

# FACE EQUALITY TRAINING



## Survey

## National report from Serbia



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**Face Equality:**  
*"innovative training in the health, social and volunteering sectors that will empower people with disfigurements to overcome social and psychological"*

1. Која је ваша професија? \_\_\_\_\_

2. Да ли мислите да су особе са деформацијама у неповољном положају у нашем друштву?  
\_\_\_\_\_  
\_\_\_\_\_

3. Молимо опишите како.  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

4. Како је тај недостатак повезан са могућностима студирања или запослења?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

5. Које су ваше препоруке да ово побољшате?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

There were **15 participants**.  
The survey is held on the University Dental Clinic.

The **FET questionnaire** translated into Serbian was used in the survey.



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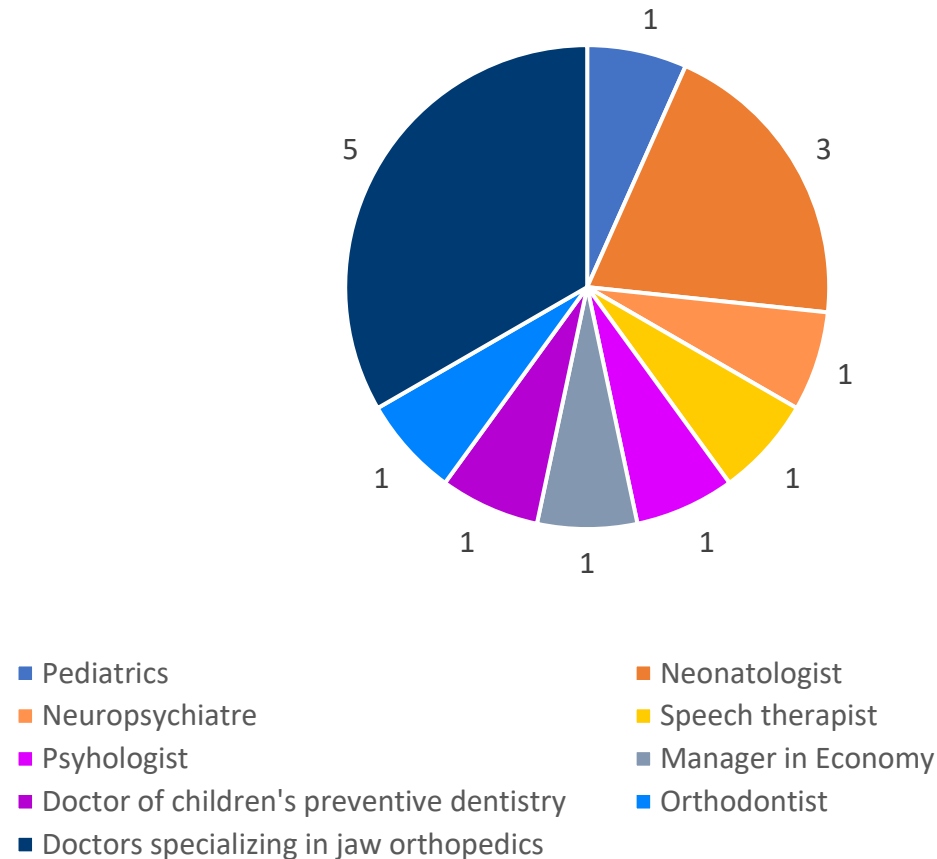
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# 1. What is your professional background?

