



# Attitudes towards persons with disabilities

Centre for Civic Education (CCE)



Centar za građansko obrazovanje  
Centre for Civic Education



ZAVOD ZA ZAPOS LJAVANJE CRNE GORE  
EMPLOYMENT AGENCY OF MONTENEGRO



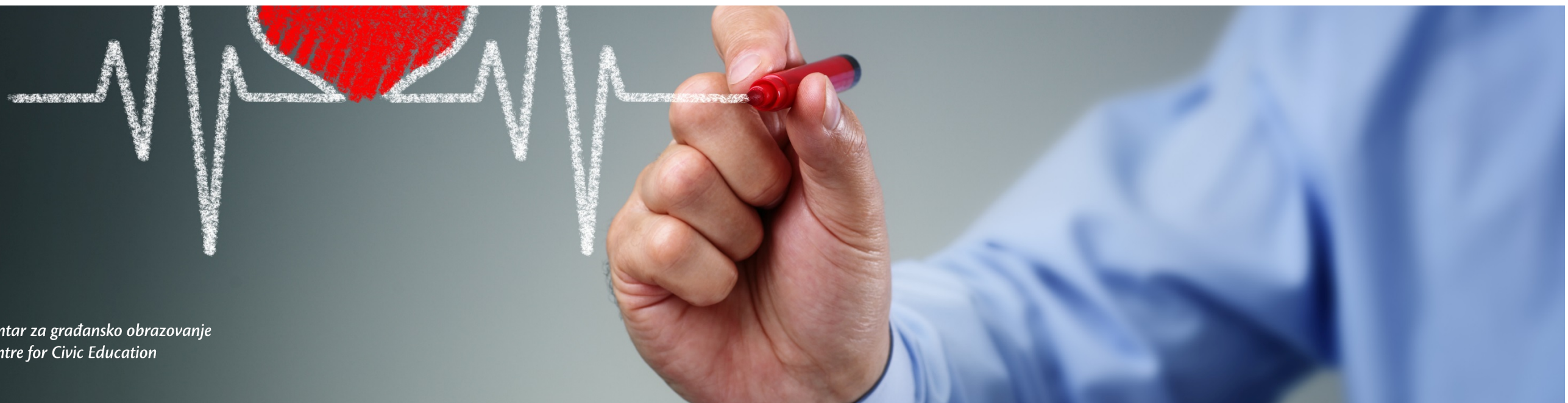
# Research methodology

<b>Implementation:</b>	Telephone survey conducted in the period of 3 – 6 October 2017
<b>Sample frame:</b>	Population of Montenegro 18+
<b>Sample size:</b>	803 respondents
<b>Sample type:</b>	<b>Two-stage random representative stratified sample</b> <ul style="list-style-type: none"><li>• Households selection by simple random sample (SRWoR)</li><li>• Selection of a household member per quota criterion</li></ul>
<b>Research type:</b>	Telephone interviewing, questionnaire of an approximate 7 minute duration
<b>Stratification:</b>	<ul style="list-style-type: none"><li>• Per settlement type – urban/rural</li><li>• Per geo-economic regions</li></ul>
<b>Post-stratification:</b>	Per gender, age and region
<b>Error:</b>	$\pm 1.65\%$ for occurrences with incidence of 5% $\pm 3.28\%$ for occurrences with incidence of 25% $\pm 3.78\%$ for occurrences with incidence of 50% ( <i>marginal error</i> )





# General perception of persons with disabilities

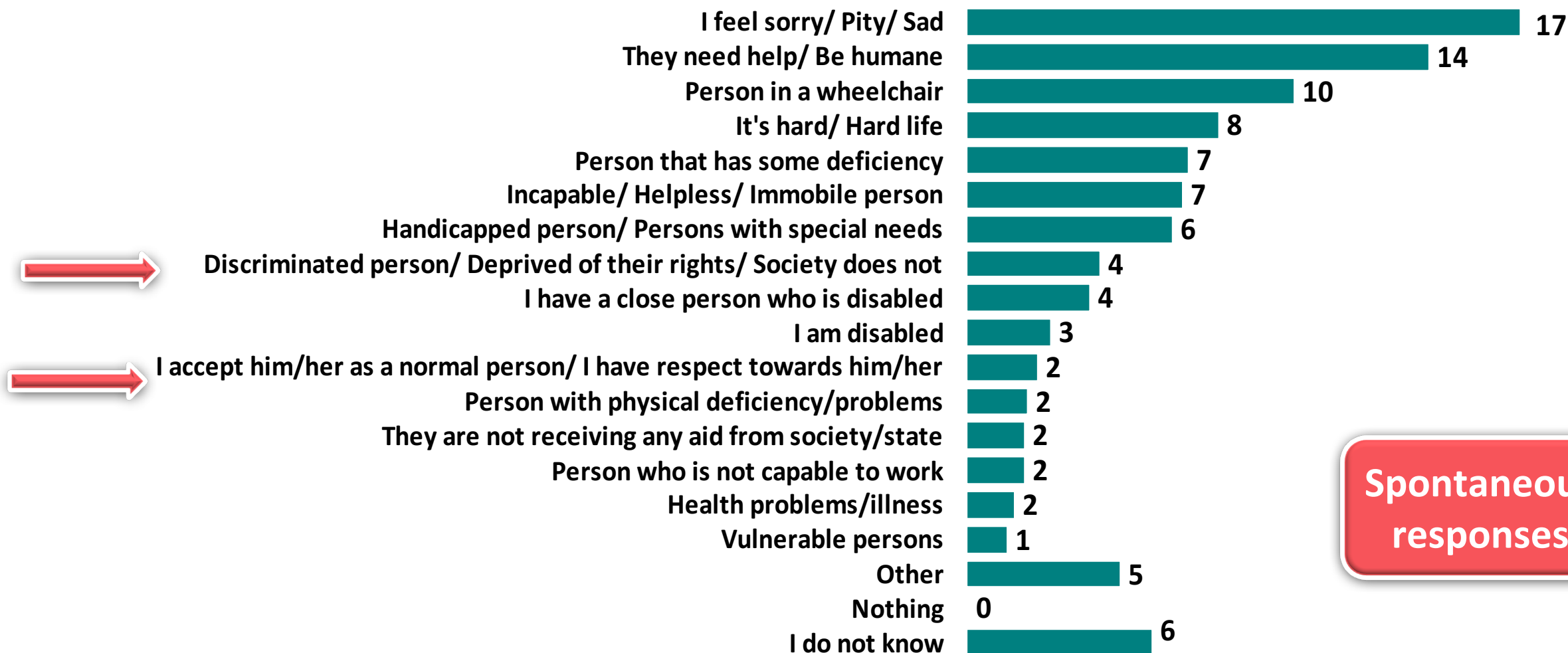


## Key findings

1. Most common spontaneous associations with persons with disabilities are those that indicate pitying of these people or perception of their disadvantages. **Inclusive attitude towards these persons or perception of their current discrimination in society** is generated to much lesser extent.
2. Nevertheless, awareness of citizens of Montenegro that position of persons with disabilities is significantly hindered at this time is strongly present, and precisely **work sphere** is perceived as area in which these persons exercise their rights the most difficult.
3. At the same time, it is notable that citizens of Montenegro **are not acquainted in a sufficient extent** with existence of laws that prohibit discrimination of persons with disabilities.

Citizens of Montenegro in the forefront state associations that indicate pitying of persons with disabilities or emphasizing their physical disadvantages. Spontaneous associations that emphasize areas of their discrimination or inclusive attitude towards them are considerably less frequently pointed out.

