

Association of Youth with Disabilities of Montenegro



Report about position of women with disabilities in Montenegrin society

Podgorica, January 2012

BACKGROUND AND GENERAL INFORMATION

Generally, in Montenegrin society during history, woman had subordinated position, position conditioned and characterized by traditional milieu and patriarchy. A man was decision-maker and was the being of the first order, while a woman was for years without personality. As a fact that supports previous sentence is information that women was not decided about her own marriage, neither choosing her partner. All this has not been eradicated yet, and especially, it seems that this reflected a lot on women with disabilities (WWD). No matter that in Montenegro is not detailed researches regarding position of WWD, it is totally clear that WWD are exceptionally vulnerable group, which are facing very often with double discrimination based on sex and disability.¹ In the publication *Media literacy and gender equality, Woman in media mirror*², Compilation of documents published in Podgorica at 2008. by NGO NOVA, Center for feministic culture, women with disabilities are mentioned in two places. For the action WE ARE CHOOSING MONTENEGRINA OF THE YEAR, organized by daily newspaper "POBJEDA" (Victory) among competitors should not be, among others, women with disabilities. All women who don't have university degree, financial and housing security, successful business, who are not married or accomplished as a mother are degraded in this action. From this context it can be clearly seen that women generally are discriminated, not just WWD. In the publication *Status of women human rights in Montenegro, How is that seen by women and man?*³, published in Kotor at 2009. by ANIMA, Center for women and peace education, says that the single mothers and women with disabilities are discriminated on several grounds (race, sex and work). In the publication *Women and Men in Montenegro*⁴, published in Podgorica 2010. by Montenegro statistical office, girls with disabilities are mentioned just in two places

Different conceptual approaches to disability (medical and social model) are influencing on overall social picture and relation to persons with disabilities (PWD)⁵. Consequences of medical model are: exclusion from the community, tightness and passivity in the family, inaccessible environment and inaccessible information, which is caused by insufficiently information about disability.

¹ Almost all participants were speaking about double marginalization and discrimination of WWD, and the first association and in the same time challenge and barrier for WWD is double discrimination.

² Media literacy and gender equality, *Women in media mirror*, Compilation of documents, NGO Nova, Podgorica 2010 http://89.188.32.41/download/zena_u_medijskom_ogledalu.pdf

³ Status of women human rights in Montenegro, *How is that seen by women and man?*, Center for women and peace education, Kotor 2009 http://89.188.32.41/download/stanje_zenskih_prava.zip

⁴ *Women and men in Montenegro*, Montenegro statistical office, Podgorica 2010, <http://www.monstat.org/cg/page.php?id=212&pageid=212>

⁵ Medical model looks on disability as on individual pathology, while social model, which prevails in the world, and recently also in our country, fosters social factors of disability. Because of that medical approach to disability puts the problem in the person with disability, which is "not capable" to fulfill different tasks and community roles, while social approach, puts the problem in the society, which didn't gave equal opportunities for work, education and decent life of PWD.

FAMILY AND SOCIETY

Violence and prejudices

An additional challenge in the fight against discrimination of WWD is a negative legacy and numerous prejudices and stereotypes towards WWD, which are one of the initial causes that leads to isolation and passivity of women, misunderstanding and disrespect of personality of WWD. Based on these reasons WWD were mostly remained in the family with denied rights.

Participants talked about the relationship between society and family towards WWD. To WWD are devoted "housekeeping" so called technical and practical actions. Furthermore WWD gave up their rights in favor of the brothers and other male family members.

Women in Montenegro, as a rule had been out of the property. Unmarried besides brothers she will not inherit property and her subordination in the marriage came from her property dependence from husband.

