deprived social groups. Hence the research determines to what extent the issue of key documentation is prominent. First of all, we explored to what extent the children are registered into birth registries, given the fact that most of the issues with documentation arise from the fact that RE children often are not registered into birth registries (Graph 13). Out of total number of children we identified in both researches, children who live in surveyed households in 2016 there were 79.5% of children entered into birth registries, while the reference percentage in this year's survey amounts to 92.8%. Therefore, **in past 2 years there is a significant increase of RE children entered into birth registries.**

Graph 13. Percentage of children entered in birth registries
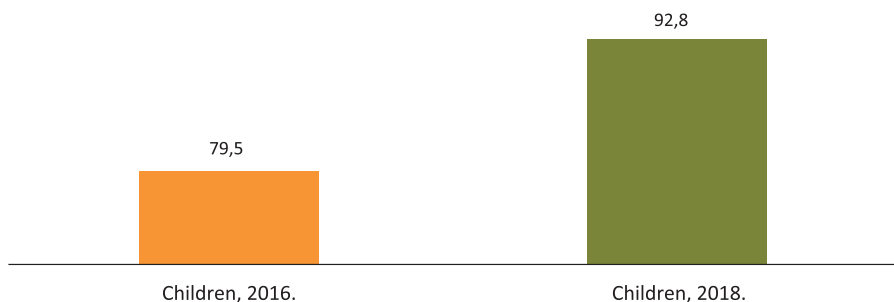
When speaking of adults, we also made comparative measurement of possession of key documentation needed for exerting of all rights prescribed by law. The measurement shows that **RE population today holds needed documentation to significantly greater extent** (Graph 14). However, a key data in this sense deals with analytical review of the origin of RE interviewees. Precisely speaking, when it comes to Roma born in Montenegro, possession of documents in 2018 is slightly higher than in 2016. In fact, substantial improvement is seen when it comes to Roma born outside Montenegro (graph 15). In other words, **in past several years the issue with documentation of Roma refugees is significantly tackled**.

Graph 14. Possession of documentation %

Legend: ■ 2016 ■ 2018

	Certificate of citizenship	Valid ID card	Birth Certificate extract	Valid health card
2016	48	54,5	49,1	52
2018	69,4	79,9	79,9	77,2
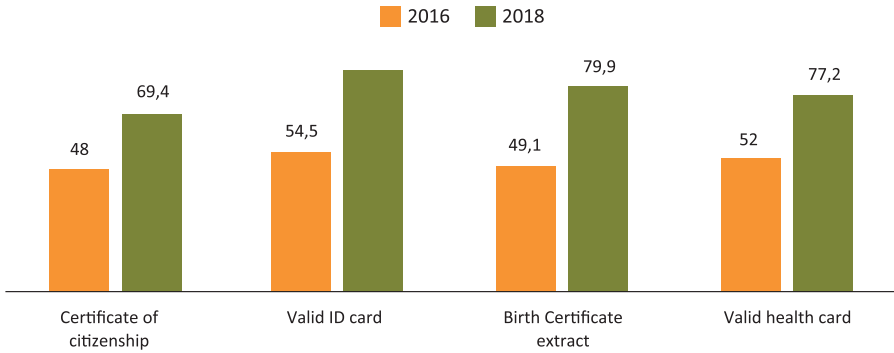
Graph 15. Possession of documentation % based on the origin of RE

Legend: ■ Valid health card ■ Certificate of citizenship ■ Valid ID card ■ Birth Certificate extract

Domicile RE

2018
- Valid health card: 89,9
- Certificate of citizenship: 91
- Valid ID card: 94,8
- Birth Certificate extract: 89,6

2016
- Valid health card: 80,3
- Certificate of citizenship: 74,9
- Valid ID card: 82
- Birth Certificate extract: 73,9

Recently settled

2018
- Valid health card: 66,6
- Certificate of citizenship: 69
- Valid ID card: 78,9
- Birth Certificate extract: 51,5

2016
- Valid health card: 16,9
- Certificate of citizenship: 16
- Valid ID card: 19,8
- Birth Certificate extract: 15,3