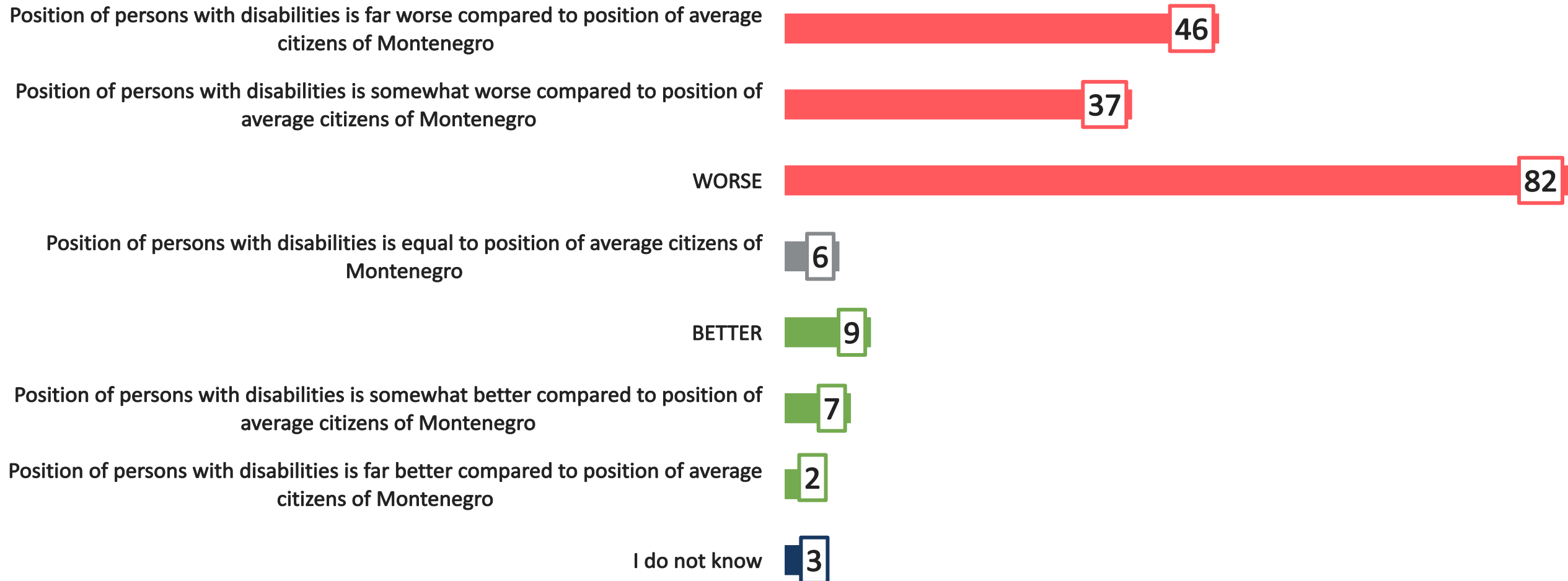
What is the first thing that comes to your mind when you hear term persons with disabilities?



Spontaneous responses

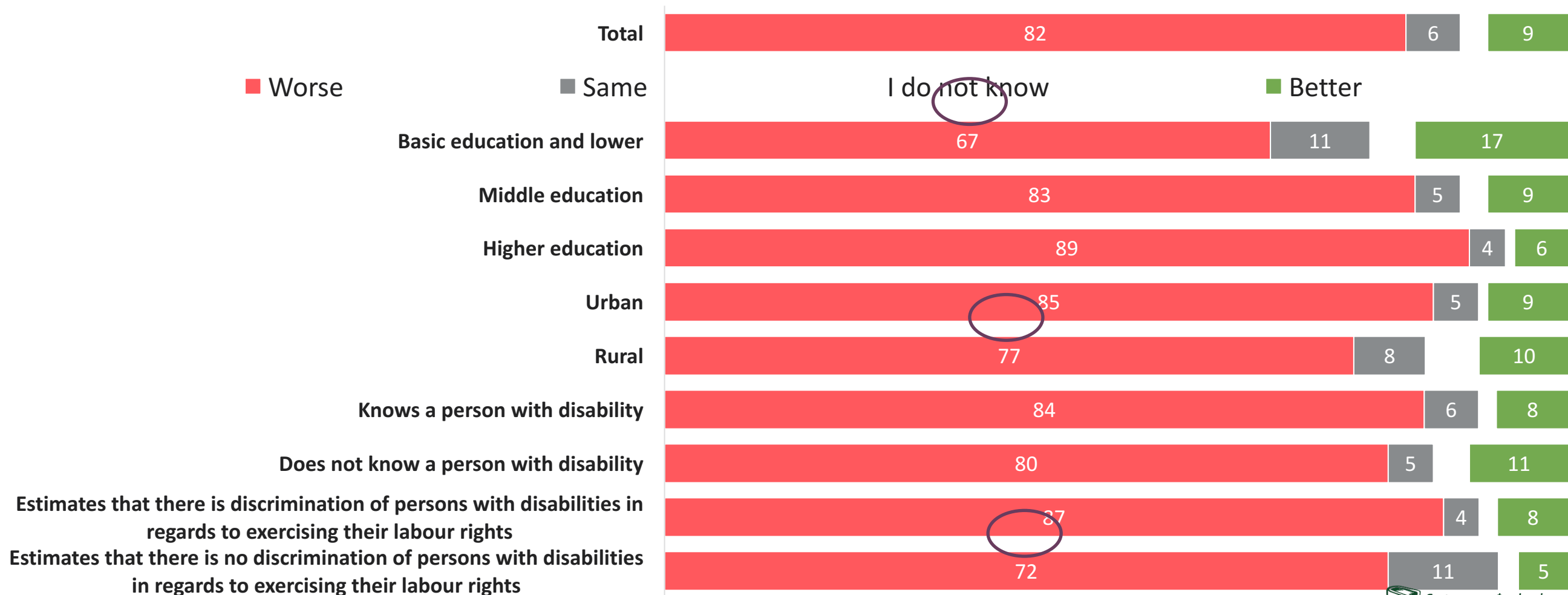
# However, on average, eight of 10 citizens of Montenegro estimate that position of persons with disabilities is more disrupted compared to position of average citizens of Montenegro.

*In your opinion, what is position of these persons in Montenegro compared to average citizens of Montenegro?*



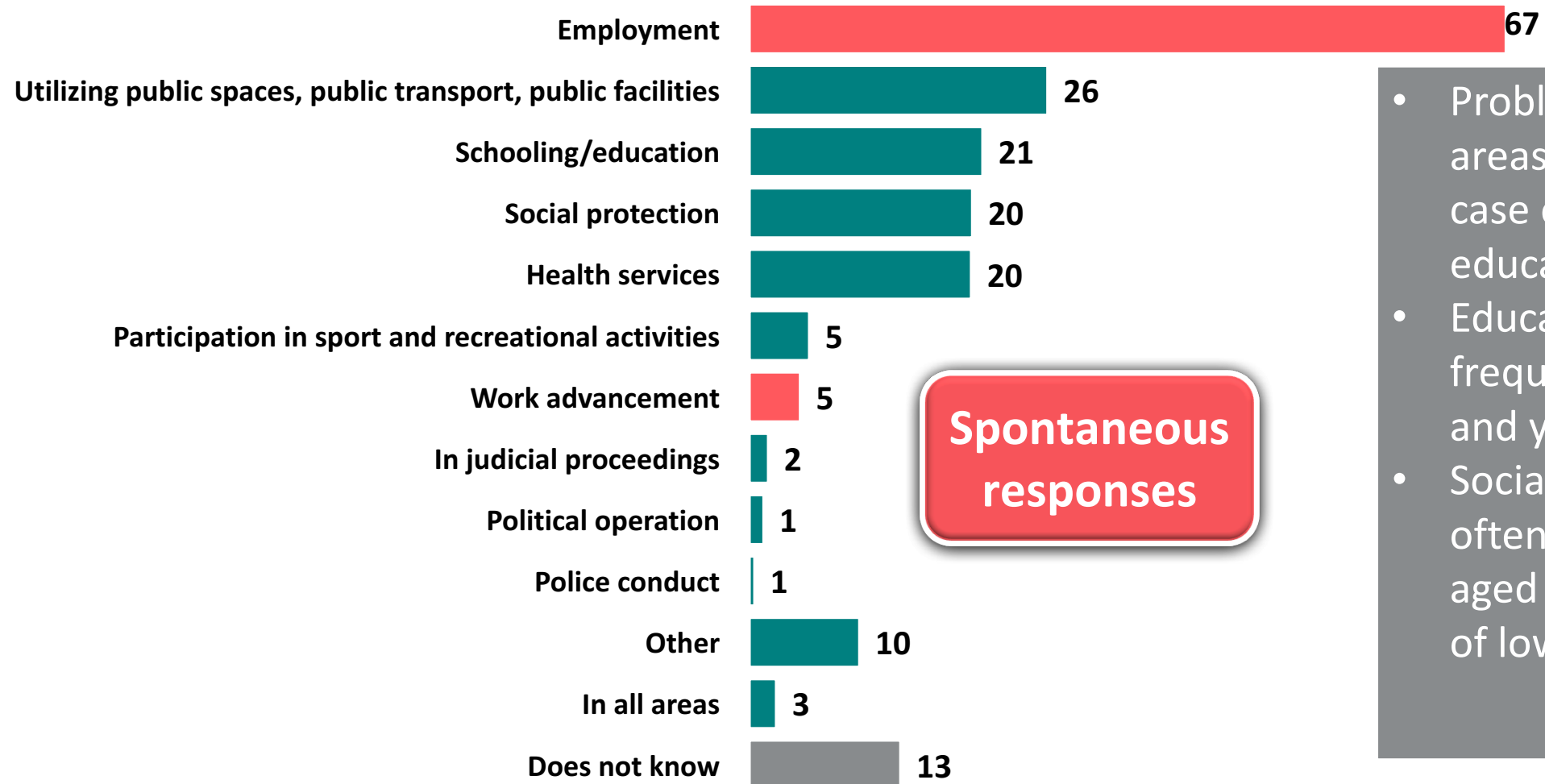
Even though attitude that position of persons with disabilities in Montenegro is disrupted is dominant among various groups of citizens of Montenegro, it is registered that in certain groups of population this attitude is present in a somewhat lesser extent.