Professional background of participants



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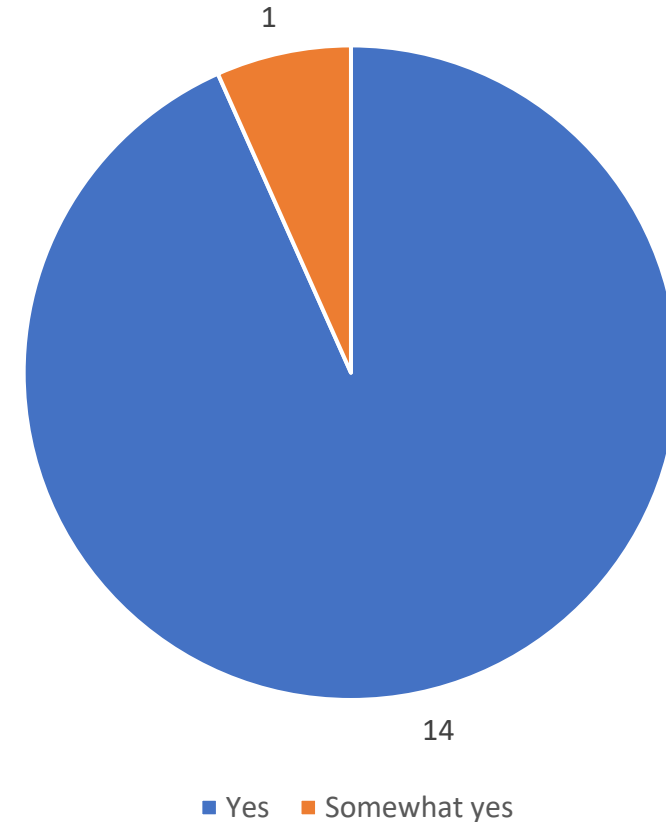
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## 2. Do you think individuals with disfigurements are disadvantaged in our society?

All of them answered **yes**,  
only Milan\* with somewhat yes.

\* Milan is one of the respondents, a mental health specialist, who had UCLP.



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### 3. Please describe how.

The answers given by the other participants differed from the answers given by Milan.

The majority answered that people with visible deformities are **in a disadvantageous position** in our society because:

- it's harder to get a job
- physical violence and prejudice
- they do not have adequate treatment
- for certain types of deformities, adequate conditions of the external environment are not provided or created in order to facilitate their daily functioning, which confirms their isolation from society.
- marginalized group, insufficient concern of the state to consider the problems not only of individuals, but also of entire groups of people with handicaps and disabilities.



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### 3. Please describe how.

*I think that people are afraid of offending a person with a deformity with their behavior out of ignorance, and avoid interacting with him. That is why they are excluded from society.*



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### 3. Please describe how.

The most common reasons cited are that modern society, with the expansion of plastic and reconstructive surgery, sets **high standards in terms of a person's external appearance**, thereby **putting people with visible aesthetic defects in a disadvantageous position** in the form of disapproval from the environment, avoidance and mockery.



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### 3. Please describe how.

*Given that I myself was born with a cleft lip and palate, this topic is very close to me, especially in the period of childhood and early youth, because children can be very "cruel", as it is commonly known, which creates a big insecurity and consequently leads to different levels of consequences in young people and adolescents, which further manifests itself in other spheres during life. Also, I deal with mental health, so I am able to see the bigger picture of this topic. At the same time, I think it's a big problem in culture, media, even movies and cartoons, because people with deformities are presented as ugly and evil people or characters, which leads to the creation of a perception that remains embedded in our personalities.*

Dr Milan Petkovic (see Slide 4)



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#### 4. How is this disadvantage linked to opportunities for study or employment?

All respondents agreed that **physical disability is more related to the possibility of employment than to the possibility of studying**. Some of the answers:

- Placed in the second row of people by employers
- It is more difficult to get a job because the first impression and physical appearance are very important
- Existence of prejudices among employers
- Lack of self-confidence when taking exams and job interviews
- Not so much with studying as with employment
- People with deformities are bypassed in client-facing jobs, like sales jobs.
- Absence of appropriate programs at faculties that would be adapted to such persons, as well as at workplaces
- Depending on the vision and degree of handicap. I am of the opinion that this group is insufficiently covered by the state in terms of planning and programming.



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#### 4. How is this disadvantage linked to opportunities for study or employment?

*I think that these people are often **rejected, insecure, withdrawn, anxious when growing up**, which **drastically disturbs them during the formation and development of their personality** and makes it **impossible for them to fully realize their potential**, primarily during schooling, and then later during professional work.*

Dr Milan Petkovic (see Slide 4)



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## 5. What are your recommendations to make this better?

