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*School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro*



## **School-to-Work Transition for Higher education students with disabilities in Serbia, Bosnia & Herzegovina and Montenegro Trans2Work**

<b>D1.3</b>	<b>Benchmarking transition and employment policy</b>
<b>Prepared by :</b>	University of Montenegro
<b>Contributors</b>	All partners
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<b>Email:</b>	<a href="mailto:fzp.trans2work@gmail.com">fzp.trans2work@gmail.com</a>
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## The TRANS2WORK consortium

No.	Partner Name	Logo
1	University of Macedonia (UOM) – Project Coordinator	
2	Gnosi Anaptixiaki NGO (Gnosi)	
3	University of Maribor, Faculty of Electrical Engineering and Computer Science (UM FERl)	
4	University of Warsaw (UW)	
5	DEKRA Akademie GmbH (DEKRA)	
6	University of Kragujevac (UNIKG)	
7	University of Novi Sad (UNS)	
8	BELGRADE METROPOLITAN UNIVERSITY (BMU)	



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in Serbia, Bosnia & Herzegovina and Montenegro*

9	Association of Students with Disabilities in Serbia (ASD)	
10	National Employment Service of Serbia (NES)	
11	Business Association “Unija Čačak 2000” (UNION 2000 Cacak)	
12	University of Montenegro, Faculty for Maritime Studies (UoM)	
13	University of Donja Gorica (UDG)	
14	Association of Youth with Disabilities of Montenegro (AYDM)	
15	EMPLOYMENT AGENCY OF MONTENEGRO (EAM)	
16	University of Sarajevo (UNSA)	
17	University of East Sarajevo (UES)	



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18	University of Banja Luka (UBL)	
19	Humanitarian Organization Partner (HO partner)	
20	Profil Management Consulting d.o.o (Profil MC d.o.o.)	
21	“PROCOM” d.o.o. za usluge, trgovinu i proizvodnju Gracanica (PROCOM ltd.)	
22	Balkan Distance Education Network (BADEN)	
23	College of Computer Science and Business Communication eMPIRICA (eMPIRICA)	



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## Abbreviations

Term	Explanation
SR	Serbia
ME	Montenegro
BiH	Bosnia and Herzegovina
SwD	Student with Disabilities
PwD	People with Disabilities
IwD	Individual with Disabilities
EU	European Union
HEI's	Higher Education Institution's
HE	Higher Education
EwD	Employees with Disabilities
LLL	Lifelong Learning



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*School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro*

## Contents

The TRANS2WORK consortium .....	2
Abbreviations .....	5
1. Introduction .....	7
2. Methodology .....	8
2.1 Benchmarking.....	8
2.1.1 Benchmarking of relevant laws in Serbia, BiH and Montenegro with EU .....	9
2.2 Statistical analysis of data.....	86
2.2.1 Comparison among SwD and Employees of Serbia, BiH and Montenegro .	87
2.2.2 Comparison among Employers of Serbia, BiH and Montenegro.....	95
2.3 SWOT analysis .....	102
2.3.1 Results of the SWOT analysis-Serbia .....	104
2.3.2 Results of the SWOT analysis-Bosnia and Herzegovina.....	106
2.3.3 Results of the SWOT analysis-Montenegro .....	109
3. Concluding remarks .....	112
3.1 Point of view of SwD and Employees .....	113
3.2 Point of view of Employers .....	115
References.....	118



## 1. Introduction

This Deliverable is the final of three inter-linked Reports that together comprise the outputs of Work Package 1: State-of-the-art. Work package 1 can be seen as the 'baseline' from which the strategy and activities necessary to achieve the overall goal of the project is developed. This goal is to improve the quality and relevance of support for the transition of SwD from HE to work, in Serbia, BiH and Montenegro. In line with this overall goal, the main objective of WP1 is to map the conditions and standards that will support the transition of SwD, in accordance with EU practices and policies. WP1 therefore has a descriptive purpose – mapping the 'landscape' of policies and practices to support the transition of SwD from HE to work in the EU; an analytical purpose – identifying commonalities and differences in policies and practices between EU as well as between three partner countries; and a 'benchmarking' purpose – comparing current state of the art in Serbia, BiH and Montenegro with that of the EU and identifying areas for improvement. The results of this work feed into other work packages of the project. This is the first report in a series of anticipated three interrelated reports that makes part of WP1 within the Trans2Work project. The aims of WP1 are:

- Dev 1.1: Identify and analyze the needs of employers in order to investigate and form the Methodologies for pioneering categorization and analysis of employers' needs that can be used for further studies, as well as to identify and analyze the needs of employers;

- Dev 1.2: Identify and analyze the educational needs of students with disabilities that should ensure Methodologies for pioneering categorization and analysis of IwDs needs that can be used for further studies, and as well as in the case of Dev 1.1 to identify and analyze the needs of SwD in the transition process from school to work;

- Dev 1.3: Benchmarking transition and employment policy as a main result should offer Assessment of the initiatives in regional, national and international level that could be adopted in partner countries in order to facilitate the transition of IwD from HE into the labour market.

Due to the above mentioned aims, it is clear that WP1 is a basis for the entire Trans2Work project, and on this assumption the rest of work packages will rely on. In addition, the results obtained from the research analysis conducted in WP1 need to formulate strategies and activities designed to achieve the overall objectives of the project:

- upgrade and prepare HES services to support SwD to their transition from HE to Work following the EU policies;
- link Higher Education to "disability friendly work environments, assimilate transition opportunities and skills with EU practices and policies;
- to prepare employers on understanding the needs of employees with disabilities in order to offer new jobs.

With broader assessment of the tasks that are set before the first work package, we can note that WP1 should have:

- Descriptive role: because it should review the relevant legislative, regulations and rules in the sphere of inclusion of the highly educated students from education point to the employment;
- Analytical role, where it is necessary to look at the similarities and differences in the legislation and their practical application in three partner countries: Serbia, BiH and Montenegro;



- Benchmarking role: giving an answer to the question "Where is our position compared to other countries in the EU from the transition standpoint of SwD", i.e. to compare the current situation in the three partner countries with the situation in EU and to propose a sphere in which there is a space for improvement.

The document is structured as follows: a short introduction is followed by Section 2 with the applied methodology used to capture the current legal regulations and analyze the needs of employers in Serbia, BiH and Montenegro. In addition, here is given an overview of the instruments and tools used in the data collection and an analysis. The last Section (3) provides conclusions that emerged from the consideration of the legislation and the collection of data through questionnaires.

## **2. Methodology**

### **2.1 Benchmarking**

Benchmarking is a modern technique based on comparisons with other companies that provides the opportunity of learning and changing the behaviour. The process of benchmarking includes: defining the problem and data collection, data analysis, making decision on the best solution, implementing the solution etc. Benchmarking is used as an instrument to identify and assess their competitive position. We can point forward that benchmarking provides a continuous process of comparing the organization with others to find and run the best business practices to ensure long-term competitive advantages. In business practice benchmarking organization is an instrument that continuously compares the extent of their business compared to other organizations and consequently learns from the most successful and applies the acquired knowledge in order to increase performance and efficiency of the business. It can be compared the products and services, business processes, technical solutions, strategy, etc., with the aim of understanding their own shortcomings, limitations and possibilities of their removal or improvement.

Benchmarking is a continuous process of identifying, understanding and adapting products, services, equipment and procedures of companies with the best practices to improve their own business. The process itself includes:

- comparison of the company and its parts with the best one, not limiting to the same activity nor to the same country where the activity is performed;
- comparison of the products and other activities of the company with the corresponding activities of other companies in the same business, in order to define the best one;
- comparison of products and services with the products and services of competitors that dispose with leading results;
- comparison of technical solutions of the company in order to select the best equipment for specific applications;
- the use of the best-defined business process;
- planning for future development, and actively adaptation to new trends;
- meeting and exceeding the consumer expectations.



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in Serbia, Bosnia & Herzegovina and Montenegro*

Dev 1.3 focuses on the integration of the material collected and analysed in work activities 1.1 and 1.2, followed by a synthesis of the material to provide a consolidated view of the 'landscape' of policies and practices for the transition of students with disabilities from HE to work in the EU. This landscape identifies the standards and good practices that can then be used to develop and apply a benchmarking framework to enable the situation in Montenegro to be compared with the EU situation, and key areas for future development identified.

The overall approach proposed to benchmarking is taken from the BENVIC approach developed in collaboration with a number of organisations under the Socrates programme (Benchmarking for higher education campuses). The methodology is based primarily on 'Best Practice' benchmarking but reflects elements of two other approaches – process benchmarking and strategic benchmarking. Best Practice Benchmarking describes the comparison of performance data that has been obtained from studying similar processes or activities and identifying, adapting, and implementing the practices that produced the best performance results. Process benchmarking is where the initiating organisation focuses its observation and investigation of business processes with a goal of identifying and observing the best practices from one or more benchmark organisations. Strategic benchmarking involves observing how others compete.

Benchmarking methodologies typically encompass the following methods and actions:

- Identify the subject or 'problem' area – i.e. the business/organisational processes to be assessed
- Identify other industries that have similar processes
- Identify organizations that are leaders in these areas
- Identify data sources for comparison
- Collect data (e.g. Survey companies for measures and practices; visit the "best practice" organisations to identify leading edge practices)
- Identify gaps between actual and desired state
- Establish future changes and targets
- Implement new and improved business practices.

### **2.1.1 Benchmarking of relevant laws in Serbia, BiH and Montenegro with EU**

According to enclosed Annex I formed by all the partners in the project, it is done a comparative analysis of the legislation, and similarities and differences between the laws, policies and legislation relating to the transition of SwD from HE to work are noticed. The following Table 1 summarizes the data and conclusions of the comparative analysis of the laws of Serbia, BiH and Montenegro in relation to EU law. Table 1 shows the results of benchmarking the three partner countries relevant laws in sector of employment and rights of PwD against overall EU policy standards and practices in the same sector. Column 1 of the Table 1 shows the four areas, and four sets of benchmarking criteria - policy and legal standards; targeting; implementation of policy and outcomes and impacts – covered in the exercise. In Column 2, the key EU standards and good practices are summarised for each area and criterion. Columns 3, 4 and 5 summarises the situation for Serbia, Montenegro and BiH with regard to these areas and criteria, respectively. Column 6 provides an overall 'benchmark score' for partner countries laws set against the areas and criteria. This shows three levels:



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in Serbia, Bosnia & Herzegovina and Montenegro*

- Level 1 (-) – signifies that partner county laws are at the moment below the ‘norm’ for the EU as a whole
- Level 2 (=) - signifies that partner county laws are at the moment broadly at the same level as the ‘norm’ for the EU as a whole
- Level 3 (+) - signifies that partner county laws are at the moment broadly above the ‘norm’ for the EU as a whole.
- Finally, Column 7 identifies key gaps in each area and for each criterion and suggests possible strategies for improvement.



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in Serbia, Bosnia & Herzegovina and Montenegro

Table 1: Summary of policy and standards benchmarking analysis

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
Rights of Persons with Disabilities	<p>State Fund for Rehabilitation of Disabled Persons (PFRON) is a fund that operates under the Act of the 27th of August 1997 on vocational and social rehabilitation and employment of persons with disabilities.</p> <p>United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) ratified at EU level and in most member states.</p> <p>The Slovene parliament passed the Act Ratifying the</p>	<p>National Assembly of the Republic of Serbia ratified the Convention and the related Option Protocol on 29 May 2009. The initial report on implementation of the Convention was delivered by Serbia to the Commission for the Rights of the Persons with Disabilities on 20 June 2012.</p>	<p>Parliament of Montenegro has ratified "UNCRPD and Protocol" in July 2009.</p> <p>Government of Montenegro has adopted Strategy of integration of the persons with disabilities (PwD) from period 2008-2016' and currently is in preparation new Strategy for the period 2016-2020.</p> <p>The Law on Professional Rehabilitation and Employment of Persons with Disabilities, which was first adopted in July 2008, in article 22 define the existence of the</p>	<p>The Convention is signed together with its Facultative protocol. It is consisted of 50 articles with the purpose to promote, protect and ensure the full enjoyment of all human rights and fundamental freedoms by all persons with disabilities.</p>			<p>BiH RS MNE</p>	<p>BiH: The Facultative Protocol should grow into an Act and its articles should be more clearly defined and further elaborated. Special care should be taken that articles comply with EU laws and that they cover all aspects of labour, employment and non-discriminatory policy towards persons with disabilities.</p> <p>RS: The rights of persons with disabilities are guaranteed by the Constitution of the Republic of Serbia and certain laws and regulations governing the area of labour, employment and non-discrimination. Existing strategic documents determine the policy of the Republic of Serbia in this field, which enabled the realization of the fundamental human rights of persons with disabilities.</p> <p>MNE: Initial Report on the implementation of the Convention Montenegro was first submitted in January 2015 and it is currently working on analyzing the compliance of MNE legislation with the UNCRPD, which has emerged as a liability of the adoption of the Law on</p>



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
Policy domain	Convention on the Rights of Persons with Disabilities and Optional Protocol to the Convention on the Rights of Persons with Disabilities on 2 April 2008.		Fund for Vocational Rehabilitation and Employment of Persons with Disabilities.					Prohibition of Discrimination against Persons with Disabilities. BiH - In BiH, equality and non-discrimination, awareness-raising, accessibility, right to life, access to justice, liberty and security of the person, inhuman or degrading treatment, protecting the integrity of the person, liberty of movement and nationality, personal mobility, respect for privacy, education, health, habilitation and rehabilitation etc.
Position of the persons with disabilities	Since there are more than 15 %, persons in Europe that are disabled, persons with disabilities are therefore an important group who can equally contribute to the development of society.	A medium-term plan of activities of all social actors in Serbia invigorating the foundation of civil society. It will be possible to measure the degree of fulfillment of the objectives that this strategy sets.	Previous Strategy for the integration of persons with disabilities in Montenegro covered the field of health care, social and pension and disability insurance, employment, education, accessibility, culture and sports, and realizes the power and civil society. The report of implementation of the strategy as	In compliance with its constitutional competencies, it is prepared a Strategy and Action Plan to equalize the opportunities for people with disabilities in BiH 2011-2015.	BiH	RS MNE		BiH: It is still at the level of Strategy and Action Plan – this need to be fully implemented.  RS: With regard to the situation of people with disabilities the Government of the Republic of Serbia adopted the Strategy for improving the position of persons with disabilities in the Republic of Serbia, which is the medium-term plan of activities of all social actors in the Republic of Serbia, a measure of success in carrying out planned activities will be measured by the degree of fulfilment of the objectives of this strategy sets. The basis for the Strategy solutions are adopted in accordance with domestic and international documents, the question of the treatment of people with disabilities is not set as a segment of social



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
			the greatest progress notes are an increasing number of media campaigns and changes in awareness of PWDs until emphasized as the biggest problem of inaccessibility of physical environment, facilities, transportation and services.					<p>policy, but as a human rights issue.</p> <p>In accordance with the ratification of the largest number of international conventions on human rights, as well as during the preparations within the EU accession process, Serbia will strive for an environment of freedom, equality, solidarity, tolerance, non-violence, equality, respect for human rights, the rule of law, and respect for diversity.</p> <p>MNE: MNE: Monstat list of 2011 determined that 11.4% who are PWD are at the level of the legal framework also recognized as the most discriminated or as one of the most discriminated social groups. MNE legislation recognizes the rights of PWDs and in some areas there are specific laws regulating their rights.</p>
Programme for higher education and training (2011-2020)	Resolution on the National Programme for Higher Education was created in 2011 specifically in Slovenia, and its goal is to be finished before the year 2020. Resolution	It is identifying the purpose, goals, directions, instruments and mechanisms of development of the education system in the Republic of Serbia in the next ten years.	Strategic goals of Montenegro are the implementation of inclusive education at all educational levels. New Law on Higher Education is adopted in October 2014 and in it is recognized the	It establishes the organization of higher education in Bosnia and Herzegovina, the responsibility of the competent authorities in this area, establishes bodies for implementation of	BiH	RS MNE		<p>BiH: This still needs to be further developed in BiH.</p> <p>RS: In accordance with the legal framework of the Republic of Serbia aims to develop policy measures and upgrade programs, particularly in education of persons with disabilities. The specific characteristics of the legal and sub-legal acts regulating this area are the</p>



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in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
Policy domain	stresses out the adaptation of study conditions for students with disabilities.		rights of students with disabilities. In preparation is a new Strategy of development and financing of higher education to 2020.	laws and international obligations of Bosnia and Herzegovina, and methods of quality assurance in higher education.				<p>prohibition of discrimination against persons with disabilities in education. Provides for the obligation of the state to take measures to education for persons with disabilities was an integral part of the general system of education. Also activities started in order to raise awareness of teachers, inclusion of all relevant authorities in creating an environment that will enable people with disabilities quality education, etc.</p> <p>MNE: Education and training policy of students with disabilities is the part of the national activities, and important activities of NGO for students with disabilities. Although the legal and policy infrastructure supports 'inclusive learning', it is not systematically applied in practice. Areas where more effort could be focused are: better integration between the different education sectors on educational needs of young people with disabilities ii) resources provided to train more qualified special needs education professionals and to promote continuing professional development of education professional's iii) more coherent frameworks and guidelines for implementation of UN and EU policies in higher education.</p> <p>Existing strategic documents identify measures</p>



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

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	EU	RS	MNE	BiH	-	=	+	
								to the level of higher education for students with disabilities (Inclusive Education Strategy 2014-2018). The legislation has progressed in recent years, but in order that the laws are fully harmonized with the Convention, it is necessary the introduction of support services in the system of higher education.
Action plan or programme for persons with disabilities (2003-2010; 2014-2021)	Plan has 3 priorities: accessibility, active inclusion and employment. Monitoring through Academic Network of European Disability Experts (ANED) and National Strategy Reports for Social Protection and Social Inclusion (SPSI NSRs) show that disability is mainstreamed in markedly different ways	It includes recommendations to take specific actions at the international level and also illuminates aspects of the situation of vulnerable groups of people with disabilities who face specific barriers and problems that require a cross-sectoral response.	There are two-year action plans by areas of the Strategy for the Implementation of the Strategy for the integration of PWD and other strategic documents in the field of education and of employing measures which are defined in these areas.	Strategy for persons with disabilities of BiH 2011-2015 clearly shows the commitment to the cantonal governments and municipal governments that adopt their national action plans in the field of disability.	BiH	RS MNE		BiH: In BiH this is still at the level of commitment; there are no monitoring and academic bodies that control a concrete implementation of the strategy.  RS: One of the steps towards improving the situation of persons with disabilities in the Republic of Serbia, in addition to the Law on Prevention of Discrimination against Persons with Disabilities, the Strategy for Improving the Status of Persons with Disabilities. Strategy is a plan set up activities of all social actors in the Republic of Serbia in this field. Bearing in mind that legal framework and has already achieved key results Action Plan allocated the same general and specific objectives set out in the Strategy or specifies certain measures and activities to be



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
	and that significant work is still required.							undertaken.  MNE: More effort in awareness-raising is required. Another key area is in employment. Montenegro has high rates of unemployment – particularly among disabled young people. More effort could be concentrated in building more effective ‘transition pathways’ for young people between school, tertiary education and work.
Law on Discrimination against Persons with Disabilities	In the 1990s many states in Europe adopted legislation on a variety of issues in respect of persons with disabilities, thus showing the need for action. Despite the progress achieved in numerous areas, many persons with disabilities in Europe still feel discriminated	Prevention of discrimination PwD regulates the general regime of prohibition of discrimination on grounds of disability, special cases of discrimination against PwDs, the procedure for the protection of persons exposed to discrimination and measures taken to encourage equality and	New Law on prohibition of discrimination of PWD has been adopted in June 2015 with the following conclusion by which the Parliament of Montenegro has committed the Government to do an analysis of compliance MNE legislation with the new law, in other words harmonization with	This Law provides a framework for implementation of equal rights and opportunities to all persons in BiH and defines a system of protection from discrimination. This Law defines responsibilities and obligations of legislative, judicial, executive authorities in BiH and legal persons and individuals with public authorities in BiH, ensures			BiH RS MNE	BiH: Although PwD are protected from discrimination by the Law, there is still a lot to be done in the area, in particular in the field of harmonization with EU standards. Also, inclusion of PwD in all areas of work is to be further strengthened.  RS: In order to regulate the situation and the prevention of discrimination against persons with disabilities, the Republic of Serbia has ratified a number of important documents in this field. There are still cases of discrimination against persons with disabilities in employment, but in this area plays an important role Tax



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
Policy domain	EU	RS	MNE	BiH	-	=	+	
	<p>against. Therefore, many countries strive towards equal opportunities policies.</p>	<p>social inclusion of PwDs.</p>	<p>UNCRPD. Currently, it is in the preparation the Strategy for protection against discrimination and promoting equality of PWD. Defence and protection from discrimination shall be exercised in accordance with this Law. The provisions of the Law and provisions of other laws govern the prohibition of discrimination against persons with disabilities, if they are contrary to this law.</p>	<p>protection, promotion and creation of conditions for equal treatment.</p>				<p>Administration, which controls the execution of the obligation of employing persons with in accordance with the regulations on tax procedure and tax administration. It should be noted that the relevant courts as well as the National Employment Service plays an important role in monitoring the situation and discrimination against persons with disabilities as well as in their integration and adaptation in the environment.</p> <p>MNE: The prohibition of and protection from discrimination apply the provisions of other laws regulate the prohibition of and protection against discrimination on various grounds of or in connection with the exercise of individual rights, if they are contrary to this law. Provides realization of reasonable accommodation aiming to ensure the principle of equal treatment in relation to persons with disabilities. Employers shall, based on needs in a concrete case, take appropriate measures, in order to enable a person with disability to access, participate or to be promoted, i.e. to participate in training, if such measure do not represent an unreasonable burden for the employer.</p> <p>MNE - The new Law on the prohibition of discrimination of PWDs from June 2015</p>



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School-to-Work Transition for Higher education students with disabilities in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
								identified new areas where PWD are discriminated, compared to the previous law from 2011.
Professional Rehabilitation and Employment of Persons with Disability, Insurance Rights	The rights of employees with disabilities and employers employing persons with disabilities are defined. All the subsidies and refunds defined in the Act are paid by the State Fund for Rehabilitation of Disabled Persons.	The Law establishes the concept of professional rehabilitation of PwD, as a part of overall rehabilitation of an individual. The Law defines the holders, programme content and costs of professional rehabilitation, as well as the rights of PwD during professional rehabilitation.	Law on Professional rehabilitation and employment of PWD was first adopted in 2008, amended in 2011, and currently is under revision. The Law defines incentives for employment of PWD as well as several kinds of subsidies for employers. The Law regulates general and specific employment conditions, while specific employment conditions include the adaptation of work, workplace and employment in special	This law determines rights, conditions and procedures for professional rehabilitation, training and employment of persons with disabilities and people with reduced working competences, establishment of organizations dealing with professional rehabilitation and employment of disabled persons under general and specific terms.	BiH MNE		RS	<p>BiH: BiH law is not as precise as EU regarding refunds and subsidies.</p> <p>RS: Law on professional rehabilitation and employment of persons with disabilities shall be regulated: incentives for employment in order to create conditions for equal inclusion of persons with disabilities into the labour market; assessment of working capacity; vocational rehabilitation; obligation of employment of persons with disabilities; Conditions for the establishment and performance of activities of the company for professional rehabilitation and employment of persons with disabilities and other special forms of employment and work opportunities for people with disabilities; other issues of importance for professional rehabilitation and employment of persons with disabilities. Vocational rehabilitation of persons with disabilities shall be carried out using the measures and activities that include:</p> <p>1) career guidance, vocational information, counselling and individual employment plan;</p>