*In your opinion, what is general position of these persons in Montenegro compared to average MNE citizens?*



Employment is dominantly perceived as area in which persons with disabilities exercise their rights most difficult. Alongside work advancement, precisely work sphere, in opinion of citizens of Montenegro, represents the largest problem for persons with disabilities currently.

Please tell me which three areas you think are most difficult for persons with disabilities to exercise their rights in?



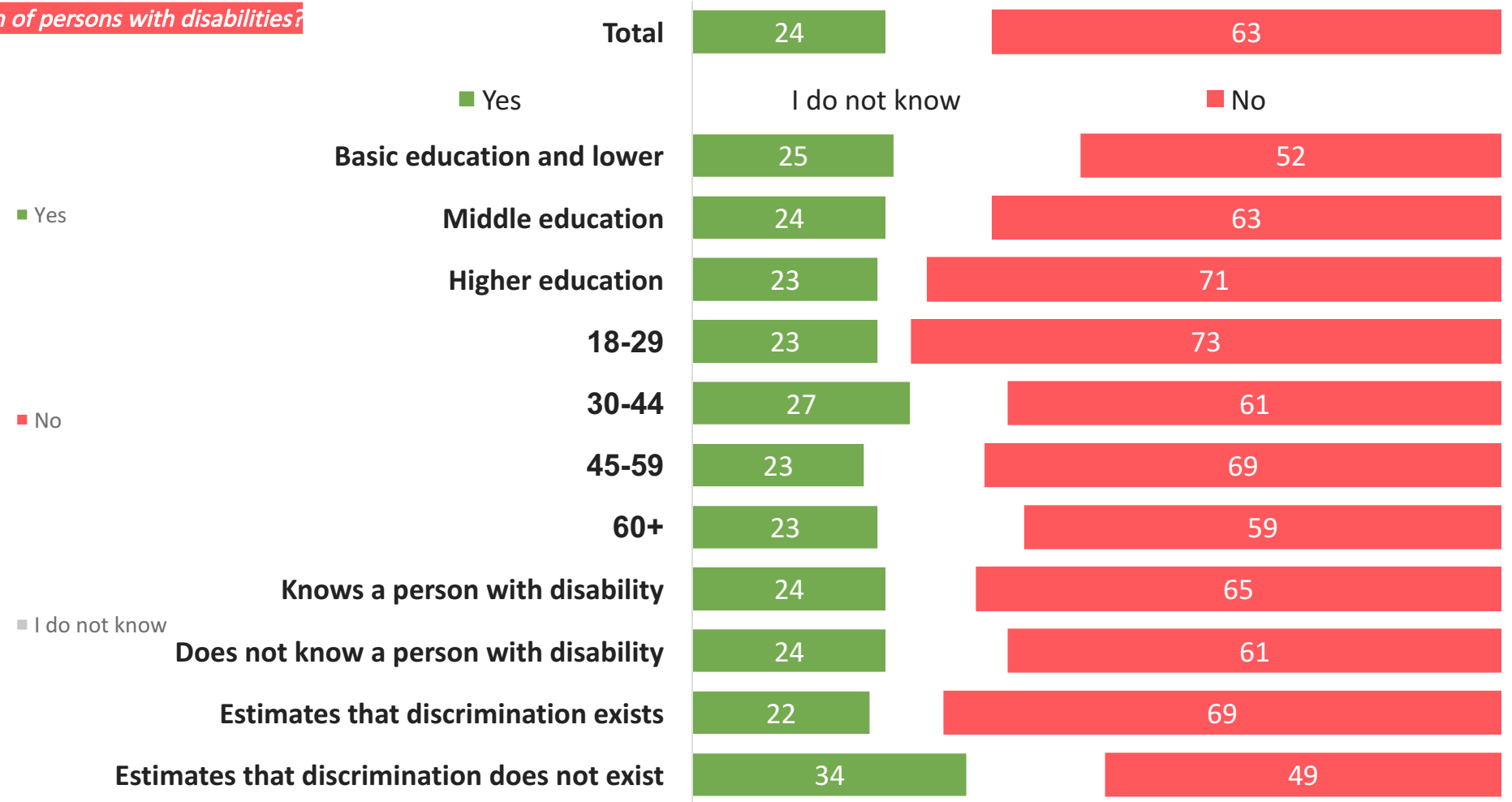
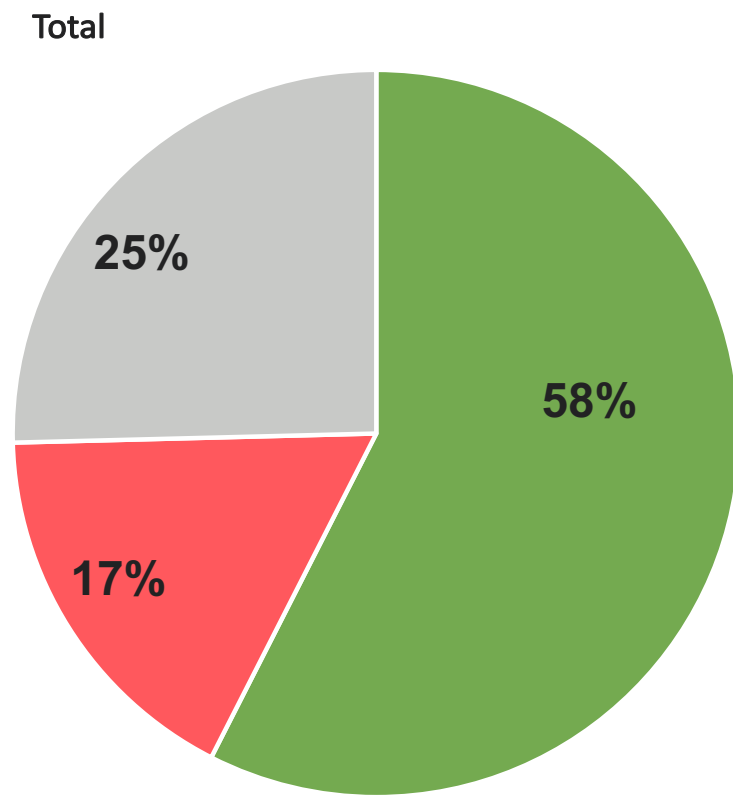
Spontaneous responses

- Problem of using public areas is often stated in the case of citizens with higher education
- Education is more frequently stated by women and younger citizens
- Social protection is more often referred to by citizens aged 45 to 60 and citizens of lower education