Different treatment of WWD comes from the family and precisely in this community WWD are challenging and limiting, which results with their dependence, passivity, low level of socio-political engagement, low level of socialization, and extremely low percentage of actual marital and family ties and relationships. However, taking into consideration that family is closed social entity, and since it is based on relationships of trust and intimacy, topics such as discrimination, violence and similar adverse actions that are taking place in it are not mentioning.⁶ People have prejudices that PWD cannot be real parents, and that they cannot raise children properly. Marin, 23 also spoke about his father prejudices to him. Woman, especially who is single mother has been asked: "Why did you give birth, if you cannot endure child." Furthermore there is a high degree of prejudices of society towards PWD in the sense that disability is genetically heritable and often person have been if her/his disease is hereditary, even if it is a person without disabilities and in the family has a brother or sister with disabilities there is great skepticism. Also there is a fear to start a relationship with that person / family.

It is higher number of MWD that are in marriage or in a relationship with women without disability, than vice versa, marriages of WWD and man without disabilities.

In case of injury women almost never leave the men, while men are more often leave the woman who gains disability or disease. Besides that in the above-mentioned research of Anima it is highlighted that men are "choosing" women regarding that whether the woman can give birth to a

⁶ When WWD gets out from the family, unprotected and vulnerable, it is higher possibility that she will be such in the society. Despite domestic violence in the family, there is also violence in so called "closed institutions" where are situated PWD. However, forms of violence in these institutions are "covering up" and about them we don't know enough.

child, which greatly affects on visibility of PWD. Relations between non-disabled men and WWD are mostly ending in friendship, and men never look at WWD, like women without disabilities.

Furthermore, there are a number of problems in giving a birth and keeping children. Generally, if woman has a job and if she is economically, material and social good situated, she is in much greater advantage than man to get the child in case of divorce, mostly in cases where husband/father was abuser.

However, when it comes to WWD, even in situations where they are economically and socially independent the Court will rarely assign them children. PWD can adopt children under special conditions, but for single WWD is still impossible. By Customary law, it is considered that WWD are not sufficiently capable to take care of them, and in particular to raise and educate children.

Besides family sufficient support to WWD is not provided by society or state, because they not encouraging them to become independent and active.

However, the WWD themselves, often are not aware about their own rights, despite the recent positive legal regulations "in their favor," and therefore they often do not advocate the issues of self-interest.⁷

EDUCATION

It is needed greater security and independence of women, which often is lagging behind the low level of education, and unsatisfactory social status in which they are living. Participants spoke about the small number of educated women, especially those with a university degree. WWD often do not decide on their education, and persons with disabilities in general are often unable to enter desired faculty, because of architectonic barriers and lack of adopted literature. PWD mostly enroll faculties which are architectonic adopted, which causes that they have unwanted level and type of education. Furthermore, PWD in special schools are receiving education level and direction that is not "competitive" in the labor market. In practice there are no jobs that allow them employment in the "profession".

PWD are mostly with secondary education because of unavailability of Higher education institutions. It is considered that there is greater number of men who have higher education, but recently number of WWD enrolling the university has increased.

VOTING IN ELECTIONS AND PARTICIPATION IN THE GOVERNMENT

⁷ In our research we've included 40 individuals (22 male and 18 female). During selection of the research target group we took into consideration gender, age, education, socio-cultural, material and other characteristics. Furthermore, research has been done on cross disability basis. What is characteristic is that in some situations, men were more aware of discrimination that is made of WWD, than women themselves.

Dependent on different areas of society WWD are facing unique obstacles and challenges, but there are areas in which WWD are equally discriminated as MWD, for example: areas in which are particularly discriminated certain categories of disability (voting and participation in government) such as, for example wheelchair users and people with sensory disabilities. When it comes to the area of participation in government and voting in elections there, particularly people who have moving difficulties or who are wheelchair users are facing with inaccessible polling stations. The largest number of polling stations in Montenegro is not architectural adopted for the PWD. Besides unavailable physical accessibility of buildings, specific categories of PWD are meeting with unavailable ballot materials; there is not appropriate form of ballot sheets for people with visual impairments. For people with hearing impairments there are no sign interpreters to enable them to communicate with the Election Commission (observers, box keepers etc.).

