



REPUBLIC OF MACEDONIA

**MINISTRY OF LABOR AND SOCIAL POLICY
IN COLLABORATION WITH THE NATIONAL COORDINATOR OF THE
DECADE AND STRATEGY OF ROMA**

**STRATEGY FOR THE ROMA IN REPUBLIC OF
MACEDONIA
2014 – 2020**

June, 2014

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I. Introduction

The Strategy for Roma in Republic of Macedonia 2014-2020 is prepared as a document that is part of the public policy of Republic of Macedonia to even the level of involvement and integration of all ethnic groups who live in this country in a common and modern society.

In addition, the Republic of Macedonia is led by the desire to improve the quality of life of all its citizens and is led by its aspirations for Euro-Atlantic integration and involvement in European initiatives for social inclusion.

That would mean finalizing of the aspirations which we are facing in the direction of building a cohesive society that strives for continued economic and overall sustainable development. Republic of Macedonia wants to be developed in a society in which citizens regardless of their ethnicity they belong, feel safe and have equal opportunities for personal development and advancement. A society that integrates rather than segregates, a society giving equal rights and opportunities for all and a society that includes rather than excludes.

In order to achieve these high goals, Republic of Macedonia undertook the obligations regarding the need for the harmonization of national laws for which there is a need to comply with the regulations and a number of EU policies.

The European Union has a strong legal framework to combat discrimination against Roma, based among other things, in Article 13 of the EC Treaty, Directive 2000/43 / EC of the Racial Equality Directive 2000/78 / EC, which prohibits discrimination in employment and professional trainings.

Republic of Macedonia is a member of the Decade for Roma Inclusion 2005 - 2015 as a political commitment by the European governments to improve the socio-economic status and social inclusion of Roma, bringing together governments, intergovernmental and non-governmental organizations and Roma civil society, to accelerate the progress towards improving the welfare of Roma and to initiate such progress in a transparent and measurable way.

The Ministry of Labor and Social Policy with the full support of the Government adopted the Strategy for Roma in Macedonia in 2004, which regulates the National Action Plan for education, health care, employment and housing that is revised and updated annually. In 2004, the National Coordination Body was established as a structure to monitor and guide the implementation of strategies and policies for social inclusion and integration of Roma. In 2005 the Ministry of Labor and Social Affairs with support from the World Bank office in Skopje adopted the National Action Plans for the Decade of Roma in the areas of housing, employment, education and health. The same National Action Plans for objective reasons were revised in 2009.

The Ministry of Labor and Social Policy, through the Department for implementation of the Strategy and the Decade of Roma, which was established in 2008 in cooperation with the Minister without portfolio,

the National Coordinator of the Decade and Strategy for Roma, since then initiated the creation of more than 15 local (municipal) strategies and action plans for the implementation of the Roma Decade.

In 2010, the Ministry of Labor and Social Policy with support from the UNDP office in Skopje adopted the National Strategy for Reduction of Poverty and Social Exclusion in the Republic of Macedonia 2010-2020.

In 2011, at the initiative of the Ministry of Labor and Social Policy was adopted the National Action Plan for improving the social status of Roma women in 2011 - the 2013.

In 2011, the Ministry of Labor and Social Affairs, in cooperation with the Minister without portfolio, the National Coordinator of the Decade and Strategy for Roma, as a part of the project financed by IPA funds, adopted the National Strategy for Social Inclusion of Roma in the social security system.

In the period 2011-2012, the Republic of Macedonia chaired the Decade of Roma.

The above stated facts confirm the determination of the Government, through the Ministry of Labor and Social Policy in cooperation with the Minister without portfolio, the National Coordinator of the Decade and Strategy for Roma, to take the necessary measures at the level of policy and strategies that will initiate improvement of the quality of living and integration of Roma in society.

Although there is some progress in improving the integration of the Roma into the society, still the current conditions indicate the need for continuation of the positive trends and successful operations in the future.

Therefore, the Ministry of Labor and Social Policy in cooperation with the Minister without portfolio and the National Coordinator of the Decade and Strategy for Roma created the opportunity to conduct a participatory process for revising or redesigning the Strategy for Roma in Macedonia 2005. In the second half of 2013 began the process of development of the Strategy.

The process of developing the document included:

- 1) Organizing series of practical workshops that included all stakeholders and interested parties or representatives, the Ministry of Labor and Social Policy, the Cabinet of the Minister without Portfolio, the National Coordinator of the Decade and Strategy for Roma, the Ministry of Education, the Ministry of Transport and Communications, Ministry of Culture, Ministry of Health, Department for improving the education in the languages of the ethnic communities, the Employment Agency, Department for development and promotion of the culture of ethnic communities, representatives of non-governmental organizations, representatives of the local Roma community, the media and representatives of national and international donor organizations and development agencies such as MTM, UNDP, REF, OSCE, European Commission, FOSM etc.
- 2) Creating the basis for the first draft;
- 3) Creating a first draft;
- 4) Workshop for review and updating of the first draft;

- 5) Creating a second draft;
- 6) Meetings with individuals and workgroups
- 7) Electronic communications for review and updating of the second draft;
- 8) Preparation of the final draft;

In the process, a method called Process consultancy was implemented by the professional team where the participants with the skills, competence and experience can contribute not only to identify problems, but also to propose measures and strategic approach.

Finally, the team aligned the text with the basic provisions of the EU 2020 Strategy, harmonized the text and prepared the document in the attached form.

The Strategy covers priority areas: employment, education, housing, health and culture. This is due to the fact that in the period of enactment of the first Strategy for Roma in Macedonia, there have been more positive developments and changes in attitude towards Roma and the Roma Decade. They are chronologically listed in the previous paragraphs of this section.

We will recall that a special Action plan has been adopted regarding gender equality. It is a result of progress in the attitude and the approach to this important issue. That is why this priority area is not a priority in this Strategy. Changes in the education of Roma in a positive direction are evident. Of course the reasons for this are varied. For example, the Republic of Macedonia adopted laws that have a positive effect on education. (Ex. The Law on secondary education, the introduction of 9 year basic education etc...) That most of the measures of the previous strategies have become irrelevant, and the need to revise them and redesign them is evident.

There are more operating electronic media.

The Parliament has two representatives of Roma coming from two different political parties, and more Roma advisors in different municipal councils.

The municipality of Shuto Orizari has the great majority of residents and councilors Roma. The mayor is also Roma.

Undocumented persons, Roma street children, the large number of Roma families living in poverty, a large number of Roma asylum seekers in the EU, discrimination are problems that are really concerning and require urgent measures to be overcome. Most of these problems, the Ministry of Labor and Social Policy - DISDR are resolved by using systematic and ad-hoc measures, case by case. The Ministry of Labor and Social Policy also establishes working groups and committees and builds partnerships with other ministries and institutions such as the Ministry for Internal Affairs, the Macedonian Academy of Sciences and Arts, the Registry office, the Ministry of Foreign Affairs and others. Even though the problems exist, they are being resolved and overcome. This approach will continue in the future.

Some of these issues are covered by other strategies like the National strategy to reduce poverty and social exclusion in the Republic of Macedonia 2010 – 2020 and the National Strategy for Social Inclusion of Roma in the social security system.

Although aware that there is still a need for improvement in all areas of living, still the creators of this document in accordance with the guidelines of the EU Strategy 2020 decided the aforementioned five areas to be subject of action of this Strategy. However not every possible problem and all areas of living can be included in one document.

The Strategy for Roma in Macedonia 2014 - 2020, is a project oriented document that can easily be transformed into action and operational plans and projects.

Unlike some of the earlier prepared strategies when there weren't any official studies and analyzes, and they first had to make the Strategies and then prepare the documents, the context-actual conditions in this document devoted to the 5 program areas of operation are located and moved from existing relevant and authorized documents that contain studies and analysis of research, and are prepared in accordance with accepted scientific standards and methods. Sources are cited in footnotes. Most of these documents are official documents of the Ministry of Labor and Social Policy.

The structure of the document:

• Introduction:

In the introduction section is given a short basis and chronological overview of some processes and documents that preceded the preparation of this document. In this section of the document is given a brief explanation of the process of creating a document and a brief explanation of the basic content of the main sections of the same.

• Review and brief analysis of the EU Agenda 2020, the national and international legislation on areas of action that imply preparation and implementation of policies, strategies and programs for social inclusion of Roma in Macedonia:

In this section the interested reader will find an overview of national and international legislation, which is the basis for the creation and implementation of policies and programs for social inclusion and integration of Roma in Macedonia.

• Demographic Profile of the Roma community in Macedonia:

This section briefly presents the current demographic profile of the Roma community in Macedonia.

Here we conclude that the project team had significant problems in collecting valid and actual data. The situation is complicated because of the absence of actual census; existing data is often not portraying the real situation on the field in the Roma communities. Starting from how big is the realistically number of Roma in a municipality, to the number of unvaccinated children due to lack of personal documents, etc.

• Commitment to the Strategy/Vision, Strategic objectives, Specific strategic (program) goals:

In this section are set the vision, five strategic objectives and 33 specific strategic goals.

• Strategic intervention by areas of action/strategic goals Context-actual conditions, Specific strategic (program) goals, results, measures;

In this section of the document by areas of activity are set:

- The strategic objectives;
- Context-actual conditions;
- Specific strategic (program) goals;
- Expected results;
- Measures to deliver the expected results.

• Proposed measures for strategic implementation and strategic control;

In this section of the document are placed 10 proposed measures:

1. Adoption of the Strategy by the Government of RM;
2. Preparing of action plans for implementation of the Strategy;
3. Adoption of the Action Plan for implementation of the Strategy by the Government of RM;
4. Providing funds for implementation of the strategy through preparation of annual operating plans (budget sources) and projects (for provision of funds from domestic and international donors);
5. The structures responsible for the implementation of the Strategy for Roma from 2014 to 2020;
6. Monitoring the implementation of measures in accordance with the planned dynamics in the Action Plan for implementation of the Strategy for Roma from 2014 to 2020;
7. Establishing a system for monitoring the implementation of the Strategy for Roma from 2014 to 2020 on a institutional level
8. Establishing a system for monitoring the implementation of the NSR on a level of Units of local government in 10 cities where Roma are present in significant numbers;
9. Evaluation of the Implementation of the Strategy for Roma in Macedonia from 2014 to 2020;
10. 10. Revision of the Strategy.

• List of acronyms;

This section contains the complete terms in the text that are placed as shortcuts.

• Attachments.

II. Overview and brief analysis of the national and international legislation, on areas of action that imply preparation and implementation of policies, strategies and programs for social inclusion of Roma in Macedonia

The term social inclusion is often determined relational and with respect to its antonym: social exclusion. This conceptual approach of determining is also applied by the European Commission, which adopts the following definitions:¹

Social exclusion is a process where certain individuals are pushed to the edge of society and are prevented from full participation in social activities as a result of their poverty, lack of basic skills and lifelong learning opportunities or discrimination. This process is diminishing the employment opportunities, income, education and training, as well as social networks and activities of these people. Socially excluded people have little to insignificant access to the bodies and decision-making bodies, and it makes them feel powerless to influence the decisions of relevance to their own lives.

Social Inclusion is a process that guarantees the people who are in a state of crisis and social exclusion that will gain the opportunities and resources necessary for their full participation in the economic, social and cultural life, as well as to achieve decent socially acceptable level of living standard and welfare. This process provides these individuals more substantial impact on the decisions of relevance to their own lives and facilitates access to their basic rights and freedoms.

Although the relational definition of social inclusion prevails in the scientific literature, there are attempts to be determined as an independent concept. One of these attempts is the definition of the Center for Economic and Social Inclusion from the UK which according to, the term Social inclusion means the process through which efforts are made each individual to realize their potential, regardless of his personal experience or the circumstances in which he is located.²

In the Macedonian legislation a definition for social inclusion/exclusion cannot be met.³

The issue of Roma and their social inclusion is contained in many international and national legal acts. Some of them set out general principles and standards for the protection of rights of national minorities in which are incorporated and the rights of Roma as members of communities that are not a majority. The others are targeted directly to the issue of Roma, proposing or determining specific measures to improve their education, employment, health, housing and culture.

This review covers the most significant acts adopted by the institutions of the European Union with particular emphasis on the communication of the European Commission, Europe 2020, the European strategy for smart, sustainable and inclusive growth⁴, as well as acts adopted by the institutions of the Council of Europe and the United Nations, found to imply the preparation and implementation of policies, strategies and programs for social inclusion of Roma. The review covers the most important pieces of

¹Joint Commission report on Social inclusion 2004.

²Often, social inclusion is associated with the term of an inclusive society. Thus, UNESCO defines inclusive society as a society in which every individual has an active role, society built on the core values of fairness, equality, social justice, human rights and freedoms and the principles of tolerance and acceptance of diversity.

³Only the Social Protection Law, Article 2, mentions the term social exclusion, but it is not defining it. The Strategy for social inclusion, social protection and poverty reduction in Berovo and Radovish, both from July 2011, define the social inclusion as "a process which ensures that those at risk of poverty and social exclusion will be provided opportunities and resources necessary for their full participation in the economic, social and cultural life, as well as a normal standard of living and welfare of the society in which they live. This will allow a greater participation in the decision-making that will positively impact their lives and will also provide access to their basic rights which is taking up the definition of the term of social inclusion adopted by the European Commission Joint Report on social Inclusion 2004.

⁴COM (2010) 2020 final

national legislation that regulates the issues of importance for the social inclusion of Roma in Macedonia in the field of education, employment, health, housing and culture.

International Legal Framework

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Acts of the European Union

Founding Acts

The Charter for Fundamental Rights of the European Union⁵ passed in 2000, came into force simultaneously with the Treaty from Lisbon in 2009. It incorporates basic human rights and freedoms and reaffirms the commitment of the European Union for equality and eradication of discrimination. The Charter regulates the protection of the human dignity, civil rights and freedoms and the application of the principles of equality, solidarity and justice. As such, it determines the framework for all future legal acts on European and national level, as well as all future measures and activities of the European Union and its Member States, especially in terms of protection of the fundamental human rights and freedoms.

Acts of the European Council

With adoption of the **Directive on implementing of the principle of equal treatment between persons of different racial and ethnic background**⁶, the European Council determines the framework for combating discrimination on racial and ethnic grounds in the Member States of the European Union. The Directive sets the principles of non-discrimination in correlation with the most significant segments of social inclusion. In particular: the conditions for access to employment and self-employment, the criteria for selection of candidates for employment, the criteria for promotion in the workplace, access to practical work and professional education, grounds for cancellation of the employment contract, salary, social protection, health, education and housing. This act of the European Council calls on the Member States to take all the necessary measures to introduce and respect the principle of non-discrimination on grounds of racial and ethnic backgrounds in their national legislation, with which its application would become mandatory.

The **Conclusions of the European Council from 14th December 2007**⁷ envisages the adoption of active measures and policies for Roma inclusion aimed at Roma integration in the labor market, motivation for active search of job, as well as providing access to social services. Considering the specific position in which Roma find themselves on the territory of the Member States of the European Union, the European Council calls for strengthening efforts to prevent and combat discrimination both within and outside the labor market. European Council, thus, indicates the Member States of the need to review existing policies and instruments to improve the Roma inclusion and requires the Member States to report on them to the Council which actually calls a proactive attitude and an increased engagement of the Member States in the fight to solve the problems of social exclusion of Roma.

⁵2000/C 364/01

⁶2000/43/EC

⁷16616/1/07 REV 1

The **Conclusions of the European Council from 19th / 20th June 2008**⁸ emphasize the need for building the European Union as an area of freedom, security and justice. In this sense, the European Council underlines the need for building a common migration policy and establishing of policies that will link migration, employment and development. The fight against illegal migration is also a focus on these conclusions. Also, in paragraph 28 of the conclusions, the European Council calls on the Member States to actively work in the field of innovation, research and development in the field of agricultural products, energy efficiency and climate change.