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Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
Policy domain			<p>employment organizations. It assumes the placement of PwD and adequate workplaces for PwD.</p> <p>The law provides special contributions or penalties for employers who do not employ PwDs. Special laws defining this area, such as the Law on professional rehabilitation and employment of persons with disabilities, Law on employment and ensuring the rights from unemployment insurance and the Law on pension and disability insurance.</p>					<p>2) job training, retraining and programs for acquiring, maintaining and improving working and social skills and abilities;</p> <p>3) individual and group, general and customized programs for improving work and social integration;</p> <p>4) Development of motivation, technical assistance, technical assistance, monitoring and evaluation of the results of vocational rehabilitation;</p> <p>5) individual counselling, which includes assistance in accepting his own disability from the standpoint of the possibility of involvement in the operation and some of the measures of vocational rehabilitation;</p> <p>6) education and training seminars for employers, professionals for vocational training and professional rehabilitation of persons with disabilities and other persons;</p> <p>7) proposals and training for the application of appropriate technical and technological solutions in order to improve the efficiency of persons with disabilities, etc.</p> <p>MNE: Law on Employment and Exercising of Unemployment-based Insurance Rights defines: rights and obligations of unemployed persons and employers, active employment policy</p>



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in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
								measures, provision of information related to employment possibilities and conditions, etc.
Employment Strategy 2011-2020 or Action plan 2016	Adopted a new strategy with the overall objective being to break down the barriers that prevent people with disabilities from participating in society on an equal basis. This new strategy covers the period 2010-2020.	The main objective of is to establish an efficient, stable and sustainable trend of employment growth and to fully harmonize employment policy and labour market institutions with the EU acquis. The NEAP is the basic instrument of active employment policy implementation in 2016, defining programmes and measures of active employment policy in order to contribute to the	Measures in the field of employment defines the Strategy for the integration of PWD until the national strategy for employment and human resources development 2016-2020 refers to the general population including goals and measures related to PWD. The National strategy sets three major priorities: increasing employment and counteracting unemployment, increasing productivity and quality of work, objectives and	The aim of the employment strategy in BiH is to "widely improve productive and freely chosen employment for all" in accordance with the ILO Convention on Employment Policy, 1964, No. 122 that was ratified by Bosnia and Herzegovina. The strategy consists of three parts. The first part analyses economic situation and the situation on the labour market in BiH, the second part elaborates set of policies identified by the authorities in Bosnia and Herzegovina and a third and final part describes the	BiH	RS MNE		<p>BiH: The year mentioned is 1964, so it seems that this employment strategy may be obsolete.</p> <p>RS: Past experience of the European Union in the implementation of the Lisbon strategy for employment by the year 2010, as well as the strategic framework for growth and employment in the EU Strategy of the "Europe 2020" are important to coordinate national strategic objectives in the field of growth and employment with European, especially regarding the employment of persons with disabilities. The focus is on the implementation of the policy of equal opportunities for all in the labour market and creation of conditions for employment of hard to employ and vulnerable groups in the labour market will enable their social inclusion.</p> <p>MNE: The measures and activities should be focused on enhancing the professional development of</p>



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
Policy domain	EU	RS	MNE	BiH	-	=	+	
		achievement of the strategic goals of employment policy by 2020.	measures aimed to address, strengthening social cohesion, were planned in response to the challenges of low employment rate among women, disabled persons. The National Strategy for Employment and Human Resources Development is a general document that has only a couple of measures relating to PWDs, while the Action Plan for Integration of PWDs defines a number of measures on an annual basis, and those measures are based on the Law.	priorities and policy objectives and setting targets.				workers, by developing career guidance and counseling system, as well as on reducing the mismatch between labour market supply and demand (i.e. between education and the world of labour), such as the development of <i>National Programme of Career Guidance and Counselling</i> and establishment of the system of brief trainings. A specific strategic objective of Serbian employment policy is to reduce labour market duality by implementing the policy of equal opportunities in the labour market and creating conditions for employment of hard-to-employ and vulnerable categories.
Labour Law	The Union shall support and complement the:	Prohibits direct and indirect discrimination	Labour law in MNE was last amended in 2014 and	This law is to regulate the methods and	BiH	RS MNE		BiH: BiH law does not state improvement of the



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School-to-Work Transition for Higher education students with disabilities  
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Policy domain	EU	RS	MNE	BiH	-	=	+	
	improvement in particular of the working environment to protect workers' health and safety; working conditions; social security and social protection of workers; protection of workers where their employment contract is terminated; the information and consultation of workers; the combating of social exclusion, etc.	against persons with respect to health status, i.e., disabilities.	prescribes measures of affirmative action toward PWD and in its anti-discrimination norms prohibits discrimination on the basis of disability. The rights and obligations of employees are based on work, manner and procedure of their achievement, encouraging employment and facilitate labour market flexibility are regulated by this law, collective agreement and contract.	procedures for the conclusion of employment contract between employers and employees and all necessary particulars. This law regulates the conclusion of employment contracts and all necessary particulars.				<p>working environment and conditions.</p> <p>RS: The right to work and employment, one of the basic human rights of a group of economic, social and cultural rights have been established to document the broadest international level. The rights of persons with disabilities to work and employment are guaranteed by the Constitution of the Republic of Serbia, as well as under the provisions of the Labour Act which prohibits direct and indirect discrimination of persons seeking employment and employees with regard to sex, origin, language, health, or disability, or any other personal characteristic. Also, the employee - the person with disability the employer is obliged to provide to the conduct of ability to work, in accordance with the law.</p> <p>MNE: Protection of disabled persons after suffering injuries at the workplace. If the competent institution establishes reduced working capacity or immediate risk of occurrence of disability with the employee, the employer is obligated to supply him a written offer for other jobs for which the employee is capacitated. Protection of disabled persons after suffering</p>



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

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	EU	RS	MNE	BiH	-	=	+	
Pension and disability insurance, compulsory social insurance	Pension systems differ throughout the EU as each system reflects in a certain way a specific institutional arrangement. In general, it is useful to distinguish different pension pillars: a public mandatory old-age pension, occupational pensions and private savings plans. The main structure is common across all pension systems.	These shall regulate the manner and procedure of calculation and payment of contributions for compulsory social insurance for persons with disabilities, in accordance with Article 45b of the Law on mandatory social security insurance contributions.	Pension system of employed PWD offers the possibility of benefit of service and early retirement but on the other hand does not encourage the employment of people with disabilities who exercise their right to the family and disability pension, despite the fact that these payments do not guarantee economic and social independence.  This Law determines contributions for compulsory social insurance,	This law regulates: acquisition, implementation and termination of pension and disability insurance, when considered insured, the pension service, provision of funds for pension and disability insurance and other issues related to the pension and disability insurance.	BiH MNE		RS	injuries at the workplace.  BiH: BiH law does not offer as many possibilities for pension as EU countries do.  RS: On the basis of the Law on Compulsory Social I Insurance Regulations on the procedure of calculation and payment of contributions for compulsory Social security for persons with disabilities is regulated by the manner and procedure of calculation and payment of contributions for compulsory social insurance for persons with disabilities. This Ordinance prescribes the: • payment account of the budget of the Republic of Serbia for the execution of the payment obligation of funds for participation in the financing of salaries of persons with disabilities employed in the company for professional rehabilitation and employment of persons with disabilities or social company or organization; • payment account of the budget of the Republic of Serbia to pay a penalty for each person with disability the employer is not a job; • Form "IOSI" which is regularly monthly to the competent unit of the Tax Administration according to the headquarters of the employer,



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

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	EU	RS	MNE	BiH	-	=	+	
			contribution obligors, contribution bases and rates, obligors for calculation and payment of contribution, deadlines for payment and other matters related to payment of contributions for compulsory social insurance.					to prove the execution of duties.  MNE: Pension and disability system is complex and defines the rights of different categories, such as rights of employed PWD, persons who become PWD at work and PWD who are transmitted by family pension. All types of pensions at the level of MNE financed from the special fund - the Fund for Pension and Disability Insurance.
Law on Volunteering	There are around 92 to 94 million adults involved in volunteering in the EU. This in turn implies that around 22% to 23% of Europeans aged over 15 years are engaged in voluntary work. The national surveys tend to show lower	This law regulates the basic concepts related to volunteering, the principles of volunteering, volunteering contract, rights and obligations of volunteers and organizers of volunteering and supervision of the implementation of this law.	In Montenegro there is no Law on Volunteering but Law on Voluntary work which focuses on protection from misuse, but not on opportunities of volunteering. According to our Law on voluntary work volunteer can also be PWD, if has the legal capacity. Volunteer work is	Legislation on volunteering helps to form the basis of a secure social environment conducive to development of volunteerism and to define rights and obligations of all persons and entities taking part in organized volunteering activities.	BiH RS MNE			BiH: In BiH figures of volunteers are not given and are not clearly seen accordingly.  RS: Law on Volunteering of the Republic of Serbia shall regulate the basic concepts related to volunteering, the principles of volunteering, volunteering contract, rights and obligations of volunteers and organizers of volunteering and supervision of the implementation of this law. And in the said law stipulates the prohibition of discrimination and any unwarranted discrimination or unequal treatment with



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

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	levels of volunteering in comparison to some of the key European or international surveys.		voluntary and free stacking of time, knowledge and skills which perform services or activities for the benefit of another person or for the general welfare society.					<p>regard to the rights and status of persons with disabilities.</p> <p>MNE: Norm related to PWD is discriminated. Law regulates that volunteer can be and the person with a reduced working capacity as well as it regulates the principle about the persons who are partially and fully deprived of working capacity and it says that this person can volunteer in the remaining part working skills in activities adapted to their abilities, with written consent of the guardian or the competent social work. It is forbidden volunteering for a person who is totally deprived of working capacity.</p>



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

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	EU	RS	MNE	BiH	-	=	+	
Rights of Persons with Disabilities	<p>Originated in 1991. Regarding the Act, date originated: 2. April, 2008; Update date: 2015-06-09 for persons with disabilities to have the same rights as anyone else.</p>	<p>An institutional framework and the implementation of the UN Convention in the fields of accessibility (Article 9), education (Article 24), health protection (Article 25), employment (Article 27) and social protection (Article 28) for the persons with disabilities in the Republic of Serbia.</p>	<p>There are five sectors of human rights observed with regards to the UN Convention, ratified by Montenegro in 2009, namely: accessibility, education system, health protection, labour and employment and appropriate standard of living and social protection (Strategy for Integration of PWD and special laws in areas education, employment and social protection and life standard as well as single norms in general laws that regulate areas of spatial planning and</p>	<p>Evaluated on 12 April 2010. It is supposed to demonstrate the feasibility level of the rights of the persons with disabilities in these areas guaranteed by the UN Convention.</p>	BiH	RS MNE		<p>BiH: In BiH an Act is not mentioned or given, just an evaluation conducted in April 2010. Act was ratified and made public in 2010. It is necessary to harmonize national legislation with the UN Convention and in particular in the field of social protection that includes support services and social services.</p> <p>RS: Of its previous experience and practice show that it is necessary to improve inter-agency cooperation, for example. when operating interdepartmental commission and implementation of additional support services that include involvement in different sectors (education, health and social protection) and programs to be implemented with the aim of working inclusion of people with intellectual disabilities. Also, in the Republic of Serbia regulations need to remove restrictions imposed on persons with disabilities, especially in terms of restricting the right to work, as well as the exercise of other rights conditioned by the existence of legal capacity.</p>



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

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	EU	RS	MNE	BiH	-	=	+	
Evolution			accessibility, health care and other areas defined by UNCRPD.					MNE: It serves to support employment and rehabilitation of people with disabilities. By comparing the results of the analysis of legal regulations against the results of the analysis of their application in practice, guidelines and recommendations were created for harmonization of the national legislation with the UN Convention on the Rights of the Persons with Disabilities.
Position of the persons with disabilities	Evaluated in 1991.	The strategic objectives have been established for the period 2007-2015, with action plans to be adopted for a period of two years.	The Strategy for the integration of PWD was related to 2008-2016, Action Plan is done every two year and the evaluation annually. Currently, it is in draft process the new strategy from 2016 - 2020.	Evaluated in October 2009.		RS MNE	BiH	BiH: In BiH more recent evaluation conducted. About people with disabilities in BiH is much talked in social and health care and when it comes to children with disabilities, attention has been drawn to the field of education. It is necessary to involve disability issues in other strategic documents (employment, economic development, culture and etc.).  RS: When it comes to the situation of people with disabilities it is necessary to continuously work on the following activities: 1) The issue of persons with disabilities be incorporated into general development plans; 2) Develop an effective legal protection;



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

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	EU	RS	MNE	BiH	-	=	+	
Evolution								<p>3) Social, health and other services based on the rights and needs to make available; 4) Develop policies and implement programs of measures, particularly in the areas of education, employment, labour and housing; 5) Persons with disabilities can access the built environment, accessible transport, information, communication. Also, to ensure that those activities are carried out the higher the level of engagement of relevant authorities.</p> <p>MNE: National institutions and bodies as well as NGOs are adopting the new reports on the position and status of the PWD annually. The main focus is to achieve the greater social integration of persons with disabilities and give them a better life and, regulation of the issues relating to disability, closer cooperation between individual line ministries, governmental institutions, disabled people's organisations and other organisations, which are addressing issues relating to disability must be enhanced.</p> <p>BiH: In EU more recent evaluation conducted. In the period from 2005 to 2010. The higher education of persons with disabilities has</p>
Programme for higher education and training	Date originated: 2011.	Evaluated in 2012.	The new Law on Higher Education was adopted in 2014.	Evaluated in 2007.	BiH	RS MNE		



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

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	EU	RS	MNE	BiH	-	=	+	
Evolution (2011-2020)			The Strategy of development and financing high education defines one of the objectives and linking higher education and the labour market and raising entrepreneurial and innovative character education. There are no public reports for implanting of this Strategy and it is not evaluated. However, there are reports from area of education trough annual information about implementing Strategy for integration of PWDs.					improved compared to the previous period. During this period are opened centers to support students with disabilities in East Sarajevo and Banja Luka and also given a Republic scholarships for students with disabilities. Yet, few faculties are adapted for students with disabilities and therefore students are forced to choose to study at technically adapted colleges and not at those which they would actually like to study. People with disabilities are not in a quality manner covered by the new strategic documents of education covering the period from 2015 to 2020. The Law provides right to study without discrimination but there are no measures to carry out that in reality. It is necessary to define precisely how people with disabilities can attend classes and take exams in colleges which are not technically customed/adapted. It is necessary to introduce career counseling for persons with disabilities prior to their entry to college.  RS: In order to improve the quality of education of persons with disabilities need to create a strategy for the implementation and improvement of the existing legal framework that defines the field of prevention of



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

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	EU	RS	MNE	BiH	-	=	+	
Evolution								discrimination in the educational process (from preschool to academic); to ensure that within the framework of a comprehensive (formal and informal) education system provide individualized support measures for persons with disabilities, in order to maximize academic and social development in accordance with the concept of an inclusive society; allow interested groups or persons applying alternative ways and means of communication; ensure that the education of persons, especially children with auditory disabilities, visual disabilities or combined sensory disabilities to perform communication formats that are most appropriate, and in environments which maximize academic and social development; take appropriate measures for the education and employment of teaching staff in sign language or Braille, including teachers who are themselves persons with disabilities; take appropriate measures to children with disabilities can use the services of preschool institutions on an equal footing with other children; develop programs and implement the training of professionals and staff who work with people with disabilities at all levels; develop programs to motivate and educate parents of children with and without disability, which will contribute to strengthening



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School-to-Work Transition for Higher education students with disabilities in Serbia, Bosnia & Herzegovina and Montenegro

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	EU	RS	MNE	BiH	-	=	+	
Evolution								<p>awareness of the necessity and the importance of education of children with disabilities in the regular education system at all levels, while respecting the capacity development of these children and their right to maintain their own identity; gradual introduction and development of accessible inclusive education at all levels; ensure that persons with disabilities can access general tertiary education, vocational training and education, adult education and lifelong learning on an equal basis.</p> <p>MNE: Promotion and development of sign language for the deaf. Strategy: Strategy does not provide direct measures solely related to students with disabilities. In 2014 was done extern evaluation of HE institutions in MNE and it was marked that infrastructure for PWD is very bad and inaccessible.</p> <p>BiH: More recent date is in EU. A new policy document is currently in the drafting with an aim to improve the position of persons with disabilities in BiH in order to implement the UN Convention.</p>
Action plan or programme for persons with disabilities (2003-2010; 2014–2021)	Date originated: 2014.	Date originated: 2006.	First AP on national level was adopted for period 2008-2009 and the only program which is implemented from earlier is the	Date originated: 2013.	BiH RS	MNE		



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

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	EU	RS	MNE	BiH	-	=	+	
Evolution			program of inclusive education which is introduced from 2003-2004.					<p>RS: In order to achieve the objectives of the Action Plan requires a higher degree of involvement of the Ministry of Labour, Employment and Social Policy (MINRZS); Ministry of Education, Science and Technological Development (MPN); Ministry of Health (MoH); Ministry of Finance and Economy (MFE); Ministry of Transport (MS); The Ministry of Construction Industry and Urban Planning (MGU); Ministry of Regional Development and Local Government (MRRLS); Ministry of Culture and Information (MCI); Ministry of Youth and Sports (MOS) in collaboration with: the Council for Persons with Disabilities (Council OSI), the National Employment Service (NES); social protection institutions; local governments; youth offices, organizations and associations of persons with disabilities, NGOs and others. Also, it is necessary to invest efforts in all areas in the direction of providing additional funds for implementation of activities envisaged by the Action Plan in terms of finding the various donors and the creation of programs and projects that will in future enable the improvement of the situation of persons with disabilities.</p> <p>MNE:</p>



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

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	EU	RS	MNE	BiH	-	=	+	
Evolution								For any kind of strategic document in MNE action plans are made on two year period. Getting equal rights for persons with disabilities. Considered evaluation issues framework in which the relevance, efficiency, effectiveness, sustainability, impacts and added value of the European Disability Action Plan (EU DAP) were reported. Assess the results and impacts attributable to the Action Plan's implementation to date Assess the results and impacts attributable to the Action Plan's implementation to date.
Law on Discrimination against Persons with Disabilities	Evaluated in 2000.	Evaluated in 2006.	Law on prohibition of discrimination of PWD is firstly adopted in 2011. New Law was adopted in 2015. Ministry of Human and Minority rights, Ombudsman and NGOs are preparing annual reports and researches on human rights situation of PWDs.	Evaluated in 2008/2009.		RS MNE	BiH	BiH: More recent evaluation in BiH. The law has a bad thing in it. The law does not specify particular persons with disability as a group that is discriminated against in this regard and it is necessary to make changes about this in legislation.  RS: Law on Prevention of Discrimination against Persons with Disabilities is the first act to protect the basic human rights of persons with disabilities. The greatest practical importance is the possibility that certain events and violations of rights can now protect lawsuit that exactly says that the case of discrimination based on disability.



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

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	EU	RS	MNE	BiH	-	=	+	
								MNE: New Law recognizes several forms of discrimination and expands areas in which is defined compare to previous Law.
Professional Rehabilitation and Employment of Persons with Disability, Insurance Rights	Originated on 27th of August 1997.	Evaluated in 2009. Incentive measures for inclusion of PwD into labour market.	Evaluated in 2009.	Evaluated in 2009/2010.	MNE		BiH RS	BiH: More recent evaluation in BiH. The law gives benefits to employers who hire persons with disabilities but it is necessary that the law applies to a greater extent and to introduce penalties for employers who do not apply it. It is necessary to perform better monitoring of employment of persons with disabilities. In 2010 was established a fund that financially support employers who hire persons with disabilities. Employers do not know about it and there is no work in field of promotion work potential of persons with disabilities. This area needs improvement.  RS: In accordance with the existing measures and actions with regard to the vocational rehabilitation of people with disabilities is necessary to: 1. Valued experience of persons with disabilities and to accept the view that people with disabilities are the best experts and representatives of disability issues while



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

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	EU	RS	MNE	BiH	-	=	+	
								<p>respecting the principle - nothing about us without us;</p> <p>2. Develop tools for including the issue of improving the situation of persons with disabilities when planning new implementation of existing policy measures, development of strategies, plans, projects, and particularly when preparing work plans of ministries;</p> <p>3. To strengthen the organization and representative group of persons with disabilities in representing the interests of persons with disabilities and surveillance activities in the development and monitoring of policies to improve the situation of persons with disabilities.</p> <p>Consider the need for amendments to the Law on Vocational Rehabilitation and Employment of Persons with Disabilities, which would explicitly allow the use of outsourcing, not only the direct employment of people with intellectual disabilities by employers.</p> <p>MNE: Situation is similar like in Serbia.</p>
Employment Strategy 2011-2020 or Action plan 2016	Strategy evaluated in 2010.	Strategy evaluated in 2011. Action plan evaluated in	The New National Strategy on employment and human resources development was	Strategy evaluated in 2010.		BiH RS MNE		<p>BiH: In BiH every year is given a new action plan for employment in which persons with disabilities are mentioned declaratively without any real measures to accomplish this issue.</p>



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

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	EU	RS	MNE	BiH	-	=	+	
Evolution		2015.	adopted, while the Ministry of Labour and Social Welfare brought annual report on implementation of AP and Strategy – last one is from 2015.					<p>The final aim is to raise employment of PwD by creating both positive environment and conditions for their employment. In order to do so, it is necessary to raise general awareness of employing PwD.</p> <p>It is also necessary to build infrastructure that will enable PwD to take an active part in the labour market and promote them.</p> <p>RS: In the field of employment of disabled people is needed:</p> <ol style="list-style-type: none"> <li>1. Strengthen the motivation of people with disabilities, for their return to work by promoting the principles of active life;</li> <li>2. To raise the level of knowledge and competence of all social actors directly involved in the creation and implementation of policies for the employment of persons with disabilities;</li> <li>3. Strengthen the role and responsibility of social partners for a comprehensive approach to the employment of persons with disabilities, etc.</li> </ol> <p>MNE: The overall objective is to increase employment and establish an efficient, stable and sustainable trend of employment growth.</p>



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
								The specific objectives are: enhancing employment in less developed regions and promotion of the quality of human capital development of institutional capacities and expansion of active employment policy programmes. The priorities and objectives of employment policy are operational through the NEAP.
Labour Law	Evaluated in 2010.	Evaluated in 2005.	Evaluation of this Law is very common but not in parts that guarantee rights of PWDs.	Evaluated in 2007.		RS MNE	BiH	<p>BiH: More recent evaluation in EU. Labor law of 2016 does not prescribe the rights of persons with disabilities who are in the law on professional rehabilitation, training and employment of persons with disabilities. Those two laws are not harmonized.</p> <p>RS: The Labour Law of the Republic of Serbia devotes a special section to the provisions relating to work and employment of persons with disabilities. Right to respect for personal integrity, honour and reputation of persons with disabilities should be exercised on an equal footing with everyone and in every circumstance, but the significance of their achievement is particularly evident in the process of labour and employment. In this regard, it is necessary to act through appropriate precisely define working hours,</p>