Medical condition of RE

Healthcare and general issues dealing with medical condition traditionally represent issues that deserve special attention. High level of deprivation, poor housing conditions, inadequate and irregular healthcare together with generally low material status and education level represent key factors causing the medical condition of RE to be significantly worse compared to majority population, and this can be seen by reviewing comparative data on life expectancy. Therefore, we included the set of indicators that deal with medical condition of RE. The first indicator is self-assessment of medical condition, the question which is usually used in comparative researches in the Europe and worldwide (EVS, WVS and ESS). The results are presented comparatively for two researches in graph 16. Data show that members of **RE population today assess their own medical condition slightly better than it was the case in 2016**.

Graph 16. Assessment of personal medical condition
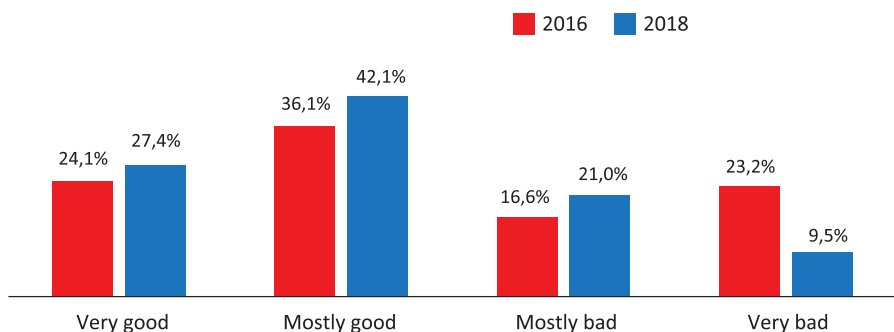
The second question in questionnaire dealing with assessment of personal medical condition identifies whether persons suffering grave medical condition or persons with disabilities live in interviewed families (Graph 17). **The results show that there is greater number of persons with disabilities living in Roma households today than it was the case two years ago.**

Graph 17. Does a person with grave medical condition and/or a person with disability live in your family?
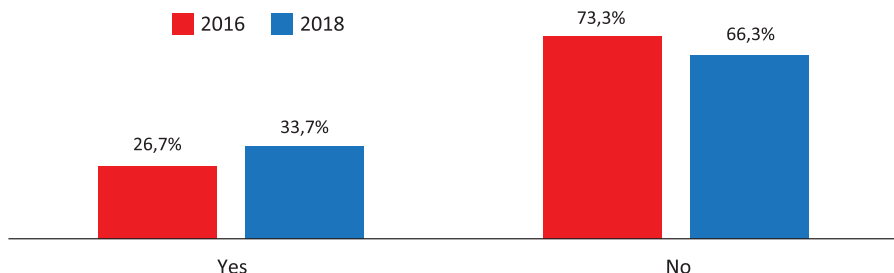
Life expectancy is one of the most stable and most reliable indicator that shows the level of healthcare of a certain group and population. This data is presented by the Population Census. Therefore, this Research could not provide precise data. However, what we've used is a simple question as a proxy for this indicator: how old was a person who died last in your household? The calculus was made for both researches by simply calculating average age of all reported deceased persons in both researches in surveyed households (Graph 18). The difference is considerable, namely, **the persons in surveyed households who passed away recently[12] were almost 5 years older in average compared to reference data from 2016**.

Graph 18. Average age of the deceased in interviewed RE households

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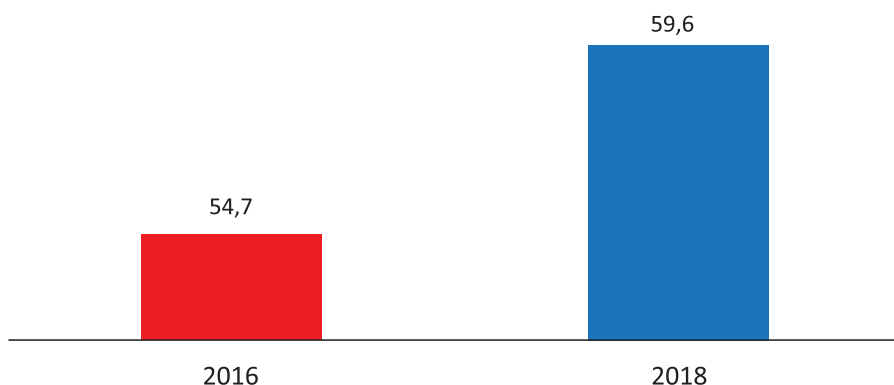
12   With the aim of valid estimate, this calculus treated only death cases in families which occurred between 2014 and 2016. For the sample from 2016 (N=126), and between 2016 and 2018. For the sample from 2018. (N=123).