With the **Conclusions of Roma Inclusion of 28th May 2009**⁹, the European Council invites the Commission and the Member States of the European Union, to consider and apply the common basic principles for Roma inclusion¹⁰ in the creation and implementation of policies for full inclusion of Roma and exercise of fundamental rights, leading the fight against discrimination, poverty and social exclusion, as well as providing access to justice, sport, culture, education, health care and housing. In this regard, the European Council recommends Member States to have constructive, pragmatic and anti-discrimination policies that will emphasize the intercultural approach and encourage the active involvement of the regional and local authorities and the Roma themselves in the preparation and implementation of policies, programs and plans for their involvement in the everyday social life, in order to eradicate segregation.

The European Council through the **Conclusions for promotion of the inclusion of Roma from 27th May 2010**¹¹, called the European Commission and the Member States to improve the social and economic inclusion of Roma within the frames of the decisions and recommendations made by the European institutions, by providing more effective implementation of existing policies and instruments. Member States are directed to consider the policies adopted at European level with European funds and financial instruments, which can give a significant contribution to ease the implementation efforts of the Member States to meet the needs of Roma and to "correct inequalities". These conclusions highlight the importance and the necessity of following the guidelines for inclusion of Roma in Europe that are called the Common basic principles for designing and implementing policies for the full inclusion of Roma.

The **Conclusions of the European Council for the Platform for national strategies for Roma integration by 2020 from 19th May 2011** pointed out that the Member States of the European Union have the primary authority and responsibility in the implementation of policies aimed at improving the social and economic inclusion of Roma. The European Council with this Act called on all Member States to improve the social and economic situation of the Roma by establishing uniformed policies in education, employment, housing and healthcare. Moreover, in terms of education, it is proposed to take measures to overcome the problem of early abandonment of the educational process of Roma children and the emergence of segregation in schools and the introduction of education programs for adults. In terms of employment, it is stressed the need of programs for inclusion of Roma in the labor market and support for self-employment while in the section on healthcare and housing, the emphasis has been primarily put on social housing. The European Council called on the Member States to adopt or update existing national strategies for Roma inclusion and to provide activities and measures for social inclusion and improvement of the situation of Roma.

⁸11018/1/08 REV 1

⁹10394/09

¹⁰The 10 basic principles are attached to the conclusions of the European Council 10394/09 and they represent nonbinding directions for the policy makers for the inclusion of Roma in Europe.

¹¹10058/10

The **Recommendation of the European Council on effective measures for Roma integration in the Member States from the 9th and 10th of December 2013** is an act that aims to highlight the need for effective measures of the Member States to achieve a satisfactory level of Roma integration and to strengthen the implementation of national strategies for Roma inclusion. The Member States are recommended to take measures to ensure equal treatment and access of Roma children to a quality education and are recommended to take measures that will enable children to complete at least a compulsory education. Furthermore, the Member States are proposed to ensure equal access to the labor market, health services, housing and sufficient funds for the implementation of national and local strategies and action plans. Among other things, the recommendation urged the development of local strategies, plans, policies, measures and appropriate monitoring and evaluating of the effectiveness of implementation of the strategies by defining measurable indicators and collecting qualitative and quantitative data on the social and economic effects of such strategies.

Acts of the European Parliament

The **European Parliament resolution on the social position of the Roma and their access to the labor market in the European Union**¹², invites the Member States of the European Union to improve the access of Roma women to professional education and to take measures to adjust the professional trainings to the needs of the labor market. The resolution contains recommendations for making of a program package for promotion and motivation of Roma graduates to pursue careers in the society from which they come from. Considering the most pressing challenges that the Roma are facing, the European Parliament sees fit to take active steps to create policies for social and economic inclusion, including ad-hoc measures for housing, programs for self-employment and micro-lending of Roma. The European Parliament with this resolution indicates the need for a full cooperation of the European Commission and the Member States and it also indicates the need for a full cooperation with non-governmental organizations, with Roma communities and Roma representatives in order to develop mutually acceptable plans and activities for the social inclusion of Roma.

With the **Resolution on the situation of Roma in Europe and for freedom of movement within the European Union**¹³, the European Parliament has emphasized the legal basis for the prohibition of collective and mass expulsion, such as the Charter of Fundamental Rights of the European Union and the European Convention for the Protection of Human Rights and fundamental freedoms. In this context, the European Parliament advises the Member States to review their legislation and policies that lead to direct or indirect discrimination against Roma on racial or ethnic grounds. The resolution includes a call to the European Commission to develop a comprehensive European strategy for Roma inclusion.

The **Resolution of the European Parliament adopted at second Roma Summit of 25 March 2010**¹⁴ called on the Member States and the European institutions to support measures aimed at creating favorable social and political environment for the implementation of the strategies. This resolution included a call to the European Commission to prepare a European strategy for Roma inclusion as a tool to combat social exclusion and discrimination of Roma in Europe. This Resolution indicated the European Commission and the European Council that it is necessary to utilize existing initiatives such as

¹²P6_TA (2009) 0117, ([2008/2137\(INI\)](#))

¹³P7_TA-PROV (2010) 0312

¹⁴P7_TA (2010) 0085

the Decade of Roma, in order to increase the effectiveness of the efforts that are being taken in this area. The resolution called upon the Member States and the candidate countries in the European Union to show commitment and action on the issue of Roma inclusion.

With the **Resolution on the EU Strategy for Roma Inclusion 9th March 2011**¹⁵, the European Parliament emphasizes among other things, the need to eliminate barriers to integration/reintegration of Roma women in the labor market and self-employment programs. Furthermore, the European Parliament considers that the mechanisms for support such as scholarships, for example, will positively affect young Roma in their efforts to continue their education at higher levels and to refine the acquired qualifications. Furthermore, the European Parliament proposed the introduction of specialized training for those in education, to promote the employment of teachers from Roma community. The European Parliament points out the necessity of active involvement of the local authorities of the Member States and civil society in order to achieve these goals.

With the **Resolution on the progress in the implementation of national strategies for Roma integration of 12th December 2013**¹⁶, the European Parliament suggests the Member States to make an effort to integrate their programs for Roma inclusion in programs to promote equal opportunities and prevent discrimination and segregation. Also, the European Parliament calls on the Member States to work on the removal of barriers to access to employment of the Roma population. Following the progress of the implementation of national strategies for Roma integration, the European Parliament points out the need to take additional measures to facilitate access to the labor market and self-employment and ensure a balanced representation of Roma in public administration.

Acts of the European Commission

The **Communication of the European Commission, Europe 2020, the European strategy for smart, sustainable and inclusive growth**¹⁷, is a long awaited document whose importance is emphasized in numerous previously adopted acts of the institutions of the European Union. With this strategy, and with the aim of restoring and maintaining of the European Union on the world market after the economic crisis, the European Commission sets out seven leading initiatives¹⁸. Regarding the issue of Roma and their social inclusion in the Member States of the European Union, three leading initiatives of particular importance are included: Union of innovations, Agenda for new skills and job positions and the European platform against poverty.

The initiative "Union of innovations" aims to improve the conditions and the access to finances for researches and innovations and to allow innovations to be transformed into goods and services that will create growth and jobs. For the Member States this initiative is an obligation to reform the national system for research and development, to encourage cooperation between universities, researchers and the business community, development and implementation of joint programs and to encourage collaboration across the border¹⁹. Furthermore, the Member States should work to encourage the development of technical sciences by increasing the number of graduates in mathematics and engineering areas, enriching

¹⁵2010/2276(INI)

¹⁶2013/2924 (RSP)

¹⁷COM (2010) 2020 final

¹⁸"Innovation Union"; "Youth in Motion"; "Digital Agenda for Europe"; "Europe of effective resources"; "Industrial policy for the globalization era"; "Agenda for new skills and jobs"; "European platform against poverty", COM (2010) 2020 final, p. 5-6

¹⁹COM (2010) 2020 final, p. 13

the curriculum innovation and entrepreneurship and the application of tax exemptions and other financial instruments to stimulate research and development.

The "Agenda for new skills and job positions" seeks to modernize the labor market and to encourage people to develop their skills through the process of lifelong learning in order to facilitate adjustment to the new market conditions, to reduce the risk of unemployment and to increase productivity. Among other things, it provides introduction of programs to establish a balance between work and private life, to increase gender equality, provide effective social dialogue, valuation of acquired skills, both formal and non-formal education, involvement of social partners in planning education and training and the elimination of barriers of self-employment

The "European platform against poverty" aims to achieve social cohesion of the Member States. At national level, this initiative involves responsibility for taking action to promote the collective and individual responsibility in the fight against poverty and social exclusion, as well as defining and implementing measures aimed at clearly defined risk groups such as single parents and elderly women, Roma, people with disabilities and the homeless²⁰.

In the **Communication to the European Parliament, European Council, European Council of Economic and Social Affairs and the Council of Regions, social and economic integration of Roma in Europe**²¹, the European Commission, among other things, proposes measures to improve the social and economic integration of Roma, such as : increased cooperation between national and European representatives of the Roma community, effective communication with local authorities, focusing on the most disadvantaged micro-regions and the inclusion of Roma in normal social trends in the areas of education, employment, housing and public health. According to the European Commission, the Roma issues should be systematically included in all relevant European and national policies. Policies which provide separate education and housing for Roma, however, should be abolished.

With the **Communication to the European Parliament, European Council, European Commission for Economic and Social Affairs and the European Commission of the Regions, the European Union platform for national strategies for Roma integration by 2020**²², the European Commission suggests that the Member States must ensure the Roma children an access to a quality education and to eradicate segregation and discrimination in schools. The Member States are expected to provide at least the complete acquiring of primary education and to reduce the number of Roma children who leave school prematurely. Encouraging and motivating young people of Roma origin to continue their education to a secondary and higher education is also one of the measures that is a necessity to take. In the area of employment and that is associated with education, the Member States should ensure full access to the Roma to programs for professional trainings, adult education, self-employment, micro-lending and proportional employment in the public sector. Access to quality health services, especially for Roma children and women and the inclusion of Roma in health programs targeting Roma communities are also priority issues that require taking concrete measures. Member States shall actively promote a nondiscrimination approach to housing, including social housing. "10 years to make a difference" is the concluding message of the European Commission in this communication. As stated in the text, "More

²⁰COM (2010) 2020 final, p. 19

²¹COM (2010) 133 final

²²COM (2011) 173 final

than a decade the European institutions regularly invite the Member States and the candidate countries to improve the social and economic integration of Roma. Now is the time for good intentions to turn into concrete actions²³. "

The **Communication from the Commission to the European Parliament, European Council, European Council of Economic and Social Affairs and the Council of the Regions, National strategies for Roma integration: First step towards implementation of the Platform of European Union from 21th of May 2012²⁴**, establishes specific guidelines of action for each area of interest to the integration of Roma. Thus, for the issues in the area of education, the Commission directs the Member States to work on the elimination of segregation in schools, review of decisions to refer a great number of Roma children in schools for children with special needs, promotion of professional education programs, increasing the number of children enrolled in preschool centers, increasing of the training for the employed teachers and increasing parents' awareness of the importance of education. In the area of employment, however, the Commission recommends the Member States to establish measures to support the first employment of Roma, to eliminate the barriers and discrimination particularly regarding the Roma women and to provide more support for self-employment programs. In the area of health care, the Member States are advised to improve the Roma access to primary, urgent and specialist health services and to raise awareness of the need for regular medical checks, family planning and the necessity of immunization. The European Commission calls for improvement of the living conditions and taking measures for social housing and emphasizes the necessity of registration of Roma in the records of the relevant institutions.

In the **Communication to the European Parliament, European Council, European Council of Economic and Social Affairs and the Council of Regions step towards implementation of the National strategy for Roma integration from 26th of June 2013²⁵** the European Commission reported that they continuously monitor the activities of the Member States in the implementation of national strategies for Roma integration. The Commission concludes that most of the Member States need to improve the process of designing, implementing and evaluating the policies through involvement of the local governments. Policies for Roma integration and action plans developed on this basis should be a part of regional and local agendas and to predict clear objectives and concrete measures. The provision of adequate financial and human resources is a key factor in the implementation of the adopted action plans, which needs to be continuously running. European Commission stresses that the Member States shall take effective measures against forcing Roma children to work, to beg, to marry, etc... Also, the Commission recommends that the candidate countries for EU membership, should find sufficient funds to implement the integration of Roma.

Acts of the Council of Europe

Basic Acts

²³COM (2011) 173 final, p. 14

²⁴COM (2012) 226 final

²⁵COM (2013) 454 final

The **European Charter for Regional or Minority Languages, from 1992**, sets goals and principles from which the Member States should base their policy, legislation and practice. The recognition of regional or minority languages as an expression of cultural heritage and preservation, facilitating and promoting oral and written use of regional or minority languages in public and private life, are set as leading principles. The Charter obliges the signatory countries, on the territory of which the regional or minority languages are used and without infringement to the teaching of the official language of the state, to provide teaching of the relevant regional or minority languages as an integral part of the curriculum within the primary education. Furthermore, the States' parties are obliged to take measures to organize courses for adult education in regional or minority languages. The use of these languages is guaranteed in criminal proceedings regarding the conduct of proceedings in the regional or minority languages and guarantees the right of the accused to speak in their own language.

The **European Social Charter (revised) in 1996**, establishes the right of everyone to earn a living by a job that is freely chosen, the right to social security, the right to social and medical assistance, the right to use the services of social security, the right to appropriate social, legal and economic protection of children and youth. The Charter also establishes the right to equal opportunities and equal treatment in matters of employment and occupation without sex discrimination, the right to protection against poverty and social exclusion, the right to housing, access to free employment services for all workers; access to appropriate vocational guidance, training and rehabilitation.

The **Framework Convention for the Protection of National Minorities from 1997**, Article 4 establishes a ban on all forms of discrimination based on belonging to a national minority. The signatories to this Convention undertake obligation to adopt appropriate measures to promote the economic, social, political and cultural life of the people that belong to national minorities and in that sense to take into account the specific conditions of the persons that belong to national minorities. Article 7 of the Convention obliges the States Parties to take protective measures for the victims of threats or acts of discrimination, hostility or violence because of their ethnic, cultural, linguistic or religious identity, and to promote opportunities for access to education at all levels for the members of the national minorities.

Acts of the Committee of Ministers

With the **Recommendation to improve the housing conditions of Roma and Traveler families in Europe**²⁶, the Committee of Ministers of the Council of Europe calls on Member States, within the general housing policy, to include appropriate housing policies that target Roma, and implement the planned programs and activities to allocate sufficient resources. Local authorities in the Member States should be continually encouraged and inspired to fulfill their obligations and responsibilities to the issues affecting the Roma at the local level, particularly in the area of housing. It is recommended that the local development strategies should contain specific and specified measures that are directly aimed at improving the housing conditions of Roma. The political and legal framework that is created by the Member States in the field of housing should provide mechanisms to facilitate the access of Roma to their rights in the area of housing, such as access to water, electricity, and infrastructure necessary for the exercise of their rights to education, health care, social welfare and so on. More specifically, the Member States should create policies that will directly relate to improving of the housing conditions of Roma

²⁶CM/Rec (2005) 4

women, especially single mothers, victims of domestic violence and other socially unprotected categories of Roma women.²⁷

The Recommendation of the Committee of Ministers for better access to health care for Roma and travelling families in Europe²⁸ generally call on the governments of the Member States to improve the health care for Roma and travelling families in Europe and this issue to be a priority in their strategies. The Member States are invited to establish mechanisms that will take into account the interests of the Roma and the travelling families to provide them health care, with special emphasis on children, youth and elderly women. Continued work is needed in order to raise the awareness of the general population about the need for effective measures to integrate the Roma and the travelling families in the society.