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BIH	-	=	+	
Evolution								<p>mandatory seminars organized for employers, to take all actions to encourage the employment of persons with disabilities. Also, bear in mind that:</p> <p>1) To increase work opportunities for people with intellectual disabilities, there are opportunities in a supportive environment (in work centres and enterprises Vocational Rehabilitation), and the open labour market.</p> <p>2) The larger the potential inclusion of people with intellectual disabilities in the sphere of work engagement has their involvement in the open labour market with the adequate preparation and support, in companies with entrepreneurs and social enterprises that operate in the open market,</p> <p>3) People with intellectual disabilities can be hired labour, both directly in companies market so very widely-spread application of "outsourcing".</p> <p>MNE: It determines the position of people with disabilities in the labour market on a very general level. This law also envisages the right to special protection for persons with disabilities and protects the rights of disabled workers.</p>



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School-to-Work Transition for Higher education students with disabilities in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
Pension and disability insurance, compulsory social insurance	Evaluated in 2011.	Evaluated in 2006/2008.	Law on Pension and Disability Insurance is changing almost every year, but the rights of PWDs are very little improved.	Evaluated in 2009.				<p>BiH: More recent evaluation in BiH.</p> <p>RS: Within this area, it is necessary to harmonize the provisions of the law (Law on Pension and Disability Insurance and the Law on Social Protection) about the right of people with intellectual disabilities to social benefits (the right to a survivor's pension and the right to allowance for assistance and care of another person) and rights at the commencement of employment and work opportunities for people with intellectual disabilities deprived of legal ability. Conflict of Law at the conclusion of the contract of employment of persons with intellectual disabilities deprived of legal capacity and the rights of those from social giving these people, the source of the lack of access to people with intellectual disabilities in the labour market and system solutions to the problem.</p> <p>MNE: This area is defined by the Law on Social and Child Protection and the Law on Pension and Disability Insurance. Fees that are provided by these two laws are very low compared to the standard of life of other citizens.</p>



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
Law on Volunteering	Evaluated in 2010.	Evaluated in 2010.	The Law was evaluated in 2012.	Evaluated in 2012.	RS MNE		BiH	<p>BiH: More recent evaluation in BiH.</p> <p>RS: In the contemporary professional practice in the field of social work is increasingly recognizes the importance of involving volunteers in work with all user groups, which is why we have developed many programs for the training of volunteers. However, the shortcomings in this area are insufficient preparation and training of volunteers to work with disabled people. On the other hand, when volunteers are people with disabilities it is necessary to provide adequate space and all the other necessary logistics.</p> <p>MNE: The Law firstly was adopted in 2010, and then changed in 2012, but in Montenegro there is no Law on volunteering but Law on voluntary work.</p>



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School-to-Work Transition for Higher education students with disabilities in Serbia, Bosnia & Herzegovina and Montenegro

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	EU	RS	MNE	BiH	-	=	+	
Targeting strategy								
Rights of Persons with Disabilities	All employees with disabilities and all employers. It is based on conceptual/theoretical model quota-levy system.	Groups targeted: All persons with disabilities in Republic of Serbia without the territories of AP Kosovo and Metohija.	Groups targeted: All persons with disabilities which are recognized by strategic documents. On the other side, laws from special areas recognize different categories of disability. Because of that, in practice is coming to the realization of unequal rights comparing on categories of disability.	Groups targeted: All persons with disabilities. It was applied to obtain a uniform assessment of the situation and create assumptions for joint approach of disabled people's organizations in the project region.	MNE	BiH RS		<p>BiH: Regarding rights of persons with disabilities, one of the objectives are to increase social awareness of discrimination when it comes to sex, age and type of disability. In addition to this, equal opportunities are promoted and the creation of positive atmosphere that enables inclusion of PwD in every segment of human life.</p> <p>RS: In the framework of the rights of persons with disabilities specifically set objectives are:            1. Respect for the dignity, individual autonomy and independence of persons with disabilities, including the right for disabled people to make decisions about own life            2. Non-discrimination:            3. Full and effective participation and inclusion of people with invalidity in all areas of social life            4. Respect for difference and acceptance of disability as part of human diversity and humanity:            5. Equal opportunities based on equal rights            6. Accessibility            7. Equality between men and women:            8. Respect for the development capacities of children with disabilities and respect for the</p>



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School-to-Work Transition for Higher education students with disabilities in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
Targeting strategy								rights of children to develop their own identities.  MNE: Discrimination is usually represented in relation on kind, level of disability and age. Methodologies and tools to accurately capture the actual population of young people with disabilities, and their profiles and needs. Legal basis of strategy: simple and basic brochure, that is filled with many important information, rights and concepts that are based on persons with disabilities.
Position of the persons with disabilities	Groups targeted: individuals with disabilities and employers.	Groups targeted: for all people with disability.	Groups targeted: The same as above	Groups targeted: for all people with disability.	MNE	BiH RS		BiH: Bosnia and Herzegovina actively works on establishing an overall situation and position of persons with disabilities, and factors that impede their more active personal and professional development. The idea is to integrate the disabled in a wider community making them an inseparable part of the society. This is to be done by eliminating all factors that lead to inequality or discrimination.  RS: The Republic of Serbia has recognized the need to develop an approach to policy measures that



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
Targeting strategy								<p>affect the situation of people with disabilities, with a shift of focus from long-term dependence and a passive role to the activation of resources and capacity building of persons with disabilities, as well as creating opportunities to people with disabilities to become active and productive members of society.</p> <p>Clear evaluations and the experiences of other countries show that an integrated approach to disability has a positive effect on the economic situation of people with disabilities, to increase self-esteem and improve the structure and quality of public expenditure, while contributing to the sustainability of interventions in the long term.</p> <p>Develop and implement mechanisms for the inclusion of disability issues into mainstream society, development plans, sectoral strategies, programs and projects, develop effective legal protection, with the implemented plans for the prevention of discrimination against persons with disabilities and sensitizing society to disability issues, to ensure respect rights of persons with disabilities through the development of mechanisms to protect the rights of persons with disabilities, etc.</p> <p>MNE:</p>



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
Targeting strategy								Monstat list of 2011 determined that 11.4% who are PWD are at the level of the legal framework also recognized as the most discriminated or as one of the most discriminated social groups. MNE legislation is targeting PWDs and in some areas there are specific laws regulating their rights.
Programme for higher education and training (2011-2020)	One of the concept's objectives is to ensure equal opportunities for health-enhancing physical activity for persons with special needs and/or all disabled persons, in compliance with the measures contained in the API.	High education of persons with disabilities after the finalizing the secondary school.	High education of persons with disabilities after the finalizing the secondary school. However, there are educational profiles at the level of secondary education which limit the continuation of education, more exactly enrolment of certain study programs at the state university. This particularly refers to PWDs who complete their	High education of persons with disabilities after the finalizing the secondary school.	BiH	RS MNE		BiH: EU gives more details.  RS: Education and employment were also recognized as key factors for independent living for people with disabilities. Create a strategy for the implementation and improvement of the existing legal regulations defining the field of prevention of discrimination in education (from preschool to academic); Ensure that within the framework of a comprehensive (formal and informal) education system provide individualized support measures for persons with disabilities, To ensure maximum academic and social development in accordance with the concept of an inclusive society; Develop and implement programs of training of professionals and staff who work with people with disabilities at all



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
Targeting strategy			education in resource centres, earlier special schools.					levels; Develop programs to motivate and educate parents of children with and without disabilities to contribute to the increased awareness of the necessity and the importance of education, respecting the development capacity of these children and their right to maintain their own identity.
Action plan or programme for persons with disabilities (2003-2010; 2014-2021)	Groups targeted: individuals with disabilities.	Groups targeted: individuals with disabilities.	The same as "Rights of Persons with Disabilities" and "Position of the Persons with Disabilities".	Groups targeted: individuals with disabilities.	MNE	BiH RS		<p>MNE: The Law on Higher Education recognizes the rights of students with disabilities.</p> <p>BiH: Individuals with disabilities are to be made an integral part of the society. Economic development is a key factor to successful implementation of the action plan.</p> <p>RS: Continue to promote plans and actions aimed at securing the active participation of persons with disabilities in all aspects of life, conduct further analysis in order to improve the quality of life of people with disabilities, to promote cooperation and involvement of the state authorities and private actors, etc.</p> <p>MNE: The same as "Rights of Persons with Disabilities" and "Position of the Persons with Disabilities" and "Position of the Persons with Disabilities".</p>



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
Targeting strategy								Disabilities”.
Law on Discrimination against Persons with Disabilities	Groups targeted: disabled persons.	Groups targeted: PwD, local self-governance, public authorities, employers, service providers.	Groups targeted: persons with disabilities.	Groups targeted: all natural and legal persons.		BiH RS MNE		<p>BiH: This Law protects persons with disabilities against any sort of discrimination and provides their equal opportunities for employment.</p> <p>RS: Take all necessary actions in order to continue the integration of persons with disabilities in the labour market, with emphasis on the assessment of working capacity, and it will do so is vocational rehabilitation and training, but I just hiring more accessible.</p> <p>MNE: The Law on Prohibition of Discrimination of PWD does not sufficiently protect the rights of people with mental and intellectual disabilities, because it was omitted prescribing forms of discrimination relating specifically to them.</p>
Professional Rehabilitation and Employment of Persons with Disability, Insurance Rights	All employees with disabilities and all employers. Legal basis of strategy lies on	Persons with disabilities, unemployed persons with disabilities, employers,	Groups targeted: PWD are employed under general and special conditions on the labour market or in	Groups targeted: Unemployed disabled persons.	BiH MNE		RS	<p>BiH: More details given in EU.</p> <p>RS: Further develop and implement programs to support people with disabilities, notably to</p>



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School-to-Work Transition for Higher education students with disabilities in Serbia, Bosnia & Herzegovina and Montenegro

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	EU	RS	MNE	BiH	-	=	+	
Targeting strategy	regulation of the rights and duties of disabled employees and employers who employ people with disabilities.	holders of activities in the area of professional rehabilitation and employment of PwD.	specific organizations for employment. People with intellectual disabilities cannot sign a contract but can only be included in social activities and work "therapy. Here are problems in other areas of law that define deprivation of legal capacity, which as a legal institute entails the loss of many rights, more exactly active participation and legal personality.					strengthen the role of the National Employment Service and the Center for Social Work. Also, it is necessary to provide a specific social protection programs, and to enable all persons with disabilities, social security and the full and free enjoyment of this right.  MNE: Employment approach includes affirmative action targeted at the most vulnerable categories in the labour market introducing the obligation to employ PwD according to quota system. Conceptual/theoretical model underlying employment approach is consisted of: combination of active and passive employment policy measures, equal opportunities in the labour market and positive discrimination of most vulnerable groups in the labour market.
Employment Strategy 2011-2020 or Action plan 2016	Groups targeted: unemployed persons.	Groups targeted: unemployed persons, creators of employment policy and decision-making actors.	Groups targeted: unemployed persons.	Groups targeted: unemployed persons.		BiH RS MNE		BiH: Employment strategy also involves persons with disabilities and it is in accordance with general employment strategy. It involves both private and state sectors.



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
Targeting strategy								<p>RS: Strive to increase the level of employment of people with disabilities, maintenance of employment and career advancement, applying the concept of lifelong learning based on the abilities of persons with disabilities and the needs of the labour market; developing a system for informing persons with disabilities about employment opportunities as well as employers on employment of persons with disabilities; developing accessibility standards, social support and vocational training within the company and job training of persons with disabilities, encouraging self-employment and to develop programs to support entrepreneurship and the establishment of small and medium-sized enterprises by persons with disabilities, etc.</p> <p>MNE: This strategy relies on the existing labour market legislation, primarily on the <i>Labour Law</i> and <i>Law on Employment and Unemployment Insurance</i>. The National Employment Strategy is complementary to the <i>Poverty Reduction Strategy, Strategy of SME Support</i> and other strategic documents.</p>
Labour Law	Groups targeted: employers and	The employment of people with	This law applies to employees who	Groups targeted: employers and		BiH RS MNE		BiH: Labour law is a general law dealing with labour,



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

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	EU	RS	MNE	BiH	-	=	+	
Targeting strategy	employees.	disabilities deprives persons who were assigned the 3rd level of working capacity on the basis of expert assessment, of the possibility of employment in the open labour market.	work for the employer in the territory of Montenegro, as well as the employees who were sent to work abroad by the employer headquartered in Montenegro.	employees.				<p>which also includes persons with disabilities. It includes a wide range of professions in both private and public sectors, as well as means of spreading possibilities for employment of persons with disabilities.</p> <p>RS: Create interest of intermediaries in the employment of persons with disabilities in the market, which would help the employment of people with disabilities, but also to introduce specific new jobs to match the abilities of persons with disabilities, to draw up training programs and employment, software, information and space available for people with disabilities , etc.</p> <p>MNE: As previously said the Law defines affirmative measures for PWD. This law also applies to employees of state bodies, state administration, local authorities and public services, unless otherwise specified. This Law shall also apply to employees of foreign citizens and stateless persons who work at employer in the territory of Montenegro, unless otherwise specified.</p>



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School-to-Work Transition for Higher education students with disabilities in Serbia, Bosnia & Herzegovina and Montenegro

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	EU	RS	MNE	BiH	-	=	+	
Pension and disability insurance, compulsory social insurance	Groups targeted: unemployed persons, persons with disabilities.	Groups targeted: for all people with disability.	Groups targeted: employed PWD, persons who become PWD at work and PWD who are transmitted by family pension.	This law is assured and implemented collectively by employers.	BiH	MNE	RS	<p>BiH: In BiH it does not say if it includes the disabled.</p> <p>RS: Develop quality standards of social, health and other services to people with disabilities in the local community, providing software and methodological support in their implementation, ensure accessibility of social, health and other services; To ensure the comprehensiveness of health care for people with disabilities (health promotion, disease prevention at all levels, early diagnosis, treatment and rehabilitation), without discrimination as to their condition and disease, according to their needs.</p> <p>MNE: In this area there is one number of <i>lex specialis</i> laws which emphasize greater rights to certain groups and thus lead to discrimination against others which are not covered by these laws. Especially in area of disability insurance is represented discrimination based on the type and percentage of disability.</p>
Law on Volunteering	Groups targeted: volunteers and volunteers.	Groups targeted: volunteers and volunteers.	As previously said in the last section of Law on Volunteering.	Groups targeted: volunteers and volunteers with reduced working	RS MNE	BiH		<p>RS: Develop programs of volunteering of people with disabilities that will enable the improvement of skills, particularly in the</p>



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
Targeting strategy				capacity.				context of entrepreneurship, acquisition of professional skills as well as encouraging participation in social life.  MNE: As previously said in the last section of Law on Volunteering.

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
Implementation strategy								
Rights of Persons with Disabilities	EU Fundamental Rights Agency. EU2020 Digital Agenda. EU Disability High Level Group issues regular reports on progress made on the implementation of the UN Convention.	The role of special forms of employment in the sense of inclusion, i.e. exclusion of persons with disabilities in the open labour market is to be considered. All procedures have been	Beside of general Action plan which defines several areas, there is also AP for accessibility, education and employment.	States Parties recognize the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is	BiH MNE	RS		BiH: More bodies involved in EU.  RS: Implement measures to improve the quality of life and the rights of persons with disabilities based on an estimate of their situation and needs. Also required is an integrative approach to the preparation of legal documents, both local and national, especially in key areas such as education, vocational rehabilitation, housing, family. Also, it must be borne in mind that improving



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
Implementation strategy	<p>Initiatives to improve the accessibility of public buildings. Disabled students in decision-making. European Parliament resolution 2007 called for the continuing development of design standards in ICTs to support disabled people (Directive 2009/136/EC, Standardisation mandate 376 on European accessibility requirements).</p>	<p>adjusted with the Convention on the Rights of the Persons with Disabilities.</p>		<p>open, inclusive and accessible to persons with disabilities.</p>				<p>the rights of persons with disabilities have the international documents and strategies that have substantially implemented and the Republic of Serbia. Protection and promotion of fundamental human rights of persons with disabilities are crucial for their active more often, but also one of the important numbers of strategic objectives of the European Union and the Council of Europe that Serbia fully implemented and respected.</p> <p>MNE: In the reports on the implementation of policy there is no qualitative evaluation of the implementation of policies and therefore no possibility of looking at the general picture of implementation of legal norms.</p>



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

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	EU	RS	MNE	BiH	-	=	+	
Implementation strategy								
Position of the persons with disabilities	<p>Employment Accessibility measures: fundamental rights: services and benefits in cash for covering additional costs related to disability. Equal rights to other employees who don't have disabilities - procedures for exercising rights to financial incentive by employers.</p>	<p>Implementation of the activities that leads to greater involvement of people with disabilities in society directly contributes to improving the position of not only people with disabilities but also other vulnerable groups (such as the elderly, children, ethnic minorities, etc.).</p>	<p>Position of PWD is defined through various areas of the Law through guaranteeing the rights or the implementation of other policies and measures that are needed to be made in order of their equality. On the other hand, the rights of PWD and it implementation in practice is different depending on the approach model toward PWD, on one side is represented "special protection" of PWD and on the other measures aimed at equalizing opportunities.</p> <p>One of the basic</p>	<p>Inclusion of persons with disabilities as complex, multi-sectoral issues in all strategic, resources and thematic documents is directly connected with the process of implementation of the strategy.</p>	BiH MNE		RS	<p>BiH: In BiH it is not as clearly defined as in EU.</p> <p>RS: Development and implementation of relevant documents and strategies should be created to create a balance between people with disabilities and other actors involved in the support and monitor their situation and inclusion in society. Society as a whole needs to raise awareness on the situation of persons with disabilities, or to oppose any negative attitude towards people with disabilities. In promoting the situation of persons with disabilities can have a significant role the media, to the wider strategic documents include the creation of a favourable situation.</p> <p>MNE: Even though we have strategies on persons with disabilities, policy implementation within these strategies is not on satisfactory level. Very often complementation of measures and activities from strategies don't raise from 50%, which can be seen from reports of implementation of action plans on Strategy for inclusion of PWDs 2008-2016.</p>



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
Implementation strategy								
			principles of this act is that all children have the right to protection from inequality, which means that children with disabilities are integrated into society, and have access to all the services (social protection, education, and health care) and have access to a range of care options, with institutionalization a measure of last resort.					
Programme for higher education and training (2011-2020)	Being provided with financial aid for medical reasons, to have an easier life. For patients with brain damage, transport and	Strengthening the responsibilities of all decision makers in the education sector in the realization of strategic objectives and	By Law on Higher Education of students with disabilities is guaranteed the right to admission, free schooling and the possibility of	Bosnia and Herzegovina accepts the European strategic goals in the field of higher education, as expressed in the Declaration of		BiH RS	MNE	RS: The general system does not fully meet the needs of people with disabilities, so in Serbia children with disabilities and their parents are guided and oriented on special education. At this time in Serbia, in practice, the emphasis is placed on education of children and youth with disabilities in special schools, while



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

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Implementation strategy	EU	RS	MNE	BiH	-	=	+	
	personal assistance should be provided.	ensuring consistent implementation.	attending the ways and times of testing and examination prerequisites. Institutions of higher education are required in licensing to allow accessibility but the Law doesn't guaranteed support services (personal assistance, assistance in teaching, accessible transport) as well as accessible teaching (sign language). The law also is not guarantying existence of literature in accessible formats.  - Some form of ICT support	European Ministers of Higher Education at Bologna (1999) and the subsequent development of this concept.				<p>integrated education in mainstream educational institutions devoted very little attention. In order to facilitate integrated education of these persons, it is necessary to implement measures and plans envisaged strategies and continuously work on their training.</p> <p>MNE: Even though principle of affirmative action is defined by the Law on Higher Education, Rule was adopted, but it is not closer regulated implementation of principle of affirmative action. Because of that this principle in practice is not respected on the way which is predicted by legal norm. Moreover, some universities very restrictive and dissimilative define quota for enrolment of students with disabilities.</p>



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
Implementation strategy	EU	RS	MNE	BiH	-	=	+	
			<ul style="list-style-type: none"> <li>- Participation of the sign interpreter according to the situation and individual needs of the students with hearing disability,</li> <li>AYDM is initiating different kind of improvement conditions for students with disabilities:</li> <li>- Adaptation of the building,</li> <li>- Scholarship for students with disabilities at public and private university or</li> <li>- Scholarship from the local municipalities</li> <li>- Personal assistance and assistance in</li> </ul>					



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
			teaching - Providing of the available literature - Transport - Dormitories.					
Action plan or programme for persons with disabilities (2003-2010; 2014–2021)	Decision of the Government of the Republic of Slovenia on the possibility of concluding a fixed-duration or permanent employment contract with persons with disabled persons who successfully complete their traineeship.	Promoting legal regulations, documents and plans for the prevention of discrimination against children, young people and adults with disabilities to all stages of education from early childhood to adulthood, and without consultation with users with disabilities, parents and custodians, voluntary organizations and other relevant	The Action Plan has served as a reference point for key actors involved in promoting equal opportunities for PWDs. Progress has also been achieved through the use of legislation as an instrument of social change with a number of key legislative developments having fed into the Action Plan.	BiH Government will provide institutional monitoring of the situation in the field of disability, the application of the laws that regulate the field of disability, and monitoring the implementation of this plan.	BiH	RS MNE		BiH: More resolute action plan from EU's part.  RS: Our previous results in the implementation and application of existing action plans show that we need greater involvement of society as a whole, I or the provision of additional financial resources to enable the implementation of a set of plans and programs for persons with disabilities.  MNE: Still was not adopted all the laws with which will be ensured the rights guaranteed by the UNCRPD.  Direct citation: Decision ensuring traineeship for at least 16 persons with disabilities at the secondary, higher or university levels of professional education, with each ministry and government service within the General Secretariat of the



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
Implementation strategy		professional bodies.						Government of the Republic of Slovenia ensuring at least one traineeship position and enabling practical training for at least 20 secondary school students with special needs per year. In this connection, the Government of the Republic of Slovenia also recommended that bodies carry out a reserved public procurement procedure as per Article 19 of the Public Procurement Act – reserved public procurement – when the nature of the procurement permits this. – Decision of the Government of the Republic of Slovenia on the possibility of concluding a fixed-duration or permanent employment contract with persons with disabled persons who successfully complete their traineeship. These hirings shall not be counted in the quota of the permitted number in a certain body as determined by the personnel plan. Through this, the Government sought to encourage the employment of persons with disabilities not only during the traineeship period but also after. – Decision amending the code table, medical criteria and price standards of prescribed medical devices chargeable to compulsory health insurance. (Action Plan, page 8).