Social care and special measures oriented towards social care and support to RE

Social care measures in Montenegro are oriented towards all individuals who suffer difficult material position or needs. These measures, however, are used mostly by persons who belong to socially-deprived categories. Besides, when speaking of RE, there are measures specially devised and conducted precisely for the needs of members of stated ethnic group. This Research identifies whether and to what extent RE use various forms of social care and other types of social care provided by the state, with the aim to improve their overall social status. We have focused on key and most common forms of social care, and we compared data per each indicator with the Research realized in 2016. The first question dealt with usage of any sort of service or aid from Social Care Center (Graph 19). Data show that **today there is significantly greater number of RE using the services and/or aid of Social Care Center than it was the case two years ago.**

Graph 19. Do you use any sort of service and/or aid from Social Care Center?

2016   2018

Yes	No, I do not use
19,9% → 35,2%	80,1% → 64,8%
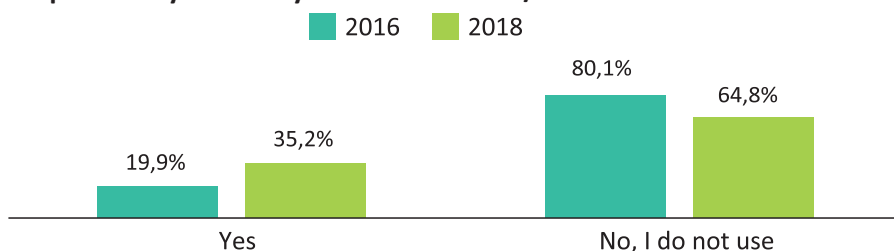
However, **the number of persons who receive monthly Social Aid today is more or less at the same level as it was the case two years ago** (Graph 20).

Graph 20. Receiving Social Aid

2016   2018

No	Yes, every month
61,3% / 58,2%	38,7% / 41,8%
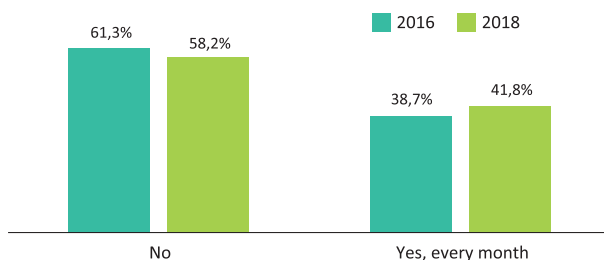
In case of one time financial aid, **today there are less of those who never received one time financial aid compared to reference data from 2016** (Graph 21).

Graph 21. Received a one-time financial aid in past two years
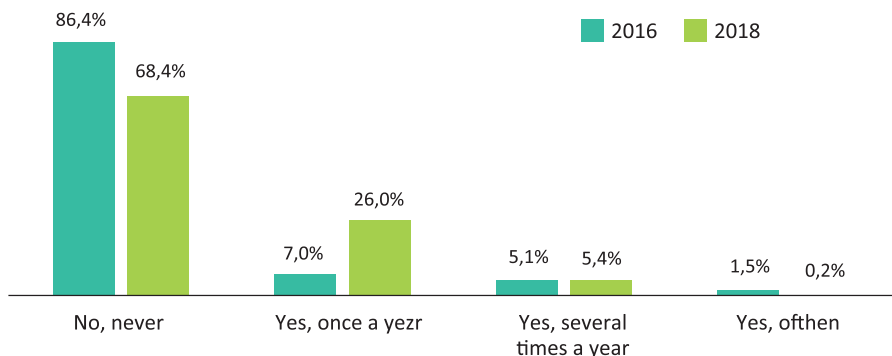
Graph 22 shows a percentage of interviewees who use various sorts of direct aid. First of all, if average values of all aids for reference research periods are compared, we can see that **level of reception of direct aid in average is at the same level today as it was the case in 2016.** In some aspects of aid, however, we can see significant differences between two reference periods. The greatest difference is present in case of free daily meals provided by municipality. Data show that today **there is significantly greater number of users of this aid than two years ago**. Also, today there is greater number of RE who received means for hygiene as direct aid than in 2016. On the other hand, RE received more construction material, wood for heating and linen in 2016 than in 2018. In other aspects measured values are at similar level. **Graph 22. State aid in various forms – SUM often and temporary %**