The Committee of Ministers of the Council of Europe through the **Recommendation for policies for Roma and travelling families in Europe**²⁹ recommends that the governments of the Member States should adopt comprehensive national and regional strategies, short-term and long-term action plans, which will establish mechanisms to combat discrimination of Roma and/or travelling families and to implement the principle of equality. The goal of national and regional strategies, according to this recommendation is to ensure equality and integration of Roma and/or travelling families in the social, economic and political life, to raise awareness and understanding of Roma and travelling families and their way of life and to provide respect and effective protection from direct or indirect discrimination or segregation and racism. The text of the adopted strategies should be available to all, translated to Roma language and other languages that are used by Roma or the travelling families and should be published by the relevant media.

In the **Recommendation to the Member States for Roma and travelling families in Europe**³⁰ the Committee of Ministers of the Council of Europe, believes that the segregation of the Roma children and children of the traveling families is based on racial and ethnic grounds and is clearly reflected in schools. Measures to combat such segregation, as required, should include appropriate educational training of the employed staff in the educational institutions, as well as cooperation with the parents. The Member States should continuously work on the coordination of policies in the field of education with those in other areas of social character. It is proposed that, in the absence of diplomas, the knowledge gained through experience to be appreciated and accepted as appropriate in the process of employment, the educational programs to be enriched with contents of awareness to eradicate stereotypes and prejudices and to combat racism and discrimination in general, including the fight against discrimination of Roma.

The Resolution of the Committee of Ministers of the social situation of nomads in Europe³¹ calls for taking all necessary measures under the national law of the Member States to stop all forms of discrimination against nomads. In the resolution, the Committee notes that the prejudices that constitute

²⁷The Committee of Ministers in this Recommendation encourages the Member States to establish initiatives at local level for inclusion of the Roma themselves in the process of rebuilding or building their future homes, which would contribute for the improving the economic situation in which Roma live (through work engagement they can acquire the means of existence; active involvement will reduce the feeling of rejection and segregation from society, and will improve their living conditions and their property).The Committee proposes to the Member States such projects for restoring habitat for Roma to be financed from the state budget, as well as from private donors and international financial institutions.

²⁸CM/Rec (2006) 10

²⁹CM/Rec (2008) 5

³⁰CM/Rec (2009) 4

³¹CM/Rec (2013) 75

the basis for discrimination can be eradicated through dissemination of information about the origin, the way of life and the living conditions of the nomads. The Member States need to work on providing better facilities for camping and housing, education and training, health and welfare of the nomads.

Acts of the Parliamentary Assembly of the Council of Europe

With the **Resolution on the situation of Roma in Europe and relevant activities of the Council of Europe**³², the Parliamentary Assembly of the Council of Europe welcomes the fact that the majority of the Member States have adopted national strategies for improving the situation of Roma integration. Furthermore, the Parliamentary Assembly of the Council of Europe suggests that in the implementation of the Action Plan adopted on the basis of national strategies, it is necessary to include the local and regional authorities. Also, the Member States are called in the developing of national strategies and action plans, among other things, to follow the recommendation of the Committee of Ministers CM / Rec (2008) 5 on policies for Roma and travelling families in Europe.

The **Resolution of the Parliamentary Assembly of Roma asylum seekers in Europe**³³ practically intervenes in the Member States, the asylum applications to be considered on an individual basis, in accordance with the procedures for fair and efficient status determination of asylum seekers and refugees.

Acts of the United Nations

Acts of the General Assembly

The **Universal Declaration of Human Rights from 1948** in Article 2 stipulates that every person can enjoy all the rights and freedoms regardless of race, color, sex, language, religion, politics or any other opinion, national or social origin, property, age or other status. The declaration stipulates the protection of fundamental human rights and freedoms as citizens, and economic, social and cultural rights. Among the other rights, the most important rights that this Declaration protects are the right to life (Article 3), freedom of movement and residence within the borders of the country, freedom to leave and return in the country (Article 13), right to property and the protection of property (Article 17), the right to social security (Article 22), right to work, free choice of employment and protection in case of unemployment (Article 23), the right to a life standard adequate for living a decent life and well-being of the individual and the family members, including food, clothing, housing and medical care (Article 25) and the right to education (Article 26).

With the **International Covenant on Economic, Social and Cultural Rights in 1966**, the Member States express their consent to provide equal rights for men and women in enjoying the protection of economic, social and cultural terms, stipulated by this Act. Article 6 of the Covenant protects the right to work, which includes the right of everyone to ensure their existence by working a job that one is free to choose. The right to social security, also including and social insurance (Article 9), the right to an adequate standard of living including adequate food, clothing and housing (Article 11), the right to enjoy

³²1740 (2010)

³³1768 (2010)

a high standard of physical and mental health (Article 12), right to education (Article 13) and the right to participate in cultural life (Article 15), are also guaranteed with this international document. Member States that acceded to the present Covenant undertook an obligation to protect these rights through implementation of programs and policies at national level.

Convention on the Elimination of All Forms of Discrimination against Women in 1979 sets out the principles for protection of women's rights. The obligation of the signatory states to this Convention is to transport the principles of equality between men and women in national constitutional or other appropriate articles to ensure practical implementation of the provisions of this Act. The Member States are obliged to take other measures, including sanctions, in cases of discrimination against women. The Convention in Article 7 suggests taking measures to eliminate discrimination against women in political and public life, in particular the articles of the right to vote in elections and referendums and the right to be elected, the right to participate in the creation and implementation of government policies and the right to perform political functions on all levels of the government. The field of education is one of the following fields of action in which the Convention provides equal treatment of women, through the provision of equal conditions for career advancement, access to studies and a diploma at all levels of education, access to equal educational programs, objective examinations, equally qualified teachers and equal premises and equipment, equal opportunities for scholarships, etc.. Also, the Convention guarantees the equality of women in the field of health care (Article 12) and equality before the law and the right to marry freely and to build a family (Article 16).

In the Convention on the Rights of the Child from 1989, the term "child" is defined as a human being under the age of 11 years. Signatory states are obliged to respect the rights provided in this Convention to each child and to fulfill this obligation without discrimination on any ground, regardless of race, color, language, religion, political or other opinion, national, ethnic or social origin, property, health, age or other status of the child or his parents (Article 2). The right of the child to be separated from their parents against their will is guaranteed, except in the cases determined by law (Article 9).

The Convention protects the right of the child to form an opinion and freely express their opinions (Article 12), the right to enjoy health services to the highest standards (Article 24), right to a life standard that is adequate for the physical, mental, spiritual, moral and social development of the child (Article 27), the right of access to education at all levels and the right to free primary education (Article 28), the right to protect the child from economic exploitation and from performing any work that is likely to adversely affect or hinder the education process of the child (Article 32), right to protection from sexual exploitation and abuse and protection from cruel, inhuman and degrading treatment and punishment and detention (Article 34).

Act of the General Conference of UNESCO

The Convention against Discrimination in Education from 1960³⁴ has declared the right to education of every person, thus confirming the principle of non-discrimination. This international act obliges the Member States that will accede to this Convention, to remove all restrictions on access to all types and levels of education. This Convention introduces an obligation for the Member States to abolish all legal

³⁴Adopted by the General Conference of UNESCO on 14 December 1960. Entered into force on 22 May 1962 in accordance with Article 14

articles that allow discrimination in the field of education, in particular, discrimination in terms of cost of education, acquiring scholarships and every other help. According to this Convention, the primary education should be free and compulsory and the secondary, and higher education to be equally accessible to all. Under Article 5 of the Convention, the education should be directed to full development of the human personality and strengthening of the respect for human rights and fundamental freedoms, to assist understanding, tolerance and friendship among all nations and all racial or religious groups, and develop further activities of United Nations peacekeeping.

The Universal Declaration on Cultural Diversity³⁵ highlights the need for the establishment and maintenance of a harmonious interaction between people and groups with special cultural identities. Such harmonious interaction, especially in societies with cultural diversity that is continually growing, is a prerequisite for the welfare of all groups living in such a society. Policies for inclusion and active participation of all citizens represent a guarantee for social cohesion and peace. Cultural diversity, according to the Declaration, is one of the grounds for development, not only in economic terms but also in terms of achieving a higher intellectual, emotional, moral and spiritual level of citizens in a society. The defense of cultural diversity is an ethical imperative. The Declaration establishes the right of everyone to express themselves and to create in a language of their own choice, particularly in their mother tongue, the right of every person to a quality education which will fully respect its cultural identity; right to participate in the cultural life of their own choice and the right to their own cultural practices that will be subject to compliance of other groups in the society.

The Convention for the Protection of the World Cultural and Natural Heritage³⁶ establishes the obligation of Member States for identification, protection, conservation, presentation and transmission to future generations of the cultural and natural heritage located on their territories. Each Member State is required to provide effective and active measures for the protection and conservation of the cultural and natural heritage. In this sense, each state that will sign this Convention should adopt measures with which the protection of the heritage would integrate into the overall plans and programs, and will establish services for protection, conservation and presentation of the cultural and natural heritage in those cities where such services don't exist, with adequate staff and equipment in accordance with their functions, will develop scientific and technical studies and research and will work to establish operational methods to counter the dangers that would threaten the cultural and natural heritage. Taking the appropriate legal, scientific, technical, administrative and financial measures necessary for the identification, protection, conservation, presentation and rehabilitation of heritage, are also one of the priorities set out in this Convention. Also, with this Convention it is formed an intergovernmental commission for protection of cultural and natural heritage, called the World Heritage Committee and the World Heritage Fund. In order to implement the Convention on the Protection of World Cultural and Natural Heritage, in 1997 UNESCO adopted the Operational Guidelines which established procedures for registration of cultural and natural heritage in the World Heritage List and the List of endangered world heritage protection and conservation of World Heritage, and the establishment of international cooperation for the purposes of the Convention. The goal of the Convention is providing as much as possible appropriate identification, protection, conservation and presentation of the World's Cultural and Natural Heritage.

³⁵Adopted on 02.11.2001

³⁶Adopted by the General Conference of UNESCO's on the 17th session, held in Paris, 11.16.1972

The Declaration to enhance the status and rights of Roma³⁷ is an act with which the Parliament encourages the Government and the public authorities, civil society, associations and foundations, local government bodies, business entities, scientific and cultural institutions and media in the Republic of Macedonia, to undertake further strengthened and effective measures and policies to promote human rights for further improvement of the social and economic situation of the Roma and the Roma community in the country. The Declaration calls for harmonization of measures for efficient and coordinated implementation of the National Strategy for Roma in Macedonia, with development policies, as well as with the Europe's integration strategy of the country. The Assembly considers that with creation and implementation of the business-investment projects in the country, investments in health and education, in communal infrastructure, housing construction and quality of life, it should always be kept in mind the commitment to improve the situation of Roma.

Law on promotion and protection of the rights of communities that are less than 20% of the population in Macedonia³⁸ is a central act in the national legislation which on a level below the Macedonian Constitution guarantees the rights of communities that are less than 20% of the population in Macedonia. According to Article 1, this Law regulates the procedure of the realization, promotion and protection of the rights of communities that are less than 20% of the population in Macedonia and it is supervising the implementation of the rights established by this law. The protection that this law provides partly corresponds to the four fields of action that provides the Europe 2020 Strategy. Therefore, the legislator guarantees the rights to employment in accordance with the principle of equitable representation of the members of the communities, the right to education at all levels on their own language in accordance with the law, the right to information in their own language through electronic and printed media in accordance with law, the right to establish associations and foundations to exercise their cultural, educational, artistic and scientific purposes in accordance with the law and the right to use their symbols in accordance with law. In addition to the general grounds of protection of individual rights of communities that are less than 20% of the population in the country, the law improves the institutional framework by creating a new body - the Agency for exercising the rights of communities, that among the other functions, has the function to give "support to the Government in the implementation of the strategic priorities related to obligations arising from the Constitution of the Republic of Macedonia and the laws, and in particular to ensure equitable and adequate representation of citizens, members of communities in the state's administration" (Article 13, paragraph 1, line 2).

Law on Prevention and Protection from Discrimination³⁹ establishes a framework for protection of direct or indirect discrimination, calling, encouraging and assisting in discriminatory acts on the basis set out in Article 3 of the Law. The law does not provide special protection for Roma as members of a community that is not the majority in the country, so the protection of Roma and all strategies, programs

³⁷Adopted by the General Assembly on 01.04.2011 and published in the "Official. Gazette ", no. 42/11

³⁸„Official. Gazette” no. 92/08, 42/14

³⁹„Official. Gazette” no. 50/10

and actions in this regard are covered with the articles given with this law, such as discrimination on the basis of sex, gender, belonging to a marginalized group, ethnicity, language, social origin, religion, education, personal or social status, property status and similar discriminatory grounds. From the aspect of programs and activities for the inclusion of Roma in the Macedonian society and the contribution of this law to the mentioned above, it is useful to note that in order to equalize their opportunities, the law does not see discrimination in the specific measures that have benefited individuals or groups who are in disadvantaged position that occurred on any discriminatory basis, as long as those measures are needed; Furthermore, the measures to protect the uniqueness and the identity of persons that belong to certain ethnic, religious or linguistic minorities and their right to foster and develop their identity individually or in community with other members of their group and encourage conditions for the promotion of that identity and measures in education and training should ensure participation of people from ethnic minorities as these measures are necessary (Article 14). Protection from discriminatory actions with this law is also institutionally improved through the establishment of the Commission for Protection against Discrimination with responsibilities, among others, to ensure the implementation of this law, to promote protection from discrimination, to establish cooperation with the authorities responsible for achieving equality and protection of human rights in local government and cooperation with the Ombudsman of the Republic of Macedonia. This law stresses the possibility of legal protection in civil proceedings to the victims of discriminatory actions.

The Committee for Community Relations is a constitutional category, introduced by the Amendment XII⁴⁰. The questions of the manner, conditions and procedure for appointment of the committee and the jurisdiction and the manner of operation and decision making are legally regulated by the **Law on the Committee for Community Relations**⁴¹. On the issue of Roma inclusion, this text has legal significance in terms of the involvement of Roma in the institutions of the Republic of Macedonia in proportion to their representation in the total population. The same is reflected in the membership of the Committee for Community Relations, which has 19 members, in which Roma are represented with one member from among the other MPs. The Committee has an important role in examining the conditions for relations between the communities in the country as well as in initiating laws and other regulations and general acts to regulate the relations between the communities.

The protection of the members of non-majority communities in the country, despite on national level, it is also regulated on a local level with the **Law on Local Self-Government**⁴². This law mostly can be perceived through the possibilities and ways that provide a direct participation of the citizens in local government or as it is defined by this Law - individually or collectively to involve the residents of the municipality in adjudicating on matters of local importance at different levels of decision-making. This law is expressing the direct participation through citizen initiatives, civic gatherings and referendum proposals and complaints to the council as a way of achieving participation in local affairs. Most of the problems of exclusion faced by Roma are in jurisdiction of the local government, so therefore this is a significant opportunity for the Roma to influence and act on their own behalf through initiation and participation. Social care and protection of children (children without parental care, children with social problems, children from single-parent families, street children, exposed to social risk, awareness of

⁴⁰With this Amendment XII, the legislator performs a complete change of the name, composition, concept and responsibilities of the former Council for Inter-Ethnic Relation

⁴¹„Official. Gazette” no. 150/07

⁴²„Official. Gazette” no. 5/02

population, housing for people with social risk), culture , urban (rural and urban) planning, education, health care, and local economic development are just some of the responsibilities of the local government. This law emphasizes the principle of equitable representation of citizens that belong to all of the communities represented in the municipality at all levels, which is one of the possibilities through which we can reduce unemployment of Roma in those municipalities in the country where their presence is more evident. The use of language is also taken in accordance with this law and the constitutional principles, so therefore "The regulations relating to culture, the use of languages spoken by less than 20% of the population in the municipality, the establishment and use of the back and the flag of the municipality shall be adopted by a majority vote of the present members of the council, and there must be a majority vote of the council members who belong to the communities that are not in the majority population in the community "(Article 41). The use of languages spoken by less than 20% of the residents of the municipality is decided by the municipal council (Article 90).