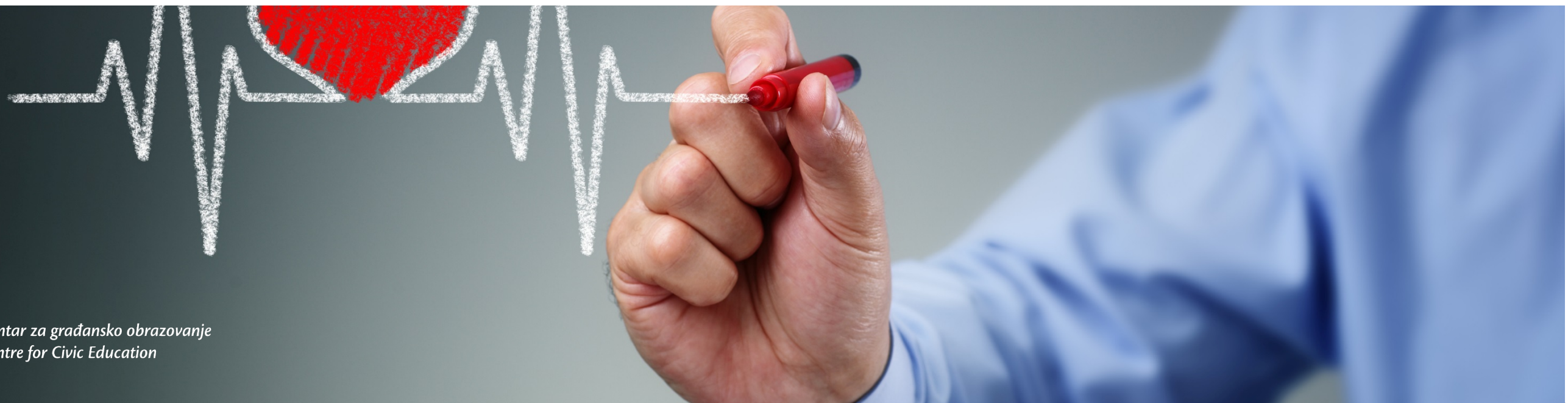


Nevertheless, on average, four of 10 citizens of Montenegro do not know currently that Montenegro possesses law that prohibits discrimination of persons with disabilities. Certain socio-demographic groupations of citizens, however, demonstrate higher level of knowledge on existence of this law.

Does Montenegro possess a law that prohibits discrimination of persons with disabilities?



# Persons with disabilities in Montenegro and their labour rights



## Key findings

1.

Even though awareness of concrete measures for employment of persons with disabilities **is not on a necessary level**, strong belief that it is necessary for persons with disabilities to be part of labour market is declaratively predominant. At the same time, **skepticism** is present in regards to successful application of these measures.

2.

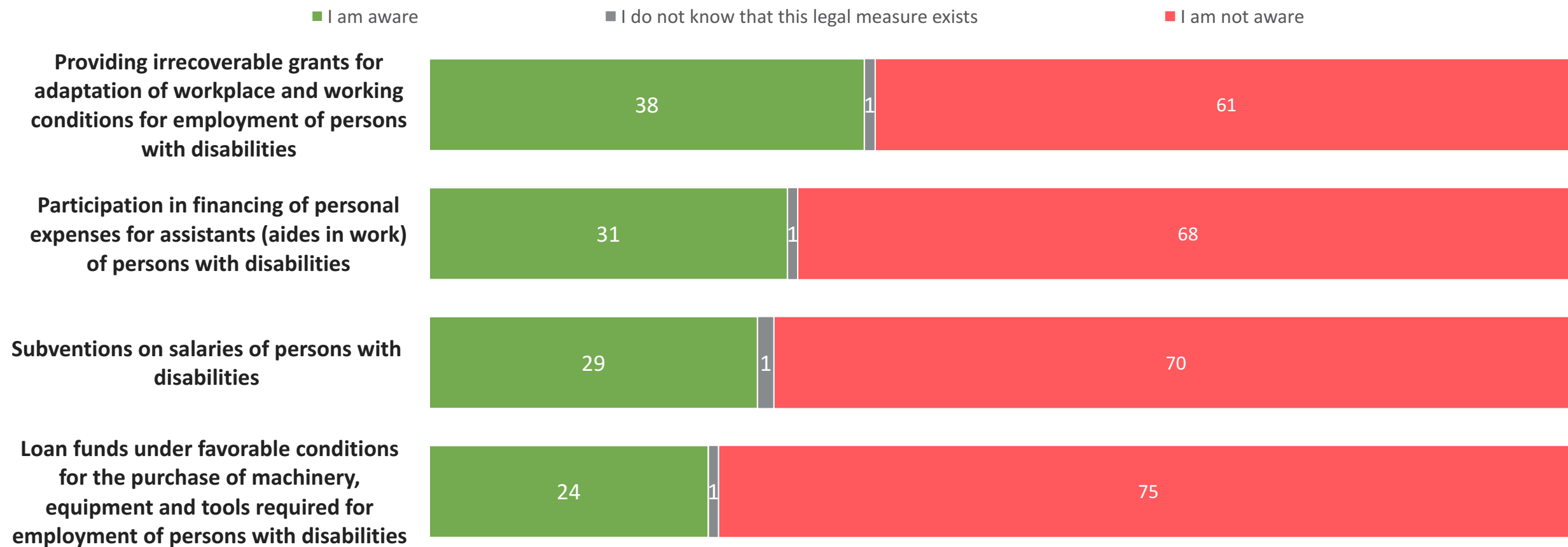
**Discrimination** in the work atmosphere of persons with disabilities is assessed as **present** in Montenegro and mostly in the area of **employment** of these persons itself. Simultaneously, it is estimated that these cases often remain **invisible** to institutions, primarily due to fear, but also due to other forms of learned helplessness of persons with disabilities.

3.

Employers **are not perceived** as enough ready to employ a person with disability yet, according to citizens' opinion, since employers primarily do not wish their **work to deteriorate** in this manner. Simultaneously, considerable percentage of citizens estimate that, if enough money is allocated to persons with disabilities, then **they should not even be employed.**

# Awareness on legal measures aimed at encouraging employers to employ persons with disabilities is at a low level. Expectedly, awareness is larger with citizens who personally know a person with disability.

Are you aware of following legal measures that encourage employers to employ persons with disabilities?

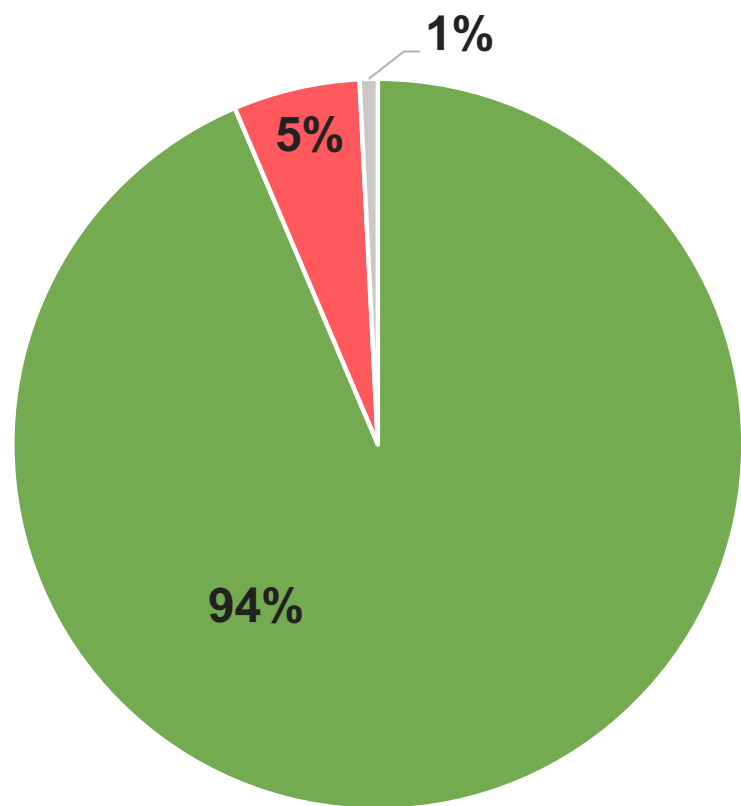




Whilst on one hand, declaratively, dominates strong support of citizens of Montenegro regarding participation of citizens with disabilities on labour market, at the same time, six of 10 citizens believe that measures for employment of these persons are not implemented in sufficient extent in Montenegro.