Having in mind that RE families have disproportionate number of family members with impaired health and/or disability, as we have shown in above stated data, the research also determines whether RE families receive disability allowance (Graph 23). Data show that **the number of RE families who receive this sort of aid is slightly greater today than it was the case in 2016.**

Graph 23. Does a family member receive disability allowance (financial aid for persons with impaired health)?


Having in mind that RE families have disproportionate number of family members with impaired health and/or disability, as we have shown in above stated data, the research also determines whether RE families receive disability allowance (Graph 23). Data show that **the number of RE families who receive this sort of aid is slightly greater today than it was the case in 2016.**

Graph 23. Does a family member receive disability allowance (financial aid for persons with impaired health)?
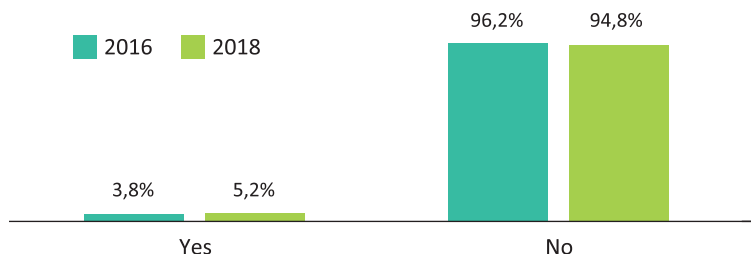
Furthermore, research realized in 2016 identifies 5.6% of children with special needs in RE households, while reference percentage in the research from 2018 amounts to 4.8%. Therefore, this Research determines whether these children are included in special state programmes, treating only the families who have children with special needs (Graph 24). Data show that this coverage is certainly small, however, **there is significantly greater coverage of RE children with special needs in the research from 2018 compared to one from 2016**.

Graph 24. Is the child with special needs from your family included in Special State programmes?
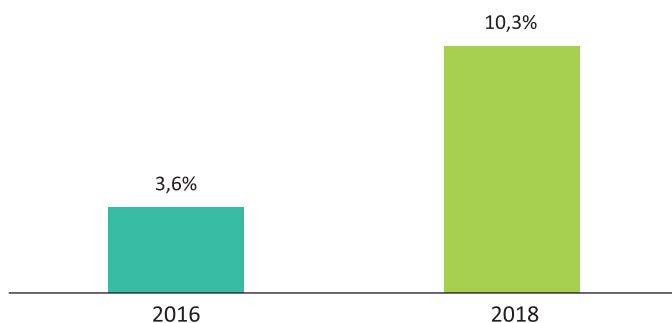
When it comes to aid for children in a household, one of the questions treated children's allowance. Data show that **today there is significantly greater number of RE families who receive children's allowance than it was the case in the Research conducted two years ago**[13] (Graph 25).

Graph 25. Children's allowance

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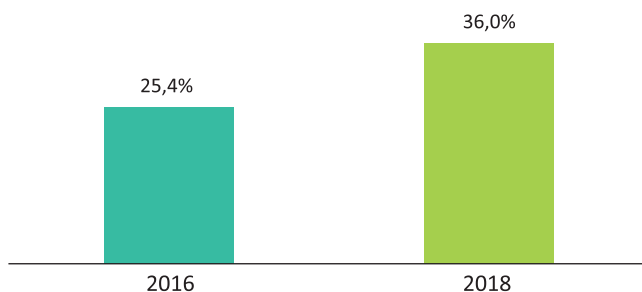
13   Calculus includes only interviewees from households with children

Also, we determined the number of families with children who receive textbooks and school utensils (Graph 26). **Data show that today there is significantly greater number of RE families who receive this type of help than two years ago**.