Law on child protection⁴³ in Article 4 refers to the application of the principles of protection of the right to life and development of the child, the protection of the best interests of the child, providing a minimum standard for each child under the same conditions, excluding any form of discrimination, respect for the child's right to liberty and security of person, respect of the opinion and free expression, right to education, providing of requirements for a healthy life and achieving other social rights and freedoms of the child. It contains a number of articles that contribute to a greater protection of children and social inclusion since preschool. It prohibits any form of discrimination based on race, color, sex, language, religion, political or other opinion, national, ethnic or social origin, cultural or other affiliation, property, disability, birth or other status of the child or of his parent or legal guardian, all forms of sexual exploitation and sexual abuse of children (harassment, child pornography, child prostitution), violent pimping, selling or trafficking children, psychological or physical violence and harassment, punishment and other inhuman treatment, all types of exploitation, commercial exploitation and abuse of children that violate basic human rights and children's rights. This law sets out commitments and obligations of the state and institutions to take all measures to protect children from the illicit use and abuse of any child labor in the illegal production and trafficking of narcotic drugs, psychotropic substances and precursors (Article 12). Overall, the activities of the protection of children are determined with a program for development of activities for protection of children adopted by the Government. Besides the activities of the state in a direction of a greater and more effective inclusion of the Roma children, it is also much needed and the active involvement of the parents, family, caregivers of children and foster families, and also the institutions for children, the educational, social, health and cultural institutions and individuals, state institutions and institutions of the local government, organizations and other legal entities and individuals whose activities are related in providing support and assistance to the children.

The access to legal aid from professionals and lawyers for the judicial and administrative proceedings is facilitated through the articles provided by **the Law for free legal assistance**⁴⁴. This law has a clearly defined goal - to provide equal access of citizens to the state institutions, in accordance with the principle of equal access to justice (Article 1). Facilitated access to mechanisms to protect rights in the area of social, health, pension and disability insurance, labor rights, protection of children and minors, victims of domestic violence, protection of victims of trafficking and property rights can visibly improve the social

⁴³„Official. Gazette” no. 23/13, 12/14

⁴⁴„Official. Gazette” no. 161/09, 181/11, 27/14

situation of the Roma. The law of course, has criteria that are needed to be fulfilled by the people who may be beneficiaries of the free legal aid. The contribution of this law to the social inclusion of Roma can be seen indirectly through the commitment of the Ministry in collaboration with the Bar Association, Notary Chamber, the Chamber of Chamber executives and mediators to organize quarterly sessions of free legal advice to all citizens' issues in mediation, attorney, notary and execution.

Employment

The **Law on Employment and Insurance in Case of Unemployment**⁴⁵ in Article 1 highlights the constitutionally guaranteed right to work and the prohibition of discrimination in employment, as follows: "Everyone has the right to access to employment without any restrictions, in accordance with the principle of equal treatment regulated with the Law on Labor and other laws. In accordance with the principle of equal treatment, it is prohibited discrimination in employment on the basis of marital status, family status, color, sex, language, political or other beliefs, trade union activity, nationality, social status, disability, age, ownership, social or other status. "The law determines the active role of the Employment Agency in the recruitment of unemployed persons. The participation of the Employment Agency is important in the development of the individual plan in which the hiring objectives, plans and activities of the unemployed person for employment, and participation in the measures of active employment policies are set. The law provides favorable conditions for the employment of unemployed persons, for which the Employment Agency conducts counseling of the employers. Working with young people is also one of the priorities of the Agency and it consists of professional orientation for students and pupils. Besides employment, this law regulates the issue of insurance in case of unemployment and the rights that the insured people have when they are unemployed.⁴⁶

The **Labor Law**⁴⁷ with several articles expressly prohibits discrimination against the job applicant and employee. The grounds for discrimination that are mentioned by this Law are of racial or ethnic origin, color, age, health status, or disability, religion, political or other beliefs, trade union membership, national or social origin, family status, economic status, sexual orientation or other personal circumstances. In addition, this law specifically emphasizes the obligation to ensure equal treatment and equal opportunities for women and men. Protection from psychological harassment in the workplace (mobbing), as well as the protection of workers from discrimination on the basis of pregnancy, childbirth and parenting are regulated in two articles (Articles 9 and 9a). The procedural and material aspects related to harassment in the workplace, are regulated by the legislator through adoption of a new law - **Law on protection against harassment in the workplace**⁴⁸. The protection of children and young people is reflected in the text of this law, in particular by prohibiting work for a child that is under 15 years of age or a child who has not completed elementary school, except for participation in activities which the law allows, but not more than four hours a day. The law provides a special protection for workers with pregnancy and parenthood, workers who have not yet reached 18 years of age, protection of disabled people with right to vocational rehabilitation and special protection for older workers.

⁴⁵„Official. Gazette” no. 37/97, 25/00, 101/00, 50/01, 25/03, 37/04, 4/05, 50/06, 29/07, 102/08, 161/08, 50/10, 80/10, 51/11, 11/12, 80/12, 114/12, 39/14

⁴⁶Right to compensation, preparation for employment (training, retraining and qualification), the right to health care in accordance with the regulations for health care, the right to pension and disability insurance in accordance with the regulations for pension and disability insurance of the unemployed person that is a user of cash compensation, who lacks up to 18 months before they meet eligibility age pension and who do not have 15 years of insurance, to the completion of 15 years of insurance and rights of disabled persons employed under more favorable conditions in accordance with law.

⁴⁷„Official. Gazette” no. 54/13

⁴⁸„Official. Gazette” no. 79/13

Law on Social Protection⁴⁹ defines the social protection as a system of measures, activities and policies for preventing and overcoming of social risks to which the citizens are exposed throughout their life, reducing poverty and social exclusion (Article 2). By social risks this law implies health risks (illness, injury and disability), risks of old age and aging, the risks of single-parent families, the risks of unemployment, loss of income support on the basis of job and other risks of poverty and risk of another kind of social exclusion. The Government, in direction of establishing the goals, priorities and directions of the development of the social protection of citizens, adopted a National Program for the development of social protection, as well as an annual program for social protection, which identifies areas of the social care needs of the population, social prevention and the methods and means of achieving a social protection (Article 4). The reduction of social risks can be achieved through measures to subsidize the consumption of energy and other services, conditional cash benefits, measures to employ persons that until the age of 18 had the status of a child without parents and parental care and other measures. The Government with this law has an authority to make programs for the implementation of social protection measures, with which it will determine the users, measures and the sources of funding in a more detailed fashion. In order to achieve success in reducing social risks, it is required a common, joint activities of the institutions of social protection, the institutions for child care, health services, police, judiciary and other state bodies, as well as an active participation from the civic associations . Such joint activities even more should pay attention to the measures for social prevention, aimed at preventing the occurrence of social risks for citizens, primarily through educational and advisory activities.

Education

The **Law on Primary Education**⁵⁰ makes the primary education a right of every child. Moreover, it prohibits discrimination on the basis of sex, race and color, national, social, political, religious, economic and social backgrounds in the exercise of the rights of elementary education, established by the law (Article 2). The primary education has a compulsory character and lasts nine years. In accordance with the rights established in the Constitution of the Republic of Macedonia, the students of the community members who attend classes in a language other than the Macedonian language and the Cyrillic alphabet, have educational activities that are conducted in the language and alphabet of the relevant community, in a manner prescribed by law. (Article 9). To achieve a successful educational process, it is needed an active participation of a parent or guardian. The law also provides counseling for the parent/legal guardian in certain cases.

The secondary education also has a compulsory character, according to the **Law on Secondary Education**⁵¹. It is free in public schools. The law prohibits discrimination based on sex, race, color, national or social origin, political and religious beliefs, property and social status. As it is the case in the primary education for community members who attend classes in a language other than the Macedonian language and the Cyrillic alphabet, the educational activities in public high schools are conducted in the language and alphabet of the respective community in a manner and under conditions determined by this

⁴⁹„Official. Gazette” no. 79/09, 36/11, 51/11, 166/12, 15/13, 79/13, 164/13, 187/13, 38/14, 44/14

⁵⁰„Official. Gazette” no. 103/08, 33/10, 116/10, 156/10, 18/11, 51/11, 100/12, 24/13, 41/14

⁵¹„Official. Gazette” no. 44/95, 24/96, 96/96, 35/97, 82/99, 29/02, 40/03, 42/03, 67/04, 55/05, 113/05, 35/06, 30/07, 81/08, 92/08, 33/10, 116/10, 156/10, 18/11, 51/11, 6/12, 100/12, 24/13, 41/14

law. In this context, we should mention the **Law on textbooks for primary and secondary education**⁵², which stipulates that students from community members who attend classes in a language other than the Macedonian language and the Cyrillic alphabet, are given books in the language and letter that corresponds with the language in which they are learning.

Housing

The Law on Housing⁵³ divides the housing into two categories: minimal and adequate housing⁵⁴. Non-profit housing is also a legal category regulated by Articles 91-95 of the Law on Housing. Non-profit apartment is a residential unit that meets minimum standards or adequate housing regulated under the Article 8 that is owned by the state, the municipality, the City of Skopje and other non-profit housing organization dedicated to housing exclusively to persons under conditions determined by law. The right to non-profit housing in a non-profit apartment under lease have the citizens of the Republic of Macedonia who are without housing, according to the legally established priorities (low-income families, especially young people who are excelling in certain areas, young married couples, single parents, pensioners over 60 years of age who have not owned apartment and other categories of persons in social risk). Non-profit lease, under Article 65, is when the amount of rent paid by the tenant is sufficient to cover the costs of a regular maintenance of the building. The Government has a number of responsibilities in the area of housing established by this law. Therefore, the Government makes and implements the policy for development of the housing and adopts annual program for the construction and maintenance of the housing owned by the Republic of Macedonia. The annual program for the construction and maintenance of housing owned by the Republic of Macedonia is adopted by the Government and it establishes the construction of housing for persons with social risk and other vulnerable groups, construction of residential and commercial properties held for sale, management of residential and commercial properties, investment and maintenance of residential and commercial properties. Also, their own responsibilities in the area of housing have the municipalities, Skopje and the municipalities in Skopje. They make annual housing program in accordance with the national housing strategy. Related to the issue of housing, it is worth mentioning the proposed **Law on social housing**, which is still in parliamentary procedure, and that is expected to improve the access of socially disadvantaged people to opportunities for social housing in the country and thus contribute into improving the situation of Roma and their inclusion in the society. The Law on social housing, if adopted, will contribute in specifying the objectives of the government programs and the programs of the local government for housing.

The Law on dealing with illegal buildings⁵⁵ regulates the issue of illegal object on which have been performed construction and installation works in a whole or they represent a functional unit with the aim of determining the legal status of such facilities. Determining the legal status of an illegal object, however, involves its recording in the public records of registration of property and fitting the same in the urban-planning documentation.

⁵²„Official. Gazette” no. 98/08

⁵³„Official. Gazette” no. 99/09, 57/10, 36/11, 54/11, 13/12, 38/12, 55/13, 163/13, 42/14,

⁵⁴Thus, under Article 8, the minimum housing includes minimum space requirements, equipment of the apartment with basic communal infrastructure such as electricity, water and drainage and road connectivity to the apartment with the neighborhood or the city, as well as legal certainty of possession or use of apartment. The adequate housing besides the elements of minimum housing includes and appropriate privacy and space, physical accessibility, security, constructive stability and durability, lighting, heating and ventilation, basic infrastructure such as water supply, drainage and waste collection, environmental quality and health-related factors and accessibility related to work and basic services.

⁵⁵„Official. Gazette” no. 23/11, 54/11, 155/12, 72/13

The Law on subsidizing mortgage⁵⁶ establishes the conditions, manner and procedure for subsidizing housing loan that an individual takes from commercial banks for purchasing an apartment or building a house, in order to resolve the housing issue. For part of the interest or for part of the annuity repayment of the housing loan under prescribed conditions, the individuals can receive funding from the Republic of Macedonia, which means you can use it to purchase a new home or to build a new house. The amount of the home loan, according to the law, must not exceed 50,000 Euros converted into MKD.

Health

According to Article 3 of the **Law on the protection of patients' rights**⁵⁷, the protection of the patients is based on the principles of humanity and availability, specifically in respecting the human personality, respect for personal self-determination, physical and mental integrity of the person, as well as the safety of man, respect of the privacy of the people and human relationships between the patient and health workers and health associates based on ethical principles. The availability of the protection of the rights of patients include available and accessible to all patients equally health services, continuity of care and also including collaboration among all health workers, health assistants and / or health care facilities, equitable and fair procedure for selection of medical treatment, availability of services for home care or community services where the patient lives and equal opportunity for protection of the rights of all patients in the Republic of Macedonia. The patient has the right to exercise the rights prescribed by the law, without discrimination based on sex, race, color, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth, sexual orientation or any other status.

The general principles set with the **Law on health care**⁵⁸ establish the right of every citizen to a health care, and a commitment to care, protect and promote their health in accordance with this Law and other laws. The availability of health care is one of the basic principles stipulated in this Law, which stipulates providing health care to the population of the Republic of Macedonia, which is geographically, physically and economically accessible, especially at the primary health care level (Article 6). Article 9 of the Law prohibits discrimination in providing health care in terms of race, gender, age, nationality, social background, religion, political or other opinion, property, culture, language, type of illness, mental or physical disability. The principle of comprehensiveness, provides inclusion of every individual in the health care system, implementation of measures and activities for health care that include health promotion, disease prevention at all levels of health care, early diagnosis, treatment and rehabilitation (Article 10) . The law provides a duty of the state to take all necessary measures to ensure the exercise of the rights guaranteed by this Law, and in particular to provide continuous undertaking of measures and activities for protection from harmful impact on the health from emissions, noise, ionizing and non-ionizing radiation, pollution of water, land, air and food and other harmful environmental impacts, taking measures and actions to preserve the health of the population, and measures for detection of activity, prevention and treatment of infectious diseases, providing a hygienic-epidemiological minimum of the population, prevention and treatment of diseases and drug addiction, quarantine measures and activities for protection of women during pregnancy, childbirth and nursing and care of infants, measures and

⁵⁶„Official. Gazette” no. 158/11, 24/13

⁵⁷„Official. Gazette” no. 82/08, 12/09, 53/11,

⁵⁸„Official. Gazette” no. 43/2012, 46/1993, 55/1995, 10/2004, 84/2005, 111/2005, 65/2006, 5/2007, 77/2008, 67/2009, 88/2010, 44/2011, 53/2011, 145/2012, 10/2013, 87/2013, 43/2014

activities for the organization and promotion of blood donation, providing costs for patients treated with dialysis, providing chemotherapy, insulin and growth hormone, measures and activities determined by special programs and emergency care in accordance with established network of health facilities.