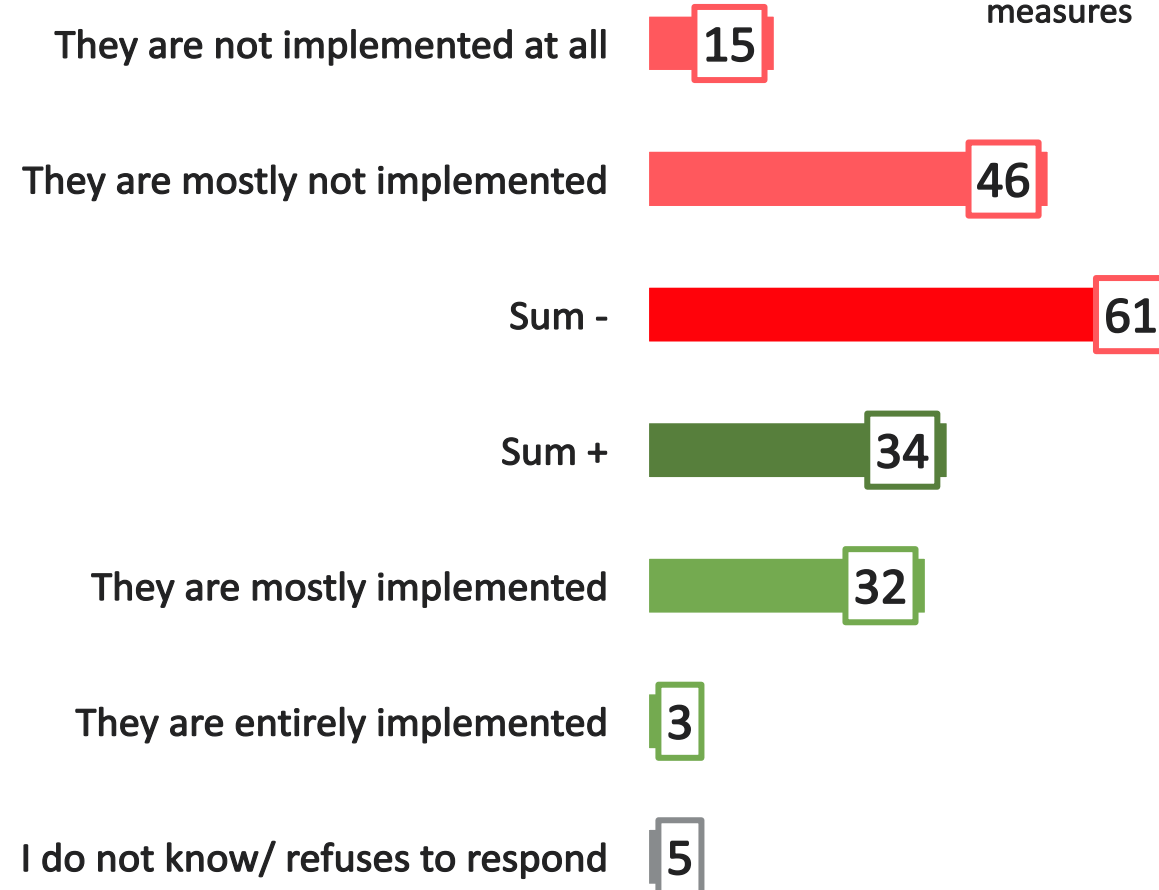
Montenegro conducts special measures for employment of persons with disabilities, and people have different attitudes towards this attitude of Montenegro. I will read you some of them, so please tell me which one is closest to you? Regardless of your personal opinion towards these special measures for employment of persons with disabilities, in your opinion, in what extent are they actually being implemented in Montenegro?

Support



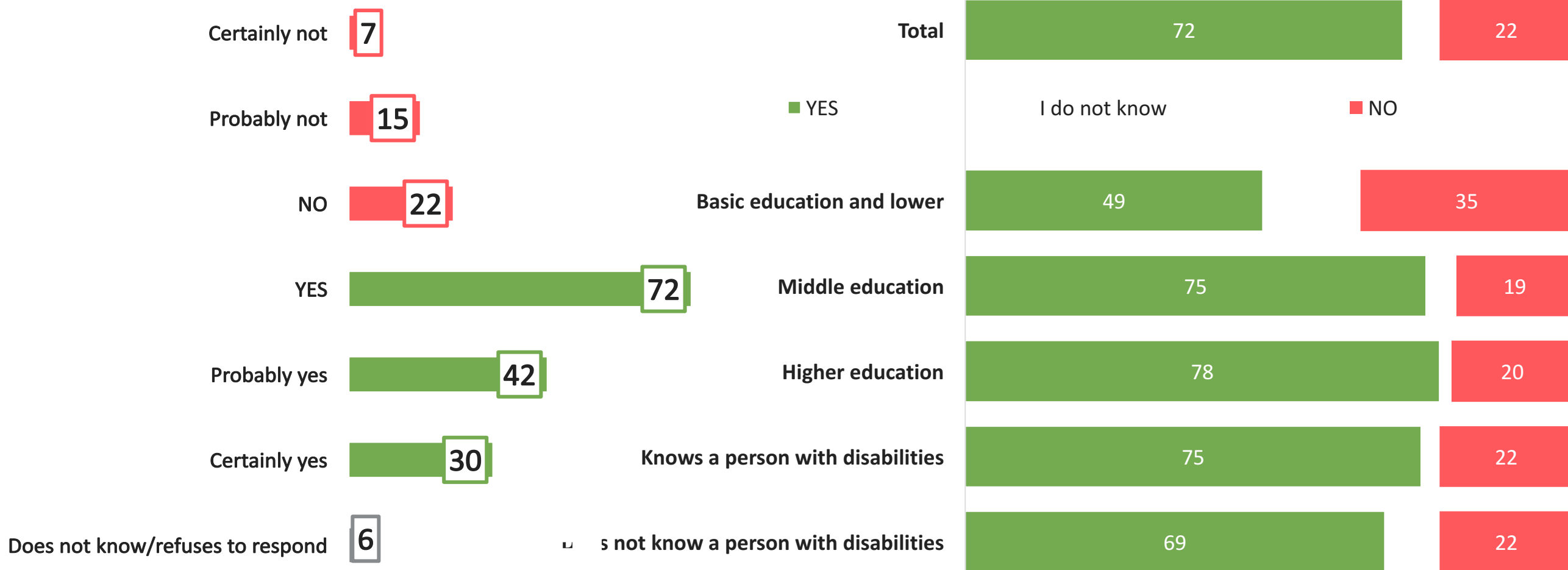
- I completely support measures for employment of persons with disabilities, since they often can not find job precisely due to their disability and they should have precedence in labour market
- I do not support measures for employment of persons with disabilities since it is a rather hard situation nowadays in Montenegro and everybody has difficulties to acquire job so nobody should be given special priority, not even persons with disabilities
- I do not know