Participants emphasized that as a "solution" and an alternative way of voting and participation in elections of PWD, Election Commission assigns some of their members to go and visit houses of PWD and on that way "collect" votes. However, PWD does not accept this as an adequate way of voting. Besides endangered dignity, the secrecy of voting has been disturbed. One participant talked about personal experience when he went to the polls, accompanied by an assistant. The Commission asked him to vote in public, because as he says, did not have confidence in his assistant.

Persons with disabilities are not on the polling lists, and therefore it is a symbolic number of those in government.⁸

CIVIL SOCIETY ORGANIZATIONS

Although stable and visible, discrimination of WWD is performed in low level in area of participation in civil society. We don't have concrete statistical data, but participants noted that there is higher number of MWD, than WWD in area of civil society, organizations of persons with disabilities, especially on leading positions. However there is a problem more in woman who doesn't put enough effort for higher and better position.

Precisely civil society advocates for the rights of women, especially organizations engaged in protecting and promoting of women rights.⁹ Even if there is not total gender equality WWD are more visible in the move of people with disabilities, they have higher support and understanding in contrast to other segments of society.

⁸ None of the participants cited the example of some of WWD, who is in government.

⁹ Organizations which are gathering women and advocating their rights are organizations that primarily are focusing on the protection of women and children victims of violence. To these organizations are addressing WWD who are subjects of violence. Unfortunately, still there is a small number of WWD who turn for protection, because they are often abused in their own family. However, when occurs to domestic violence, done by father, brothers or sisters WWD almost never report.

Therefore with inclusion of more people with disabilities in civile sector will led to better conditions of employment, higher level of promotion of rights of perosns with disabilities, higher degree of initiating changes in the existing and adopting new regulations, monitoring and enforcement of existing regulations and reporting on the situation of PWD to the EU, the expansion of partnerships, etc.

DATA BASE ABOUT PERSONS WITH DISABILITIES

It is necessary to emphasize the problem of lack of a single database of PWD, organizations only have data about their own membership, but the problem is that many of these people are not affiliated or involved in the organization.

Besides DPOs information about PWD has Ministry of Labor and Social Welfare and within the Ministry Centers for Social Work, and local governments. Some data about children with disabilities who are included in inclusive and special education has a Ministry of Education and Sports. However, these data are not unified, ant they are not entire, while there is a lot of PWD who are not included in the accounting system.

From total number of Montenegrin population 620 029 (100.0%), based on last Census, some kind of „difficulties“ has 68 064 (11.0%) of population, the most in Podgorica 18 573 (10.0%), in Niksic 8 289 (11,4%), in Bijelo Polje 6 552 (14.2%) , in Bar 4 713 (11,2%), in Pljevlja 4 467 (14,5%), in Berane 4 101 (12,1%), and in Herceg Novi 3 195 (10,4%). From total number of Montenegrin population walking difficulties has 33 658 (5.4%), hearing 8 235 (1.3%), seeing 14 494 (2.3%), cognition 6 108 (1,0%), and other difficulties 26 908 (4.3%).

Total number of people who has some difficulties is 68 064. Under 15 years old are 1 203, from 15to 29 years old are 1942, from 30 to 49 years old are 9 736, from 50 to 64 years old are 22 654, from 65 to 84 years old 29 488, from 85 and over 2 971.

From the total number of persons with disabilities there are 54% women, and 46% men. Of the total number of women, there are 12% women with problems in performing daily activities, while the same percentage among men is 10%. The largest number of women with disabilities is in group from 65 to 84 years, and the smallest under 15 years.