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
Law on Discrimination against Persons with Disabilities	Encourage and help establishment and development of special institutions for employment persons with disabilities, providing financial and advisory help, and administrative and other advantages for their effective work.	These articles define discrimination of PwD in area of accessibility of built environment but they are not directly related to the area of employment.	The new Law on prohibition of discrimination of PWD treats discrimination based on disability among other in the field of education and employment.	The law provides that employer has an obligation to take appropriate measures in order to enable a person with disability to access, participate or to be promoted if such measures do not represent an unreasonable burden for the employer.	BiH	RS MNE		<p>BiH: BiH does not offer a financial support.</p> <p>RS: To ensure the implementation of laws and bylaws, I fully enable the exercise of rights of persons with disabilities full extent is still working and improve the environment, and provide access to the built environment, accessible transport, information, communication and services aimed at the public, and through the development and implementation plan for removing barriers and constructing accessible facilities and services. After securing and providing these options, we can make the final preparing the implementation of all measures and activities.</p> <p>MNE: This Law in area of education and employment is mainly in compliance with UNCRPD. Some improvement is needed as previously mentioned.</p>
Professional Rehabilitation and Employment of	The employers employing persons with disabilities can	The Law regulates the employment of PwD under special	MNE legislation beside of hundreds of measures that are included in	Employment of disabled persons under special conditions.	BiH	MNE	RS	<p>BiH: BiH does not offer a financial support to the employers employing persons with disabilities.</p>



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
Persons with Disability, Insurance Rights	get refund of the cost of adapting the workplace. The employers employing persons with disabilities can get refund of the cost of the workplace equipment.	conditions: adaptation of job, workplace and tasks. Also, professional assistance to PwD may be provided through counseling, training and assistance/support at workplace.	Slovenia and Serbia, foresees the possibility of employers of subsidizing on earnings per each PwD employee, which is mostly implemented in practice. On the other hand, the application of standards relating to the procurement of equipment and adjustments to the workplace is still not fully taken hold in practice and procedure for exercising the rights are very long.	Obligation for employment of disabled persons. Defined companies and institutions to employ under the specific conditions.				<p>RS: Personal rehabilitation, training and employment of people with disabilities are key factors for social inclusion and economic independence of these persons. This is needed and adequate health care. In this sense, it is essential that experts in the field of health care focus on the social model of disability.</p> <p>MNE: Law on Professional Rehabilitation and Employment of PwDs are defined quota system for employment of PwDs and simulative measures for employers. However, because of unclearly defined status of Fund as well as incorrect implementation of bylaw acts, from which should be given certain material resources, in practice is coming to the small using of Fund resources. There is a clear opinion of DPOs and some governmental bodies and political parties that this Fund needs to be separated in special legal body.</p>
Employment Strategy 2011-2020 or Action plan 2016	In order to implement the actions set out in the Strategy, four different instruments are	Equal opportunities and creation of conditions for employment of hard-to-employ	The National Strategy for Employment and Human Resources Development envisages measures	Clear understanding of the existing structure of labour administration is important in order to successfully	BiH	RS MNE		<p>BiH: More detailed and defined strategy in EU.</p> <p>RS: Employment is a key factor in the inclusion of people with disabilities. Policies to improve the</p>



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
Implementation strategy	foreseen: Awareness-raising, Financial support, Statistics and data collection and monitoring and Mechanisms required by the UN Convention.	and vulnerable categories. Affirmative actions oriented towards hard-to-employ persons.	that are defined in other strategies. It specially recognizes target group of difficult employees.	implement the Employment Strategy. The system is complex due to the existence of several levels of competence. The system is fragmented with the functions assigned to different administrative levels and little coordination both at the horizontal and the vertical level.				activity rate should be varied and comprehensive. Improving the situation in the employment of these persons would benefit society as a whole.  MNE: Employment incentives and inclusion of hard-to-employ persons in the labour market by providing financial and non-financial AEP measures.
Labour Law	All conditions for concluding a contract of employment are reported. Protection from discrimination during employment. Protection from discrimination at the workplace.	An indirect discrimination is evaluated through the code and criterion or practice puts or would put at a disadvantage a person seeking employment, as well as an employee, due to a certain quality,	The situation in MNE is similar as in Slovenia. PWD are one of the groups that are specifically protected by this Law.	Protection from discrimination during employment. Protection from discrimination at the workplace.		BiH RS MNE		RS: During the implementation of the regulations governing this area, to ensure protection against discrimination in all stages, promote support measures, to ensure the same rights deriving from the law, and improve the existing Act in order to provide jobs for people with disabilities.  MNE: By Labour Law are defined general norms for employment of PWDs. Rights to disability insurance, priorities for



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
		status, affiliation or belief.						vocational training over other employees, protection from discrimination.
Pension and disability insurance, compulsory social insurance	This specific system refers to national pay bargaining and thus results in a comparatively high coverage rate of the employed workforce. Similar reforms in the last decade have focused on extending the contribution period and the retirement age. Some Member States have meanwhile implemented notional accounts.	The employer who employs a person that the appropriate legal and medically valid documentation prove disability is obliged to pay contributions for compulsory social insurance for that person. The level of cover the insurance has been proposed.	Contributions for compulsory social insurance for the purpose of this Law shall be as follows: 1) contribution for compulsory pension and social insurance; 2) contribution for compulsory health insurance; 3) contribution for insurance against unemployment.	According to this law, the mandatory pension and disability insurance policy hold to ensure the rights in case of disability, death and old age. Voluntary pension and disability insurance is provided for persons who are not necessarily secured.	BiH	MNE	RS	BiH: EU gives a more defined system.  RS: Social rights of persons with disabilities are prescribed by international and national documents. Their exercise helps reduce the risk of social rejection and marginalization. When analyzing the results it was found that employers pay compulsory social insurance for persons with disabilities, and that there are authorities who control the fulfillment of this obligation.  MNE: Generally, insurances from Fund for regular pensions and especially pensions for PWDs are low, and because of approach model toward PWDs are dissimulative for higher employment and independent living of PWDs.
Law on Volunteering	Measures have also been implemented by	Volunteering has organized the voluntary	Volunteer work can last up to six hours a day and no more	Volunteering has organized the voluntary provision	BiH RS MNE			BiH: BiH does not stimulate volunteers at the same level as EU.



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Implementation strategy	<p>the voluntary sector itself to help raise awareness about the benefits and opportunities of volunteering, such as the launch of 'the week of volunteering' and volunteer award ceremonies. In order to stimulate youth volunteering and address what is perceived as a disengagement of young people, campaigns have been launched to make youngsters aware of the positive sides of voluntary work.</p>	<p>provision of services or carrying out activities of general interest for the common good or for the good of another person, without the payment of monetary compensation or other claims of the proceeds, unless the law provides otherwise.</p>	<p>than 25 hours in week.</p>	<p>of services or carrying out activities of general interest for the common good or for the good of another person, without the payment of monetary compensation or other claims of the proceeds, unless the law provides otherwise.</p>				<p>RS: In order to increase engagement of volunteers to help people with disabilities, but I volunteering by PwD when implementing plans to provide additional funds that will be an incentive to the persons listed more involved in this area.</p> <p>MNE: Law on Volunteering is not enforceable and encouraging for the engagement of volunteer work. It is forbidden to exploit and abuse the volunteers for the purpose of acquiring or increase the profit.</p>



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School-to-Work Transition for Higher education students with disabilities  
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Outcomes and Impacts	EU	RS	MNE	BiH	-	=	+	
Rights of Persons with Disabilities	Implementation of survey module on European Disability and Social Integration (EDSIM). Measuring eAccessibility in Europe, SeniorWatch2, assistive technology industry, eAccessibility legislation. European Academic Network on Disability launched.	Including persons with disabilities in active measurement of employment. Implementation of measures and activities of professional rehabilitation of persons with disabilities. It impacts on the process of rehabilitation that is aimed at activating, stimulating and developing positive qualities, abilities, skills and interests of the individual.	Made Guide through the Law on Prohibition of Discrimination of PWD, policy studies in the field of employment, accessibility, personal assistance, analysis of the implementation of the Strategy for the Integration of PWD, monitoring report on human rights of PWD for 2011 and for 2013.	When designating or establishing such a mechanism, States Parties shall take into account the principles relating to the status and functioning of national institutions for protection and promotion of human rights.	BiH		RS MNE	<p>BiH: Still to be further developed in BiH.</p> <p>RS: The implementation of all plans and activities envisaged in the field of rights of people with disabilities contribute to creating an environment I pursued the company, or society without distinction and discrimination with regard to language, race, developmental disabilities, etc.</p> <p>MNE: Employees with disabilities got a basic set of rules guiding and ensuring fundamental rights and freedoms at the workplace. Respect for fundamental rights and freedoms and setting standards for national legislations which are to be adopted following these rules. The project "Promotion of the inclusive higher education in Southeast Europe" was implemented at eight state universities in the four countries of the region – Serbia (2), Moldavia (3), FYR Macedonia (2) and Montenegro (1). This project included: joint research/assessment about the position of students with disabilities at universities, and analysis of legislative and politics about students with disabilities, followed with request</p>



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

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Outcomes and Impacts	EU	RS	MNE	BiH	-	=	+	
Position of the persons with disabilities	Easier life with getting help and benefits in a form of cash. Easier life with getting help and benefits in a form of cash. Better life and higher chance to get a job.	The question of the situation of persons with disabilities has been incorporated into general development plans with the development of an institutional framework and institutionalization of multi-sectoral cooperation on the activities of planning and monitoring of policies in this area.	To protect and improve the rights of PwD, to provide conditions for full and active participation of persons with disabilities in all spheres of social life on an equal basis through the development and implementation of the policy of equal opportunities, particularly in the areas of employment, labour, education, culture, etc. Implementation level in most areas doesn't satisfied law standards.	It is required to implement the proposed activities and measures for its field or create its own strategic document which is in compliance with this strategic document.	BiH MNE	RS		to change the policy. BiH: In BiH it is still at the level of strategy. RS: The situation of persons with disabilities, in compliance with all international and national regulations, be equated with other parties in all aspects of life. Projections show that in this segment will have an important role and influence of the media, which will be actively involved in promoting values and raise awareness about people with disabilities. MNE: Even though by legal documents on cooperation of governmental and non-governmental organizations is realized institutional framework for participation of others, that impact in practice is generally often just formal. Within Ministry of Labour and Social welfare there is a Council for Care of PWDs, however, it influence is mainly on advisable character, moreover because in this body representatives of PWD are in minority and very rarely can present their opinion. In several local authorities are local councils for issues of PWDs, which are mainly very passive



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

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Outcomes and Impacts	EU	RS	MNE	BiH	-	=	+	
								and their role is on the basis of formal character.
Programme for higher education and training (2011-2020)	Education on partnership, sexuality and family for persons with disabilities and for those living with, or in contact with, them should be provided.	Increase the quality of processes and outcomes of education up to a maximum achievable level; increase the coverage of the population of the Republic of Serbia at all levels of education; increasing the efficiency of use of all the resources of education.	Association of youth with disabilities has conducted a research about the position of students with disabilities at the State University of Montenegro. The results of this assessment represent the starting point for creation of suggestions for legal issues on all levels (legal, University, and faculties) for inclusive higher education, equality, and equal possibilities for students with disabilities. AYDM made an	Establish, develop, protect and transmit knowledge and skills through teaching and scientific research, and thus contribute to the development of capacities of individuals and society, and to provide an opportunity for citizens, in accordance with the regulations, enjoy the benefits of higher education for a lifetime.				<p>BiH: Establishing and developing specialised programmes for PwD, which will enable their de-marginalisation. In addition to this, access to educational premises should be further improved at certain institutions of higher education.</p> <p>RS: Active implementation of a unified policy of education and organizing special programs dedicated I customized for people with disabilities will lead to the complete elimination of marginalization in relation to these persons in this area.</p> <p>MNE: Being able to live a normal life. Having a family, help with public transport if needed and being able to take care for them.</p>



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
Outcomes and Impacts	EU	RS	MNE	BiH	-	=	+	
			analysis of HE institutions accessibility.					
Action plan or programme for persons with disabilities (2003-2010; 2014–2021)	Good life in general.	Action plan seeks to translate the aims of that cock of human rights, non-discrimination, equal opportunities, full civil rights and participation of persons with disabilities in the context of European policy on persons with disabilities. It has to provide a comprehensive balance framework that is both flexible and adaptable in order to meet the requirements specific to a	<p>Implementation of policies is mainly provided by support for pre-accession funds while from the MNE budget provides funds for institutional support of PWD</p> <p>There is a mixed picture with regard to the labour market participation of PWDs compared with 2003.</p>	Creating conditions for the realization of objectives of the strategy for the equalization of opportunities for persons with disabilities in the Federation of Bosnia and Herzegovina.			<p>BiH RS MNE</p>	<p>BiH: Institutions of higher education should be encouraged to apply for those EU grants and funds that are aimed at persons with disabilities. This would to a great extent help eliminate all the existing obstacles, such as poor infrastructure in the facilities of higher education.</p> <p>RS: Improving the action plans for persons with disabilities will be provided to create a balance and flexible company that will be able to fully meet the needs of these individuals. Likewise, while progress in promoting disability rights has been made through the strengthened treatment of disability in EU programmes and in some legislation, there remain accessibility barriers for disabled people. These will continue to serve as a barrier to the full participation of disabled persons in society.</p> <p>MNE: Likewise, while progress in promoting disability rights has been made through the strengthened</p>



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School-to-Work Transition for Higher education students with disabilities in Serbia, Bosnia & Herzegovina and Montenegro

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Outcomes and Impacts	EU	RS	MNE	BiH	-	=	+	
		particular country.						treatment of disability in EU programmes and in some legislation, there remain accessibility barriers for disabled people. These will continue to serve as a barrier to the full participation of disabled persons in society.
Law on Discrimination against Persons with Disabilities	Discrimination by action and omission; direct and indirect discrimination. Discrimination can be either direct, as in the first example above, or indirect. Indirect discrimination arises where there is a requirement or condition which affects one group of people more than another – for example, not allowing animals into a shop discriminates	Arts. 46-52 define the penalty provisions for violation of this law.	The right to protect from discrimination belongs to each person, if they are discriminated according to the Article 2 of this law. Discrimination in the field of labour has been evaluated and explained. In addition to discrimination of PWD, the Law on Discrimination provides a group of PWD and among the more difficult shapes recognizes repeated multiple discrimination.	Change of existing situation in Bosnia and Herzegovina in the area of disability and improving the position of disabled persons in the society. The principle of non-discrimination on all grounds, including the one for disability is present. The principles of non-discrimination and work-based rights are not applied as the measures for promotion of employment of people with disabilities are not defined.	BiH	RS MNE		<p>BiH: In BiH it is too general.</p> <p>RS: The existing provisions relating to penalties for violations and offenses committed against persons with disabilities provide legal certainty in the exercise of their rights. By encouraging people with disabilities to report cases in which there is a specific violation of the law, will contribute to the eradication of bad practices in the conduct of employers and other economic actors.</p> <p>MNE: Easier access to employment and adjusted workplaces. Exercising fundamental human rights, freedoms and dignity for all disabled persons, and their complete involvement in the society.</p>



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

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	EU	RS	MNE	BiH	-	=	+	
Outcomes and Impacts	indirectly against persons with visual impairments. Indirect discrimination might also be described as enforcing a disproportionate disadvantage or a disparate impact.							
Professional Rehabilitation and Employment of Persons with Disability, Insurance Rights	Establishment of institutions and bodies aimed to deal with professional rehabilitation and employment of disabled persons.	The Law introduces the obligation of employment of PWDs according to quota system. The system of statistical indicators and methodology of computation thereof shall be regulated in conformity with international and European	The Law introduces the obligation of employment of PWDs according to quota system. In addition to the above from other segments of the analysis relating to the MNE, in relation to the institutional level of employment policy of PWD there are bodies such as: the Council of the Fund	Establishment of institutions and bodies aimed to deal with professional rehabilitation and employment of disabled persons.		BiH MNE	RS	BiH: Easier access to employment for disabled persons.  RS: Easier access to employment for disabled persons.  MNE: From 2014 is launching the call for grant schemes for employment of PWDs, on which can apply public institutions, NGOs and limited liability companies.



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

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Outcomes and Impacts	EU	RS	MNE	BiH	-	=	+	
		standards (Articles 61-63).	for professional rehabilitation and employment of persons with disabilities, the Commission for the Rehabilitation professional, contractors for professional rehabilitation and vocational rehabilitation counsellors.					
Employment Strategy 2011-2020 or Action plan 2016	The set of indicators of success for NEAP 2016 realization is established. The efficiency and effectiveness of AEP measures set by NEAP are monitored.	The monitoring of the Strategy will be based on the collection and analysis of information on performance indicators (quantitative and qualitative).	The National strategy for employment and development of human resources follows the steps of other strategic documents that define measures of professional rehabilitation and employment of PWD. The reports on implementation	The aim of the Employment Strategy is to improve a full, productive and freely chosen employment for all. Selected policy objectives provide preventive and curative initiatives for addressing the challenges of the Bosnian and		BiH RS MNE		BiH: Strategic orientation of employment policy towards promotion of human capital and larger social inclusion, through training, retraining and additional training programmes, learning and education in the area of entrepreneurship.  RS: Strategic orientation of employment policy towards promotion of human capital and larger social inclusion, through training, retraining and additional training programmes, learning and education in the area of entrepreneurship.



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

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Outcomes and Impacts	EU	RS	MNE	BiH	-	=	+	
			<p>of the Strategy also contain information that can be found in other reports related to the employment of persons with disabilities.</p> <p>Stimulating Job Creation through Enhancing Business Environment and Labour Market Management; Increasing the Efficiency of Active Employment Policy Measures; Increasing Self-Employment. Stimulating Entrepreneurship, particularly in the Underdeveloped Areas of Montenegro.</p>	<p>Herzegovinian labour market. The overall objective of the employment strategy is to increase the quality and quantity of jobs while promoting social inclusion and combating inequality between the genders.</p>				<p>MNE: Strategic orientation of employment policy towards promotion of human capital and larger social inclusion, through training, retraining and additional training programmes, learning and education in the area of entrepreneurship.</p>
Labour Law	The integration	Ensuring the	It is particularly	Ensured rights for	BiH	RS MNE		BiH:



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

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	EU	RS	MNE	BiH	-	=	+	
Outcomes and Impacts	of persons excluded from the labour market, equality between men and women with regard to labour market opportunities and treatment at work, the combating of social exclusion, the modernisation of social protection systems without prejudice, etc.	protection of discrimination and giving the possibility of normal employment of persons with disabilities.	important that the Law recognizes affirmative measures and action in relation to the employment of PWD.  The obligation to submit evidence for future employees is very significant issue.	disability insurance, priorities for vocational training over other employees, protection from discrimination.				<p>EU gives more elaborate Labour Law.</p> <p>RS: Rights to disability insurance, priorities for vocational training over other employees, protection from discrimination. Ensured rights for disability insurance, priorities for vocational training over other employees, protection from discrimination.</p> <p>MNE: Rights to disability insurance, priorities for vocational training over other employees, protection from discrimination. Ensured rights for disability insurance, priorities for vocational training over other employees, protection from discrimination.</p>
Pension and disability insurance, compulsory social insurance	Beside these measures, other instruments were used to counter the mounting costs of the pension system.	The employer delivers information about the person with disability for which it is entitled to be	Obligors of contributions for pension and social insurance, Obligors of contributions for health insurance,	In detail is explained the types of insured persons.	BiH	MNE	RS	<p>BiH: BiH does not give details.</p> <p>RS: Increasing the actors who will participate in the control and verification of the accuracy of the data to the authorities, will contribute to the</p>



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

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Outcomes and Impacts	EU	RS	MNE	BiH	-	=	+	
	Several special taxes or tax increases were instituted to raise revenue. Contrary to the initial goal of the Pension Reserve Funds to use it from 2020 onwards, the 2010 reform approved its usage as of 2010 to stem deficits in social security because of pension obligations.	exempted from the obligation to pay contributions.	Obligors of the contribution for insurance against unemployment, Obligors of additional contribution for pension and social insurance.					reduction of abuse that are common in practice.  MNE: Pension policy follows other standards in society. Particularly can be emphasized that persons in retirement, especially PWD in retirement are the most poorly people in society.
Law on Volunteering	Some laws specifically regulate a variety of different aspects of volunteering. These include rules and regulations on	Volunteering is promoted as an activity of interest to the Republic of Serbia, or of public interest, which contributes to the active involvement of	The role and importance of voluntary work, long-term objectives, development priorities and measures for their exercise shall be	Long-term volunteering in the profession is recognized as work experience.	BiH RS MNE			BiH: In BiH subsidies are not mentioned.  RS: Creation of a society-free of discrimination and prejudice in respect of persons with disabilities and contribute a larger number of persons engaged as volunteers.



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

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Outcomes and Impacts	EU	RS	MNE	BiH	-	=	+	
	pensions, subsidies, state benefits, reimbursement of expenses made by volunteers and the liability of volunteers and insurance obligations for example.	citizens in social processes and the development of a more humane and equitable democratic society of equal opportunities, as well as improving the quality of life of citizens.	determined by the strategy development of volunteerism.					MNE: There are measures in Strategy of development of NGO which are related to philanthropy and volunteering.

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
Good practices and learning	EU	RS	MNE	BiH	-	=	+	
Rights of Persons with Disabilities	To become respected, and to be respectful to PwDs (and any other persons with disabilities), to stress out, that persons with disabilities	Improve the mechanisms of acquiring competencies and education of persons with disabilities in order to increase opportunities for	Precisely and detail defined standards of accessibility of public facilities and area-level regulations. Privileges and reducing the cost of public services	Creation of integration organizations. Establishment of the Committee on the Rights of Persons with Disabilities. Regular reporting.			BiH RS MNE	BiH: The principal objective is to create equal opportunities for all citizens. In order to do so, it is of vital importance to enable easier access to persons with disabilities and to open the labour market to persons with disabilities.  RS: The overall objective of the state is to create a



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School-to-Work Transition for Higher education students with disabilities in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
Good practices and learning	should have the same public transport rights as others.	employment of persons with disabilities.	<p>compensatory rights. A large number of media campaigns, mainly carried out by NGOs.</p> <p>To strive the financial organizations for employment and financing grant schemes. Improving the Law on Professional Rehabilitation and Employment of Persons with Disabilities so that it can be applied to the public sector, too.</p>					<p>society for all. Accessible environment plays a crucial role in the inclusion of the society in which people with disabilities can participate actively in everyday life. Understanding existing primarily physical or other barriers and leads to taking the concept of Universal Design, which is accepted in most of the member countries of the European Union and which proved to be a good example to overcome barriers.</p> <p>MNE: There are benefits for PWD of public transport but there is no obligation for accessibility of public transport. All regulations related to the employment and rights of the employees are applicable. It is the basis for understanding actions for transition of PwD to the labour market.</p>
Position of the persons with disabilities	Equal opportunities and non-discriminatory treatment; participation in	It is necessary to ensure the continuous collection of data on persons with disabilities and	Position of PWDs at the level of the Law is defined similarly to Slovenia, the importance of treating the rights	Access to all fields of life; information technology applications beyond the use of computer literacy facilitating	BiH	RS MNE		<p>BiH: BiH gives basics here, while EU gives more significant things like opportunities and societal inclusion of persons with disabilities.</p> <p>RS:</p>



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

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	EU	RS	MNE	BiH	-	=	+	
Good practices and learning	decision-making and participation in society.	their living conditions through the introduction of disability issues into the regular research and surveys.	of the PWD is in use in most areas of social and political action. PWD have the opportunity to participate in shaping policies affecting them which does not include the full level of acceptance of their proposal.  Full and effective participation in society; provision of information and public education; respect for diversity and acceptance of disability; and implementation of programmes intended for persons.	their life; with disabilities.				As one of the main targets, there is a complete collection of information and data that is comparison to the persons with disabilities, as well as the creation of data bases of these to facilitate their tracking needs, aptitudes for certain professions, etc. As a good example in practice I proved the involvement of NGOs with the support of the European Union system of monitoring of these individuals, as well as the recommendations of the Council of Europe.  MNE: The approach to preparing conditions for transition of PwD to the labour market.