Culture

The **Law on Culture**⁵⁹ regulates the obligation for cultural adoption of a National Strategy for the development of culture as a strategic document that establishes the medium-term objectives and priorities for the development of culture and set of organizational, administrative and financial measures in order to their achieve them (Article 9). The National Strategy also contains an Action Plan through which the defined activities will be implemented and the dynamics and the holders of the activities and projections of budget and extra-budgetary funds will be adopted. The law provides an obligation for the funds of the Budget to be used for promoting and advancing the culture of all communities in the country. As a body within the Ministry of Culture, it has been founded the Office for promoting and improving the culture of the communities in the country, with responsibilities for initiating and taking measures to affirm and promote the culture of the communities.

III. Demographic Profile of the Roma Community in Macedonia

In the last decade, the globalization as a world process, among other things, intensified the processes of construction and political articulation of ethnic identities. This trend of internationalization of minority (ethnic) rights is particularly timely for countries in transition which have the status of candidate for EU membership or they seek to obtain. Naturally these efforts shape the agenda of standards and criteria that these countries have to implement in their legislation for promotion and protection of human rights. Experience shows that the traditional approach to solving the "minority" issues, when it comes to Roma, does not give the expected results. The situation of Roma in relation to other ethnic groups is entirely different, and in that sense, this approach does not resolve this problem in an efficient way. Therefore, for these countries, there was a need to develop specific national strategies for Roma, who have to meet the specific needs and problems that are faced by this ethnic community. The motive for drafting such a document, dedicated to Roma, is determined by the necessity to devise a comprehensive and consistent policy that will identify the crucial issues and problems that refer to certain specifics in this group, but within the globally defined key developmental trend. Certainly the strategy should offer a concrete action program for implementation of the promoted policy, and to pinpoint subjects or possessors of that planned policy.

Although Republic of Macedonia has made significant steps forward in comparison to the other countries regarding the Roma as an ethnic community, however, in the aforementioned context, this country is no exception. Specifically, the Republic of Macedonia, following the political directions set out by the institutions of the European Union, is joining the countries that have shown willingness for making such a strategic document that promotes the principle of active protection of the rights of Roma. This does not mean that this is only a moral obligation for the state, but also the care for the Roma is a legal obligation.

⁵⁹„Official. Gazette” no. 31/98, 49/03, 82/05, 24/07, 116/10, 47/11, 51/11, 136/12, 23/13, 187/13 и 44/14

The care of the state relates to the duty to respect these rights through appropriate legislation and to ensure their protection through institutional administrative and other measures necessary for the full realization of the rights proclaimed.

The principal challenges identified by the Member States, which are highly compatible with the policies and measures that a country should take in regard to the Roma, are the following:

- creating conditions for increased integration in the labor market for those that are longer unemployed and the vulnerable groups who are poor and socially excluded;
- providing comprehensive social protection systems that offer minimal funds that provide a decent life, but also eliminate lack of motivation for job search;
- developing programs for continuing the education, especially of vulnerable groups and overcoming the premature abandonment of the education system;
- improving the quality and access to public services, especially health, social services, housing and transportation;
- overcoming the high level of social exclusion and discrimination, especially of certain ethnic groups, like the Roma, and other risk groups like people living in institutions and persons with disabilities;
- strengthening of the policies for supporting family, social networks and the protection of children's rights.

With an area of 25,713 km², in December 2007 the country had a population of 2,045,177 inhabitants in 85 populated municipalities. According to the census in 2002, 62% of the population was Macedonians, Albanians 25.2%, 3.9% Turks, 2.7% Roma, Serbs 0.2%, while other groups filled the remaining 3.8%. As a reflection of the multi-ethnic composition, the state constitution contains articles that guarantee the rights of the minorities. Roma are recognized as a nationality with all available rights, freedoms and protection from discrimination. Located in the urban areas, most of the Roma citizens live in Skopje, Prilep, Kumanovo, Bitola, Tetovo, Gostivar, Stip and Kocani. Members of this nationality are identified in more than 50 municipalities. Despite the official data on a local level, often the NGOs are indicating the possibility of a larger number of Roma citizens. Reasons for the differences in regarding the official statistics, are the large number of Roma citizens without identity documents, the economic migration of Roma to another city and abroad, the lack of awareness on the part of the Roma community for the importance of the census and other reasons. In preparing this program, official data has been taken into account.

The Government implemented active employment measures targeting the most vulnerable groups in the labor market, i.e. young people under 27 years, women, older workers, orphans, single parents and people that belong to the disadvantaged groups.

The Ministry of Labor and Social Policy establishes the social protection system, facilitating the operation, and provides conditions for the implementation of the social protection activities. The Ministry of Labor and Social Policy prepares annual programs and budget plans for the implementation of the social protection activities. There are 30 centers in the state for social protection, and each of them covers the needs for social protection of the population from the territories of several municipalities.

The Ministry of Education and Science, through the Directorate for development of languages of the communities, deals with the issue of the right to education in the languages of the communities. The general requirement that all children must complete high school education is an encouragement for all citizens, but because of the lack of support programs, this requirement is difficult to be met by the marginalized section of the population. The role of the employment centers is to help employers to identify and select training participants, based on the requirements of the employers. There is a system of state stimulations for employers who organize professional trainings. Local employment services can co-finance the costs associated with the training of each participant.

The Law on Health Care establishes a national system of compulsory state health insurance. Persons registered as unemployed should have access to health insurance. According to the law, beneficiaries of the compulsory health insurance are entitled to a primary health care.

The Roma are very active on the political scene: there are nine Roma political parties in the government and in opposition. As a result of the local elections, a mayor, a president of the Municipal Council and 25 councilors Roma work in the municipal councils of Butel, Debar, Gazi Baba, Gostivar, Kicevo, Kocani, Kumanovo, Shuto Orizari, Skopje, Stip and Vinica.

There are a number of officials who are in positions of the highest level in public institutions: two MPs, a Minister without portfolio who is also the coordinator of the implementation of the Strategy for the Decade of Roma - NCIDSR, a Deputy Minister (in Ministry of Labor and Social Policy) Mayor of the municipality of Shuto Orizari, several senior officials in the ministries and advisor in the Office of the Ombudsman in Skopje.

About 120 Roma NGOs aim to improve the status of Roma in education, and consequently, to contribute in overcoming the extremely unfavorable socio-economic situation of the Roma community. Some of the Roma NGOs are focused on the protection of human rights, raising awareness of Roma citizens about their rights and protection mechanisms, offering legal protection in cases of violation of their human rights. Some Roma NGOs are focused on women, children or youth Roma organizations. One part of the NGOs is also dealing with the Roma language and cultural issues. Effective actions for capacity building helped Roma NGOs to develop strong core of well-trained activists, with adequate knowledge, skills, and motivation to accept challenges in their communities and help in seeking solutions to the existing problems. Unfortunately, the number of active Roma NGOs is reducing daily because, according to the activists, the downward trend in the number of international donor organizations in the country, tightening criteria for donation, as well as the global economic crisis and recession.

The country has several local radio stations and two local television stations that broadcast in Romani language. Some of the programs in this language are included in the National radio broadcaster, the Macedonian Radio Television - MRTV. The study of the Romani language in primary education is optional.

The range of different dialects of the Romani language prevents the creation of a single language of Roma in Macedonia. A number of groups in some communities do not speak the Roma language at home, but speak Macedonian, Albanian and Turkish.

Several businesses have owners or managers Roma, but the number of large companies whose shareholders are Roma is limited to less than the 20.

The above stated data is official and is published by the State Statistical Office in 2008 and the official report of the State Statistical Office of the census in 2002.

IV. Commitment to the strategy / vision, strategic objectives, specific strategic (program) goals /

Vision

"Roma in Republic of Macedonia involved in the society with increased opportunities for a better life"

Strategic Orientations

- 1. Improving of the conditions and opportunities for employment and decreasing of the unemployment of the Roma community, and thus its integration into the society in the country.**
- 2. Raising the level of education of the Roma community.**
- 3. Reducing the gap in the quality of housing between Roma and non-Roma communities in Macedonia.**
- 4. Continuous improvement of the health status of the Roma community in Macedonia.**
- 5. Development and promotion of Roma culture, language and tradition.**

Specific Strategic Goals

1. To increase the number of Roma registered in the Employment Service Agency, as well as those involved in active measures for employment of about 10% in 2013 to at least 50% by the end of 2020
2. To enhance the employability of the Roma community through the creation and implementation of incentive policies and programs by the end of 2020.
3. In the period of 2014-2020, to increase the number of Roma children at preschool age, included in the pre-school education by 25%.
4. Increased participation of carers/educators Roma in the institutions of preschool education by 2020.
5. To cover at least 98% of Roma children for enrollment in 1st grade of elementary education, to improve their performance and to achieve a minimum of 75% transfer from one grade to the next by 2020.
6. To increase the transition from primary education to secondary education, improve performance and significantly reduce the withdrawal of Roma students by 2020.
7. To increase the number of Roma graduates by 2020.

8. To increase the number of students Roma enrolled on pedagogical faculties, specializations and other faculties that are producing teaching staff.
9. Completion of primary and secondary education by Roma adults that because of various reasons did not finish in time, in order to gain the opportunity for subsistence, personal development and other needs.
10. Decreased number of Roma students involved in schools for children with special needs by 20% by 2020.
11. To legalize 70% of settlements inhabited by Roma population by 2017, where opportunity is presented.
12. To build up to 50% of the communal infrastructure in the settlements with predominantly Roma population, where possible, by 2020.
13. Amending the existing and adopting new legislation on social housing and vulnerable groups by 2015.
14. To establish an effective mechanism for recording violations of the rights of health care and health insurance of Roma, and to act upon them.
15. To ensure the implementation of the Law on the protection of patients' rights.
16. To harmonize legislation and procedures to promote the right to health insurance.
17. To continuously promote legislative changes and procedures as well as health news on the health care and health insurance, according to the social and educational status of Roma.
18. To adapt public health policies, according to the needs of the Roma community.
19. Most coverage of the Roma community with preventive and primary health services.
20. To establish and implement mechanisms to continuously identify unvaccinated children Roma at preschool and school age and their regular vaccination.
21. Regular and timely delivery of invitations for vaccination in Roma settlements.
22. To raise the level of awareness and knowledge among Roma parents about the process of immunization.
23. Strengthening the role of primary health care in providing quality health services in the area of reproductive health of Roma, such as family planning, prevention and care of STIs, prevention of unwanted abortion, providing adequate pre and post-natal care for the mother.
24. To employ Roma who completed appropriate secondary and university education in appropriate job positions in the institutions for primary health care, the preventive teams and teams of PHI by the secondary and tertiary health care.
25. Preservation and promotion of Roma folklore and tradition.
26. Advancement of the publishing and the literature in Romani language and supporting Roma authors.
27. Advancement of the Roma theater activity.
28. Advancement of the Roma music activity.
29. Advancement of the Roma art activity.
30. Advancement of the Roma movie activity.
31. Development of the infrastructure to support the development and promotion of Roma culture, tradition and language in Macedonia.
32. Development of regional and international cooperation in the area of development of Roma culture.

33. Increasing the number of Roma and their representatives in government agencies, authorities and commissions at the local and national level in the area of development of Roma culture.

V. Strategic intervention by areas of action/strategic goals, Context-actual conditions, specific strategic (program) goals, outcomes, measures

Employment

Strategic Orientation

Improving the conditions and opportunities for employment and decreasing of the unemployment of the Roma community, and integrating of this community into the mainstream society.

It is proposed that all future measures and activities, in addition to reducing the unemployment of the Roma community to be dimensioned within the existing policies that are implemented by the relevant institutions.

Context-actual conditions

The employment situation of Roma remains one of the most worrying factors that impede their full participation in the society. Although there is little improvement in the employment rates and activity of Roma, they still have unemployment that is almost twice as high as the national average, and even higher among Roma women. In view of this, we can see progress in the area of public employment, which is made up from 0.33% in 2005 to 2.56% in 2012.

Although there are no systematic and consistent data to measure the progress in the field of active employment measures, yet fragmented data of national action plans for employment suggest that the participation of Roma has been increased in these measures. Moreover, the work of the Roma information centers (RIC)⁶⁰ contributed to improve the public awareness about employment opportunities. However, some of the major flaws in the Strategy for Roma, and the total involvement of Roma in the labor market can be seen in:

- No reducing of ethnic differences in rates of employment and unemployment;
- Negligible or imperceptibly increase in loans and credits for employability of Roma;
- Lack of specialized programs for employment of Roma;

⁶⁰The main task of the Roma information centers is to be in constant communication with the citizens in accordance with the legislative obligations and working obligations of the RIC and with the work program of the RIC, timely to inform, advise, mentor and to provide logistical support to the citizens in order to exercise their rights and obligations (in the areas of social protection, employment, health, housing and education, obtaining personal documents, etc.) in a timely manner without any major problems and consequences. In some cases, if there is a need to provide a particular service or to represent the citizens at the institutions, to go on field and directly assist the timely completion of the required activities or through promotional materials (ads or otherwise.)

- Low/High offering of literacy programs, and qualification and retraining of unemployed Roma in accordance with their needs/opportunities.⁶¹

As part of the transition countries in the region, including in this country, a significant number of Roma have lost their jobs and realistically they have the least chances to find a new job. The main problem is located in the difficulty to join and re-enter the labor market. In general, the Roma are living "day by day" with earned assets without paying contributions that would include them in legal streams of the state and would have ensured them certain rights. This picture is enriched by the social "safety net" that covers the minimum needs of those who receive it, stimulating simultaneously the gray economy. In this way, the users of any benefits granted by the state gain the psychology of dependence on social benefits, which makes it difficult to re-enter into the regulated labor market.

The low level of education determines most of the Roma to the lowest and least paid jobs, usually physical work that currently are difficult to obtain, since the supply of labor is high. In such a crisis, tapered educational criteria for employment further marginalize Roma. Namely, despite the fact that there are Roma who have completed high school and could be employed in some positions in the state apparatus, they remain on the waiting list as unemployed at the employment centers, a fact that has a discouraging effect on others to continue their education.

Partly the reason for unemployment is among the Roma themselves who do not know how to get information on possible employment at the official institutions that are responsible. Also, the chances for new employment are reduced somewhat due to the present discrimination by certain employers.

As for the employment of Roma in the public administration, they continue to see the employment in the state apparatus as susceptible to a great partisanship and politicization, and the domination of some preliminary agreements in accordance with the Framework Agreement, rather than the actual qualifications of applicants for employment.

In this context we should mention the share of Roma women in the labor process, which seeks to actual perform those traditional family responsibilities that are part of the Roma family, but is also economically active, although it is usually out of the legal developments of the Macedonian economy. The possibilities for its education and thus the possibility of its employment are yet to show a trend of improvement.⁶²

The total number of Roma who are registered with the ESA of the Republic of Macedonia as of December 2013 is **7516** people. Of them as active jobseekers were registered **1743**, while the number of other people or other job seekers is the **5773**.

NGOs say that the introduction of the new system to keep track of the unemployed in the employment agency which job seekers are categorized and recognized as active and others or other job seekers, many

⁶¹Dr.Maja Gerovska Mitev " -Review of the progress in implementing the National Strategy for Roma integration and progress in the socio-economic standard of the Roma". The document was developed for the needs of the Program for development of the United Nations - UNDP Office in Skopje. It will be available on the website: www.mtsp.gov.mk

⁶²"Strategy for Roma in Macedonia 2005", Dr.Natasha Gaber. The document is available on the website of MLSP: www.mtsp.gov.mk

Roma are determined to be the other or other job seekers. As a key reason for this they cite the convenience associated with having to report every 6 months.

NGOs believe that it is a matter of lack of information or ignorance of Roma with various opportunities associated with categories of applicants.

With such approach they as the others or other job seekers are not entitled to use the active employment measures. This is a new phenomenon and in the future it may imply serious problems for the Roma community in terms of the possibilities of using active measures for employment and further reduced their employability.

