OVERVIEW OF THE IMPLEMENTATION OF THE EUROPEAN SPORTS CHARTER (ESC) IN

MONTENEGRO



TOTAL POPULATION: **approx. 623.600**

PER CAPITA GDP (€): **13.110**

MAIN SPORT PRIORITIES

TARGET/ AUDIENCE | CAREER | ETHICS | INCLUSION | NON-DISCRIMINATION | GENDER EQUALITY | SUSTAINABILITY | FACILITIES | EVENTS | WELL-BEING | ORGANISATION | OTHER

FUNDING

SOURCES OF FUNDING

- ✓ State/public authorities
- ✓ Local authorities (municipalities)
- ✗ Taxes/tax exemptions
- ✗ Betting
- ✗ Lotteries
- ✓ International funding (Erasmus+ Sport, Olympic Solidarity, IPA)
- ✓ Other: own revenue of sports organisations

ENTITIES FUNDED

- Sports federations
- Sports clubs (mainly by municipalities; priority clubs by the Ministry)
- National Olympic Committee (NOC)
- National Paralympic Committee (NPC)
- Special Olympics Montenegro
- Schools/educational bodies (through the School Sports Federation)
- Top-level athletes
- Citizens
- NGOs

- ✓ Public/private financial partnerships
- ✗ Solidarity mechanisms – in preparation (Sport Development Fund, tax incentives)

STAKEHOLDERS DIALOGUE AND CO-ORDINATION OF SPORT POLICIES

✓ National plan for sport – Strategy for the Development of Sport in Montenegro 2024–2028, with an Action Plan

PUBLIC AUTHORITIES

- No formal **co-ordination platform** for overall sport policy; the statutory **Sports Council**, an advisory body appointed by the Minister (members from the Ministry, the COK, the POK and a sport faculty), gives opinions on the Strategy and sport legislation.
- Municipalities adopt local sport strategies consistent with the national Strategy and may establish municipal sports councils.

THE SPORTS MOVEMENT

- **Co-ordination** through other formal and informal meetings, including the annual co-financing competition, involving the ministers responsible for sport, education and internal affairs, the director-general in charge of sport, the anti-doping agency, sport event organisers, the professional sport league, the sports movement, municipalities, NGOs, the Games of Chance Administration and the Ministry of Defence.
- **Prioritised topics:** high-performance sport; sports integrity; safeguarding children and vulnerable adults; gender equality in sport; athlete health, safety and wellbeing; sport body leadership, culture and governance.
- **Volunteering support:** for sports organisations, regular volunteers and event volunteers, a special absence regime (work/school), training, safeguarding and recognition of experience.

CORPORATE AND PROFESSIONAL SECTOR

- No specific **engagement platform** with the corporate and professional sector; legislation for increased tax incentives for investment in sport is being prepared.
- **Media dialogue** through regular meetings, press conferences and the promotion of women's sport and athletes' visibility.
- Protection of **media freedom** through guarantees of the right to inform, freedom of expression, access to sources, professional confidentiality and **independence**.

MONTENEGRO

A NOTABLE PRACTICE

National framework for the safeguarding of athletes and the integrity of sport – Montenegrin Olympic Committee (COK)

The COK Strategy 2026-2030 makes athletes' rights, safety and integrity its first pillar, with a Safeguarding Policy and National Framework binding on member organisations, trained safeguarding officers in federations, a secure anonymous reporting system and an independent Ethics Commission; federations must meet these conditions to take part in COK programmes.