At the national conference which was held in April 2011., held in Bar, organized by AYDM (Association of youth with disabilities of Montenegro) participants came to the conclusion that the issues related to disability in the census papers have not been clear. Therefore by the census was not received adequate picture of the number PWD. The first question used in the census paper asked: Do you have any interference in everyday activities. Montenegrin residents, who replied to this question with "NO", have not had a chance to answer the following questions, which were directly concerned to the disability. For this reason it is recommended in the publication Human Rights of persons with disabilities in Montenegro, Report for

2010. that: in the following census DPOs should be consulted for a clearer formulation of issues that affecting them.

INDEPENDENT DECISION-MAKING AND PROPERTY RIGHTS

As many social areas are overlapping and conditioned, exercise of rights and accessibility in individual areas varies and depends on many factors. Thus, for example: with the right of independent decision-making WWD who are with lower educational level, are excluded from social activities, are unemployed, dependent on social and material from their families and may be difficult for them to independently decide about their life. So, there are positive examples of WWD who are independent decision makers in the selection of their education, occupations, in the selection of partners, however, this does not mean that this right is fully exercised and satisfied.

Participants stated that WWD should make more effort to get what they expect for their rights and achieve independence. WWD survivors often must be made to achieve her objectives and had a fulfilled life. The respondent from Niksic pointed out concrete example of WWD who entered into marriage, but awakened by support of organizations which has provided service of "personal assistance".

With previously mentioned can be connected right which essentially depends on the degree of prior achievement, and that is the ownership right and inheritance right. This right is almost completely unrealized, even still some WWD do not know that they are entitled to that right. It is considered that WWD does not have title of ownership and that they are not exercising inheritance because of the large number of WWD, which have low level of education, and renunciation by WWD that these rights will be signed by male family members in order to avoid conviction in this way.

VIOLENCE

In all parts of society exists violence, it is therefore unavoidable in case of PWD. However, for a long time violence in society was prohibited and taboo, so it is still taboo regarding PWD. Violence is little known, rarely reported, therefore it is not enough researched. Unfortunately, violence most frequently have been done in the family and institutions which are supposed to protect people with disabilities, so called Special institutions. The cause's and motives for the execution of violence are different. Violence is sometimes caused by the position and social status in which are living and growing up PWD. Moreover wrong attitudes of society towards the phenomenon of disability still are not changed. Such statements are generally expressed as a form

of verbal / physical violence.¹⁰ Violence is a broad concept and it is difficult to assess which form of violence "is difficult" or especially "difficult". However, it can be concluded that the psychological violence is more common and that WWD are more often victims of violence, and sometimes certain categories of PWD. Participants talked about examples when the violence exercises over people with muscular dystrophy. These people are not able, because of physical condition in which there are, to avoid violence and to protect themselves. Verbal violence is also strongly expressed against people with intellectual disabilities. Most often these people are just called with derogatory terms. When the violence is done against non-disabled women, that woman is addressed with derogatory terms that are usually addressed to PWD. Least of all has been researched sexual acts of violence against WWD. There are examples in which the the mother of children with disabilities have been abused. WWD generally are not able to sanction violence, they have a sense of guilt and do not report sexual abuse, although in the defense and protection grounds sexual violence are trying to turn in their favor. The public has known the case of "Komanski most"¹¹, where women and children were abused.

HEALTH CARE AND REPRODUCTIVE HEALTH

A particular problem is health care and reproductive health of WWD¹². It's just the fact that except in Pljevlja there is no gynecological clinic accessible to women who use wheelchairs or have moving difficulties.¹³ The problem of inaccessibility is first and main problem that generally PWD are facing in exercising this right. Participants pointed out in addition to inaccessible entrances to congenital health institutions, as a significant problem lack of adaptation of beds in the rooms, bathrooms, which for them creates a psychological barrier because it will bring their lives in danger. Furthermore people with visual impairments do not receive recipes, instructions and other medical documentation in an appropriate format (Braille). In the medical centers, and in other health facilities there is no sign interpreter, with which is largely affected health status of people with

¹⁰ PWD often are exposed to violence of family members, experience a variety of insults. Interviewees talked about it a lot. Besides the family violence it is expressed strong verbal peer violence in the earlier age. We have many examples of personal experiences that were shared by participants. However, once the PWD are not aware of violence and often have feelings of guilt.