The active employment measures of the Government were accepted by the Roma as a real possibility. During 2010, a total of **133** Roma, **40** of who are women, are included in these measures. In 2011, **223** of which **66** Roma women while in 2012 a total of **578** Roma, **222** women were included in these measures.

The interest for inclusion in the measures during 2012 was significantly increased. It is evident the increasing of the number of women, **222** versus **356** men. This indicates that the activities to promote these measures realized by the Ministry of Labor and Social Policy, ESA of the Republic of Macedonia and NGOs are beginning to provide tangible results and that they should continue. Although the results were positive, however, only 10% of the total number of registered Roma in the ESA was included in the measures. Increasing this number is something that can and should be realized in the next period.

In 2013 there was continuous increase in the number of Roma who were involved in the active employment measures. Although there is little difference, still, the number increased and was of total **612** people of which **248** were women.

In addition, the tables 6 and 7 for the Roma inclusion measures in 2012 and 2013 are to be followed.

Table 1: Overview⁶³ of the inclusion of the Roma in the active measures of the Government by 2012.

Implementer	Measure	Total	
		Roma(M+F)	Roma(F)
Government of RM	Crediting	5	1
	Crediting of legal entities	0	0
	Total	5	1
Operating plan	Subsidizing of the usufructers on a state agricultural land	0	0
	Self-employment and formalization	14	4
	Support for additional employment	0	0
	Subsidizing Employment	30	15
	Internship	1	1

⁶³Source: Employment Agency of the Republic of Macedonia

	Training with a known employer	9	5
	Training for advanced IT skills	0	0
	Training for occupations in deficit	23	4
	Education for starting a business	57	38
	Survey for vacancies	0	0
	Pilot training program through the sustainable self-employment	0	0
	Pilot program through training to subsidized employment	0	0
	Community service	0	0
	Public Affairs	204	25
	Total	338	92
ESA	Support for active job search and career orientation	109	78
	Total	109	78
IPA	Internship	0	0
	Training for general skills (language and computers)	106	50
	Training for occupations in deficit	20	1
	Total	126	51
Overall		578	222

Table 2: Overview of the inclusion of Roma in the active measures of the Government in 2013.⁶⁴

Implementer	Measure	Total	
		Roma(M+F)	Roma(F)
Government of RM	Crediting	8	3
	Crediting of legal entities	2	0
	Subsidizing of employment	0	0
	Total	10	3
Operating plan	Self-employment and formalization	8	1
	Support for additional employment	0	0
	Subsidizing of Employment	12	4
	Internship	2	2
	Training with a known employer	2	2
	Training with a known employer with Subsidizing (Training)	2	0
	Training with a known employer with Subsidizing (Subsidizing)	1	0
	Training for advanced IT skills	0	0
	Training for occupations in deficit	16	5
	Education for starting a business	60	51

⁶⁴Source: Employment Agency of the Republic of Macedonia

	Survey for vacancies	1	1
	Community Service	1	1
	Public affairs	177	22
	Subsidizing of the usufructers on a state agricultural land	1	0
	Total	283	89
ESA	Support for active job search and career orientation	319	151
	Total	319	151
USAID	Support for active job search and career orientation	0	0
	Total	0	0
Overall		612	243

In the absence of additional data we can conclude that Roma although less in number, they still are involved in most of the measures.

Although it is too early to see the results and evidence of improvements in the quality of life of the Roma families as a result of improved employment, it can be concluded that there is an improvement, and that is evident that this improvement needs to be affirmed, which would allow a greater involvement of the Roma community in these measures. There has been an official announcement from the Government that they will continue to undertake measures in the next medium-term period.

The problems and needs that are the subject of this Strategy are identified in these sub-areas: Institutional support for Roma employment and increasing of the employability of the Roma community.

Institutional support for the employment of Roma

- Lack of coordination of the institutions and inter-institutional cooperation at central and local levels in the development and implementation of employment policies;
- Need for adaptation and policy-making in accordance with the need for gender-sensitive approach;
- The need for a greater involvement of the local government in identifying the problems and needs and recommending measures to overcome them (including preparation of LAP);
- Motivating the private sector for Roma inclusion in the labor market;
- Insufficient capacity according to the needs of the labor market (horizontal and vertical level of job positions);
- Lack of legal framework for social entrepreneurship;
- Failure to comply with OFA in the selection process for employment of Roma in public administration;

Increasing of the employability of the Roma community

- Unregistered Roma in the ESA (with emphasis on the Roma women)
- Insufficient information about active measures to reduce unemployment;
- Low motivation and lack of ideas for starting an own business and gaining appropriate qualifications;
- Lack of media activities to promote positive examples of using the employment measures;

- Insufficient information about the active and passive search of job;
- Uncompetitive Roma in the labor market due to lack of skills and inadequate and incomplete education;
- Categorizing and specifying Roma as a special target group;
- Lack of documents to get loans;
- Lack of data on the educational structure of Roma from the age of 15 to 64 for creating educational profile;
- Prevention of discrimination in the rights for employment of Roma;
- Hidden discrimination in the hiring process (especially in the private sector).

Specific strategic (program) goals, results measures

Sub-area of action: Institutional support for employment of Roma

Specific strategic goal 1: To increase the number of Roma registered in the ESA, as well as those involved in the active measures for employment from about 10% in 2013 to at least 50% by the end of 2020.

Expected results:

- 1.1. Improved awareness of the Roma in terms of rights and obligations in the field of employment and opportunities for involvement in the labor market;
- 1.2. Increased capacity for employment through training, retraining and additional training annually by 2020 to at least 50 Roma;
- 1.3. To increase the number of registered Roma in the ESA;
- 1.4. To increase the number of active registered Roma claimants involved in active measures of the Government of RM;
- 1.5. To engage the local government and the City of Skopje, in the institutional support.

Measures:

1.1. Improved awareness of the Roma in terms of rights and obligations in the field of employment and opportunities for involvement in the labor market;

- Informative campaigns;
- Promotion of opportunities on the field in 15 cities where Roma live in significant numbers;
- Informative educational activities in the Centers for employment;
- Presentation of positive examples and experiences.

1.2. Increased capacity for employment through training, retraining and additional training annually by 2020 to at least 50 Roma;

- Additional qualification;
- Prequalification;
- Inclusion in the labor market;
- Motivating the Roma community to involve them in collaboration with ESA, MES and NGOs.

1.3. To increase the number of registered Roma in the ESA;

- Informative educational activities on the field (in 15 cities where Roma live in significant numbers);

- Organizing alternative events to motivate Roma (fairs, open days etc.);
- Mediation;

1.4. To increase the number of active registered Roma claimants involved in active measures of the Government of RM;

- Promotion of opportunities on the field in 15 cities where Roma live in significant numbers;
- Informative educational activities in the Centers for employment;
- Presentation of positive examples and experiences.
- Incentive measures and activities (meetings with potential employers);
- Providing conditional financial support for businesses (through projects) for registered Roma involved in active measures.

1.5. To engage the local government and the City of Skopje, in the institutional support.

- The units of the local government in 15 cities where Roma live in significant numbers, to prepare LAP for employment of the Roma;
- The units of the local government to provide the budget and projects from donors for the implementation of LAP for employment of Roma.

Sub-area of operation: Increasing of the employability of the Roma community

Specific Strategic Goal 2: To increase the employability of the Roma community through the creation and implementation of incentive policies and programs by the end of the 2020th

Expected results:

- 2.1. Increased utilization of the programs for completion of the education of adult Roma for an easier access to the labor market;
- 2.2. Increasing the credit worthiness of the Roma community by 2020;
- 2.3. Revival of social entrepreneurship as an opportunity to reduce unemployment and poverty among Roma by 2020;
- 2.4. Creating of at least one policy on a level of a law or an active measure from the Government that will include benefits for Roma who will official businesses and employ other Roma;
- 2.5. Proportional representation of Roma in public administration by 2020.

Measures:

2.1. Increased utilization of the programs for completion of the education of adult Roma for an easier access to the labor market;

- Informative-educational activities and campaigns in the Roma communities;
- Promotion of the opportunities offered by the labor market with completed primary and secondary education
- Preparation of initiatives on level of the local government and the City of Skopje;
- Increasing of the number of verified competent providers of training;
- Use of the existing funds;

2.2. Increasing the creditworthiness of the Roma community by 2020;

- Enhancing of the mortgage capacity through legalization of private facilities owned by Roma;
- Connecting and networking of Roma, with their own business and capital, for joint investment and for easier access to loans and credits;

- Providing affordable credit lines for businessmen that employ Roma permanently under conditions which will guarantee stability and career development for the employees.

2.3. Revival of social entrepreneurship as an opportunity to reduce unemployment and poverty among Roma by 2020:

- To prepare a law on social entrepreneurship;
- To promote the benefits and opportunities provided by social entrepreneurship;
- Training for the Roma in terms of the basic tenets and the process of inclusion and implementation;
- Presentations of good practices

2.4. Creating of at least one policy on a level of a law or an active measure from the Government that will include benefits for Roma who will official businesses and employ other Roma: ⁶⁵

- Preparation of a study on the informal economy in the Roma community in Macedonia;
- Creating of at least one policy on a level of a law or an active measure from the Government that will include benefits for Roma who will official businesses and employ other Roma;
- Application of the experiences of other countries on the various models and methods of transformation from informal to formal economy;
- Provide opportunities for individuals who are involved in informal or gray economy, to transfer in the formal economy;
- Creating opportunities for registering certain activities by paying minimal taxes
- Implementing of a **gradual approach** to the registration of informal businesses and jobs in the formal market, including phases that are necessary for the "new" participant in the labor market to cope with the financial burdens, i.e. the actual costs of the formal market;
- Financial incentives for Roma such as phased payments, payment delay for certain obligations, lending at "state-fixed" rates, incentive grants to formalize business etc..

2.5. Proportional representation of Roma in public administration by 2020

- Research and preparation of a list of Roma employed in public administration, as of December 2013;
- Analysis of the existing organizational structure and the fulfillment of the existing positions of state and public institutions and mapping of potential employment positions;
- Preparation of a list of possible candidates for employment that will include: completed students Roma, uncompleted students Roma, Roma high school graduates and Roma who are enrolled in secondary education;
- Preparation of criteria for selection;
- Preparation of a list of Roma that will be supported in the employment in public administration;
- Lobbying for employment of Roma from the proposal list

Education

⁶⁵Part of the measures correspond to the measures proposed in the strategy for social inclusion and poverty reduction available at the website: www.mtsp.gov.mk

Strategic orientation

Increasing the level of education of the Roma community.

Context-actual conditions

It is no accident that it is believed that education, along with employment, have the largest potential for future development of each community. The safest path out of poverty is to encourage employment and to raise the level of education. When these two areas are to experience a noticeable growth in the next period, they are expected to give a strong impulse to other priority areas outlined in the Strategy. The current situation with the general educational level of the Roma is unsatisfactory. Although the completion of primary and secondary education is a legal requirement, however noticeable deviations are existent. Illiteracy or low educational level in this category of the population, continue to force the spiral of poverty, and thus the related high unemployment rate, said Dr. Natasa Gaber, author of Strategy for Roma 2005⁶⁶

The Directorate for development of the education and the languages of the communities in terms of their participation and intervention in the creation and implementation of policies and measures in improving the educational status of Roma affirms the following information:

National documents, strategies and policies

1. Strategy for Roma in Macedonia

In 2005 the Government adopted the **Strategy for Roma in Macedonia**. This strategy is focused on several areas and the purpose of this Strategy is to improve the standard and quality of life of the Roma population in Macedonia. The education as an important segment and as a condition to achieve the objective of this strategy occupies a significant place in the same document.

1. Decade of Roma Inclusion 2005 – 2015

Also in 2005, the Republic of Macedonia became part of the international initiative **Decade of Roma Inclusion 2005 - 2015** initiated by the World Bank and the Open Society Foundation, which is focused on four priority areas, including:

- Education
- Employment
- Housing
- Health Care

2. Action Plan for Education

After the adoption of the National Strategy for Roma and joining the international initiative Decade of Roma 2005 - 2015, **four operational action plans** were prepared for the four above-mentioned priority areas, one of which is **education**. The NAP is revised in 2009.

3. Concept for a nine-year primary education

In accordance with the reforms in the Law on Primary Education and the Concept of nine-year basic education students—members of the Roma community were able to learn their own language and culture through the introduction of the elective subject: Language and culture of the Roma. This course begins to run from the third grade until the end of primary education.

⁶⁶This passage, because of a higher degree of relevance and actuality after 8 years, is downloaded from the document "Strategy for Roma in Macedonia 2005", prepared by Dr.Natasha Gaber, available on the website of MLSP: www.mtsp.gov.mk

The Roma ethnic community is consisted of 53,879 or 2.66% of the total population in the country. This community follows the teaching on Macedonian language in primary and secondary education. Roma, in the previous period, studied their own language optionally, and from the 2008/2009 as an elective subject, i.e. language and culture of the Roma in the third grade, with 1 hour of weekly fund until the IX grade with 2 hours of weekly fund. For those needs the Bureau for Development of Education, developed curricula from third to sixth grade and held a contest for a textbook for third and fourth grade. The subject Language and culture of Roma is represented in the following schools:

Table 3: Overview of schools that performed the teaching of elective subject language and culture of the Roma

Elementary schools in which is performed the teaching of the elective subject Language and culture of the Roma in the 2013/14 year.				
Order no.	City	School	Total number of Roma pupils	Total number of Roma pupils that attend the elective subject
1.	Kichevo	Sande Sterioski	377	65
2.	Chair	Vasil Glavinov	534	195
		Jane Sandanski	76	50
3.	Shtip	Tosho Arsov	238	94
		Dimitar Vlahov	94	33
		Vancho Prke	68	37
4.	Shuto Orizari	B.R.Hamid	2101	1635
		26-ti Juli	496	232
5.	Delchevo	St. Kliment Ohridski	20	13
Total:	5	9	4004	2354

For the elective subject Language and culture of the Roma have been developed curricula for 3rd to 6th grade, and currently is underway the developing of the programs for 7th, 8th and 9th grade. There are prepared textbooks from 3rd to 5th grade, and currently a procedure is running for the provision of textbooks for the other grades. The Roma language in the academic year of 2012/13 is an introductory elective course on the Faculty of Philology in Skopje.

Statistical Data

Table 4: Overview of Roma pupils enrolled in first grade during the school year from 2005 to 2012.

Order no.	School Year	Males	Females	Total number of enrolled first-graders
1.	2005/06	685	671	1356
2.	2006/07	715	654	1369

3.	2007/08	782	699	1481
4.	2008/09	839	833	1672
5.	2009/10	754	729	1483
6.	2010/11	716	605	1321
7.	2011/12	693	606	1299
8.	2012/13	475	486	961

Table 5: Overview of Roma pupils enrolled in primary school during the academic year 2005 to 2012.

Order no.	School Year	Males	Females	Total number of enrolled Roma pupils
1.	2005/06	4469	3940	8409
2.	2006/07	4441	3940	8381
3.	2007/08	5268	4882	10150
4.	2008/09	5421	5130	10571
5.	2009/10	5528	5225	10753
6.	2010/11	5410	5103	10513
7.	2011/12	5103	4821	9924
8.	2012/13	4979	4899	9874

Table 6: Overview of Roma students enrolled in high school during the school year from 2005 to 2012.

Order no.	School Year	Males	Females	Total number of enrolled students Roma
1.	2005/06	654	586	1240
2.	2006/07	678	526	1204
3.	2007/08	831	641	1472
4.	2008/09			
5.	2009/10	1054	900	1954
6.	2010/11	918	780	1698
7.	2011/12	974	749	1723
8.	2012/13	1056	860	1916

Table 7: Overview of Roma students enrolled to undergraduate studies in the university education institutions in the period 2010/11 to 2011/12 academic year.