Implementation of measures



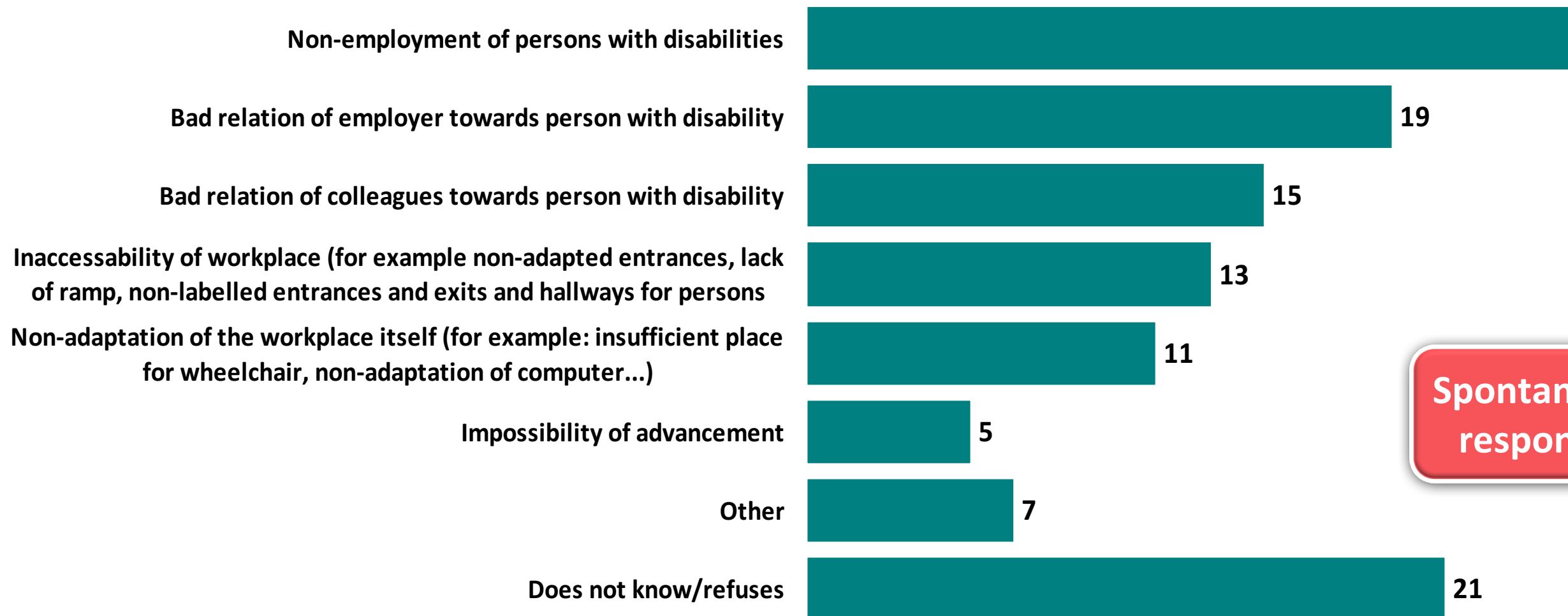
Simultaneously, almost three quarters of citizens of Montenegro estimate that discrimination against persons with disabilities in regards to exercise of their labour right exists currently. Opposing attitude more often than average have citizens with basic education, while larger extent of ignorance is shown by citizens who do not have personal contact with a person with disabilities

*In your opinion, does currently exist discrimination against persons with disabilities regarding exercise of their labour rights?*



Whilst more than half of citizens of Montenegro emphasize foremostly that non-employment of persons with disabilities is the most often form of discrimination currently, simultaneously fifth of citizens does not have clear image on possible forms of discrimination that these persons face. Relation of colleagues and employers towards persons with disabilities itself is most often stated as most frequent form of discrimination by younger citizens and citizens with higher education.

*In your opinion, which forms of discrimination occur most frequently?*



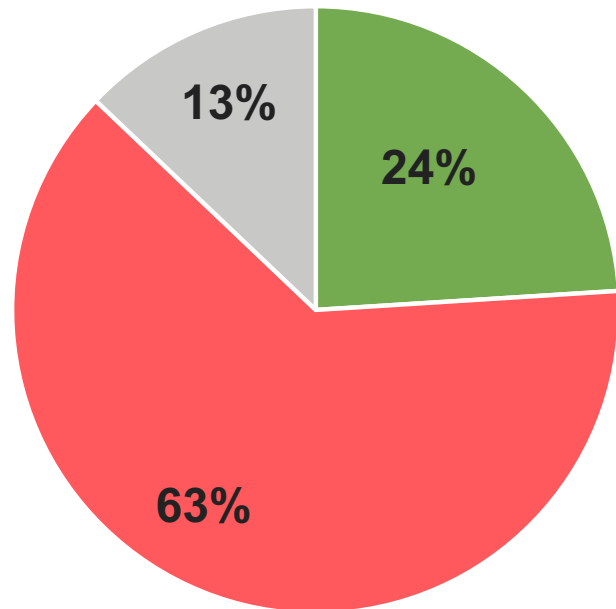
**Spontaneous responses**

Database: Adult population of Montenegro, those who think that discrimination of persons with disabilities exists (72% of total population)

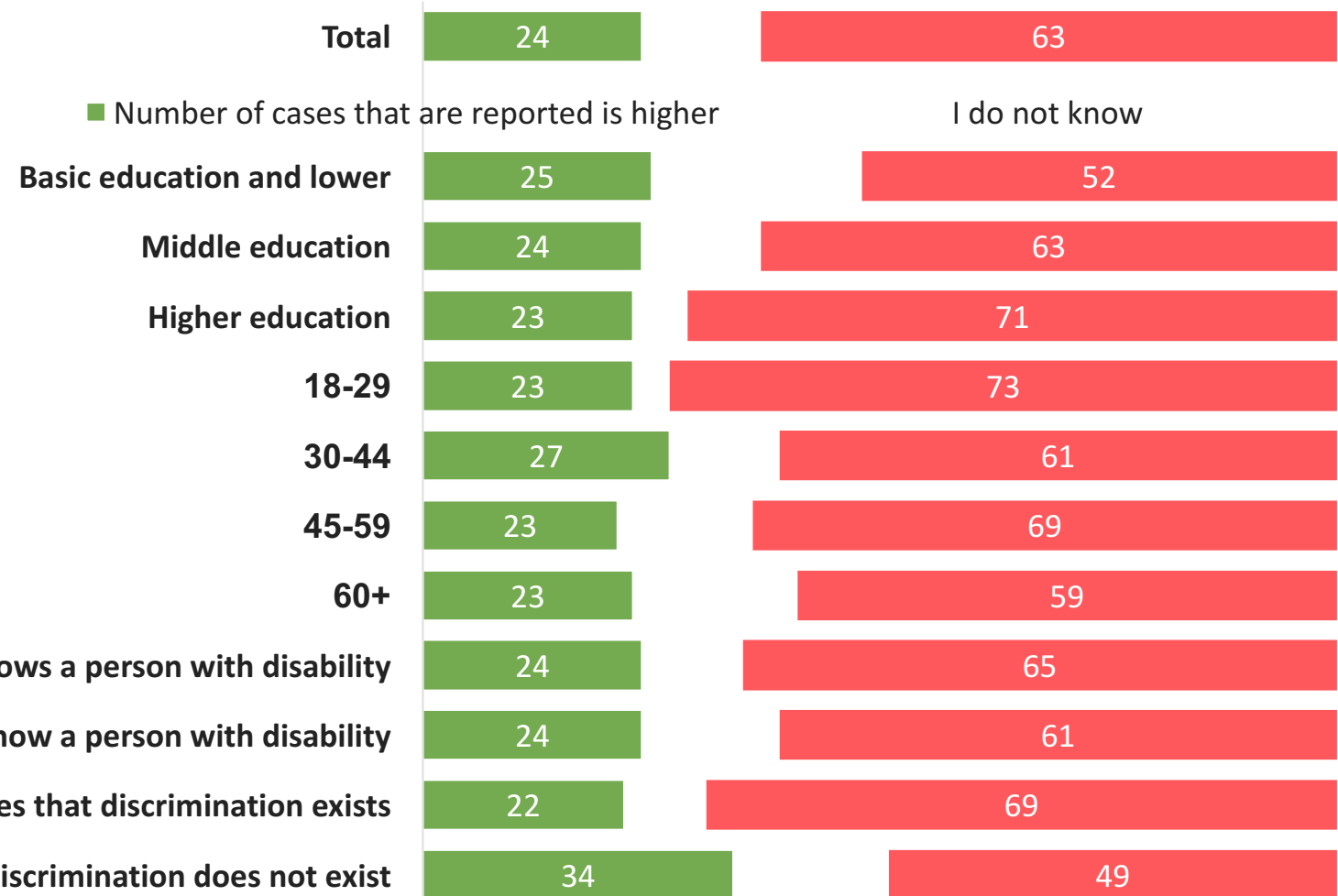
In average, almost two thirds of citizens of Montenegro estimate that there is higher number of cases of discrimination of persons with disabilities during employment or performance of duties that are not being reported to relevant authorities. Greater extent of non-responses or opposing attitude is registered with certain socio-demographic groupations.