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School-to-Work Transition for Higher education students with disabilities in Serbia, Bosnia & Herzegovina and Montenegro

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	EU	RS	MNE	BiH	-	=	+	
Good practices and learning								
Programme for higher education and training (2011-2020)	Provided help with transport.	Central innovation is seen through increasing national and individual awareness of personal diversity and acceptance of persons with disabilities.	The Law on Higher Education guarantees access to higher education for PWD and the availability of higher education is recognized as one of its objectives. The Law also provides affirmative action in enrolment and tuition exemptions for students with disabilities.	Central innovation is seen through increasing national and individual awareness of personal diversity and acceptance of persons with disabilities.		RS MNE	BiH	<p>BiH: BiH gives more significant aspects of education here.</p> <p>RS: An excellent example of programs relevant to the education of persons with disabilities conducted in Croatia School Network without architectural barriers. The project began in 2005 with the aim to create adequate network of primary and secondary schools adapted for students with disabilities. Use existing examples I extend them and to aid in the context of higher education.</p> <p>MNE: Develop systems and tools to incorporate the rights of disabled students in HEIs. Examples: &lt;France -Social criteria-based grants; University of Primorska – University Statutes. More extensive implementation of EU Disability Strategy and related standards on accessibility – e.g. the EU ‘design for All’ mandate; ISO standard 21542 on accessibility and Mandate 273 on accessibility. Apply relevant good practices from EU examples, e.g. ‘Mobility Training’ (University of Warsaw). Universities in Montenegro have support from the AYDM and specialized institutions for</p>



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

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	EU	RS	MNE	BiH	-	=	+	
Good practices and learning								<p>education of students with disabilities. Set up new awareness-raising, collaboration and decision making structures both within HEIs and linking them with external stakeholders like AYDM. Examples: Disability Equality Scheme (UK); Disability officers (Greece, Spain); Studentenwerke (Germany); Disability and Well-Being Support Advisors (UK).</p> <p>Some measures – e.g. digitisation of learning content – have been implemented; e-learning systems (LMS Moodle), and auditory support in electronic materials available for some courses. Introduce relevant good practices from EU. Examples: University of Macerata e-learning system (OLAT); University of Warsaw - trackball devices, Magic Wand Keyboard, ‘HeadMouse’ sensor (PL); Institute of Education, London - Disability Assistive Technology room; University College, London - Student Enabling IT Suite.</p> <p>Examples: Fund for learning support (Ireland); Disabled Students Allowance (UK); Grants for signing (Austria, Spain); Social criteria-based grants (France).</p> <p>Develop post-qualification support infrastructure in HEI’s. Example: University of Macerata - CETRIL: centre for internship and job orientation.</p>



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School-to-Work Transition for Higher education students with disabilities in Serbia, Bosnia & Herzegovina and Montenegro

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	EU	RS	MNE	BiH	-	=	+	
Good practices and learning								
Action plan or programme for persons with disabilities (2003-2010; 2014–2021)	Possibility of concluding a fixed-duration or permanent employment with persons with disabilities who finish their training successfully.	Measures, which contains from remove obstacles during education years, to getting a job and many more are in this policy very important and are described in many details – for further knowledge.	Generally speaking, disability policy should be based on a rights-based approach which emphasises the importance of ensuring that individual rights can be enjoyed in practice, not just in theory, in accordance with the social model of disability.	Encourage the employment of persons with disabilities not only during the traineeship period but also after.		BiH RS MNE		<p>BiH: Action plans identify all the necessary changes for creating equal opportunities for persons with disabilities.</p> <p>RS: As an example of good practice demonstrated the opening of the Center for Vocational Rehabilitation and Employment. This centre provides a variety of services to our fellow citizens who have a disability, and job seekers. Among other things, the Centre provides information on trends in the labour market, counselling and job matching, and career planning advice based on qualifications. The centre also organizes workshops for job searching, as well as a variety of training with the help of assistive technology, training to be adapted for people with any kind of disability.</p> <p>MNE: Action plans recognize measures in different areas and are adopting continuously.</p>
Law on Discrimination against Persons with Disabilities	Measures to encourage equality PwD. Knowledge of this law can be	Possibility of reasonable adjustment. This policy provides improvements in	The Law mainly defines all areas which are recognized in UNCRPD and it is	The focus is not just on sole protection from discrimination, but it provides an obligation to the		RS MNE	BiH	<p>BiH: BiH gives a more defined description of the Law on Discrimination.</p> <p>RS:</p>



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
Good practices and learning	used to plan possible actions within the framework of the project.	conditions for employment of persons with disabilities, and introduces programmes and trainings, but it is still to be implemented.	based on human rights approach, but there is missing kind of discrimination toward persons with mental and intellectual disability.  Specific measures are aimed at creating conditions for national, gender and overall equality and protection of persons especially those in unequal position.	employer to make reasonable adjustment to the workplace. Development of Programme for Professional Rehabilitation. Introducing obligatory quota.				Use examples of Germany, which pays special attention and allocates significant funds to adapt and organize various trainings, seminars, programs for persons with disabilities.  MNE: An important issue has been regulated: it is prohibited to discriminate against persons with disabilities, on the basis of disability, in the field of work, by: 1) employed persons with disabilities; 2) employee guardians of persons with disabilities.
Professional Rehabilitation and Employment of Persons with Disability, Insurance Rights	Certain public institutions have obligation to employ defined number of disabled persons per year. Throughout special	The first legislative attempt to integrate PWDs into an open economy, through obligatory employment of PWDs according	Subsidies for employers, professional rehabilitation measures for PWD, workplace equipment, an assistant in the work.	Possibility for establishment the public institution for professional rehabilitation for persons with disabilities. Possibility for establishment the	BiH	MNE	RS	BiH: BiH gives only tentative ideas.  RS: In the UK, people with disabilities are entitled to financial assistance that serves reimburse specific costs that have because of their disabilities. The sum to be paid depends entirely on the type of support that they need.



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School-to-Work Transition for Higher education students with disabilities in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
Good practices and learning	institutions disabled persons can be informed, trained and educated about possibilities of employment.	to quota system. Serbian legislative framework in the area of employment and unemployment insurance.	The information contained in the records may be used for research purposes organizations, businesses, and individuals to empirical and scientific research and similar purposes. The first legislative attempt to integrate PWDs into an open economy, through obligatory employment of PWDs according to quota system.	public institutions for professional rehabilitation for persons with disabilities.				MNE: Information on the current law which is the base for defining the rights and obligation of PWDs. Montenegrin legislative framework in the area of employment and unemployment insurance.
Employment Strategy 2011-2020 or Action plan 2016	The situation of people with disabilities in the labour market does not reveal much progress in terms of increased	Information on legislative framework, concept and strategic orientation of Serbian employment	The same as above.	Full employment: Achieving full employment, reducing unemployment, Improving quality and productivity at work: Efforts to		RS MNE	BiH	BiH: BiH give a more detailed account of the Employment Strategy.  RS: The world long ago, and with us a few years ago, slowly applying new concepts related to employment - the establishment of social



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
Good practices and learning	employment rates and reduced inactivity rates. Involve Public Employment Services to inform them on positive measures to carry out at the national level. Raise awareness with respect to the employment situation of women and men with disabilities.	policy. Information on the operationalization of priorities and objectives of employment policy.		increase employment should be accompanied by increasing the attractiveness of jobs, Strengthening social and territorial cohesion: It is necessary to strengthen social inclusion, prevent exclusion from the labour market.				enterprises. Social entrepreneurship encompasses several different concepts - from the fact that these are companies that employ marginalized groups, to the fact that profit backs to the community. The idea of the engagement and employment of marginalized groups, and then the viability of the transaction. In Serbia, there are a number of such companies.  MNE: NSEDHR defines just some of measures in order to bigger employment of PWDs.
Labour Law	The protection of employed persons as well as the position of persons with disabilities in systematically explained in the law.	Although the Labour Code does not say anything about the employment of persons with disabilities who are completely deprived of their working capacity,	The protection of employed persons as well as the position of persons with disabilities in systematically explained in the law. The affirmative action and employed persons	This law prohibits employers to refuse to employ disabled person for the reason of disability.		BiH RS MNE		BiH: Labour law encourages employment of persons with disabilities by prohibiting any aspect of discrimination against persons with disabilities.  RS: As an example of good practice to the Slovenia which is strengthened through documents relating to labour and employment, determine the range of financial incentives for the



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School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
Good practices and learning		it should be precisely defined in order to access to the open labour market of persons with disabilities.	with disabilities.					employment of people with disabilities. What is interesting, however, is that defined a system to reward employers for exceeding the prescribed quota of employees with disabilities, as well as a system of incentives for employers successful solutions and good practices in the field of employment of persons with Disabilities.
Pension and disability insurance, compulsory social insurance	The situation of people on the labour market has consequences for their future replacement rate. Unemployment caused by the crisis can have severe effect on the replacement rate of those unemployed, whether temporary or permanent, which is an undesirable social effect.	Motivated and positive influenced issues are reported by this regulation.	The possibility of early retirement, accelerated retirement, unemployment insurance benefits.	Disability, as a basis for eligibility of the insurance exists when the insured person due to illness or injury outside of work become totally incapacitated for work and economic activities.		BiH MNE	RS	BiH: The law entitles persons with disabilities to pension and social insurance to the same degree as to all workers in general.  RS: The introduction of personal assistance services in the new law on social protection has led development programs in Serbia (supported by the Irish Government), which included the provision of personal assistance services. Service of personal assistants, thanks to continuous operation, documented studies, practical examples and advocacy by the Centre, and entered into a new law on social protection, as recognized services to be provided by the social welfare system in Serbia. This can serve as a practical example of a continuous process of development.  MNE:



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School-to-Work Transition for Higher education students with disabilities in Serbia, Bosnia & Herzegovina and Montenegro

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
Good practices and learning								The distinction in occupational pension plans and especially the maximum contributions which is allowed seems artificial.
Law on Volunteering	Voluntary organisations should set up volunteer policies to provide a more favourable environment for volunteers.	A company or a public company can be an organizer of volunteering in accordance with this Law if: organize volunteering, the performance of volunteer services and activities not acquire profits, volunteering does not replace the work of employees and other persons engaged in working in a company or a public company.	There is a possibility of the involvement of volunteers in the work of organizations of persons with disabilities as a form of support for people with disabilities, but the Law more prescribes prohibits and limits misuses, rather than prescribes opportunities.	There is a higher possibility for PwD who volunteer during their studying to find a job after they finish their faculty than for those who don't.	BiH RS		MNE	<p>BiH: Although BiH give a possibility for volunteers to get a job more easily, it does not provide a more favourable working environment for persons with disabilities.</p> <p>RS: In Serbia, there are a number of organizations that have a significant impact on the establishment of new services for people with disabilities; promoting social model; removal of architectural and other barriers; changes to the legal framework and practices when it comes to protecting the rights and improving the overall situation of people with disabilities. In these organizations have an important role volunteers who contribute to the promotion of respect for persons with disabilities. Also, a large number of organizations and engage people with disabilities as volunteers to acquire the required knowledge and experience in your future work.</p> <p>MNE: Many volunteers raise the issue of a lack of</p>



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*School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro*

Theme	Countries				Benchmark scores			Summary on gaps and areas of improvement
	EU	RS	MNE	BiH	-	=	+	
Good practices and learning								leadership/coordination within voluntary activities and have indicated that they would like to see a specific person designated who is responsible for organising and coordinating their voluntary roles and activities.



## 2.2 Statistical analysis of data

Categorical, or nominal data is most often encountered when observations are grouped into discrete, mutually exclusive categories (i.e., each observation can fall into one and only one category), and one examines the frequency of occurrence for each of the categories. The most common statistical test for such data is some form of a **chi-square test**. Chi-square is a versatile statistical test used to examine the significance of relationships between two (or more) nominal-level variables. The chi-square test for independence, also called Pearson's chi-square test or the chi-square test of association, is used to discover if there is a relationship between two categorical variables. This test can be used with nominal, ordinal, or scale variables, so it is a very versatile test, but it is sensitive to sample sizes too.

Generally a statistical test works as follows:

- Formulate a **Null hypothesis** that the two variables are independent and an **alternative hypothesis** that the variables are dependent. More precisely statistical testing is about finding out whether we can reject the Null hypothesis [ $H_0$ ] (and therefore accept the alternative hypothesis [ $H_1$ ] or if we have to keep  $H_0$ .
- Specify **significance level** ( $\alpha$ ) that defines a threshold, indicating what risk you are prepared to take when deciding. In statistics certainty does not exist, we will never be sure, there is always a probability that the null hypothesis be true, but we want that probability to be low, how low is indicated by that level. Typical levels considered are 0.05 (or 5%), 0.01 (or 1%), 0.001 (1‰). In this report is  $\alpha=0.05$ .
- Compute a test statistic ( $\chi^2$  statistic) from the table containing some data and compare it to the theoretical  $\chi^2$  distribution.
- If the probability that the relationship could have been produced by chance (this is same as saying the null hypothesis is true) is below the threshold we have set (significance level), we reject the Null hypothesis: this implies accepting the Alternative hypothesis in order words we can say the variables are dependent (related).

There is other, for example the likelihood-ratio chi-square ("**Likelihood ratio**" in the output) is an alternative to the Pearson chi-square. It is based on maximum-likelihood theory. For large samples it is identical to Pearson  $\chi^2$ . It is recommended especially for small samples. The **Linear-by-Linear Association** test is a test for trends in a larger-than-2x2 tables. Its value is shown to be significant and indicates that income tends to rise with values of "male" (i.e., from 0 to 1).

Column labelled "**df**" corresponds to the **degrees of freedom**. The chi-square test depends also on the number of rows and columns of the examined table. The degrees of freedom can be viewed as the number of cells that need to be set, until all others are fixed, given the constraints of the marginal frequencies.

The Pearson Chi-square tests the hypothesis that the row and column variables in the examined table are independent. The lower the "Asymp. Sig." value (this value represents probability, often called the **p-value**), the less likely it is that these two variables are independent and would cause you to reject the Null Hypothesis of "no relationship". If the p-value is less than .05, then the statistics is considered to be significant (meaning that the researcher can be 95% confident that the relationship between the two variables is not due to chance).

It can be easier to visualize data than read tables. That is a reason that we involved few **bar charts** in this report. The clustered bar chart option allows a relevant graph to be produced that highlights the group categories and the frequency of counts in these groups.



The **one-way analysis of variance** (ANOVA) is used to determine whether there are any significant differences between the means of two or more independent (unrelated) groups (although you tend to only see it used when there are a minimum of three, rather than two groups). The one-way ANOVA compares the means between the groups you are interested in and determines whether any of those means are significantly different from each other. If, however, the one-way ANOVA returns a significant result, we accept the alternative hypothesis ( $H_1$ ), which is that there are at least 2 group means that are significantly different from each other. At this point, it is important to realize that the one-way ANOVA is an omnibus test statistic and cannot tell you which specific groups were significantly different from each other only that at least two groups were. To determine which specific groups differed from each other, you need to use a **post hoc test**.

The multiple comparison procedures are used to determine which groups are significantly different after obtaining a statistically significant result from an Analysis of Variance. Post hoc tests are designed for situations in which the researcher has already obtained a significant omnibus F-test with a factor that consists of three or more means and additional exploration of the differences among means is needed to provide specific information on which means are significantly different from each other. **Scheffe's** procedure is perhaps the most popular of the post hoc procedures, the most flexible, and the most conservative.

The independent t-test assumes the variances of the two groups you are measuring to be equal. If your variances are unequal, this can affect the Type I error rate. The assumption of homogeneity of variance can be tested using **Levene's Test of Equality of Variances**. This test for homogeneity of variance provides an F statistic and a significance value (p-value). We are primarily concerned with the significance level - if it is greater than 0.05, our group variances can be treated as equal. However, if  $p < 0.05$ , we have unequal variances and we have violated the assumption of homogeneity of variance.

### **2.2.1 Comparison among SwD and Employees of Serbia, BiH and Montenegro**

On the question "Has your faculty enabled/facilitated you to acquire knowledge and do practical work or other activities that may help you find a job?", 64.62% respondents from Serbia, 62.50% respondents from BiH and 55.32% respondents from MNE answered with "Yes" and 35.38% respondents from Serbia, 37.50% respondents from BiH and 44.68% respondents from MNE while answered with "No" (see Figure 1).

Pearson Chi-Square didn't show any significant differences between answers on questions from three partner countries ( $p > .05$ ).

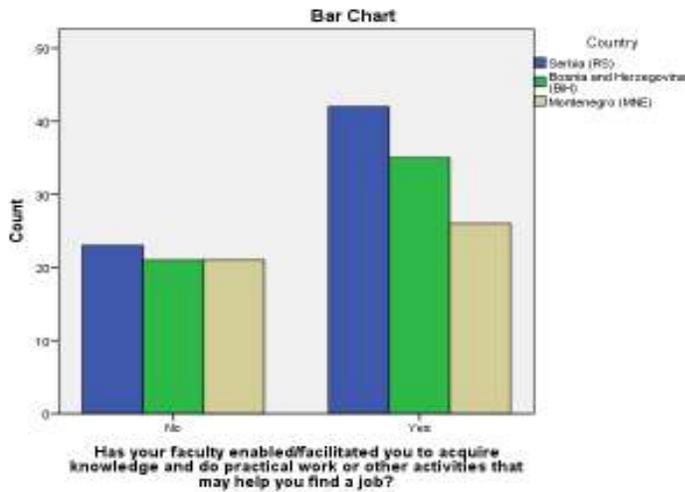


Figure 1. Results of the question “Has your faculty enabled/facilitated you to acquire knowledge and do practical work or other activities that may help you find a job”

On the question “Do you think that your studies will increase your skills to find a job and become competitive on the labour market?” 30.77% respondents from Serbia answered with “No” and 69.23% with “Yes”, 26.79% respondents from BiH answered “No” while 73.21% said “Yes”, and in Montenegro 19.15% examinee gave “No” and 80.85% “Yes” as an answer (see Figure 2). Pearson Chi-Square didn’t show any significant differences between answers on questions from three partner countries ( $p > .05$ ).

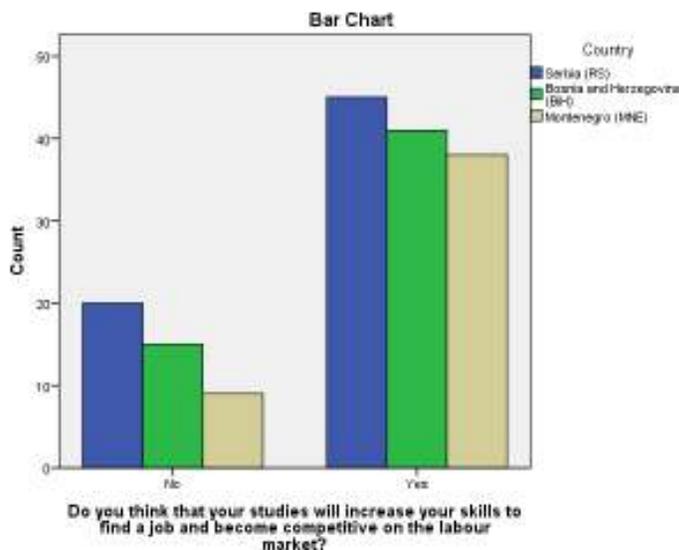


Figure 2. Results of the question “Do you think that your studies will increase your skills to find a job and become competitive on the labour market”

On the question “Do you know that if you have assessed level of disability and you find a job your salary is subverted from the Fund for professional rehabilitations and employment for people with



disabilities?” 49.23% respondents from Serbia answered with “Yes” and 50.77% with “No”, 53.57% respondents from BiH answered “Yes” while 46.43% said “No”, and in Montenegro 76.60% examinee gave “Yes” and 23.40% “No” as an answer (see Figure 3).

We observed a strong association between the Yes/No answer on question “Do you know that if you have assessed level of disability and you find a job your salary is subverted from the Fund for professional rehabilitations and employment for people with disabilities” and the country,  $\chi^2(2) = 9.188, p = .010$ .

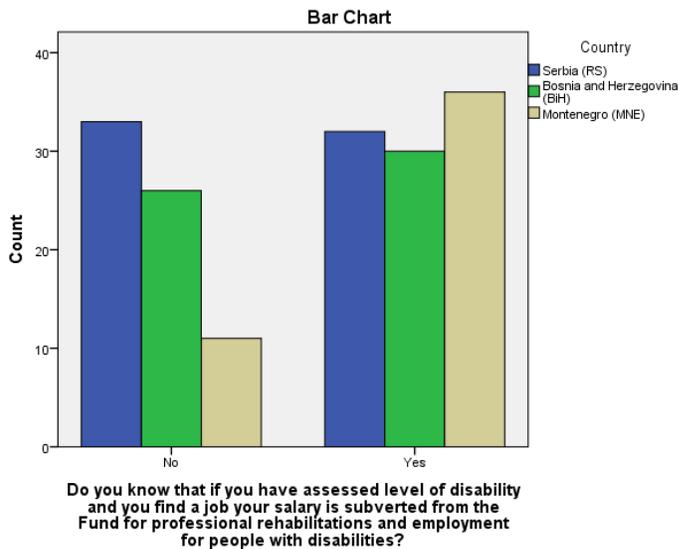


Figure 3. Results of the question “Do you know that if you have assessed level of disability and you find a job your salary is subverted from the Fund for professional rehabilitations and employment for people with disabilities”

On the question “Do you know that if you have assessed level of disability and you find a job costs for assistive equipment and technical and technological adaptation of working place are covered?” 50.77% respondents from Serbia answered with “Yes” and 49.23% with “No”, 35.71% respondents from BiH answered “Yes” while 64.29% said “No”, and in Montenegro 54.55% examinee gave “Yes” and 45.45% “No” as an answer (see Figure 4).

Pearson Chi-Square didn’t show any significant differences between answers on questions from three partner countries ( $p > .05$ ).



School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

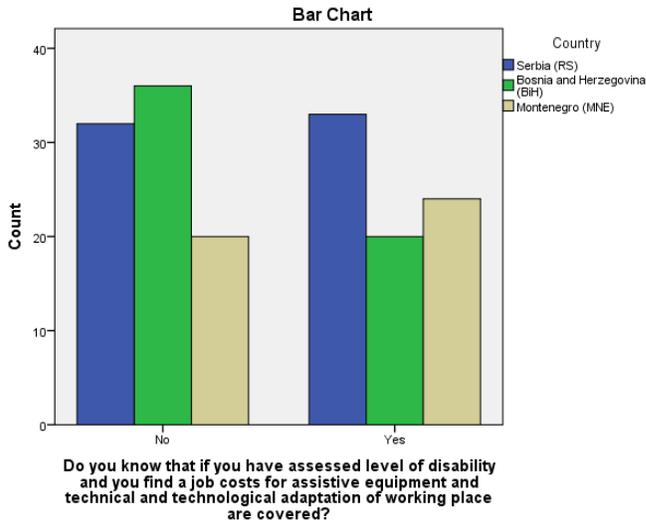


Figure 4. Results of the question “Do you know that if you have assessed level of disability and you find a job costs for assistive equipment and technical and technological adaptation of working place are covered”

On the question “Do you know that if you have assessed level of disability and you find a job earnings to your assistant are covered in case you have 80% or more disability rating?” 27.69% respondents from Serbia answered with “Yes” and 72.31% with “No”, 16.07% respondents from BiH answered “Yes” while 83.93% said “No”, and in Montenegro 58.14% examinee gave “Yes” and 41.86% “No” as an answer (see Figure 5). We observed a strong association between the Yes/No answer on question “Do you know that if you have assessed level of disability and you find a job earnings to your assistant are covered in case you have 80% or more disability rating?” and the country,  $\chi^2(2) = 20.681, p = .000$ .