ESC Articles 3, 4, 6, 7, 8, 16 – Public authorities, sports movement, human rights, education in values, integrity and human resources

VALUES-BASED SPORT ESC ARTICLES 6, 7, 8, 9

Human Rights

- **Measures to protect human rights in sport:** a mechanism to report human rights violations, sport-specific and general legislation, specific funding criteria, whistleblower protection, the right to appeal (arbitration within federations, the COK and the POK), co-operation between public bodies responsible for sport and for human rights, and sport-specific actions in national strategies on human rights and children's rights, with civil society.
- The sport movement and the professional and corporate sport sectors are **required to commit** to international human rights and human **rights due diligence**.
- Participation in **multi-stakeholder platforms** to prevent and respond to human rights violations in sport.
- Measures to protect human rights at **sports events**: legislation, campaigns, guidelines, regular dialogue with sports organisations and with civil society, and specific funding criteria.
- Promotion of **gender equality** through a strategic goal for women in sport in the national Strategy, a minimum of 30% women in the COK's governing bodies (pending IOC confirmation), training, dissemination of best practices, legislation, guidelines, dialogue with sports organisations, funding criteria, the media, codes of conduct and reporting mechanisms for gender-based violence; a model protecting athletes during pregnancy and parenthood is in preparation.
- **Zero-tolerance policy against violence and discrimination** through sport-specific and general measures: legislation, including the law on preventing violence and improper conduct at sports events, training, dissemination of best practices, campaigns, guidelines, sport-specific actions in national strategies on equality and non-discrimination and on the inclusion of persons with disabilities, dialogue with sports organisations, the media, reporting mechanisms and action against hate speech. CETS No. 218 signed but not ratified.

Education

- Sport is used for education through the **physical education curriculum**, schools, **campaigns promoting values**, national days and events, guidelines, training and education, ambassadors such as former athletes, legislation, publications and research, and involvement of federations and the sports movement; the **Olympic Values Education Programme** is being piloted in primary schools from 2026/27.

Integrity

- **Competitive integrity** through fair-play awareness campaigns, dissemination of best practices, educational programmes and inclusion of fair play in the school curriculum.
- **Manipulation of competitions:** stakeholder co-operation, training, education and awareness raising, national and international information exchange, regulation of the sports betting market and action against illegal betting, administrative and disciplinary sanctions, international co-operation, and prevention of betting by minors. CETS No. 215 signed but not ratified.
- **Doping:** stakeholder co-operation, training, education and awareness raising, a national anti-doping organisation operating under WADA rules, and international co-operation; an anti-doping agency and a dedicated law are foreseen. Anti-Doping Convention (ETS No. 135) signed and ratified; legislative process initiated for its Additional Protocol (ETS No. 188).
- **Organisational integrity** through mandatory publication of key information by federations, audited financial reports, reporting on the use of public funds, qualification and conflict-of-interest rules, and supervision and sport inspection.
- **Whistle-blower protection** through whistleblowing platforms, guaranteed anonymity and forwarding of complaints to the appropriate organisation, including the sport inspection.

Sustainability

- Legislation and policies on sustainability when organising **sport activities and event**s: in preparation; general environmental, spatial planning and construction legislation applies, and the COK adopted a Sustainability Policy with ESG reporting in 2026.
- **Sporting goods industry:** general legislation, regulation or agreements.
- Mechanisms for **owners of sports infrastructure** to avoid potential damage: sport-specific and general legislation.

MONTENEGRO

SPORT FOR ALL ESC ARTICLES 10, 11, 12



- **LEGAL BASIS ENSURING THE RIGHT TO SPORT FOR ALL**
  ➜ Law on Sport: sport is accessible to everyone without discrimination (Article 3), sporting activity is of public interest (Articles 5 and 12), and sports facilities must be accessible to persons with disabilities (Article 104)
- **PROVISIONS TO ENSURE ALL COMMUNITY MEMBERS CAN TAKE PART IN SPORT**
  ➜ Cap on monthly membership fees for under-16s in publicly co-financed organisations; school and student sport; Strategy goals for persons with disabilities, women, physical activity of the whole population and sport in the police and armed forces; State Budget support to the Paralympic Committee, Special Olympics and the school, student and «Sport for All» federations; co-financing of children's membership fees (not implemented in recent years)
- **APPROPRIATE TIME SLOTS FOR STUDENTS TO ACCESS SPORT**
  ➜ Mandatory PE, school sport clubs; school and student sports societies and the national school sports championship
- **MECHANISMS TO ENSURE PE TEACHERS HAVE APPROPRIATE QUALIFICATIONS**
  ➜ Mandatory certified education to access sport careers; mandatory certified continuous training
- **MECHANISMS TO ENSURE CO-OPERATION IN USE OF FACILITIES BETWEEN SCHOOLS AND SPORTS CLUBS**