¹¹ Komanski most is special Institution in Montenegro in which are housed persons with severe mental difficulties all ages and gender, <http://juzkomanskimost.me/>

¹² One respondent stated that in Montenegro there is only one Centre for Reproductive Health located in Berane (North part of Montenegro).

¹³ Hydraulic accessible gynecological table for WWD is the only of this kind in Montenegro. Its value is around 8,000 €.

http://www.danas.rs/dodaci/sandzak/ginekoloski_sto_za_zene_sa_invaliditetom.42.html?news_id=186158

hearing impairments. It is very difficult to them to establish communication with medical staff.

The problem with WWD is not sufficient sensibility to take care of their health conditions. When it comes to public health education there are further discrimination against certain categories of persons with disabilities, such as persons with visual impairments and even greater extent of people with hearing impairment.¹⁴

Many categories of PWD are facing with the problem of getting supplies and rehabilitation. For example, paraplegics have right for only one turn of rehabilitation, which can be provided just after the injury, also Rulebook provides tools that some of the aids (wheelchairs) they can get again after five years period.

SUPPORT SERVICES AND ACCESSIBILITY OF INFORMATION

For all categories of PWD one of the major problems is lack of services of support.¹⁵ This question is not systematically resolved, what limits the independence of PWD to exercise independence which would be enabled to them by certain types of support services. Through conversation and personal experience of the respondents, we came to the information that the PWD and likewise generally WWD "are dependent" on help by parents and families. They often are not even aware that when they talk about their mobility with the help of family members, do not exercise autonomy. Tijana, 30 just saying that sometimes cannot convince her mother to go with her to watch the movie.

Besides support services for socialization and accessibility of information for people with disabilities is of major importance field of accessibility of technologies. Different types of technologies are allowing informing and information literacy. Overall development and progress in the field of internet technology came to increasing of level of accessibility to them for persons with disabilities. The first association in the field of accessible technologies is internet and computer technology, while little is known about the concept and importance of assistive technologies.¹⁶ Participants generally said that the possibility of internet access and telecommunications are equal for all PWD and that there is no essential difference based on gender, but more interest by PWD both men and women. However, a small number of participants

¹⁴ One of the reasons of such a great degree of discrimination against people with hearing impairments is both extremely low level of education, which have been provided to them in special schools, lack of services of support, and the sign language interpretation.

¹⁵ Support services for persons with disabilities are services that are intended to help these people to meet their needs, and to not depend on help from family and friends. These are: personal assistance, home help, assistance in teaching, sign language, available literature, the dog as a guide /assistant, available transportation (transportation door to door), psycho-social support, etc ...

¹⁶ Assistive technologies are devices (devices and systems) that people with visual impairments are using while they work on computer. They are divided into two major groups: software and hardware.

commented on the availability of assistive technologies for persons with disabilities.

When it comes to assistive technologies, there is partial support in the legislation and in the country that provides software for people with visual impairments, including women.

ACCESSIBILITY (unavailability of public transportation, affordable housing)

Accessibility in any figure of that word is a common problem for all people with disabilities, there is almost no area of a segment of society where PWD are not facing the problem of accessibility. Besides support services that are not Systemic resolved and available at any moment for people with disabilities, their independence and mobility limits availability of the public transport.¹⁷ This question, as well as a number of other DPOs are trying to solve with donations by purchase of "special" vehicles, especially vehicles with hydraulic platform. Moreover to people with disabilities are not available accessible housing, and regarding this may be listed two fundamental reasons: violation of the Law on Spatial Development and Construction, and lack of opportunities for credit and financial independence of people with disabilities, to a greater extent WWD. Financial independence PWD (WWD) is a consequence of both the small number of employees with disabilities, and PWD than others depending on other family members.