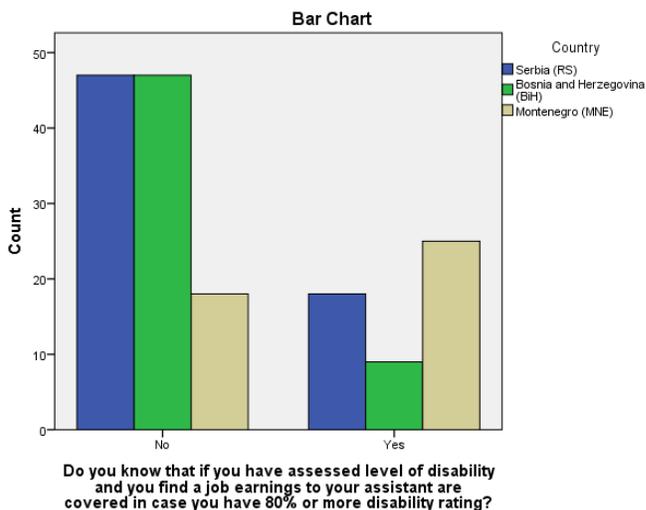


Figure 5. Results of the question “Do you know that if you have assessed level of disability and you find a job earnings to your assistant are covered in case you have 80% or more disability rating?”



Table 2: Descriptives-In your experience, how strongly do you agree (or disagree) with the following statements regarding the most important things an employer could do to facilitate you to do your job best?

		Mean	SD	Std. Error	Min	Max
I. Assign part of the my job duties to a coworker	Serbia (RS)	2.24	1.027	.129	1	4
	Bosnia and Herzegovina (BiH)	2.11	1.145	.152	1	5
	Montenegro (MNE)	3.19	1.214	.175	1	5
	Total	2.46	1.208	.093	1	5
II. Make certain facilities accessible.	Serbia (RS)	4.65	.786	.099	1	5
	Bosnia and Herzegovina (BiH)	4.35	.935	.124	1	5
	Montenegro (MNE)	4.40	1.026	.148	1	5
	Total	4.48	.915	.071	1	5
III. Purchase or change equipment	Serbia (RS)	3.84	.954	.120	1	5
	Bosnia and Herzegovina (BiH)	3.67	1.058	.140	1	5
	Montenegro (MNE)	4.08	1.088	.157	1	5
	Total	3.85	1.036	.080	1	5
IV. Reassign me to a vacant position	Serbia (RS)	3.40	1.185	.149	1	5
	Bosnia and Herzegovina (BiH)	3.30	1.253	.166	1	5
	Montenegro (MNE)	3.33	1.342	.194	1	5
	Total	3.35	1.248	.096	1	5
V. Make my work schedule more flexible	Serbia (RS)	3.75	1.135	.143	1	5
	Bosnia and Herzegovina (BiH)	3.98	1.126	.149	1	5
	Montenegro (MNE)	3.00	1.111	.160	1	5
	Total	3.61	1.188	.092	1	5
VI. Change a company policy	Serbia (RS)	3.02	1.120	.140	1	5
	Bosnia and Herzegovina (BiH)	2.95	1.329	.176	1	5
	Montenegro (MNE)	2.46	1.237	.179	1	5
	Total	2.83	1.243	.096	1	5
VII. Leave me to do my job and provide supervision	Serbia (RS)	3.30	1.136	.142	1	5
	Bosnia and Herzegovina (BiH)	4.19	1.060	.140	1	5
	Montenegro (MNE)	3.44	1.398	.202	1	5
	Total	3.64	1.251	.096	1	5

Above are presented the findings from the main research questions of the entire sample of three partner countries. Concerning participants' views on the most important things an employer could do to facilitate a PwD to do his/her job best the top ranked thing was to make certain facilities accessible (M= 4.48, SD= 0.915), to purchase or change equipment (M= 3.85, SD= 1.036), to leave them to do their job and provide supervision (M= 3.64, SD= 1.251), to make their work schedule more flexible (M= 3.61, SD=1.188), to reassign them to a vacant position (M= 3.35, SD= 1.248), to change a company policy (M= 2.83, SD= 1.243), to assign part of the their job duties to a co-worker (M= 2.46, SD= 1.208) (see Table 2).



There was a statistically significant difference between groups as determined by one-way ANOVA in questions:

Assign part of my job duties to a coworker ( $F(2.165) = 14.143, p = .000$ )

Make my work schedule more flexible ( $F(2.165) = 10.635, p = .000$ )

Change a company policy ( $F(2.166) = 3.196, p = .043$ )

Leave me to do my job and provide supervision ( $F(2.166) = 9.470, p = .000$ ).

The Scheffe post hoc tests indicated that Montenegrin answers on question "Assign part of my job duties to a co-worker" ( $p = .000, p = .000$ ) and "Make my work schedule more flexible" ( $p = .003, p = .000$ ) differ significantly from answers in Serbia and BiH. Also, BiH answers on question "Leave me to do my job and provide supervision" ( $p = .000, p = .006$ ) differ significantly from answers in Serbia and Montenegro.

Table 3: Descriptives-What should universities need to do in order to facilitate the transition to employment of students with disabilities?

		Mean	SD	Std. Error	Min	Max
I. Improve the knowledge and skills of persons with disabilities through additional training and education	Serbia (RS)	4.17	.925	.117	2	5
	Bosnia and Herzegovina (BiH)	4.26	1.027	.136	1	5
	Montenegro (MNE)	4.06	1.192	.172	1	5
	Total	4.17	1.038	.080	1	5
II. Raise the awareness and sensitivity of the employers towards employees who may have a disability/ impairment	Serbia (RS)	4.56	.639	.080	3	5
	Bosnia and Herzegovina (BiH)	4.63	.587	.078	3	5
	Montenegro (MNE)	4.29	1.166	.168	1	5
	Total	4.51	.817	.063	1	5
III. Support the position of mentor during their first period at work	Serbia (RS)	4.23	.792	.099	2	5
	Bosnia and Herzegovina (BiH)	4.26	.768	.102	1	5
	Montenegro (MNE)	3.85	1.130	.163	1	5
	Total	4.14	.906	.070	1	5
IV. Educate employers on issues concerning accessibility, assistive technologies, individualized support	Serbia (RS)	4.55	.665	.083	3	5
	Bosnia and Herzegovina (BiH)	4.63	.487	.064	4	5
	Montenegro (MNE)	4.27	1.086	.157	1	5
	Total	4.50	.772	.059	1	5
V. Inform employers on the provided support services that person with disabilities might need during their employment.	Serbia (RS)	4.37	.829	.104	2	5
	Bosnia and Herzegovina (BiH)	4.56	.627	.083	2	5
	Montenegro (MNE)	4.29	1.071	.155	1	5
	Total	4.41	.850	.066	1	5
VI. Educate employers on issues concerning the obstacles a person with disabilities may encounter during their employment	Serbia (RS)	4.27	.827	.104	2	5
	Bosnia and Herzegovina (BiH)	4.58	.565	.075	3	5
	Montenegro (MNE)	4.31	1.035	.149	1	5
	Total	4.39	.826	.064	1	5

In relation to the question, that is participants' views concerning what the universities should do in order to facilitate the transition to employment of SwD based on the results statement Raise the awareness and sensitivity of the employers towards employees who may have a disability/ impairment has the highest value ( $M = 4.51, SD = 0.817$ ), followed by Educate employers on issues concerning accessibility, assistive technologies, individualized support (trainings, working assistance, flexible working time and workplace) ( $M = 4.50, SD = 0.772$ ), Inform employers on the provided support services that person with disabilities might need during their employment ( $M = 4.41, SD = 0.850$ ), Educate employers on issues concerning the obstacles a person with disabilities



may encounter during their employment (M= 4.39, SD= 0.826), Improve the knowledge and skills of persons with disabilities through additional training and education (M= 4.17, SD= 1.038) and Support the position of mentor during their first period at work (M= 4.14, SD= 0.906) (see Table 3). All mean values are very high (above 4.00) showing that overall opinion is that universities have important role in facilitating the transition to employment of SwD.

There was a statistically significant difference between groups as determined by one-way ANOVA in questions

Support the position of mentor during their first period at work ( $F(2.166) = 3.353, p = .037$ )

Educate employers on issues concerning accessibility, assistive technologies, individualized support ( $F(2.166) = 3.133, p = .046$ ).

However, as it can be seen from next table Scheffe post hoc test didn't show some significant differences in provided answers between partner countries.

Even one-way ANOVA results regarding questions III (Support the position of mentor during their first period at work) and IV (Educate employers on issues concerning accessibility, assistive technologies, individualized support) showed some significant differences between groups, Scheffe's post hoc test did not support these findings, because all p values are greater than 0.05.

In relation to the question, that is participants' views concerning what companies can do in order to improve the employment of PwD it was found that statement to provide an accessible environment/work place to attract employees with disabilities has the greatest result (M= 4.51, SD= 0.825), take targeted training/educational actions for improving working skills and knowledge of persons with disabilities, so they are better prepared for employment (M= 4.22, SD= 0.912) and to support the position of a mentor during the first period at work has the smallest result (M= 4.21, SD= 0.877) .

There was a statistically significant difference between groups as determined by one-way ANOVA in a question:

Take targeted training/educational actions for improving working skills and knowledge of persons with disabilities, so they are better prepared for employment ( $F(2.165) = 3.406, p = .036$ ).

The Scheffe post hoc tests indicated that Montenegrin and Serbian answers on question "Take targeted training/educational actions for improving working skills and knowledge of persons with disabilities, so they are better prepared for employment" ( $p = .049$ ) are significantly different.

Table 4: Descriptives-Where should universities need to focus in order to promote the transition from Higher Education to Work life of the students with disabilities?

		Mean	SD	Std. Error	Min	Max
I. Work together with team members in a respectful and collaborative manner to complete tasks.	Serbia (RS)	4.33	.691	.086	3	5
	Bosnia and Herzegovina (BiH)	4.39	.648	.086	2	5
	Montenegro (MNE)	3.96	1.071	.155	1	5
	Total	4.24	.820	.063	1	5
II. Demonstrate leadership, including giving direction and guidance, as well as strategic visioning	Serbia (RS)	4.24	.665	.084	3	5
	Bosnia and Herzegovina (BiH)	4.32	.711	.094	2	5
	Montenegro (MNE)	3.88	1.044	.151	1	5
	Total	4.16	.821	.063	1	5
III. Exhibit personal organization, accountability and time management.	Serbia (RS)	4.16	.787	.099	2	5
	Bosnia and Herzegovina (BiH)	4.30	.626	.083	3	5



*School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro*

	Montenegro (MNE)	4.08	1.048	.151	1	5
	Total	4.18	.824	.064	1	5
IV. Identify and solve problems, including evaluating alternatives and articulating reasoning.	Serbia (RS)	4.22	.750	.095	3	5
	Bosnia and Herzegovina (BiH)	4.40	.563	.075	3	5
	Montenegro (MNE)	4.04	1.071	.155	1	5
	Total	4.23	.811	.063	1	5
V. Obtain, critically evaluate and use information effectively from a variety of resources and formats.	Serbia (RS)	4.27	.696	.087	3	5
	Bosnia and Herzegovina (BiH)	4.28	.750	.099	1	5
	Montenegro (MNE)	4.04	1.031	.149	1	5
	Total	4.21	.823	.063	1	5
VI. Interpret, use and communicate numerical data and quantitative evidence.	Serbia (RS)	3.83	.908	.114	1	5
	Bosnia and Herzegovina (BiH)	4.12	.867	.115	1	5
	Montenegro (MNE)	3.85	1.148	.166	1	5
	Total	3.93	.974	.075	1	5
VII. Use appropriate technology to enhance and manage communication knowledge.	Serbia (RS)	4.33	.757	.095	2	5
	Bosnia and Herzegovina (BiH)	4.49	.571	.076	3	5
	Montenegro (MNE)	4.27	1.086	.157	1	5
	Total	4.37	.814	.063	1	5
VIII. Gain intercultural knowledge so as to interact effectively in various cultural contexts.	Serbia (RS)	4.19	.895	.113	2	5
	Bosnia and Herzegovina (BiH)	4.44	.627	.083	3	5
	Montenegro (MNE)	4.04	1.129	.163	1	5
	Total	4.23	.902	.070	1	5
IX. Be engaged within the community to make a difference in a civic life.	Serbia (RS)	4.27	.821	.103	2	5
	Bosnia and Herzegovina (BiH)	4.47	.630	.083	2	5
	Montenegro (MNE)	3.92	1.217	.176	1	5
	Total	4.24	.921	.071	1	5
X. Present and write information clearly and effectively.	Serbia (RS)	4.24	.797	.100	2	5
	Bosnia and Herzegovina (BiH)	4.47	.538	.071	3	5
	Montenegro (MNE)	4.23	1.016	.147	1	5
	Total	4.32	.798	.062	1	5
XI. Integrate, experience, disciplinary and interdisciplinary knowledge and communicate this effectively.	Serbia (RS)	4.37	.679	.086	3	5
	Bosnia and Herzegovina (BiH)	4.49	.601	.080	3	5
	Montenegro (MNE)	4.15	1.072	.155	1	5
	Total	4.35	.797	.061	1	5

Participants were asked to answer where universities should focus on in order to better promote SwD transition from HE to work life. It was found that statement use appropriate technology to enhance and manage communication knowledge (M= 4.37, SD= 0.814), integrate, experience, disciplinary and interdisciplinary knowledge and communicate this effectively has the best score (M= 4.35, SD= 0.797), present and write information clearly and effectively (M= 4.32, SD= 0.798), work together with team members in a respectful and collaborative manner to complete tasks (M= 4.24, SD= 0.820), be engaged within the community to make a difference in a civic life (M= 4.24, SD= 0.921), identify and solve problems, including evaluating alternatives and articulating reasoning (M= 4.23, SD= 0.811), gain intercultural knowledge so as to interact effectively in various cultural contexts (M= 4.23, SD= 0.902), obtain, critically evaluate and use information effectively from a variety of resources and formats (M= 4.21, SD= 0.823), exhibit personal organization, accountability and time management (M= 4.18, SD= 0.824), demonstrate leadership, including giving direction and guidance, as well as strategic visioning (M= 4.16, SD= 0.821), interpret, use and communicate numerical data and quantitative evidence (M= 3.93, SD= 0.974) as the lowest result (see Table 4).



There was a statistically significant difference between groups as determined by one-way ANOVA in questions :

Work together with team members in a respectful and collaborative manner to complete tasks (F(2.166) = 4.259, p = .016)

Demonstrate leadership, including giving direction and guidance, as well as strategic visioning (F(2.165) = 4.369, p = .014)

Be engaged within the community to make a difference in a civic life (F(2.166) = 5.048, p = .007).

The Scheffe post hoc tests indicated that Montenegrin answers on question “Work together with team members in a respectful and collaborative manner to complete tasks” (p = .027), “Demonstrate leadership, including giving direction and guidance, as well as strategic visioning” (p = .022) and “Be engaged within the community to make a difference in a civic life” (p = .008) differ significantly from answers in BiH.

## 2.2.2 Comparison among Employers of Serbia, BiH and Montenegro

A total of 426 employers from RS (341, 80.05 %), BiH (45, 10.56 %) and MNE (40, 9.39 %) participated in the project (see Table 5).

As concerns participants’ distribution based on the employment of PwD, 310 (72.77 %) participants had EwD and 116 (27.23 %) did not have EwD when data collection was undertaken.

Table 5: Descriptives-In your experience, how strongly do you agree (or disagree) with the following statements regarding the most important reasons for employing persons with disabilities?

		Mean	SD	Std. Error	Min	Max
They have a strong motivation to work	Serbia (RS)	3.91	.881	.048	1	5
	Bosnia and Herzegovina (BiH)	4.17	.667	.104	3	5
	Montenegro (MNE)	4.10	.709	.112	2	5
	Total	3.95	.851	.041	1	5
They tend to be loyal employees	Serbia (RS)	3.95	.781	.043	1	5
	Bosnia and Herzegovina (BiH)	4.00	.592	.092	3	5
	Montenegro (MNE)	4.05	.597	.094	3	5
	Total	3.96	.748	.037	1	5
They tend to be reliable to be on time and to turn up	Serbia (RS)	4.06	.764	.042	1	5
	Bosnia and Herzegovina (BiH)	3.78	.690	.108	2	5
	Montenegro (MNE)	3.93	.694	.110	2	5
	Total	4.02	.754	.037	1	5
They are well qualified to do the job	Serbia (RS)	3.50	.887	.048	1	5
	Bosnia and Herzegovina (BiH)	3.44	.634	.099	2	5
	Montenegro (MNE)	3.75	.670	.106	2	5
	Total	3.52	.849	.042	1	5
They do good quality work	Serbia (RS)	3.81	.784	.043	1	5
	Bosnia and Herzegovina (BiH)	3.73	.554	.088	3	5
	Montenegro (MNE)	3.78	.620	.098	3	5
	Total	3.80	.749	.037	1	5
They give a positive image	Serbia (RS)	3.89	.880	.048	1	5



for the organization/company	Bosnia and Herzegovina (BiH)	4.29	.680	.106	3	5
	Montenegro (MNE)	4.23	.423	.067	4	5
	Total	3.96	.840	.041	1	5
They help all employees get on well socially	Serbia (RS)	3.81	.877	.048	1	5
	Bosnia and Herzegovina (BiH)	4.02	.790	.123	2	5
	Montenegro (MNE)	4.03	.620	.098	3	5
Total	3.85	.850	.042	1	5	
Their employment helps the company fulfill its social responsibility to the community	Serbia (RS)	4.31	.769	.042	1	5
	Bosnia and Herzegovina (BiH)	4.15	.691	.108	3	5
	Montenegro (MNE)	4.23	.698	.110	2	5
Total	4.29	.756	.037	1	5	
They tend to be punctual and stay focused on one job for a long time, so they can be good employees	Serbia (RS)	3.89	.779	.043	1	5
	Bosnia and Herzegovina (BiH)	3.90	.583	.091	2	5
	Montenegro (MNE)	4.10	.496	.078	3	5
Total	3.91	.740	.036	1	5	
They are open for new knowledge and training	Serbia (RS)	3.69	.834	.046	1	5
	Bosnia and Herzegovina (BiH)	3.68	.650	.101	2	5
	Montenegro (MNE)	4.15	.622	.098	3	5
Total	3.74	.809	.040	1	5	
We employee persons with disability because of their competence, not for any other reason	Serbia (RS)	3.47	1.039	.057	1	5
	Bosnia and Herzegovina (BiH)	3.65	.802	.127	2	5
	Montenegro (MNE)	4.23	.733	.116	3	5
Total	3.56	1.016	.050	1	5	

In the Table 6, it is shown the distribution of answers on question regarding the most important reasons for employing PwD. Highest mean value scored option that their employment helps the company fulfill its social responsibility to the community ( $M= 4.29$ ,  $SD= 0.756$ ), followed by they tend to be reliable to be on time and to turn up ( $M= 4.02$ ,  $SD= 0.754$ ), they tend to be loyal employees ( $M= 3.96$ ,  $SD= 0.748$ ), they give a positive image for the organization/company ( $M= 3.96$ ,  $SD= 0.840$ ), they have a strong motivation to work ( $M= 3.95$ ,  $SD= 0.851$ ), they tend to be punctual and stay focused on one job for a long time, so they can be good employees ( $M= 3.91$ ,  $SD= 0.740$ ), they help all employees get on well socially ( $M= 3.85$ ,  $SD= 0.850$ ), they do good quality work ( $M= 3.80$ ,  $SD= 0.749$ ), they are open for new knowledge and training ( $M= 3.74$ ,  $SD= 0.809$ ), we employee persons with disability because of their competence, not for any other reason ( $M= 3.56$ ,  $SD= 1.016$ ), while smallest mean value had option that they are well qualified to do the job ( $M= 3.52$ ,  $SD= 0.849$ ).

Levene's Test for Equality of Variances indicates unequal variances in the case of questions "They are well qualified to do the job" ( $p=.002$ ), "They give a positive image for the organization/company" ( $p=.005$ ), "They help all employees get on well socially" ( $p=.005$ ), "They tend to be punctual and stay focused on one job for a long time, so they can be good employees" ( $p=.007$ ) and "They are open for new knowledge and training" ( $p=.008$ ).

The Scheffe post hoc tests indicated that Serbian and BiH answers on question "They give a positive image for the organization/company" ( $p=.013$ ) are significantly different. Also, Montenegrin answers on question "They are open for new knowledge and training" ( $p = .003$ ,  $p = .033$ ) and "We employee persons with disability because of their competence, not for any other reason" ( $p = .000$ ,  $p = .036$ ) are significantly different from answers in Serbia and BiH.



Table 6: Descriptives-In your opinion, how strongly do you agree (or disagree) with the following statements regarding which are the most important reasons for NOT employing persons with disabilities?

		Mean	SD	Std. Error	Min	Max
Other employees will feel uncomfortable and unhappy if they have to work together with a person with disability	Serbia (RS)	1.81	.907	.049	1	5
	Bosnia and Herzegovina (BiH)	1.74	.627	.097	1	3
	Montenegro (MNE)	1.38	.490	.078	1	2
	Total	1.76	.859	.042	1	5
A person with disability should learn and do their job in a separate, protected environment	Serbia (RS)	1.74	.873	.048	1	5
	Bosnia and Herzegovina (BiH)	1.81	.804	.124	1	4
	Montenegro (MNE)	1.30	.564	.089	1	3
	Total	1.71	.851	.042	1	5
A person with disability has a lot of behavior problems, so it is best for them to work in private	Serbia (RS)	1.73	.820	.045	1	5
	Bosnia and Herzegovina (BiH)	1.64	.656	.101	1	3
	Montenegro (MNE)	1.35	.622	.098	1	4
	Total	1.69	.795	.039	1	5
It is better for them to work at home	Serbia (RS)	1.81	.886	.048	1	5
	Bosnia and Herzegovina (BiH)	1.74	.734	.113	1	3
	Montenegro (MNE)	1.53	.679	.107	1	3
	Total	1.78	.857	.042	1	5
They take a lot of time to fit in a working environment	Serbia (RS)	2.13	.950	.052	1	5
	Bosnia and Herzegovina (BiH)	2.12	.772	.119	1	4
	Montenegro (MNE)	1.80	.883	.140	1	4
	Total	2.10	.931	.045	1	5
A person with disability does not have the same rights in the working place as a person without disability	Serbia (RS)	1.86	1.016	.055	1	5
	Bosnia and Herzegovina (BiH)	1.88	.916	.141	1	5
	Montenegro (MNE)	1.90	1.194	.189	1	5
	Total	1.86	1.023	.050	1	5

Employers are asked how they see the reasons for not employing PwD in companies. Answers on this question, sorted in descending order of mean values are: they take a lot of time to fit in a working environment (M= 2.10, SD= 0.931), a person with disability does not have the same rights in the working place as a person without disability (M= 1.86, SD= 1.023), it is better for them to work at home (M= 1.78, SD= 0.857), other employees will feel uncomfortable and unhappy if they have to work together with a person with disability (M= 1.76, SD= 0.859), a person with disability should learn and do their job in a separate, protected environment (M= 1.71, SD= 0.851), a person with disability has a lot of behavior problems, so it is best for them to work in private (M= 1.69, SD= 0.795).