*Ultimately, in your opinion, is higher number of cases of discrimination of persons with disabilities during employment and work that is being reported or not being reported to relevant authorities?*

Total



- Number of cases that are reported is higher
- Number of cases that are not reported is higher
- Does not know, refuses





Quarter of citizens who estimate that there is higher number of cases of discrimination that are not being reported to relevant authorities note that it is, primarily, due to fear of persons with disabilities to decide upon this factor. Of other factors there are frequently being noted various forms of learned helplessness of persons with disabilities, but also lack of trust in institutions and lack of support in closer environment, but also society itself and system of rule of law.

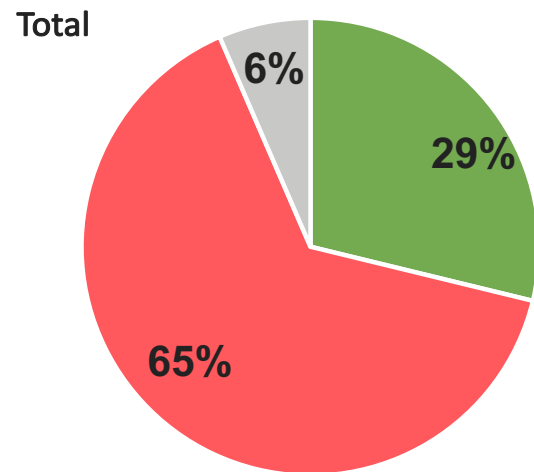
*Why is it so, in your opinion?*



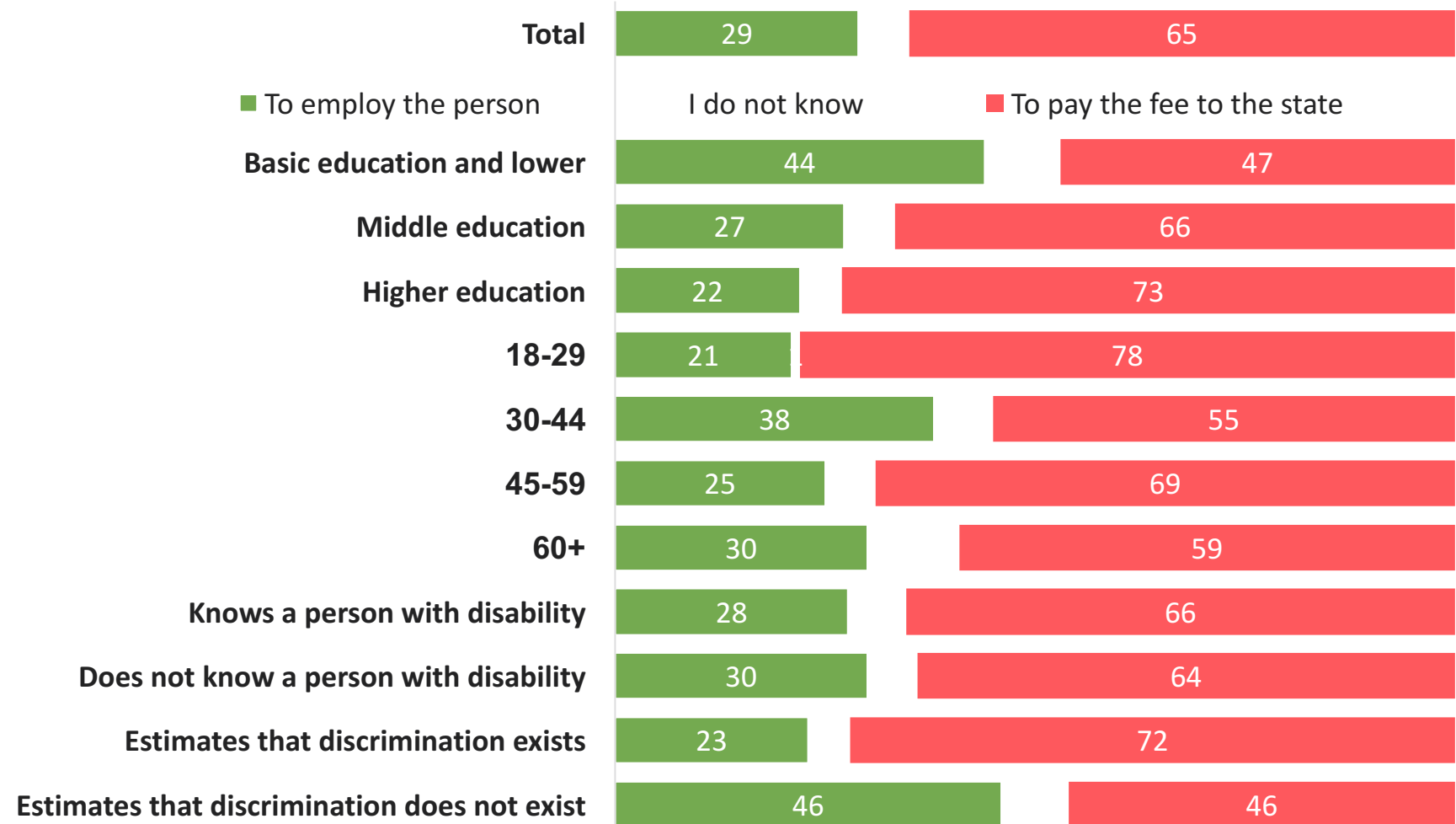
**Spontaneous responses**

In accordance with previous findings, belief that employers in Montenegro are still not ready to employ a person with disability is predominant. Discrepancies in this opinion with certain socio-demographic groupations of population are yet again occurring.

Which of the following two statements is personally closer to your own opinion?