EMPLOYMENT AND DISCRIMINATION AT WORK

It is difficult to find employment for PWD, there is a small number of those with higher education who have a permanent job. Although this is mentioned several times, the problems faced by WWD have a causal relationship. WWD are meeting in the area of employment double discrimination, both on the basis of disability and gender. There is a larger number of employed MWD, than WWD and much greater number of women without disabilities than WWD. It is quite difficult to relate the employment of women with and without disabilities. Here the participants / respondents talked about the division of work in "male" and "feminine". Women perform so practical, "home" jobs and "intellectual" jobs are dedicated to man. However it is mentioned a lot of examples regarding discrimination of WWD, as in period for job recruitment and during employment period of WWD. Physical appearance is often a crucial factor

¹⁷ There are no adequate means of public transport for PWD it is not listed the positive example of the use of low-floor buses, taxi vehicles and etc..

in getting a job. WWD are even discriminated against in the competition and not stimulated to search for a job, so usually they stay in the family. Also MWD said that women need double effort to find employment.

When we talk about discrimination at work place and in general unique challenges that WWD are facing it is inevitable case of discrimination of WWD Mrs. Marijana Mugosa.¹⁸

HUMAN TRAFFICKING AND MEDIA

Area of human trafficking and violence against the PWD, especially sexually is unexplored. In practice, there is a very little information about trafficking of PWD. Regarding area of human trafficking it is considered that is generally unexplored, even more in the case when it comes to PWD. Participants were not provided any examples, but in the majority they believe that trafficking is made especially with women and children, but some of them consider that because people generally do not respect life of PWD they are not trying to find convict of human trafficking. To some extent the media only talk about it and we have only those information. And when it comes to accessibility of the media and display of people with disabilities in the media it is usually associated with some specific activities and aspects. Again, it was very much divided opinion on the availability of media to PWD. Participants talked about this area in the way they understand themselves. So we've got the information that is no employed PWD in the media, especially WWD. Only there are examples of radio shows. Moreover some media houses are architecturally inaccessible, and are largely inaccessible in providing information for people with sensory disabilities. The media are available to monitor the activities of PWD organizations; promoting events etc. As well they have strong impact on building community awareness about certain issues regarding rights of PWD.

PROGRAMS

Participants are familiar with the majority of the programs conducted by DPOs, including a few that are particularly focused and make differentiation based on gender. Also they are familiar with some of the programs implemented by USAID (the programs in the fields of economy, tourism, agriculture, health, citizen participation in community life, journalism, the Internet). It is important to emphasize the positive results and progress to which brought these programs,

¹⁸ Several times and almost by each participant / interviewees have been mentioned example of Marijana Mugosa, visually impaired who is the first user of a guide dog in Montenegro. She have been "expelled" from work, because it was prohibited for her to come with a dog on work place, even there is existing the law about using guide dogs. The verdict provided by the High Court against Capital City-Podgorica (for non-implementation of legally binding judgment) is made and the case went to Human Rights Court in Strasbourg.

but lack of funds and therefore limited their lengths rarely cause long-term results.

The NGO sector is often the holder of progressive ideas with mandatory support of donors. Many support services are finished with the implementation after the pilot period, because organizations do not have the means, and the state and society does not continue with their implementation. There is interest by the respondents /participants for participation in programs conducted by USAID and many of these programs could be implemented in the disability field.

CONCLUSIONS AND RECOMMENDATIONS

We will conclude with the fact that it is inevitable that some positive progress has been made and results in improving the status and visibility of the WWD, but regardless of changes respondents / participants believe that people are still not sufficiently tolerating diversity, not paying attention to the norms that guarantee the rights of PWD does not implement the regulations sufficiently, the state only declaratory works on improvement of position of PWD. Sometimes are not only sufficient rights guaranteed on paper, you need to create a social environment for achieving them in practice. It is necessary to educate and encourage WWD to engage and advocate for their rights, introduce incentives and actions that allow WWD equality in all segments of life.