Graph 26. Free textbooks and school utensils
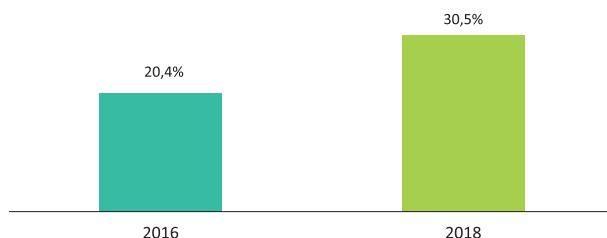
Furthermore, when it comes to financial remuneration for maternity, **there is a smaller number of RE families who received this type of aid compared to the Research two years ago**.

Graph 27. Financial aid for maternity
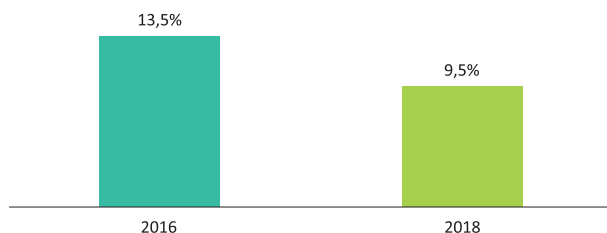
Gift packages for new-borns were received by families in 2018 to a slightly greater extent than in 2016 (Graph 28).

Graph 28. Gift package for new-borns
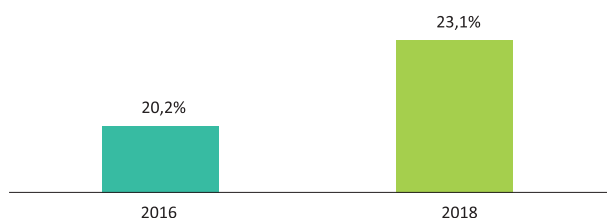
Housing is one of the most sensitive issues when it comes to RE families, i.e. majority of these families do not have housing issues solved. Therefore, this is a significant aspect from the standpoint of state aid, but also from the standpoint of overall social status of RE families. The Research, however, shows that **today there is a smaller number of RE families who were given an apartment/facility from the municipality for temporary usage compared to reference number of families in 2016** (Graph 29).

Graph 29. Reception of an apartment/facility from the municipality for temporary usage
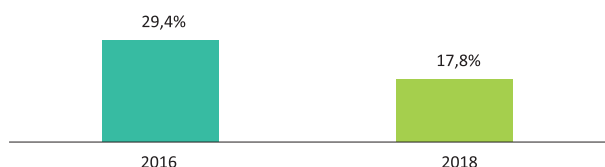
When it comes to accommodation of a various type that can be obtained, the Research results mostly show that **these rights were exerted by members of RE nationality to more or less same extent today as it was the case two years ago**. However, the exception is accommodation in a hospital and/or psychiatric facility. Data in this field show that **this type of accommodation was used by greater number of Roma in 2018 than it was the case in 2016** (Graph 30).

**Graph 30. Usage of accommodation**
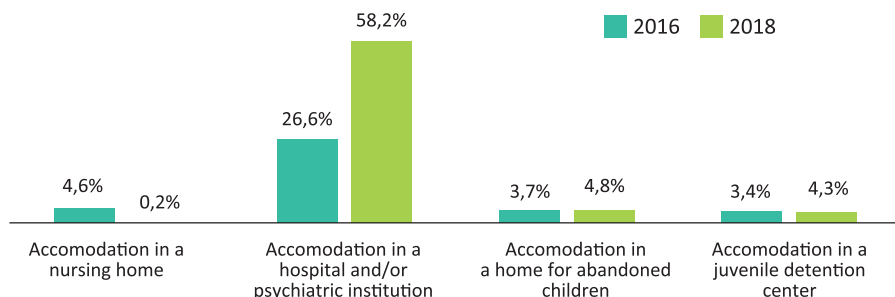
There is pretty small number of interviewees, the same as two years ago, who used the right to free holiday and recreation (Graph 31).