- Better integration into society through school is needed, talking with people about what is acceptable and what is offensive, *ASK ME ANYTHING* campaigns in order to educate themselves and feel more free in interaction without fear of hurting the feelings of a person with a deformity.
- Informing the general population.
- Larger number of educations and professional educations.
- Education from the earliest age.
- Education of the general population of school age about congenital and acquired defects, promotion of influencers and public figures who are popular with school age persons.
- Regulations and acts that are defined and determined by law.
- Inclusion and formation of a sector in educational institutions that will include a multidisciplinary approach to such persons - psychologist, child psychiatrist, social worker, pedagogue, physiatrist, defectologist, speech therapist...



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#### 4. How is this disadvantage linked to opportunities for study or employment?

*Primarily **education, workshops and raising awareness** among those people **in order to empower them**, but also among their parents who have to work with them at home, and teachers/teachers in schools and peers so that they do not develop such a perception of people with disabilities and/or shortcomings.*

Dr Milan Petkovic



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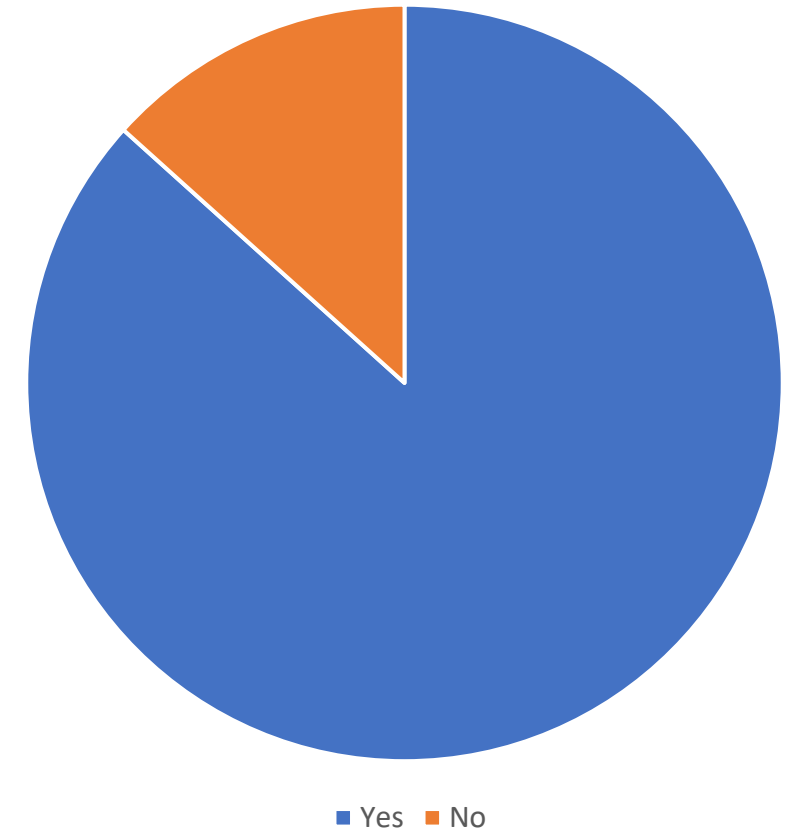


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## 6. Would you be interested in undergoing training on how to improve the situation for individuals with disfigurements?

Most of them (86,67%) answered **yes**.

*Absolutely. I even had the idea to more actively deal with this topic through the prism of mental health and work with young people through social engagement and the non-governmental sector (Dr. Milan).*



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## 7. How do you think undertaking training in this area would benefit your work?

### It would help me because:

- early recognition of problems and referral to a tertiary level institution
- better access, interaction and individual perception of the problem
- She would help me in understanding, cooperation and human resource management
- Direct contact with the parents of such children

*I believe that I would learn methodology and create capacities for working with different target groups, and above all young people who have this type of problem.*

Dr Milan Petkovic



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## 8. What other groups do you think this training would be useful for?