Order no.	Academic	Number of students Roma enrolled for the first time	Total number of students Roma in the institutions of university education	Males	Females
1.	2010/11	84	212	108	104
2.	2011/12	101	216	106	110

Activities and projects of the Directorate for development of education of the languages of the Communities, a body within the Ministry of Education and Science

Elementary Education

Exemption from payment of an administrative fee for a certificate of immunization

The Ministry of Education and Science through the Department for improving the primary and secondary education and the Directorate for development of the education of the languages of the communities, in 2009 in collaboration with the Ministry of Health, freed the Roma from paying the administrative fee for a certificate of immunization which is one of the necessary documents for enrollment in the first grade of the elementary education. This release was mostly felt by the Roma families because this cost was a serious obstacle to the enrollment of their children in primary education.

Manual for anti-discrimination in the educational system in the Republic of Macedonia

The Directorate for development of education of the languages of the communities in collaboration with the NGO National Roma Centrum from Kumanovo and other departments in the Ministry of Education and Science, in 2010 developed a handbook for protection and prevention from discrimination in the educational system Republic of Macedonia.

In general or the overall objective of this manual is to achieve cooperation and coordination between all institutions and individuals involved in the educational system in order to provide equal conditions and opportunities for quality education for all children regardless of religious, ethnic, religious or any other basis and to establish a monitoring system that will allow uninterrupted and quality education for all children, through the cooperation and involvement of all stakeholders.

This project is financially supported entirely by the Roma Education Fund in Budapest, Hungary.

Strategy for the introduction of Roma mediators in educational system/ Policy Paper

The main purpose of the document is to provide guidelines and recommendations for the introduction of Roma educational mediators in primary education in the country, the experience gained from the implementation of the activities of the campaign for Roma Education, funded by the Roma Education Fund Budapest as a positive model for providing a quality and equal education to the students from the Roma community, implemented by the NGO National Roma Centrum from Kumanovo.

According to the dynamic implementation of this strategic document it is firstly predicted Roma educational mediators to be included in the 2014/15 academic year.

Finishing of construction of the elementary school “Braka Ramiz I Hamid” in the municipality of Shuto Orizari

The construction of the elementary school “Braka Ramiz I Hamid” started in May 2013. The school will have 18 new classrooms and three offices for subject teaching. This investment will largely provide better conditions for the practice of quality teaching and create more space and room for teaching, which is currently being practiced in three shifts.

The extension will cost a total of 66.000.000 MKD provided from the budget of the Ministry of Education and Science.

Project: Support of the integration of ethnic communities in education

In the IPA project “Support for the integration of ethnic communities in education”, trainings were organized for the principals and teachers in primary schools. The trainings were focused on theories of intercultural education and were aimed to sensitize the principals of schools for diversity in their school and to get closer to the intercultural concept and strategies for managing intercultural school environments. In addition, the project was implemented in 5-day and two-day courses for Roma parents in the municipalities of Bitola, Kumanovo, Prilep, Skopje, Stip and Tetovo. The training included 82 parents of Roma children.

Also, there were organized two days and three-days training for the Roma educational mediators in the municipalities of Bitola, Kumanovo, Prilep, Stip and Skopje with which were covered 53 people.

Campaigns to raise awareness among parents to enroll their children in primary and secondary education

The Ministry of Education and Science, through the Directorate for development and promotion of education of the languages of the communities at the beginning of each school year and during the months of August and September in cooperation with Roma NGOs and Roma information centers organized action to inform the Roma population for enrollment of their children in the first grade of primary education and the first year of high school. This action was organized through informative workshops and direct visits in the homes of the Roma families. The goal was to raise awareness among the parents through information and assistance for enrollment of their children in primary and secondary education.

High School Education

Reduced criteria for enrollment of Roma students in public high schools

The Ministry of Education in accordance with the National Strategy for Roma and the Action Plan for education from 2009/2010 in the Open call for enrollment in public high schools, prescribed that students of the Roma ethnic community may enroll in certain public high school if they have up to 10% less points than the number of points provided in the Open call in accordance with the relevant curricula and if they meet additional criteria for the knowledge exam and skills in the appropriate school.

Project for scholarships, mentoring and tutoring of Roma students

The Directorate for development of education of the languages of the communities, for five years continuously is carrying out the project for scholarships, mentoring and tutoring of Roma students. The general goal of this project is through positive interventions to increase the success of Roma students from first, second, third and fourth year of all public and private high schools in the country. With this project, the students' scholarships cover about 84 schools and 28 municipalities throughout Macedonia. The project takes place in three stages: i.e. scholarships, mentoring and tutoring.

Mentoring

The purpose of the mentoring is to provide additional support for the Roma high school students that have difficulties in learning the subject matter.

Tutoring

The third phase of the project contains of engaging tutors to support the graduate students that are users of scholarships in this project. By hiring these teachers / tutors the students receive extra help in learning the material so they can pass the state or school graduation, and for an easier overcome of the selected external or internal objects.

Table 8: Achieved Results

Year	Number of granted scholarships	Number of scholarship users that successfully finished the year	Number of assigned mentors	Number of students that completed their four year high school	Number of students that completed their four year high school
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2009/10	444	435 (98, 4%)	161	/	/
2010/11	611	597 (97, 8%)	160	72	30
2011/12	591	586 (99, 15%)	132	100	45
2012/13	593	591 (99, 66%)	106	112	49

In the school year 2013/14, a total of 626 scholarships were granted for Roma students in two categories.

Construction of a secondary school in the municipality of Shuto Orizari

Currently it is being completed the construction of a combined high school and a secondary vocational school in Shuto Orizari in which the Roma is the majority population and in accordance with the planned pace, this school should receive the first students during the school year of 2014/15.

Free books, transportation and accommodation in dormitories

The Government through the Ministry of Education and Science for several years is realizing the project for free books which is also followed with free transportation and accommodation in dormitories. This is ideal for Roma students to continue their education and to achieve solid results.

University Education

Quotas for enrollment of Roma students in the institutions of university education

This practice functions for years as an affirmative measure for easier access of the Roma students in the institutions of university education.

During the academic year of 2010, for the first time the subject Romani language and culture is introduced as an elective subject at the Faculty of Philology in Skopje.

Activities of the domestic and international foundations and organizations

Despite the measures of the Ministry of Education in the development of education of the Roma, also the domestic and international foundations and organizations contributed for the cause through direct support and implementing of projects focused on this target group.

The Roma Education Fund in Budapest in collaboration with the Ministry of Labor and Social Policy – DISDR, each year in 20 municipalities in the country, includes 400-450 children in pre-school education and training. The project 'Good Start' despite the support to 100-120 children in engaging in pre-school education, the same project is also providing the children with clothing and toiletries and also it includes immunization and the involvement of parents in activities which through has been given the educational-integrative support for the education of their children

Another important intervention is the project for tutoring help of the Roma children from 2nd, 3rd and 4th grade in all elementary schools in the municipalities of Tetovo, Gostivar, Debar and Kicevo, which is realized by the non-governmental organization “Sun” from Tetovo, the project for the resocialization of older children (8 -11 years) who have left or have never been a part of the educational process, which is

implemented in collaboration with the NGO “Bright Future” from Kocani, scholarships for high school students and Roma enrolled in medical schools and universities, as well as scholarships for Roma students studying in and out of the country. Also, a big contribution is the support to the education of the adult Roma that the Roma Education Fund for several years is giving the Roma population in the eastern part of the country through the NGOs “Ternipe MK” from Delčevo and “Bright future” from Kocani.

It is important to note that from the launch of the Decade of Roma Inclusion, the Foundation Open Society – Macedonia in partnership/support with USAID, the Pestalozzi Children's Foundation, the Roma Education Fund, OSCE, the Royal Netherlands Embassy and the Embassy of the Republic of Hungary has implemented several projects aimed at improving the educational status of Roma in Macedonia. The following activities were carried out within these projects:

- Over 500 Roma pupils were receiving support outside of school in writing homework, overcoming the school subjects and preparing for the written assignments;
- 2547 scholarships and mentorships were provided for high school students and 1,100 scholarships for Roma students enrolled in the institutions of university education;
- Over 1400 teachers attended the training for social justice, interactive methods of teaching, intercultural education, cooperation with parents etc. .;
- More than 1,500 parents were involved in workshops on issues related to the education of their children.

All of the above mentioned interventions contributed to the increase of the number of Roma children with completed primary, secondary and university education.

Great contribution in the last two years is also the intervention of the Ministry of Labor and Social Policy together with the World Bank, through conditional cash transfers in secondary education, and the many activities of the UNICEF Office in Skopje and other Roma NGOs.

As a confirmation of the above interventions and results achieved in the past 8 years, is the research that was made by Dr. Maja Gerovska for the needs of the **Program for development of the United Nations - UNDP Office in Skopje**, entitled as "**Review of the achieved progress in implementing the National Strategy for Roma integration and the achieved progress in the socio-economic standard of the Roma**".

According to her, from the launch of the Decade of Roma in 2005, the most evident progress has been made in the field of education. Although the ambitious goals set out in the Strategy and Action Plan are not fully realized, there are visible improvements in the total coverage of Roma children and youth in the education system. Specifically, from 2005 these results have been achieved:

- An increase of the number of covered Roma children in pre-school education from 1.5% to 4%;
- An increase of 0.84% in the number of children with completed primary education (in the academic year 2011/12 compared with the 2006-07);

- An increase of 27.5% in the number of Roma enrolled in secondary education and increase in the number of the female Roma students of 29.5% (in the school year 2011/12 compared with the 2006-07);
- An increase of 49% of young Roma with completed secondary education and growth of female Roma students of 73.2% (in the school year 2011/12 compared with the 2006-07);
- An increase of 11.4% in the number of Roma students enrolled in college and rise of female Roma students of 19.7% (in the academic year 2009-10 compared with the 2006-07);
- An increase of 69.2% in the number of Roma graduates and an increased number of 57% among the graduated female Roma students (in academic year 2011 compared to 2007).

However, for the educational inclusion of the Roma in the country still remain some important challenges. The report notes that in the academic year 2011/12 compared with the 2006-07, there was a decrease of 0.74% in the number of children in primary education. Moreover, the number of Roma children in special schools remains high. Also, little progress has been recorded in terms of the growth of literacy and the education of adults, and also it is lacking a detailed and comprehensive records of the children included in the school system.

The problems and needs identified by all relevant stakeholders, that will be subject to the action of this strategy are identified in the following areas: pre-school education, primary education, secondary education, university education, adult education and education for children with special needs.

Activities of the domestic and international foundations and organizations

- Low coverage of children in pre-school care and education;
- Lack of early socialization and educational experiences of Roma children who are beyond any form of preschool education;
- Lack of Roma teachers in pre-school education;
- Lack of trained staff in pre-school education, which is not sensitive to the differences and is unable to fully meet the different needs of children;

Elementary Education

- Lack of relevant recent statistics on the number of Roma children that are of primary school age (6-14 / 16 years);
- Low coverage of children in primary education (a number of children who are out of the educational system for various reasons - tradition, undocumented children, children living in extreme poverty, etc.);
- Lack of knowledge of the Macedonian language as a language of teaching, leads to unequal start and unprepared entry of (part of) the Roma children in primary education;

- Low rate of children staying in primary education and low rate of progress from one grade to another;
- High dropout rate among Roma children, especially in the last third cycle of primary education (6-9th grade), and the absence of policies and measures for their return in education process;
- Inadequate and dysfunctional systems to support children with low achievements (extra classes, counseling, parental schools, etc.) to keep them in school and to help them to advance properly;
- High rate of students that are at high risk to pause and/or to leave education for temporary internal and/or external migration (migration for seasonal work, cases of false asylum) or due to early marriages;
- Lack of operational policies and measures to support the return and completion of primary education of children with exceeded age (over 16 years);
- Lack of clear national and school policies, measures and systems to support children who have returned from seasonal and/or abroad job and their reintegration into the education system in Macedonia;
- Better representation of Roma children in special schools compared with students of other ethnicities;
- Stereotypes and prejudices towards Roma in education;
- Lack of representation and participation of the parents in the decision making bodies and the management in schools (parents' councils and school boards);
- Lack of activity from the schools with the parents and the local community;
- Lack of Roma teachers in the primary education;
- Deficiencies in the promotion and implementation of the elective subject Roma language and culture;
- Poor quality of teaching and insensitive curriculum;
- Lack of trained staff in pre-school education, which is not sensitive to the differences and is unable to fully meet the different needs of children;

High School Education

- Lack of recent relevant statistics on the number of Roma children that are of secondary school age (age group 14 / 15-18);
- Low coverage of children in high school (many children are still not continuing in high school for various reasons - tradition, deep poverty, etc.);
- There is a need to increase the rate of keeping and the rate of progress of the Roma students from one year to another in their high school education
- Many of the Roma students enter high school with less than basic knowledge, so that is a reason why Roma students leave their secondary education;
- Lack of Roma teachers in the secondary education;
- Absence of policies and measures for their return to education;
- Inadequate and dysfunctional systems to support children with low achievements (extra classes, counseling, parental schools, etc.) to keep them in school and to help them to advance properly;

- High rate of students that are at high risk to break and/or to leave education for temporary internal and/or external migration (migration for seasonal work, cases of false asylum) or due to early marriages;
- Lack of representation and participation of the parents in the decision making bodies and the management in schools (parents' councils and school boards);
- Lack of activity from the schools with the parents and the local community;
- Lack of trained staff in pre-school education, which is not sensitive to the differences and is unable to fully meet the different needs of children;

University education

- Lack of relevant recent statistics on the number of Roma aged for university education (age group 18 -21 / 23years);
- Low rate of entry of Roma students in university education;
- Low rate of transition / transfer from one academic year to students Roma;
- Roma express a greater interest in the social sciences, not in teaching and education sciences that the Roma community needs;
- A small number of graduates Roma;

Education for adults

- High rate of illiteracy, especially among Roma women;
- A large percentage of Roma adults with incomplete primary and / or secondary education;
- Low level of awareness and utilization of opportunities for adult Roma for additional training, qualification and requalification for different jobs that would lead to their employment;

Education of children with special needs

- A large number of Roma students in comparison to other communities are involved in schools for children with special needs.

Specific strategic goals, results, measures

Sub-area of operation: Preschool education

Specific strategic objective 3: To increase the number of Roma children at pre-school age included in the pre-school education by 25% in the period 2014-2020.

Expected result:

3.1. Increased number of Roma children at preschool age (min. 2 years prior to their inclusion in primary education) in the preschool education for 5% annually in terms of data for the inclusion in the 2013/2014 year.

Measures:

- Informing and educating the parents / debates, workshops /;
- Building partnerships between the institutions and NGOs;
- Inclusion of mediators;
- Lobbying for providing funds at local and national level.

Specific strategic objective 4: Increasing of participation of Roma carers / educators in the institutions of pre-school education by 2020.

Expected result:

4.1. Employed at least 4 new Roma nurses and 2 new teachers, on annual level in the period of 2014-2020.

Measures:

- Research and preparation of a list of possible candidates with appropriate education and students in their final years of college every year;
- Lobbying at the relevant factors.

Sub-area of operation: Primary education

Specific strategic objective 5: To cover at least 98% of Roma children for enrollment in grade 1 in primary school, to improve their performance and to achieve a minimum of 75% transfer from one grade to another by 2020.

Expected results:

5.1 Increased coverage of Roma children in 1st grade each year compared to the previous, to the full range;

5.2. Increased success of transfer of the Roma students from one grade to another grade in primary education, to at least 75%

5.3. Improved success of the Roma students in the 2nd and 3rd period in primary education each year compared to the previous.