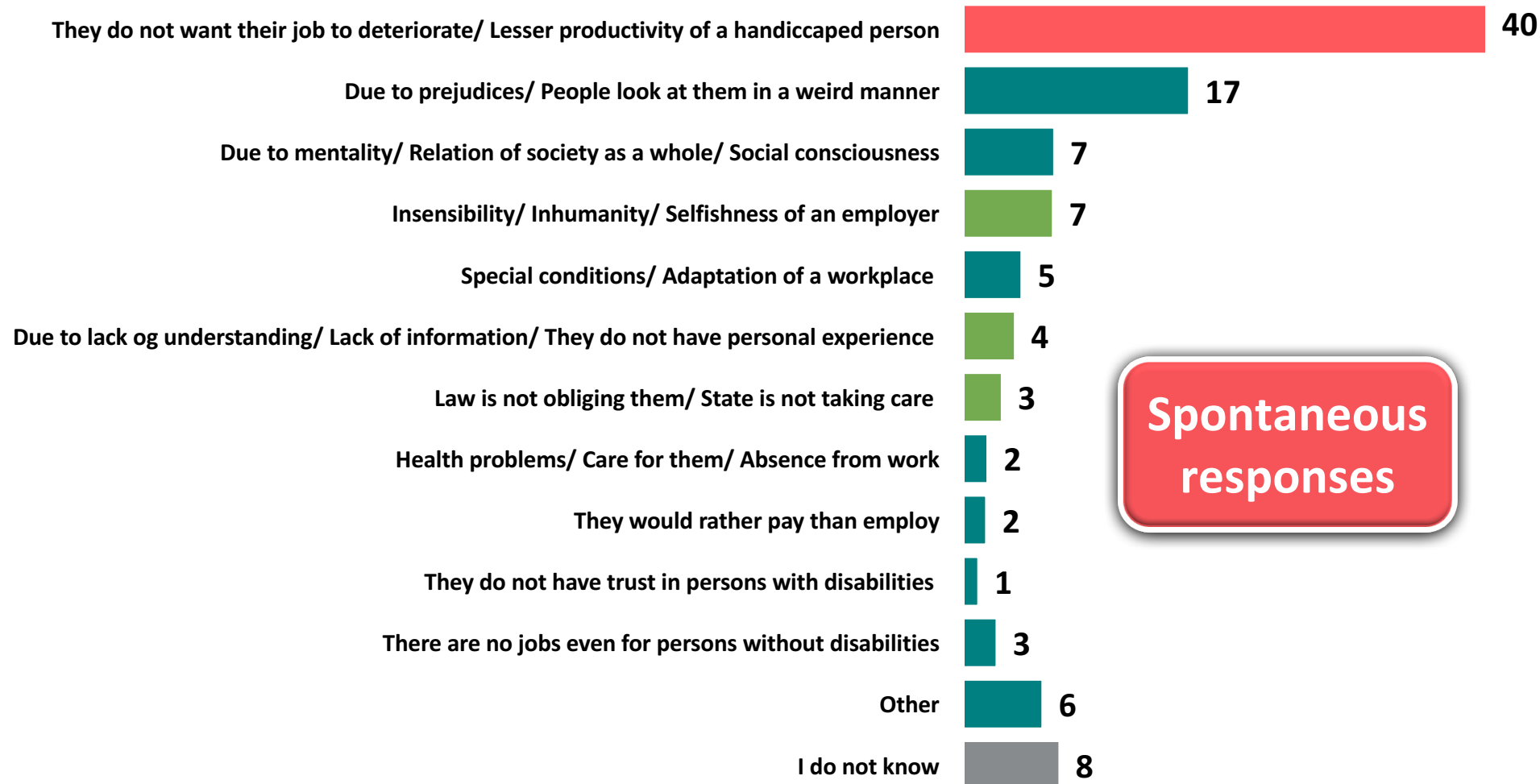


- Majority of employers in Montenegro would rather be ready to employ a person with disability and thus help her/him than to pay a fee for their unemployment to the state
- Majority of employers in Montenegro would rather pay the necessary fee to the state than accept to employ a person with disability
- Does not know, refuses



Four of 10 citizens of Montenegro who estimate that employers would rather pay the fee to the state than employ a person with disability as a main reason for this attitude of employers see in the person with disability herself/himself, i.e. in perception of them as someone who is not productive or who will be the reason for job to deteriorate.

Why is so, in your opinion? Please give as concrete reponse as possible.

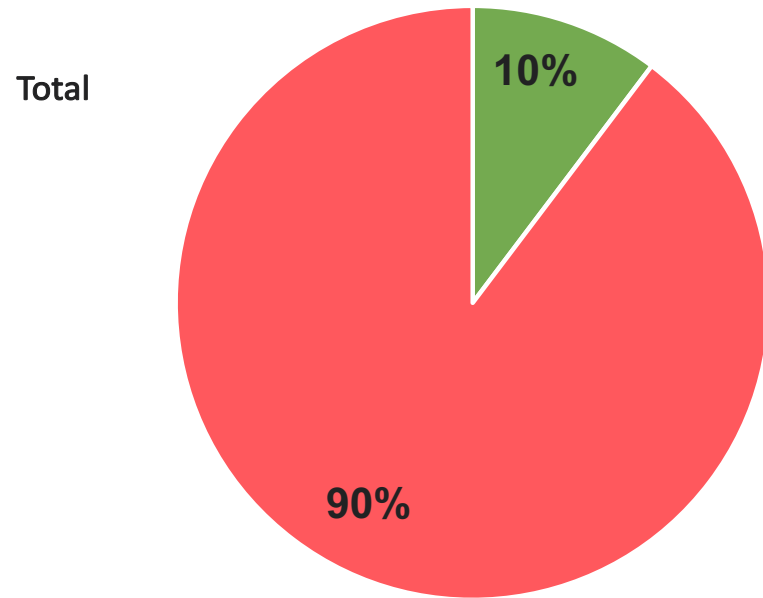


Spontaneous responses

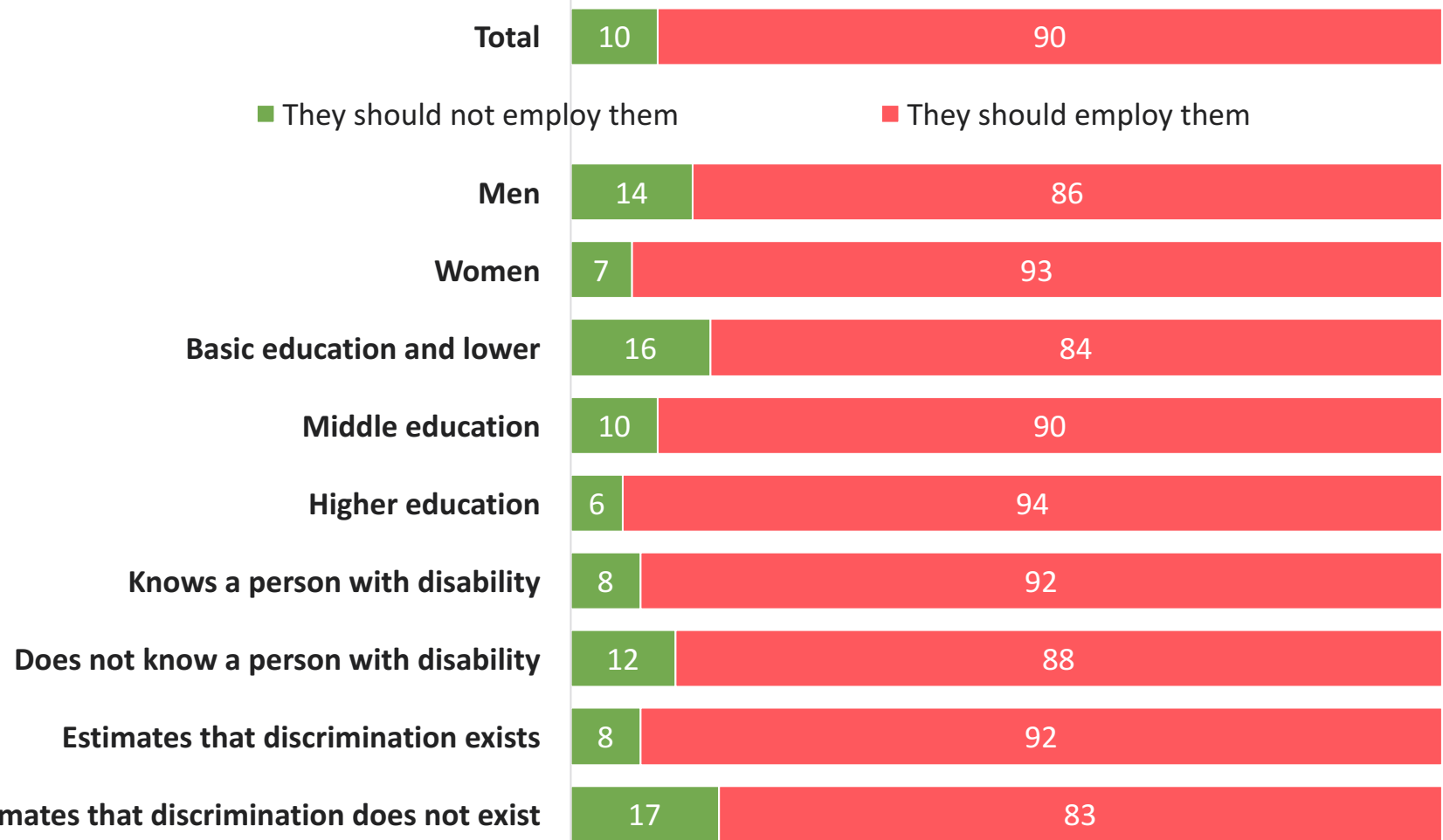
- Every fifth citizen states factors that are related to general mentality and existent prejudices towards persons with disabilities
- 14% of citizens state it is due to negative attitude of employers, their lack of information but also non-obliging law for employers to act differently

However, every tenth citizen of Montenegro estimates that persons with disabilities should not be working if state would allocate enough money for them on annual level. Such result indicates that inclusive attitude of citizens of Montenegro towards these persons, not only regarding work atmosphere but in general too, is still closer to being declarative than acceptance of these persons as inseparable part of society.

*Which of the following two statements is closer to your own opinion?*



- If enough money be allocated on annual level for persons with disabilities that will enable these persons to undisturbedly lead their everyday life, then it should not be necessary at all to employ persons with disabilities
- No matter how much aid money is being allocated for persons with disabilities, it is important that they are employed so they would feel as part of Montenegrin society







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