Levene's Test for Equality of Variances indicates unequal variances in the case of questions "Other employees will feel uncomfortable and unhappy if they have to work together with a person with disability" (p=.011) and "A person with disability should learn and do their job in a separate, protected environment" (p=.031).

The Scheffe post hoc tests indicated that Serbian and Montenegrin answers on questions "Other employees will feel uncomfortable and unhappy if they have to work together with a person with disability" (p = .010) and "A person with disability has a lot of behavior problems, so it is best for them to work in private" (p = .015) are significantly different. Also, Montenegrin answers on



question “A person with disability should learn and do their job in a separate, protected environment” ( $p = .007$ ,  $p = .024$ ) are significantly different from answers in Serbia and BiH.

Table 7: Descriptives-What should universities need to do in order to facilitate the transition to employment of students with disabilities?

		Mean	SD	Std. Error	Min	Max
Improve the knowledge and skills of persons with disabilities through additional training and education	Serbia (RS)	4.00	.813	.044	1	5
	Bosnia and Herzegovina (BiH)	3.74	.912	.141	1	5
	Montenegro (MNE)	4.00	.961	.152	1	5
	Total	3.97	.840	.041	1	5
Raise awareness and sensitivity of employers towards employees who may have a disability/impairment	Serbia (RS)	4.17	.698	.038	1	5
	Bosnia and Herzegovina (BiH)	4.38	.697	.108	2	5
	Montenegro (MNE)	4.38	.667	.106	2	5
	Total	4.21	.698	.034	1	5
Support the position of a mentor during their first time at work	Serbia (RS)	4.07	.755	.041	1	5
	Bosnia and Herzegovina (BiH)	4.12	.803	.124	2	5
	Montenegro (MNE)	4.28	.640	.101	2	5
	Total	4.10	.751	.037	1	5
Educate employers on issues concerning the needs of persons with disabilities	Serbia (RS)	4.11	.737	.040	1	5
	Bosnia and Herzegovina (BiH)	4.24	.617	.095	3	5
	Montenegro (MNE)	4.20	.758	.120	2	5
	Total	4.13	.728	.036	1	5
Inform employers on the provided support services that person with disabilities might need during their employment	Serbia (RS)	4.16	.688	.038	1	5
	Bosnia and Herzegovina (BiH)	4.17	.587	.092	3	5
	Montenegro (MNE)	4.13	.686	.109	2	5
	Total	4.16	.677	.033	1	5
Educate employers on the potential obstacles a person with disabilities might encounter during their or job	Serbia (RS)	4.10	.755	.041	1	5
	Bosnia and Herzegovina (BiH)	4.17	.621	.096	3	5
	Montenegro (MNE)	4.13	.648	.102	2	5
	Total	4.11	.732	.036	1	5

In relation to the question, that is employers’ views concerning what the universities should do in order to facilitate the transition to employment of SwD based on the results, the most import is “Raise awareness and sensitivity of employers towards employees who may have a disability/impairment” marked with  $M = 4.21$  ( $SD = 0.698$ ), followed by inform employers on the provided support service that PwD might need during their employment ( $M = 4.16$ ,  $SD = 0.677$ ), educate employers on issue concerning the needs of PwD ( $M = 4.13$ ,  $SD = 0.728$ ), educate employers on the potential obstacles a PwD might encounter during their job ( $M = 4.11$ ,  $SD = 0.732$ ), support the position of a mentor during their first time at work ( $M = 4.10$ ,  $SD = 0.751$ ), and the least important is improve the knowledge and scales of PwD through additional training and education ( $M = 3.97$ ,  $SD = 0.840$ ) (see Table 7). Variances are not significantly different (all  $p$  values are greater than 0.05).

One-way ANOVA results regarding answers on question about role of universities in order to facilitate the transition to employment of students with disabilities didn’t show any significant differences between groups.

Previous conclusion, that there is no significant difference between three partner countries and their respondent answers on question about role of universities in facilitating the transition to



employment of students with disabilities, is proved through Scheffe post hoc test (and note that all p values are greater than 0.05).

Table 8: Descriptives-Where should universities need to focus in order to promote transition of the students with disabilities from Higher Education to Work life?

		Mean	SD	Std. Error	Min	Max
Work together with team members in a respectful and collaborative manner to complete tasks	Serbia (RS)	4.24	.616	.034	1	5
	Bosnia and Herzegovina (BiH)	3.98	.660	.104	2	5
	Montenegro (MNE)	4.28	.554	.088	3	5
	Total	4.22	.618	.030	1	5
Demonstrate leadership, including giving direction and guidance, as well as strategic visioning	Serbia (RS)	4.05	.676	.037	1	5
	Bosnia and Herzegovina (BiH)	3.65	.662	.105	2	5
	Montenegro (MNE)	4.08	.526	.083	3	5
	Total	4.01	.671	.033	1	5
Exhibit personal organization, accountability and time management	Serbia (RS)	4.10	.618	.034	1	5
	Bosnia and Herzegovina (BiH)	3.95	.605	.097	2	5
	Montenegro (MNE)	4.18	.446	.071	3	5
	Total	4.09	.604	.030	1	5
Identify and solve problems, including evaluating alternatives and articulating reasoning	Serbia (RS)	4.04	.669	.037	1	5
	Bosnia and Herzegovina (BiH)	3.88	.686	.109	2	5
	Montenegro (MNE)	4.20	.405	.064	4	5
	Total	4.04	.652	.032	1	5
Obtain, critically evaluate and use information effectively from a variety of resources and formats	Serbia (RS)	4.06	.652	.036	1	5
	Bosnia and Herzegovina (BiH)	3.90	.591	.093	3	5
	Montenegro (MNE)	4.18	.594	.094	3	5
	Total	4.05	.642	.032	1	5
Interpret, use and communicate numerical data and quantitative evidence	Serbia (RS)	3.95	.716	.039	1	5
	Bosnia and Herzegovina (BiH)	3.65	.580	.092	2	5
	Montenegro (MNE)	4.13	.563	.089	3	5
	Total	3.94	.697	.034	1	5
Use appropriate technology to enhance and manage communication knowledge	Serbia (RS)	4.13	.602	.033	1	5
	Bosnia and Herzegovina (BiH)	4.25	.588	.093	3	5
	Montenegro (MNE)	4.28	.506	.080	3	5
	Total	4.16	.593	.029	1	5
Gain intercultural knowledge so as to interact effectively in various cultural contexts	Serbia (RS)	4.08	.662	.036	1	5
	Bosnia and Herzegovina (BiH)	4.03	.620	.098	3	5
	Montenegro (MNE)	4.15	.533	.084	3	5
	Total	4.08	.646	.032	1	5
Be engaged within the community to make a difference in a civic life	Serbia (RS)	4.14	.652	.036	1	5
	Bosnia and Herzegovina (BiH)	4.10	.632	.100	3	5
	Montenegro (MNE)	4.10	.632	.100	2	5
	Total	4.13	.647	.032	1	5
Present and write information clearly and effectively	Serbia (RS)	4.14	.644	.035	1	5
	Bosnia and Herzegovina (BiH)	4.18	.512	.083	3	5
	Montenegro (MNE)	4.13	.563	.089	3	5
	Total	4.14	.624	.031	1	5
Integrate, experience, disciplinary and interdisciplinary knowledge and communicate this effectively	Serbia (RS)	4.12	.659	.036	1	5
	Bosnia and Herzegovina (BiH)	4.03	.620	.098	3	5
	Montenegro (MNE)	4.13	.516	.082	3	5
	Total	4.11	.642	.032	1	5



Employers were asked to answer concerning where universities should focus on in order to better promote SwD transition from HE to work life (see Table 8). It was found that Work together with team members in a respectful and collaborative manner to complete tasks, is the most reliable task (M= 4.22, SD= 0.618), followed by Use appropriate technology to enhance and manage communication knowledge (M= 4.16, SD= 0.593), Present and write information clearly and effectively (M= 4.14, SD= 0.624), Be engaged within the community to make a difference in a civic life (M= 4.13, SD= 0.647), Integrate, experience, disciplinary and interdisciplinary knowledge and communicate this effectively (M= 4.11, SD= 0.642), Exhibit personal organization, accountability and time management (M= 4.09, SD= 0.604), Gain intercultural knowledge so as to interact effectively in various cultural contexts (M= 4.08, SD= 0.646), Obtain, critically evaluate and use information effectively from a variety of resources and formats (M= 4.05, SD= 0.642), Identify and solve problems, including evaluating alternatives and articulating reasoning (M= 4.04, SD= 0.652), Demonstrate leadership, including giving direction and guidance, as well as strategic visioning (M= 4.01, SD= 0.671) and Interpret, use and communicate numerical data and quantitative evidence (M= 3.94, SD= 0.697).

Variances are not significantly different (all p values are greater than 0.05)

There was a statistically significant difference between groups as determined by one-way ANOVA in questions:

Work together with team members in a respectful and collaborative manner to complete tasks (F(2.413) = 3.479, p = .032)

Demonstrate leadership, including giving direction and guidance, as well as strategic visioning (F(2.411) = 6.739, p = .001)

Interpret, use and communicate numerical data and quantitative evidence (F(2.410) = 4.984, p = .007).

The Scheffe post hoc tests indicated that Serbian answers on question “Work together with team members in a respectful and collaborative manner to complete tasks” (p = .039) differ significantly from answers in BiH. Examinee in BiH gave significantly different answers on questions “Demonstrate leadership, including giving direction and guidance, as well as strategic visioning” (p = .002, p = .017) and “Interpret, use and communicate numerical data and quantitative evidence” (p = .036, p = .009) that examinee in other two countries.

Table 9: Descriptives -Specify to what extent each of the following strategies would be helpful in retaining people with disabilities' job within your organization/company

		Mean	SD	Std. Error	Min	Max
Short-term “on the job” assistance with an outside job coach	Serbia (RS)	2.95	1.080	.059	1	5
	Bosnia and Herzegovina (BiH)	3.13	1.017	.161	1	5
	Montenegro (MNE)	3.40	1.008	.159	1	5
	Total	3.01	1.074	.053	1	5
Training existing staff	Serbia (RS)	3.41	1.009	.055	1	5
	Bosnia and Herzegovina (BiH)	3.61	.891	.139	1	5
	Montenegro (MNE)	3.68	1.118	.177	1	5
	Total	3.46	1.011	.050	1	5
On-site consultation or	Serbia (RS)	3.47	.978	.053	1	5



School-to-Work Transition for Higher education students with disabilities  
in Serbia, Bosnia & Herzegovina and Montenegro

technical assistance	Bosnia and Herzegovina (BiH)	3.44	.923	.144	1	5
	Montenegro (MNE)	3.68	.997	.158	2	5
	Total	3.49	.974	.048	1	5
Mentoring	Serbia (RS)	3.48	1.007	.055	1	5
	Bosnia and Herzegovina (BiH)	3.59	1.024	.160	1	5
	Montenegro (MNE)	4.08	.797	.126	2	5
	Total	3.55	1.003	.049	1	5
Visible top management commitment	Serbia (RS)	3.48	1.011	.055	1	5
	Bosnia and Herzegovina (BiH)	3.95	1.123	.180	0	5
	Montenegro (MNE)	3.65	1.001	.158	1	5
	Total	3.54	1.028	.051	0	5
Centralized accommodations fund	Serbia (RS)	2.90	1.054	.058	1	5
	Bosnia and Herzegovina (BiH)	3.23	.920	.145	1	5
	Montenegro (MNE)	3.18	.958	.151	1	5
	Total	2.96	1.037	.051	1	5
Disability awareness training	Serbia (RS)	3.62	.998	.055	1	5
	Bosnia and Herzegovina (BiH)	3.95	1.108	.175	1	5
	Montenegro (MNE)	3.98	.974	.154	1	5
	Total	3.69	1.013	.050	1	5
Disability targeted internship program	Serbia (RS)	3.81	.932	.051	1	5
	Bosnia and Herzegovina (BiH)	4.00	.796	.123	1	5
	Montenegro (MNE)	4.18	.813	.129	1	5
	Total	3.87	.914	.045	1	5
Assistive technology	Serbia (RS)	3.75	.976	.053	1	5
	Bosnia and Herzegovina (BiH)	4.17	.892	.139	1	5
	Montenegro (MNE)	4.13	.939	.148	1	5
	Total	3.83	.975	.048	1	5
Flexible work schedule	Serbia (RS)	3.58	.992	.055	1	5
	Bosnia and Herzegovina (BiH)	3.71	1.031	.161	1	5
	Montenegro (MNE)	3.68	1.118	.177	1	5
	Total	3.60	1.007	.050	1	5
Reassignment	Serbia (RS)	3.26	.975	.054	1	5
	Bosnia and Herzegovina (BiH)	3.88	.739	.114	1	5
	Montenegro (MNE)	3.40	1.105	.175	1	5
	Total	3.34	.983	.048	1	5
Employer tax credits and incentives	Serbia (RS)	4.15	.932	.051	1	5
	Bosnia and Herzegovina (BiH)	4.14	1.026	.158	1	5
	Montenegro (MNE)	3.73	1.176	.186	1	5
	Total	4.11	.972	.048	1	5
Other	Serbia (RS)	3.08	1.202	.087	1	5
	Bosnia and Herzegovina (BiH)	3.25	.500	.250	3	4
	Montenegro (MNE)	3.03	1.291	.204	1	5
	Total	3.08	1.207	.079	1	5

Employers were asked to evaluate the helpfulness of specific strategies in retaining PwD's job within their organization/company (Table 9). According to employers' answers the most helpful strategy is considered Employer tax credits and incentives ( $M= 4.11$ ,  $SD= 0.972$ ), followed by Disability targeted internship program ( $M= 3.87$ ,  $SD= 0.914$ ), Assistive technology ( $M= 3.83$ ,  $SD= 0.975$ ), Disability awareness training ( $M= 3.69$ ,  $SD= 1.0313$ ), Flexible work schedule ( $M= 3.60$ ,  $SD= 1.007$ ), Mentoring ( $M= 3.55$ ,  $SD= 1.003$ ), Visible top management commitment ( $M= 3.54$ ,  $SD= 1.028$ ), On-site consultation or technical assistance ( $M= 3.49$ ,  $SD= 0.974$ ), Training existing staff ( $M= 3.46$ ,  $SD= 1.011$ ), Reassignment ( $M= 3.34$ ,  $SD= 0.983$ ), Other strategies ( $M= 3.08$ ,  $SD=$



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in Serbia, Bosnia & Herzegovina and Montenegro*

1.207), Short-term “on the job” assistance with an outside job coach (M= 3.01, SD= 1.074), and Centralized accommodations fund (M= 2.96, SD= 1.037).

Levene's Test for Equality of Variances indicates unequal variances in the case of question “Reassignment” (p=.001).

There was a statistically significant difference between groups as determined by one-way ANOVA in questions :

Short-term “on the job” assistance with an outside job coach (F(2.410) = 3.501, p = .031)

Mentoring (F(2.412) = 6.433, p = .002)

Visible top management commitment (F(2.409) = 3.925, p = .020)

Disability awareness training (F(2.412) = 3.660, p = .027)

Disability targeted internship program (F(2.415) = 3.349, p = .036)

Assistive technology (F(2.413) = 5.512, p = .004)

Reassignment (F(2.408) = 7.643, p = .001)

Employer tax credits and incentives (F(2.414) = 3.427, p = .033).

The Scheffe post hoc tests showed that there are significantly different answers between:

Serbia and Montenegro on question “Short-term “on the job” assistance with an outside job coach” (p=.040)

Serbia and Montenegro on question “Mentoring” (p=.002)

Serbia and Bosnia and Herzegovina on question “Visible top management commitment” (p=0.26)

Serbia and Bosnia and Herzegovina on question “Assistive technology” (p=0.033)

Serbia and Bosnia and Herzegovina on question “Reassignment” (p=0.001)

Serbia and Bosnia and Herzegovina on question “Employer tax credits and incentives” (p=0.035).

## 2.3 SWOT analysis

SWOT analysis is crucial in strategic planning. On that basis, the results obtained from all four categories can be prioritized and structured allowing the development of general strategic objectives to be pursued. SWOT analysis provides an opportunity for creative interpretation of the results of the documental and standard analyses carried out in the TRANS2WORK project.

It aims to identify those factors, trends, and events internal and external to the position of the PwDs, which are essential to achieve the goals for the greater chance of their improvement regarding the education. In this sense, a SWOT analysis has been applied to evaluate strengths, weaknesses, opportunities and threats of the whole program regarding the identification and analyzing the needs of employers and students with disabilities.

It is used as a management tool and a good basis to formulate a successful strategic improvement program and to raise awareness of employers regarding the benefits of hiring individuals with disabilities together with the awareness and motivation towards transition and increase the number of higher education students with disabilities involved in world of work.

Name SWOT analysis is derived from next four terms:

- **STRENGTHS:** describe the positive factors that are completely under control and it can be decided how to utilize them for the benefit of the project objectives,



- **WEAKNESSES:** are internal factors that are within your control. Despite being in your control, these factors somewhat detract you from performing at an optimum level,
- **OPPORTUNITIES:** external forces are such that are beyond your control. However, opportunities are the positive external factors,
- **THREATS:** are basically the factors which may put your marketing strategy in jeopardy.

A key element in the formulation of strategic point is to harmonize organizational strengths and weaknesses with opportunities and threats that exist in the environment. When properly used, the SWOT analysis can provide a good basis for the formulation of strategy. SWOT analysis is widely recognized in the literature of marketing and management sciences as an effective tool to achieve the goal.

The most important external and internal factors for the future of the institution are recognized as strategic factors. They are summarized in SWOT analysis. SWOT analysis identifies opportunities that cannot be currently used due to the lack of necessary resources and unique competencies that one institution has. The external environment consists of variables (opportunities and threats) which are outside the institutions and are usually not make part of the short term management control. These variables make up the context within which it operates. In the inner environment there are strengths and weaknesses to identify. The literature does not provide an exhaustive list of the elements of the external and internal environments needed to be explored. The SWOT analysis is important for not only factors that can be quantified, but one that can only be mentioned as a qualified statement or belief.

SWOT can offer helpful perspectives at any stage of an effort and might be used to:

- Explore possibilities for new efforts or solutions to problems.
- Make decisions about the best path for your initiative. Identifying your opportunities for success in context of threats to success can clarify directions and choices.
- Determine where change is possible. If you are at a juncture or turning point, an inventory of your strengths and weaknesses can reveal priorities as well as possibilities.
- Adjust and refine plans mid-course. A new opportunity might open wider avenues, while a new threat could close a path that once existed.

### **Listing internal factors: Strengths and Weaknesses (S, W)**

Internal factors include resources and experiences. General areas to consider are:

- Human resources - staff, volunteers, board members, target population
- Physical resources - location, building, equipment (Does the building have a prime location? Does it need renovations?)
- Financial - grants, funding agencies, other sources of income
- Activities and processes - programs run, systems employed
- Past experiences - building blocks for learning and success, reputation in the community



### Listing external factors: Opportunities and Threats (O, T)

Cast a wide net for the external part of the assessment. No organization, group, program, or neighborhood is immune to outside events and forces.

Forces and facts that are not controlled include:

- Future trends - in your field (Is research finding new treatments?) or the culture (Do current movies highlight your cause?)
- The economy - local, national, or international
- Funding sources - foundations, donors, legislatures
- Demographics - changes in the age, race, gender, culture of those you serve or in your area
- The physical environment (Is your building in a growing part of town? Is the bus company cutting routes?)
- Legislation (Do new government requirements make your job harder...or easier?)
- Local, national or international events

Tables 10, 11, and 12 from the next section, summarizes the results of the SWOT analysis for three partner countries: Serbia, Bosnia and Herzegovina and Montenegro.