SPORT FOR ALL ESC ARTICLES 13, 14

- **SUPPORT FOR TOP-LEVEL ATHLETES**
  ➜ Legislation, insurance, free health-capacity assessments (institute not yet operational), scholarships, money prizes, awards, end-of-career support (a lifetime monthly benefit from age 35 and a sport disability benefit), talent identification and follow-up (COK «Path of Champions – LA28»), coach training specific to top-level performance; for student athletes: a special regime for school absences, with a national dual-career platform in development; for the transition to a post-sport career: legislation, social insurance and training courses, with a national athlete transition programme in preparation
- **MECHANISMS TO ENSURE SPORT IS MANAGED BY COMPETENT, WELL-GOVERNED BODIES**
  ➜ Specific legislation on the rights and duties of publicly funded sports organisations, supervision mechanisms (Ministry, supervision commission and sport inspection), guidelines and codes of conduct, education (professional examination in sport)
- **MECHANISMS TO GUARANTEE RIGHTS AND WORKING CONDITIONS OF SPORTS PROFESSIONALS**
  ➜ Legislation (written employment contracts and compulsory social insurance), education



MONTENEGRO

MEANS ESC ARTICLES 15, 16, 17, 18

- **MECHANISMS TO ENSURE THAT FACILITIES AND SPORTS ACTIVITIES ARE ACCESSIBLE FOR ALL**
  ➜ Sports infrastructure legislation (facilities accessible to persons with disabilities), public infrastructure legislation, adoption of mandatory international norms
- **MECHANISMS TO EMPOWER EVENT ORGANISERS AND SPORTS FACILITIES OWNERS TO FULFIL THEIR SAFETY AND SECURITY OBLIGATIONS**
  ➜ Legislation, sanctions, dialogue with sports organisations
- **ENCOURAGE THE DEVELOPMENT OF APPROPRIATE TRAINING COURSES LEADING TO QUALIFICATIONS IN SPORT**
  ➜ Legislation, a legal framework determining mandatory subjects, accreditation of courses (licences issued with the Ministry's prior consent), mandatory continuous training, pedagogical materials
- **ENSURING SPORTS LEADERS ARE QUALIFIED IN VALUES, INTEGRITY AND HUMAN RIGHTS**
  ➜ Training and education, support, access to management tools and guidance, recognition and dissemination of good practices, certification of club management systems

INTERNATIONAL CO-OPERATION

- MEMORANDA OF UNDERSTANDING
- EDUCATIONAL PROGRAMMES
- ERASMUS+ PROGRAMMES
- OLYMPIC SOLIDARITY PROGRAMMES
- IOC, EOC, ANOC AND ICMG WORKING GROUPS
- OLYMPIC VALUES EDUCATION PROGRAMME
- ESC SUPPORT AND FOLLOW-UP VISIT (2026)

RESEARCH AND CO-OPERATION

- **SUPPORT FOR SCIENTIFIC RESEARCH IN SPORT**
  ➜ Public funding, partnerships (academia, sports organisations, public authorities), participation in international research programmes
- **PUBLIC AUTHORITIES COLLECT AND DISSEMINATE RELEVANT SPORTS DATA**
  ➜ Sport organisations' reports, mandatory publication by national federations, the Central Sports Register
- **PUBLIC/PRIVATE FINANCIAL PARTNERSHIPS**
  ➜ Tax benefits, public recognition and dissemination of best practices; a Sport Development Fund and tax incentive legislation in preparation

INTERNATIONAL ORGANISATIONS

COUNCIL OF EUROPE
CONSEIL DE L'EUROPE

UN INSTITUTIONS

UNESCO

OTHER INTERNATIONAL ORGANISATIONS
(Through the sports movement: IOC, EOC, ANOC, ICMG, IPC)



Ministry responsible for Sport: Ministry of Sports and Youth