Graph 31. Have you or a family member ever used the right to free holiday and recreation?

2016 2018

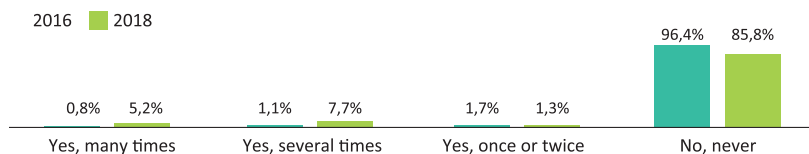|	Yes, regularly	Yes, occasionally	Yes, but rarely	No, never
2016	0,3%	1,9%	1,6%	96,2%
2018	0,3%	4,2%	6,0%	89,5%
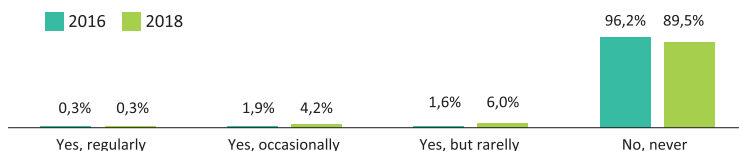
The issue of unemployment is one of the key problems faced by members of RE ethnic group, as we have presented in numbers in the beginning of this Report. Hence, the Strategy prescribed special measures aimed to increase the level of employment of RE. One of these measures is usage of the funds given by the Employment agency aimed for starting a business. The Research, however, shows that **in the past period, and today, a very small number of RE population used this type of aid** (Graph 32).

Graph 32. Have you ever received the funds from the Employment agency to initiate own employment or start a business?

2016 2018

|	Yes	No
2016	0,4%	98,5%
2018	0,5%	98,3%
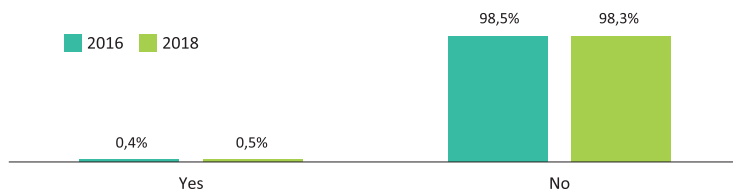
Within the category of interviewees who have children of kindergarten age we have calculated the number of families who used financial aid for payment of kindergarten (Graph 33). The results show that only small number of interviewees used this aid. However, comparatively speaking **there is a greater number of RE families who used this type of aid today than it was the case two years ago**.

Graph 33. Have you ever used financial aid for payment of kindergarten for your children?

2016 2018

|	Yes, many times	Yes, several times	Yes, once or twice	No, never
2016	0,8%	1,1%	1,7%	96,4%
2018	5,2%	7,7%	1,3%	85,8%

Graph 34 shows whether interviewees had temporary employments from certain institutions. Data show that today a **greater number of members of RE community had these employments more or less than it was the case two years ago,** which cumulatively resulted in significant difference between two reference periods in the number of persons who did not perform such jobs. However, we should bear in mind that in both reference periods majority of RE has never been invited or performed some of the stated jobs.

Graph 34. Have you ever been temporarily employed upon invitation by the municipality or Employment agency (cleaning, physical jobs, surveys and similar.)?
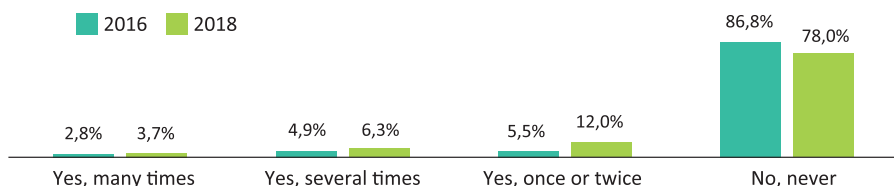
The practice has shown that RE mediators are very important for solving concrete problems of this population. Hence, the Strategy, promoted RE mediators in several fields. However, the issue is to what extent members of RE community are informed about mediators, their duties, and how often they use their services (graph 35). The results show that **today a significantly greater number of RE population know about mediators compared to 2016, while a progressive trend is identified when it comes to usage of their services.**