We've identified these recommendations given by participants:

- To educate WWD about their rights and possibilities and psychologically foster them
- Raise level of awareness of Montenegrin community through media campaigns in all areas and segments of rights of WWD(human rights, education, employment, health and reproductive health...)
- By planning and implementation of programs to provide aspect of disability and especially aspect of WWD
- Inclusion of greater number of WWD in organizations which are advocating women rights, and especially rights of PWD
- To set up special organizations of WWD
- To foster sociological researches in all areas of life of WWD, especially in the area of reproductive health and rights
- In voting system set up female quota and by law generally put the quotas as mandatory way of inclusion and participation of WWD in all segments
- To foster WWD for employment, give a chance and make conditions in practice for employment of WWD
- Run a radio show in which can be talked about the concrete problems and the position of WWD
- Develop partnership between DPOs and women organizations

- To form programs which can provide retraining and additional training for WWD and provide life long education
- Through research collect data base about WWD and their needs, which would to a large extent facilitate the courses of action;
- Strengthen the existing Technical Centre for Reproductive Health by procurement of a tables for gynecological examination
- Run a greater degree of support systems and services for WWD
- Sensitization and educateion of parents and families of girls with disabilities about their rights

From all this recomandations, we recognize as a very improtant following recomandations which can be used as gidelines in which direction USAID can give support:

- **To raise level of awarness of Montenegrin comunity through media campaigns in all areas and segments of rights of WWD(human rights, education, employment, health and reproductive health...)**
- **By planning and implementation of programs to provide aspect of disability and esspecially aspect of WWD**
- **To foster sociological researches in all areas of life of WWD, especially in the area of reproductive health and rights**
- **To foster WWD for employment, give a chance and make conditions in practice for employment of WWD**
- **To form programs which can provide retraining and additional training for WWD and provide life long education**
- **A discussion of challenges that may arise in designing program components that seek to involve women with disabilities and suggest methods to overcome these challenges.**

CHALLENGES THAT MAY ARISE AND POSSIBLE SOLUTIONS

1st CHALLENGE: In the first recommendation we do not see a real obstacle for achievement, we believe that will appear a sufficient number of partners in Montenegro, the only minimum possible obstacle is in insufficient capacity of certain DPOs, that would be interested in participating in the project and lack of financial resources required for participation of DPOs (if the campaign may be required funding the participation of organizations).

METHOD FOR SOLVING CHALLENGE: Capacity building through seminars and finding additional funding through support of donors.

2nd CHALLENGE: Insufficient number of WWD interested for participation in the project because lack of education and sensibility;

METHOD FOR SOLVING CHALLENGE: awareness campaigns, media campaign, which is defined through the first recommendation.

3rd CHALLENGE: the only obstacle is again a small number of interested WWD to be involved in research unless they get extra stimulation.

METHOD FOR SOLVING CHALLENGE: encourage participation in research with fees for participation and through promotion of the objectives that will be achieved through research.

4th CHALLENGE: Employers unwillingness for cooperation.

METHOD FOR SOLVING CHALLENGE: this challenge also can be solved through the campaign.

5th CHALLENGE: Lack of social cooperatives and enterprises and the lack of opportunities and resources for their establishment.

METHOD FOR SOLVING CHALLENGE: Seek funding for the establishment and running of cooperatives by foreign funds - for example IPA projects.

On the following the link you can see a study in which research is published
[file:///C:/Users/pc/Downloads/pnadz326%20\(1\).pdf](file:///C:/Users/pc/Downloads/pnadz326%20(1).pdf)

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Behalf on the AYDM, Report Based on the studies, were prepared by Marina Vujačić and Bojana Laković