### 2.3.1 Results of the SWOT analysis-Serbia

Table 10: Results of the SWOT analysis

<b>Serbia</b>	
<b>STRENGTHS</b>	<b>WEAKNESSES</b>
<p>The institutional and legal framework in the Republic of Serbia is in compliance with international recommendations and tendencies relating to PwD</p>	<p>Common factor for the members of this target group is a difficult opportunity of finding a job which will be appropriate both to such person and employer at general satisfaction and for social benefit. The following may be stated as the main reasons of the employment issues – high general unemployment and job deficit due to the economic depression, high competition on the labour force market, and current profile of universal worker, as well as prejudices and stereotypes to the target group.</p> <p>There is no sufficient number of reports on the monitoring and evaluation of implementation of laws and strategies as well as action plans even though these normative acts are in process for 6 to</p>



	10 years, which indicates that there is no systematic implementation of key legislative and strategy.
In the last years have been introduced the affirmative measures by the National Employment Agency for employment PwD	The affirmative measures and the National Employment Agency programmes for employment intended to promote the employment of persons with disabilities are rather complicated and rigid in the opinion of employers, and they are insufficiently used and the efficiency thereof is not reviewed
Existence of appropriate associations of students with disabilities (ASD) at majority of University centers in Serbia and more broadly various DPOs	The practice has shown that Decision on Assessing Capacity for Work is rather formal document, without any major functional significance for employer or PwD. The consequence of this problem is that PwD does not get chance or, if he/she gets it, it is often related to the inadequate job choice
Activities systematically preparing students from marginalized and vulnerable social groups enrolled at HE institutions (EQUI-ED) and the diversification of career guidance program in HE institutions for the transition graduate students into- the labour market (CareerS) can serve as a flagship model for providing support for SwD during the study, and development programs for SwD to give them chance for successful move into the world of work	The educational system in Serbia, despite of the optimal legislation framework, still doesn't count of PwDs as equal working force. The affirmative measures are numerous, but contribute this and several other communities to stay outside of the market place because of over protecting mechanisms with low expectations that serves to its own sustainability. New born child or a person becoming disabled during his/her life hasn't still been recognized as a contributor to the society development, but rather as a user of various types of support. Education hasn't still been recognized as one of preconditions for independent living as early as possible. It is on legislative level, but not at the implementation one. Participation of PwDs in employment related decision making processes doesn't almost exist, with exception of legislative level creation
	There's almost no access for intellectually disabled persons to higher education and academic community. Those who do not communicate verbally or are not able to speak fluently are seen as without potential. The same is with the majority of those who are mentally or developmentally disabled. The first chances are connected with medical treatment not with other aspects of the capacity building for the future career and all other elements of full social participation and contribution to the society. Having on mind the birth rate and demographic structure of the



	inhabitants, the fact that accessible environment, including the field of employment hasn't been seen as a priority, can be one of the great treat to the social development in the nearest future
<b>OPPORTUNITIES</b>	<b>THREATS</b>
Having regard to the institutions providing support to PwDs to find and keep job, the National Employment Agency has, at the county level, set up Centre for Professional Rehabilitation and Employment of Persons with Disabilities	Intensification of relations on the labour market and unemployment in Serbia have additionally affected the position of PwDs on the labour market and made it even more complicated
The highest number of the unemployed PwDs in APV includes low qualified 50% and qualified persons 45%, while the share of job seekers with college and university degree is 5%. Higher education degree has not facilitated job finding to PwDs though it is expected	The interest of employer is to cover its statutory obligation with its employees. Therefore, employer is often participant in determining changed capacity for work even when this is not important to employee
A high number of the employers consider that education for performing jobs is necessary at the beginning. This indicates that there is room for the activity of different support service which will, above all, render services to job providers and seekers	From employers' sources, it is seen that even the obligors of the employment of PwDs do not require or put up jobs requiring university degree
The DPOs and the associations dealing with persons with disabilities assign significance to the employment topic, but not to the extent in which it is actual requirement and problem	
The austerity measure of further non-employment within the public sector doesn't include PwDs	

### 2.3.2 Results of the SWOT analysis-Bosnia and Herzegovina

Table 11: Results of the SWOT analysis

<b>Bosnia and Herzegovina</b>	
<b>STRENGTHS</b>	<b>WEAKNESSES</b>
BIH signed in 2009. Convention on the Rights of Persons with Disabilities.	Organization of people with disabilities does not have enough influence and capacities that the



	current situation changes for the better.
Adopted the Policy of disability BiH by Council of Ministers of BiH	Reduced costs for the financing of persons with disabilities
People with disabilities have the right to orthopaedic, tiflotechnical, surdotechnic and other helped tool on the basis of subordinate legislation	Shared competence between the different levels of government
The adoption of the new Law on Social Protection in Republika Srpska	Assessment of the degree of disability is made without the use of the International Classification of Functioning of the World Health Organization
Increasing the amount of benefits for persons with disabilities	Strategies and action plans macroeconomic policies do not include disability issues
	The absence of the program nor a legal basis for giving priority to employment of persons with disabilities under the terms of having equal qualifications
	A relatively small number of employers use job opportunities and prefer to allocate funds for the Funds than to engage in employment of persons with disabilities
	The existing legislation is not stimulating for employment of persons with disabilities who need assistance at work
	Local communities do not recognize the importance of investment to improve employment of persons with disabilities
<b>OPPORTUNITIES</b>	<b>THREATS</b>
Treatment of persons with disabilities as useful members of society, not as a social category	Non-compliance laws and other regulations with the UN Convention on the Rights of Persons with disabilities can lead this category at a disadvantage.
All persons with disabilities to ensure the right to education and lifelong learning with special attention to the gender approach	Non-promoting the rights of persons with disabilities
To ensure an inclusive education system at all levels, providing alternative	The lack of adequate and efficient system of support



education in special institutions to the needs and best interests of children and commitment of parents	networks for people with disabilities
Develop programs of additional education of teaching staff, including the education and engagement of teachers who are themselves disabled	Non accessibility of all forms of public transport to persons with disabilities
Develop programs of accessibility, aids and literature available techniques (Braille, sign language, sound equipment, printing Large Print, adjusted content) for all levels of education	Existing resources are not sufficiently utilized and there is no exchange of information between systems on the available forms of support
Establish unified database of persons with disabilities at all levels	Teachers do not have adequate undergraduate training for work with children with disabilities in regular classes, and professional training are not planned but depend on the projects of non-governmental and international organizations
Greater integration of various social protection programs at all levels	In most schools throughout the country lacks support to teachers who have in the classroom a child with disabilities
More efficient coordination of different services within the local community	The lack of funding is the most common obstacle to improving the quality of education of persons with disabilities and children with disabilities
Legislation in the field of education in Bosnia and Herzegovina represents a favorable framework for concrete actions in order to improve the process of inclusion at all levels of education	
Training teachers to work with children with disabilities	
Special facilities for the education of children with disabilities are not sufficiently exploited, and have significant human resources and professional experience	
Public campaigns to draw public attention to the participation of disabled people in society as equal citizens, and indirectly promote family life and the conditions for its implementation	



Local communities need to invest more resources to adapt and support schools to improve the quality of education in general, and the removal of barriers to inclusive education	
To ensure that every child with disabilities has individual support plan	
Promote examples of good practice in employment of persons with disabilities.	

### 2.3.3 Results of the SWOT analysis-Montenegro

Table 12: Results of the SWOT analysis

<b>Montenegro</b>	
<b>STRENGTHS</b>	<b>WEAKNESSES</b>
Strong university centres	Insufficient share of GDP that is invested in the education
Increase in number of highly educated persons with disabilities completing their studies each year	High rates of long-term unemployment and youth unemployment
A favourable legal framework in the field of education and employment	Educational programmes not in line with Labour market needs
Long experience of University of Montenegro in working with PwDs	Educational program and lectures are not adapted to PwDs (accessibility of information and communication)
Increased number of PwDs that enrolls and complete the study programs at University	Inaccessibility of higher education institutions and jobs
PwDs may study different programs	The absence of a sufficient number of necessary equipment and didactic method's resources for teaching and learning
Increased number of employees with disabilities	Insufficient development of support services
Increased number of employers who employ PwDs	The lack of sufficiently developed system database on the number of PwD in education and employment areas (absence of a special register)
The existence of the principle of affirmative action in legal framework in area of education and employment	Low awareness on importance of life-long learning programmes



Taxation is lower than in most EU countries Higher flexibility as a result of the reform of the Labour Code	Lack of initiative among SwDs for further education and life-long learning
Enhancing VET system and introduction of Montenegrin Qualifications Framework (MQF) in line with the Copenhagen Process are in progress	Low rates of SwDs completing higher education regarding the total number of students that finish HE and compared to the percentage of person with disabilities involved in primary and secondary education
A mechanism for the integration of SwDs in the labour market has been recently established	Special education system and a limited number of programs that people with disabilities finished as a limiting factor for their further education and choice of occupation
	Not exists a sufficient number of programs and activities for strengthen the support for SwDs
	A SwD`s sense of inferiority that makes them hide their disability to their colleagues/teaching staff
	High unemployment rate. High level of long-term unemployment. High rate of unemployment among young persons
	EAM does not dispose with programs for additional education and improvement
	Connections between VET system and businesses are weak. VET system poorly adjusted to employers' needs
	Insufficient number of programs for LLL
	A lack of incentives for investments in human resources and poor awareness of the need of such investments
	A lack of cooperation among universities, science and research institutions and business organisations
	Social welfare is not targeted sufficiently well. A proactive method of social work is not developed to a sufficient extent
	The low number of jobs, especially for the SwDs, at local or national level
<b>OPPORTUNITIES</b>	<b>THREATS</b>
University centres can play a stronger role in providing quality labour force	Misbalance between supply and demand on labour market
Developed life-long learning programmes at the public opened colleges represents opportunity in providing quality labour force	Limited new employment possibilities due to recession and difficult economic situation
Developed tourism sector represents employment opportunity	Frequent changes of legislative framework in the area of education and employment policy



International exchange of students EU countries to exchange experiences in the field of education	Difficult economic situation leads to lack of opportunities for employment
Increased number of non-institutional training programs in the field of education and employment	Lack of opportunities for the employment results in emigration of youth
EU pre-accession funds that can be used for the development projects in the fields of education and employment	Increasing brain drain
International programs for education and employment	Social barriers that sometimes occur in the personal and professional development
Joint incentives of strengthening / supporting employability of SwDs by promoting their participation in trainings and life-long learning programmes between EAM and association of PwDs	There are SwDs who are not considered in any specific database
Joint initiatives for education of SwDs through providing them with training in IT, foreign languages, help in reintegrating to labour market	Decreased labour demand
Joint incentives of supporting to SwDs entrepreneurs, including self- employment	Limited resources for active labour market measures
Potential of vocational training as an answer to the gap between labour market needs and existing offer	Further deactivation of vulnerable/disadvantaged groups on the labour market
Potential of life-long learning programmes for building human resources in the tourism sector	Slower growth. Reduced potential for job openings in the economy/industry
Increase need for entrepreneurial skills among SwDs as a potential for self- employment	Unfair competition represented by shadow economy offering jobs of lower quality
Opportunity for unemployed SwDs to work in seasonal jobs, e.g. tourism	
Joint incentives of supporting employment of SwDs as one of the disadvantaged groups in labour market due to lack of experience	
Need among SwDs for different exchange programmes and networking	
Growth in the sector of services	
EU accession process	
The function/role of the Employment Agency /Branch offices mediation enhanced	



Assistance for vulnerable/disadvantaged groups improved and more active	
Demand for qualified workers in services sector (including constant growth in the sector of tourism)	

### 3. Concluding remarks

Benchmarking transition and employment policy should offer assessment of the initiatives in regional, national and international level that could be adopted in partner countries in order to facilitate the transition of IwD from HE into the labour market. It is clear that most of the legislation that is needed to be adopted in partner countries is in line with EU policies. Current legislative should be improved, especially the part that refers to mechanisms that are made to ensure implementation of those laws. There should also be a concrete encouragement by the government for the employers who hire PwD. This encouragement should not only be in terms of some tax benefits but also as a help with practical problems they can face when hiring PwD (like need for special equipment that can enable PwD to perform better on the job etc). On the other hand, SWOT analysis as well as recommendations from this conclusion also point out that all of them have a greater significance because through research and benchmarking does not explicitly recognize such a number of indicators and that the SWOT analysis and conclusion correlate with the real situation in the field of higher education and employment of persons with disabilities in all three countries.

The specific areas where Serbian, Bosnian and Montenegrin HEIs could benefit from ‘transferable learning’ using examples of good practices from the EU should focus on: more extensive public awareness-raising programmes; improving methodologies to accurately assess target populations and their profiles and needs; improving accessibility in the built environment; promoting better integration between the different education sectors to support the educational needs of young people with disabilities; building more effective ‘transition pathways’ for young people between school, tertiary education and work; better training for professional staff in HEIs; improved ‘systematic support’ for disabled students – at all stages of the HEI ‘life cycle’ (including pre-entry, whilst studying, and post-qualification).

Summarizing this report, it needs to focus on some points that are crucial for the transition from HE to work life (Crawford, 2012; Ebersold, 2012):

- HE services: career counseling and guidance, internship/employability training, mentoring etc.
- Employment services: raising awareness on employers, mentoring, networking, ongoing support etc.
- Career preparation: self awareness, career awareness, work experience, mentoring, etc.
- Daily living skills: self advocacy, self determination, time management skills, safety and health etc.

After the obtained results, it must be paid attention on providing good quality services within the process of supporting students at universities. First of all it means enabling equalization of opportunities while studying (elimination of architectural barriers, providing access to the latest technologies, equal opportunities during exams, etc.). Afterwards, a long-term program has to be built and improved as well as the competence of students with disabilities needed during the study



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in Serbia, Bosnia & Herzegovina and Montenegro*

and in the labour market, for example time management, planning activities, the ways to cope with stress, computer skills, etc (this should be applied to students at the beginning part of academic education). Again, in common with a number of EU member states, implementation of policy and legislation has been uneven and fragmented, and significant work is still required to achieve the objectives of the disability action plan and the new 'disability policy' on transition from HE to work. Finally, what should be done is to upgrade and prepare HEs services to support SwD to their transition from HE to work following the EU policies. This could be done with seminars, conferences and the meetings that are aimed at the issue of transition of SwD, where it would participate both academic staff and managers of firms and companies and could form the knowledge that greatly help the successfully start, duration and finish the transition of SwD and the rest of the population. The main problem that could be solved is to encourage labour market to be positioned in front of university requirements to modernize curricula and study programs from the point of transition, and the universities need to take the necessary steps to create practices for SwD.

### **3.1 Point of view of SwD and Employees**

Despite the existence of legal framework and society in the labour market cannot always provide support for SwD. Many students, at many colleges, still have architectural barriers that are very slowly eliminated. Regardless of the numerous shortcomings that exist in higher education to all students, regardless of limitations, should be given continuous support during their studies. This would mean the initiation of open career centers that since the first days of studying animate students and potential employers. Beside the positive results already achieved by applying the existing legislation, for successful implementation of the principle of non-discrimination and improvement of the position of disabled persons, it is necessary to further develop, elaborate and harmonise legislation referring to the rights of the disabled with regard to education and employment. The previous experience and practice show that it is necessary to improve inter-institutional cooperation (education, health care, employment, social protection) through involvement of all relevant actors in the mentioned areas (line ministries, institutions, faculties, associations, organisations, NGOs).

According to the benchmarking, it is pointed out that in all three countries the rights of persons with disabilities are fully recognized and regulated. Taking into account the data analysis of the questionnaires, we need to point out that the role of mentor has been supported both from SwDs/EwD in all countries as well as the training of employers mainly on issues such as accessibility, assistive technologies, and individualized support. SwDs/EwDs and employers think that universities need to focus on supporting SwDs to: work together with team members in a respectful and collaborative manner to complete tasks, demonstrate leadership, including giving direction and guidance, as well as strategic visioning, be engaged within the community to make a difference in a civic life and interpret, use numerical data and quantitative evidence.

Based on the survey results, slightly more students in all three countries believe that faculty enabled/facilitated them to acquire knowledge and do practical work or other activities that may help them find a job. In Serbia and Bosnia and Herzegovina, half of the students know that if they have assessed level of disability and find a job, their salary is subverted from the fund for professional rehabilitations and employment for people with disabilities. It is not the case in Montenegro, because only one fourth of the students is aware of that fact. However, half of the



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in Serbia, Bosnia & Herzegovina and Montenegro*

students from Montenegro know that if they have assessed level of disability and find a job, costs for assistive equipment and technical and technological adaptation of working place are covered. Similar percent of students in Serbia also know it, but in Bosnia and Herzegovina only one third knows about this. In all three countries small percent of students are aware that earnings to their assistant are covered in case they have 80% or more disability rating. Moreover, the results significantly differed between the countries when 'leaving EwD's job to do her/his job and providing supervision' was considered to be the important thing an employer could do to facilitate EwD to do her/his job best. In particular, in Bosnia and Herzegovina this issue was significantly more important compared to Montenegro and Serbia. These results may indicate that Montenegrin EwD and SwD perceive the working conditions better when they know that it is feasible that a part of work assigned to them can be shared with other co-workers in case they would not be able to finish the assigned work.

Also, regarding the awareness of PwD about the possible benefits for their employment, it is presented uneven level of awareness in all three countries, so for example, PwD in Montenegro are mostly informed about the benefits and different types of support while in Bosnia and Herzegovina is presented the lowest level of awareness and these differences are not to be neglected. In that manner we can conclude that the awareness system in Bosnia and Herzegovina does not provide a sufficient level of awareness about the rights and employment of PwD.

We can say that the greatest progress, in opinion of persons with disabilities, has been made in social protection, followed by health care, while education and employment are of equal value, and the least progress is made in the area of family life. The associations of persons with disabilities are still not respected as part of a community that has participation in all spheres of life.

Assessing the factors that could affect the improvement of the implementation of the disability policy in the field of education, we can say that what is need at this point is better networking and cooperation between the Ministry of Education and Culture with representatives of local authorities and stakeholders of social protection in local communities. The factors that could positively influence the implementation of the disability policy in education are: better vertical flow of information and clear guidelines for implementation by the institutions implementing certain policy areas, more funds available for the implementation of policies and more frequent consultations with associations of persons with disabilities and people with disabilities on the priorities in the implementation.

Therefore, it was not surprising that the respondents from all countries emphasized that HEI should mostly work on raising awareness and sensitization, as well as on preparation and training of employers in order to facilitate the employment of SwD graduates, and also to improve the knowledge and skills of SwD through additional training in order to enter the world of work along with ensuring the mentoring support in the transition period. The knowledge and skills that HEI should provide to SwD in order to enter the world of work as better as possible are the following: functionally related interdisciplinary knowledge and skills in the profession, teamwork skills and connection with the community, skills of applying the critical approach in solving problems by relying on the intercultural knowledge, organizational and leadership skills, as well as specific analytic knowledge and skills for processing information.

On behalf of the companies that do not have experiences before in employing EwD, we emphasize the internship programs that could be particularly important for the companies that had not previously had EwD. In fact, relying on the experience of good practice from the country, the region, and the EU countries, along with careful preparation and implementation of these programs, there should be created conditions for change in the attitude towards EwD in the world



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in Serbia, Bosnia & Herzegovina and Montenegro*

of work, particularly among those with higher education. The internship programs are not only a catalyst for change in the companies however they are an opportunity for a positive experience of SwD during the transition process, which is supported by establishing the institution of mentorship. These programs contribute to a development of relationship between the world of work and education by providing an opportunity to education to change the alignment of professional development programs and study programs along with the changes in the world of work.

The result of the project should be a collaborative platform on which to collaborate students and employers. It would also represent a work-based learning, and preparation for the labour market. This should be initiated and the initiative for the elimination of architectural barriers in all faculties, because they still exist. It would be good to include a variety of associations and employers to address these barriers. Since many students do not know their rights ensured to them through laws and regulations, it is the web site of the faculty to provide transparent information about this.

### **3.2 Point of view of Employers**

Upon taking into consideration the results of surveys conducted in Serbia, Bosnia and Herzegovina and Montenegro, a conclusion can be drawn that all stakeholders in the area of transition of SwD from education to work encounter a series of similar, if not the same challenges. Despite the fact that their responses may vary among the questionnaire areas, the employers in all three countries are burdened with the economic crisis, lack of opportunities for new job creation, lack of demanded knowledge, skills and competences of the labour force, etc. This is something invariably characteristic for the overall labour market situation of the region, additionally aggravated by high unemployment rates, especially youth unemployment rates, and a persistent structural mismatch between labour demand and supply. These challenges must not be neglected as they are reflected in the employers' response to this specific questionnaire and this specific topic.

An employer, in case needed, should assign part of the job duties to a co-worker, make the work schedule more flexible, change the company policy and provide supervision so that the employee can do his/her job, in order to facilitate the employee with disability to do his/her work. We believe that National Employment Agencies in every country should be more involved in all the activity about employing people with disability, and to make a special program with additional budget for HE people with disability. The number of HE PwD is not so big and because of their educational background they for sure need additional skills to engage the job which is in accordance with their educational status. So, according to this, we believe that in the syllabus of educational process should be career counselling, mentoring and coaching for PwD.

When it comes to employment of vulnerable groups, specifically PwD, the situation is additionally burdened with the factors making employers reluctant to employ PwD. Despite the positive discrimination concept integrated into legislative documents, activities of employment institutions and education and training providers in offering professional rehabilitation programmes, a range of subsidies provided for employment of PwD in line with the law, as well as any other national agenda objectives aimed at facilitating employment of PwD, still a prevailing number of employers finds it more beneficial not to invest any efforts in recruiting PwD. The reasons for that vary among the said countries, the dominant one being the perception of employers that PwD take it long to fit into the working environment, then the perception that PwD do not have the same rights in the



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in Serbia, Bosnia & Herzegovina and Montenegro*

working place as persons without disability, followed by a set of prejudices shaping employers' belief that it would be best for PwD to work in private, at home or use the benefits of sheltered employment (supported employment, e.g. protective workshops, etc).

According to the survey results of the employers in three partner countries, there are no many differences among them. The most important reasons for employing PwD are their motivation, loyalty and work ethics. The competencies of PwD are highly valued, but slightly less than the former ones. These findings could indicate that HEIs should modify their practice (i.e. introduce student internship programs for SwD) in order to improve competencies of SwD. On the other hand, the web-based tool and the portal could be used to eliminate misconceptions that employers might have about competences of PwDs. In comparison to employers from the other two countries, employers from Serbia seem the most reluctant to include PwDs in their organizations/companies. They tend to see PwDs as less competent and less willing to learn, more often than employers from Montenegro and Bosnia and Herzegovina. Moreover, it seems that employers from Serbia recognize the work related rights of PwDs to a lesser extent. This means that programs aimed at facilitating the employment of PwDs in Serbia must pay special attention to these two issues.

Regarding the most important reasons for employing PwD, employers in Bosnia and Herzegovina indicated to the greatest extent that PwD give a positive image for the organisation/company, while Montenegrin and Serbian employers followed. Moreover, Montenegrin employers showed the highest mean scores in the reason that PwD are employed due to their openness for new knowledge and training, while Serbian and Bosnian employers followed. Intriguingly, compared to other countries, Montenegrin employers demonstrated the highest mean score in the statement where they state that PwD are employed because of their competence and not for any other reason. Based on these findings, we can conclude that in Serbia employers are more oriented to the environment and the reputation/image of the company when employment of PwD is in question, while in Montenegro employers focus more on the competences of PwD and internal reasons for employment, and not so much on outer environment.

The situation of persons with disabilities in the labour market in the region, whose main characteristics are of high general unemployment, high youth unemployment rate, a high percentage of long-term unemployment, the deficit of jobs, it is even worse considering all the barriers they face in their daily and professional life. Position on the labour market of vulnerable groups determines personal characteristics, the complexity of disability, the degree of rehabilitation, motivation, educational level, existing skills and resources, accessibility of the environment. However, organized and quality development of the education system is a key condition for the development of the whole society, which implies an inclusive approach, professional teams for additional support and the introduction of teaching assistants, affirmative measures for enrollment in secondary schools and colleges, customized textbooks and the application of assistive devices, individual approach and individual educational plan. In this sense, the role of higher education institutions (as well as other educational institutions) represents the development of skills, knowledge and abilities, or the competencies required in the modern labour market.

Regarding the opinion of the employers about what HEIs could do in order to improve transition of SwD from education to work life, it could be said that employers think that it is "pretty much everything". Employers see HEIs as the key factor that could facilitate and promote transition process by improving competences of SwD (both formal and soft skills), educating employers on needs of PwDs, and supporting the role of a mentor. It could be done by organizing student internship programs, workshops, e-learning courses, seminars or/and webinars for employers etc.



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in Serbia, Bosnia & Herzegovina and Montenegro*

It is our opinion that HEIs should not decrease criteria for SwDs, but rather ensure necessary conditions that would enable SwDs to acquire knowledge and skills at the level of any other student.

As for employers' requirements regarding system support, specifically that from the part of HE institutions, the employers invariably emphasize that in the first place the awareness and sensitivity of employers should be raised towards employees who may have a disability/impairment, while also informing employers on the provided support service that PwD might need during their employment. In addition to that, employers should be educated on the issues concerning the needs of PwD as well as on the potential obstacles PwD might encounter during their job. This is the role that should jointly be taken by all stakeholders in the transition of SwD from education to work, including in the first place the cooperation between education institutions and the labour market institutions, significantly supported by the efforts of organizations supporting PwD in all areas.

The results show that the employers do not dispose with sufficient conscience of PwD efficiency in the role of employees. This fact can be the consequence of prejudices about PwD but is also caused by the insufficient level of employer's awareness about the working level of PwD, specifically in stimulated and adapted environment. This can be a reason that mostly employers prefer to pay penalties instead of employ PwD.



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in Serbia, Bosnia & Herzegovina and Montenegro

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Project Coordinator



Project contact person:  
Lefkothea Kartasidou, Assistant Professor  
[lefka@uom.edu.gr](mailto:lefka@uom.edu.gr)

Project email [561847.trans2work@gmail.com](mailto:561847.trans2work@gmail.com)

Project website  
[www.trans2work.eu](http://www.trans2work.eu)



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