Graph 35. Do you know what a mediator for RE issues does, and do you use their services?
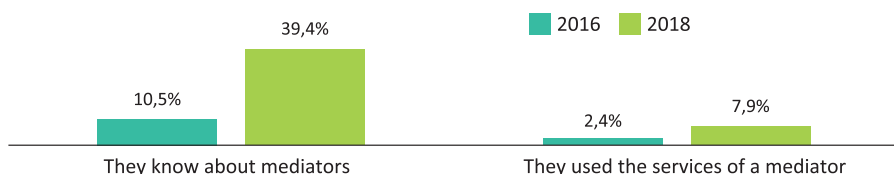
Education and specialization

One of the key estimates by employers (CEDEM, 2018), when it comes to difficult employment of RE, is the fact that members of this ethnic group have a lower level of education in average, and they lack professional skills and qualifications required at a labour market. Also, in other spheres of life, there is the issue of the lack of knowledge and skills. Hence, the Strategy envisages that various stakeholders realize a whole set of education courses, trainings and specializations in the aim of specialization and strengthening of capacities of RE. In this research, the same as in 2016 we tried to determine in which fields and to what extent RE participated in education and specializations of various types. The results of measurement for both reference periods are shown in Graph 36. Data undoubtedly show that a **significantly greater number of employees in this year's sample attended various specializations and professional trainings than in 2016**. However, the percentage of total number of RE who participated in trainings is still relatively small.

**Graph 36. Attended educational workshops on:**
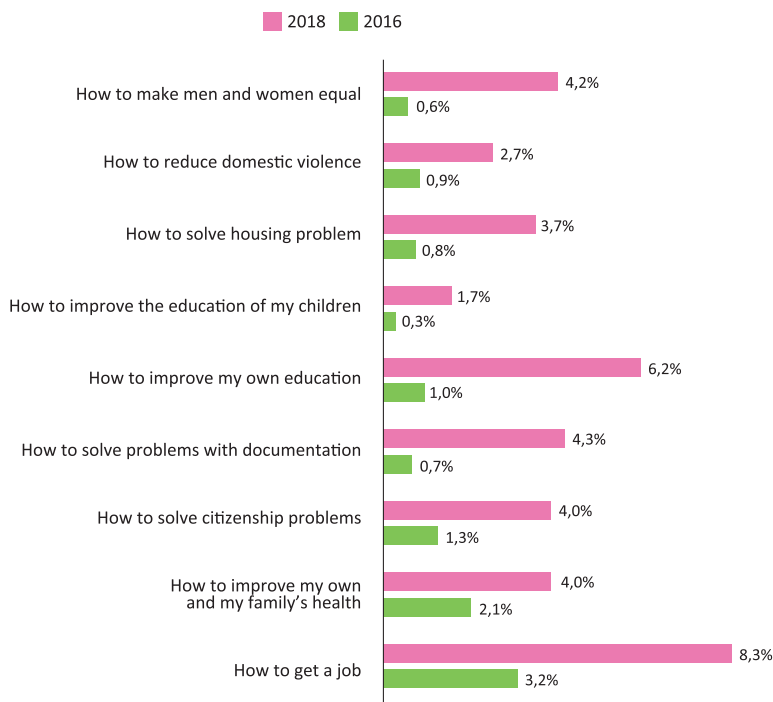
The Media and promotion of RE

In the final Research segment we have asked two questions dealing with following of television and radio programme, with content that promotes RE community and culture. We wanted to establish whether and to what extent members of RE ethnic group watch/listen to these shows. This is significant due to the fact that promotion of RE culture and community is integral part of the Strategy, with the goal to make subject content available to RE, and to promote their culture in general (Graph 37). The results show that in 2018, **members of RE community followed television and radio dedicated to RE issues, their culture and community to greater extent than two years ago**.