### It would be useful for:

- general population, healthcare workers
- for all employees in public sectors
- speech therapists, psychologists, pedagogues and people in the media and education
- All professions that participate in any capacity in the upbringing of children to adulthood

*For psychologists, pedagogues, health workers who deal primarily with children, the civil sector, organizations dealing with young people, the media, etc.*

Dr Milan Petkovic



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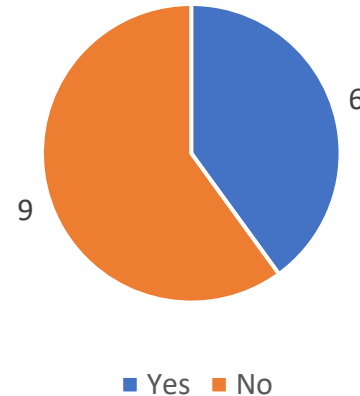
## 9. If you undertook such training, what format would you like it to be in?

Answers:

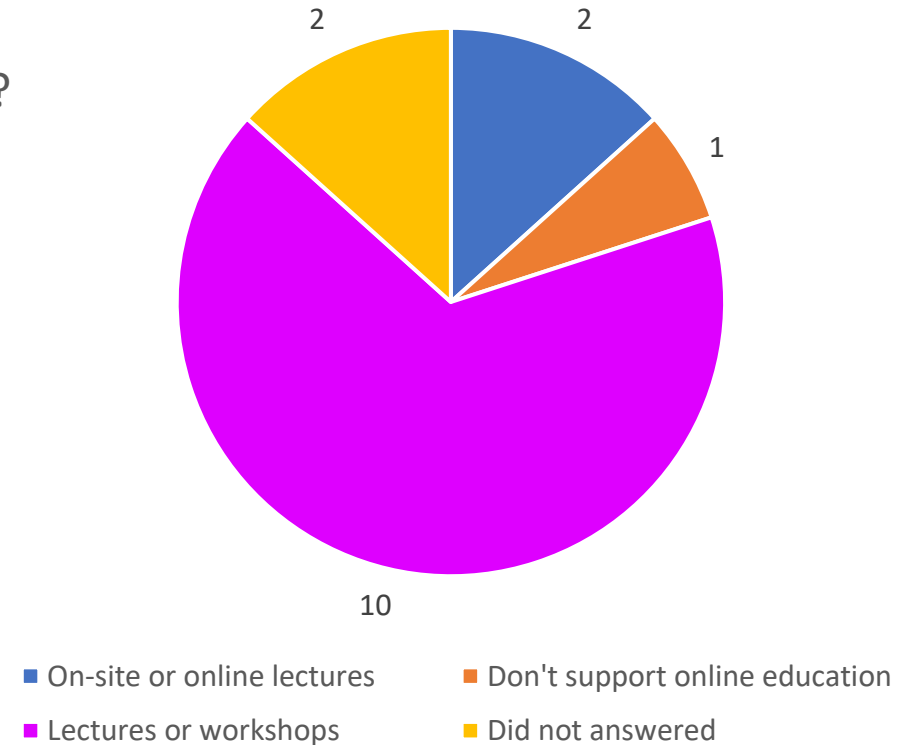
- On-site or online lectures
- Lectures or workshops
- Decision of the organizer. I do not support online education

*I am open and very interested in all kinds of formats and very active engagement (dr Milan).*

Did you undertake a training?



What format would you like it to be in?



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## CONCLUSION

- In Serbia, there is a stigma towards people with physical deformities.
- People with deformities have complex problems - not only health problems, but also psychosocial problems.
- The state has not fully considered the psychosocial status of persons with deformities.
- There is a need for training of health workers, but also workers in all other spheres that participate in the upbringing and education of children.



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# CONCLUSION

The answers of Dr. Milan, who himself had a cleft and went through a long period of education and employment, are extremely important for this research, as well as the fact that he is extremely willing to get involved as an educator.



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