Graph 37. Following of shows dedicated to RE
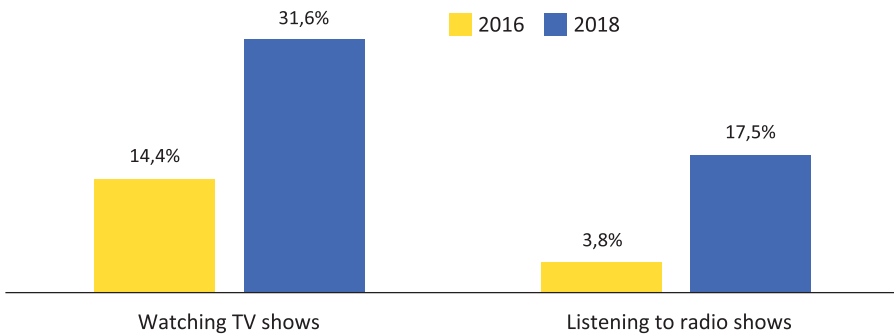
Key analytical findings of the research

The key conclusion of this Research is the finding that progressive trends are seen in almost all fields in past two years, i.e. since the start of implementation of the Strategy for the inclusion of RE. Therefore, there is no doubt that thanks to the Strategy, or some other reasons, **the last two years show improvement of overall position of RE population in Montenegro. The improvement is not impressive, but it is obvious**. In other words, **the issues that bother members of RE community are still very prominent,** and there is still a considerable difference between members of RE and the majority of population. Hence, the improvement realized in the past two years must be continued dynamically, so the wanted inclusion could be achieved in the years ahead. The lines below present the key analytical research findings:

- The degree of overall formal employment of RE has not improved in the last two years;
- The degree of overall employment of women in RE population is significantly lower compared to men;
- Smaller number of RE today lives in segregated settlements today than two years ago;
- RE today speak Montenegrin language better and use it more than in 2016;
- The attendance of RE children in kindergartens and primary schools today is on a higher level than two years ago, while in the case of high schools we measure a negative trend;
- Material status of RE is at somewhat higher level than two years ago;
- When speaking of entering of RE into birth registries, there was a significant improvement in the past two years;
- RE today hold necessary documentation to greater extent than two years ago. Special improvement in this sense is achieved when it comes to RE refugees from neighbouring countries;
- All indicators of medical condition of RE show progress in the past two years;
- RE families use services of Social Care Center to greater extent than in 2016;
- Receiving of social aid remains unchanged in past two years, while members of RE receive one-time aid today more than two years ago;
- Direct aid (food, wood for heating, clothing, footwear, etc.) today is at the similar level as in 2016. However, the difference is that members of

RE today use free daily meals much more than two years ago;

- Slightly greater number of RE families receive disability allowance today than in 2016;

- A greater number of RE children with special needs today is encompassed with state programmes than two years ago;

- RE families who have children receive children's allowance more often today than it was the case in 2016;

- The past two years show increase of RE families with children who receive free textbooks and school utensils;

- Gifts for new-borns were received by a smaller number of families today than two years ago, but a greater number of families received financial aid for a new-borns;

- The past two years show a decrease of families who were given an apartment/facility for temporary usage by the municipality;

- Various types of accommodation offered by the State is used by RE today at the same level as in 2016. The exception is accommodation in a hospital or in a psychiatric institution, with significant increase in past two years;

- A very small and unchanged number of RE uses the right to free holiday and recreation;

- A small and almost unchanged number of RE uses the funds of Employment agency allocated for self-employment;

- Financial aid for payment of kindergarten is used by a small number of RE families. This number, however, is higher than two years ago;

- Slightly greater number of RE had temporary jobs compared to two years ago. However, we should have in mind that a total number of persons who had these jobs is still pretty small;

- In the past two years there was a significant increase of RE who are informed on the existence and role of RE mediators, and also, mediation services today are used by greater number of RE than two years ago;

- Considering the highly positive evaluation of the work and the role of mediators, ie associates in the social inclusion of RE in the field of education and health, there is a clear need for the systematization of mediators for employment and social protection;

- A small number of RE today is encompassed with various sorts of education, trainings and professional specializations. However, this number today is higher than in 2016;

- Members of RE community follow television and radio content dedicated to RE issues, their culture and community to greater extent today than two years ago.