Measures:

Increased of the inclusion of Roma children in 1st grade each year compared to the previous, to the full range;

- Informing and educating the parents / debates, workshops /;
- Building partnerships between the institutions and NGOs;
- Involvement of NGOs in activities for promotion of the need of the parents for the education of their children, with special emphasis on the involvement of girls in the educational process;
- Including of educational mediators;
- Consistent application of the legal requirements for defining the area that belongs to each school and providing lists of students of appropriate age that need to be enrolled in primary school given by the area in which they belong;
- Monitoring of the number of children enrolled and attending at each school, regardless of whether they attend school in their region or in another;
- Focusing on the measures that stimulate the enrollment in first grade and avoiding measures that are sanctioning the non-enrollment;

Increased success of transfer of the Roma students from one grade to another grade in primary education, to at least 75%

- Providing additional financial and personnel benefits for primary schools that consist a significant number of Roma children;
- Granting of social assistance to the socially disadvantaged families provided they meet certain criteria regarding their children's education (conditional cash transfers);
- Focusing on the measures that stimulate regular attendance at school and avoiding measures that are sanctioning the non-attendance;
- Tutorship as an additional support;

5.3 Improved success of Roma students in the 2nd and 3rd period in primary education each year compared to the previous;

- Utilization of the additional classes throughout the school year for all of the students who have troubles learning the subject material;
- Tutorship as an additional support;
- Incentives measures, rewards and recognitions;
- Providing scholarships for secondary education for the best students.

Sub-area of operation: Secondary education

Specific strategic objective 6: To increase the transition from primary education to secondary education, to improve the performance and to significantly reduce the withdrawal of Roma students by 2020.

Expected results:

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6.1. All of the Roma students to enroll in high school immediately after finishing elementary school and to complete secondary education;

6.2. Improved transition of Roma students in secondary education from one school year to another;

6.3. Increasing the average success of the Roma high school students for at least one index point (score) by the end of the academic year 2019/2020, compared with the achievements of the 2012/13 academic year;

6.4. Decreased of the withdrawal of Roma high school students by 10% by the end of the academic year 2019/2020, compared with the data from the 2012/13 academic year;

6.5. By the end of the academic year 2019/2020, Roma parents to be involved in the councils of parents and/or school boards in at least 10 municipalities where a significant percentage of Roma population lives;

Measures:

6.1. All of Roma students to enroll in high school immediately after finishing elementary school and to complete secondary education;

- Commissioning of the newly constructed high school in Shuto Orizari;
- Informing and educating of the students and parents / debates, workshops, campaigns /;
- Building partnerships between institutions and NGOs;
- Involvement of NGOs in activities for promotion of the need of the parents for the education of their children, with special emphasis on the involvement of girls in the educational process;
- Providing scholarships for secondary education for Roma students;
- Consistent application of the legal requirements for compulsory secondary education;
- Focusing on the measures that stimulate the enrollment and the attendance in school and avoiding measures that are sanctioning the non-enrollment and the non-attendance;

6.2. Improved transition of Roma students in the high school education from one school year to another:

- Providing additional financial and personnel benefits for high schools that consist a significant number of Roma children;
- Granting of social assistance to the socially disadvantaged families provided they meet certain criteria regarding their children's education (conditional cash transfers);
- Focusing on the measures that stimulate regular attendance at school and avoiding measures that are sanctioning the non-attending;

- Mentorship and tutorship as an additional support;
- Continuous monitoring of the transition from one school year to another and publication of the results.

6.3. Increasing the average success of the Roma high school students for at least one index point (score) by the end of the academic year 2019/2020, compared with the achievements of the 2012/13 academic year;

- Utilization of the additional classes throughout the school year for all of the students who have trouble learning the subject material;
- Mentorship and tutorship as an additional support;
- Incentives measures, rewards and recognitions;

6.4. By the end of the academic year 2019/2020, Roma parents to be involved in the councils of parents and/or school boards in at least 10 municipalities where a significant% of Roma population lives

- Informing and educating of parents / debates, workshops;
- Building partnerships between institutions and NGOs;
- Involvement of NGOs in activities for promotion of the need of the parents for the education of their children, with special emphasis on the involvement of girls in the educational process;
- Including of educational mediators;

Sub-area of operation: University education

Specific strategic objective 7: To increase the number of Roma university graduates by 2020.

Expected results:

7.1. Increased enrollment of Roma students at the institutions of university education each academic year compared to the previous to a minimum of 40% in 2020, compared to the data of the academic year 2013/2014;

7.2. Increasing of the number of Roma students who graduate on time at the higher education institutions in the Republic Macedonia by 2020, to 50%, compared to the data of the academic year 2013/2014;

Measures:

7.1. Increased enrollment of Roma students at the institutions of university education each academic year compared to the previous to minimum of 40% in 2020, compared to the data of the academic year 2013/2014;

- Increasing the quota for enrollment of the Roma students into the higher education institutions;

- Providing scholarships for Roma students;

7.2. Increasing of the number of Roma students who graduate on time at the higher education institutions in the Republic Macedonia by 2020, for 50%, compared to the data of the academic year 2013/2014;

- Continuous monitoring of the transition of students from one year to another, until graduation;
- Incentives measures, awards and recognitions for the best Roma students;
- Creation of employment opportunities for Roma students that will complete their higher education on time

Specific strategic goal 8: To increase the number of Roma students enrolled at pedagogical faculties and other faculties that produce teaching staff.

Expected results:

8.1. To increase the number of Roma students enrolled at pedagogical faculties and other faculties that produce teaching staff for 50% in comparison to the situation in 2012/2013 academic year by the end of 2020.

Measures:

- Promotion of opportunities
- Providing scholarships for Roma students enrolled at pedagogical faculties, especially those that are preparing class teachers and educators;
- Incentives measures, awards and recognitions for the best Roma students;

Sub-area of operation: Education for adults

Specific strategic objective 9: Completion of primary and secondary education by Roma adults that because of various reasons did not finish in time, in order to gain the opportunity for subsistence, personal development and other needs.

Expected results:

9.1. At least 25% of the adult Roma population who for various reasons have not finished on time, to complete their education by the end of 2020.

Measures:

- Creating special literacy programs and completion of primary and secondary education for the Roma population;
- Providing financial support for implementation of these programs

- Preparing a list of adult Roma that are interested in completion of primary and secondary education in at least 10 municipalities where they live in substantial numbers;
- Conducting of an educational process in licensed educational institutions

Sub-area of operation: Education of children with special needs

Specific strategic objective 10: Decreased number of Roma pupils enrolled in schools for children with special needs by 20% by 2020 year.

Expected results:

10.1. The number of Roma pupils enrolled in schools for children with special needs, decreased by at least 20% by the end of the academic year 2019/2020, compared with the data from the 2012/13 school year.

Measures:

- Enhancement of the professional committees for categorization with a social worker, psychologist and interpreter if necessary (if the student does not understand the language with which he is being examined);
- Strengthening the capacity of schools to employ special education teachers;
- Review of the existing rulebook for assessing the specific needs of people with mental or physical handicaps;
- Implementation of new rulebook for assessing the specific needs of people with mental or physical handicaps;
- Continuous monitoring by the State Education Inspectorate;

Housing

Strategic orientation

Reducing the gap in the quality of the housing between the Roma and non-Roma communities in Macedonia.

Context / actual conditions

There is no dispute that the housing represents a basic existential human need which with its priority, has emerged as one of the major problems in life. Housing meets the physical need for creating security and shelter from the weather and climate conditions, the psychological need for a sense of personal space and privacy and social need for a common space for the family. By (not) solving the problem of housing of every person, other life issues that are directly or indirectly related to it start to get easier or more complicated (social, economic, sociological, psychological, political, space- planning, legal, etc.). On the other hand, the right to housing is a universal human right which is recognized internationally in over one

hundred national constitutions in the world. The essence of the right to housing is humanistic realization that human life is more than a bare subsistence, thus, means and adequate housing that meets certain standards. The right of every man, woman, child and young person, is a safe home and community as part of the prerequisites for a peaceful and dignified life.

During the process of creating the National Strategy for Roma in 2005, Dr. Natasa Gaber- Damjanovska did research on the housing of the Roma community in Macedonia. According to her, the data shows that the largest number of Roma in Macedonia live in urban areas (95%), and they are more concentrated in poorer areas (ghettos) or suburban areas. The general conclusion is that the conditions in which they live are very bad, often below the proclaimed standards of adequate housing which are constantly perpetuated. They are often populated in settlements with unclear ownership status outside of the urban planning, with lack of basic infrastructure and with services from the state system which are difficult to obtain. According to some estimates, about 70% of Roma do not have documents of ownership of their habitat. It is being imposed the question of a more global manner of solving of these conditions, particularly if taken into account the fact that the Roma in Macedonia do not live nomadic, which means that on the locations where they are settled, they are living for a long time. This situation is confirmed by various studies. The results of the survey conducted in Suto Orizari shows that: More than half of the families are living with another family in the community; 2 to 5 square meters per a family member, at 40% of the respondents; over half of surveyed lack the requirements for personal hygiene (bathing); about 60% use water in their homes, unlike the other 40% who have pumps in their yards or in public places; about 15% use improvised toilets, while 1.5% of the families do not have water. This difficult situation is ascertained also in another research. In the national study, "Housing the poor population – with focus on the Roma in Macedonia", prepared in 2012 for needs of Habitat Macedonia within the project "Promoting housing rights of Roma," the author Dr. Natasa Gaber- concludes that Roma families often live in poorly constructed substandard homes, without an adequate supply of safe drinking water and without draining sewage water. Data from the Institute of Public Health of Republic of Macedonia for 7 Roma communities of the city of Skopje (without the biggest, Suto Orizari) shows that 63% of the Roma population in these communities live in buildings of solid construction, 7.25% of families live in improvised houses made of non-construction material (cardboard, plastic, aluminum castings, plastic, etc..) and 29.5% live in ruined and prefabricated buildings. The homes of Roma families are small, planned for providing and execution of the basic necessities of life, and more than 50% of the population has a living space of less than 5 square meters per family member. About 40% of families are living in collective centers, or in homes they share with another family. Only 16% of Roma homes in these 7 Roma communities have toilet and bath inside the house; 77% of the families have a toilet (or Poland toilet) in the yard, and 58% use tap water outside the home. But still almost 10% of the Roma population has no supply of drinking water and water for maintaining daily hygiene, and it is estimated that about 50% of these families do not have adequate solution for the waste water from their homes.

Several reports prepared by the relevant ministries for the activities carried out in the framework of the Decade of Roma Inclusion Strategy for Roma in Macedonia are source of the data elaborated below.

According to the data provided by the Ministry of Transport and Communications, in terms of implementation of activities of the NAP of Housing, Ministry of Transport and Communications, in cooperation with the local governments, in the areas predominantly inhabited by Roma for 2009-2013, are

implemented more projects aimed at improving the communal infrastructure in the cities where Roma live in significant numbers. Several projects are implemented in the following two areas:

- I. Communal infrastructure
- II. Housing for Vulnerable Groups F / Q 1674

Projects in the field of communal infrastructure

In the period in question a total of 38 projects in 15 municipalities are implemented, with a total value of 44 116 095 MKD. They were realized after the signing of the Memorandum of Cooperation between NCIDSR and 17 Local Government Units.

The total amount of funding provided for the same period amounted up to 45,707,927.00 MKD.

It is noted that the larger municipalities, as well as those in which the number of Roma population is significant (Bitola, Prilep, Stip, Kocani), used most of the funds.

Although the degree of utilization of funds is high, it can be concluded that there is still a significant need for interventions in the area of infrastructure, and thus financial resources (budget and from other sources), to get to a state that would be satisfactory and to ensure a better quality of life of Roma in these urban settlements.

In addition it follows Table. 7 in which are placed the data on municipal users of funds through projects supported by NCIDSR and the Ministry of Transport and Communications, allocated per year for the period 2009 to 2013 year.

Table 7:

Municipality	Year					Total
	2009	2010	2011	2012	2013	
Shuto Orizari	3.487.927,00					3.487.927,00 MKD
Prilep		2.000.000,00	900.000,00	1.000.000,00	927.922,50	4.827.922,50 MKD
Bitola		1.394.000,00	2.086.000,00	1.781.410,00	1.500.000,00	7.301.410,00 MKD
Kumanovo		1.000.000,00				1.000.000,00 MKD
Berovo					1.000.000,00	1.000.000,00 MKD
Delcevo		500.000,00	800.000,00			1.000.000,00 MKD
Kochani		1.000.000,00	1.000.000,00	1.000.000,00	2.000.000,00	5.000.000,00 MKD
Vinica		500.000,00		1.000.000,00	1.500.000,00	2.000.000,00 MKD
Veles		1.000.000,00		1.000.000,00		2.000.000,00 MKD
Gjorce Petrov			500.000,00			500.000,00 MKD
Karposh		500.000,00				500.000,00 MKD
Gazi Baba		500.000,00	1.500.000,00	1.000.000,00	1.000.000,00	4.000.000,00 MKD
Chair		500.000,00	1.700.000,00			2.200.000,00 MKD
Kichevo		500.000,00	1.000.000,00			1.500.000,00 MKD
Debar		500.000,00				500.000,00 MKD
Probishtip					798.835,00	798.835,00 MKD
Shtip		1.000.000,00	1.500.000,00	3.000.000,00	1.000.000,00	6.500.000,00 MKD
					Overall	44.116.094,50 MKD

From the table above it can be concluded that the most effort and resources were invested in improvement of the existing and construction of new communal infrastructure in the settlements in which Roma live in the period of 2009 – 2013.

Housing for Socially Vulnerable Groups F / Q 1674

It is a process of implementation of the Project for housing of socially vulnerable groups - F / Q 1674, financed in a part with a loan in amount of EUR 25,350,000.00 from the Development Bank of the Council of Europe under the Loan Agreement F / P 1674 (2009), and with funds amounting up to EUR 25,350,000.00 from the budget of Republic of Macedonia to build a total of 1 754 social apartments in 33 residential buildings in 26 cities in Republic of Macedonia.

The project realization is in the period from 2007 to 2016.

The distribution of the constructed housings is done according to the Decision of the Government for allocation of social housing and the conditions for their use, built according to the Program for construction and maintenance of housing owned by the Republic of Macedonia ("Official Gazette" no. 96 / 09 and 122/10).

According to this decision, and on the initiative of NCIDSR, users of social housing can be 7 categories of citizens, people in social risk and other vulnerable groups who are without housing, including the category of people that are socially disadvantaged, members of the Roma community (according to the Roma Strategy of the Republic of Macedonia 2005).

According to the announcement in **2009** for the allocating of flats built by the Housing Project for Vulnerable Groups - F / Q 1674, according to the data obtained by the Commission for the allocation of these apartments within the Ministry of Transport and Communications with the allocation of flats in the city of Skopje, specific in Gjorce Petrov, from 102 built flats in two buildings for Roma families, allocated and occupied were 19 flats in 2010, and in Makedonska Kamenica were occupied 29 flats, but on the call for allocation, there have been no reports to have people from the Roma community.

With the call released in **2010** for allocation of flats built by the Housing Project for Vulnerable Groups - F / Q 1674, from the built in Ohrid - 71 apartments, Kicevo – 32, Kavadarci - 30 apartments, Kocani - 29 and 46 in Kriva Palanka, members of the Roma community who have applied in all categories occupied in Ohrid 10 apartments, Kicevo 4 apartments, Kavadarci 9 apartments, Kocani 7 apartments and 12 apartments in Kriva Palanka.

According to the Project for housing of socially vulnerable groups F / Q 1674, after the call in **2012** for the apartments in the objects located in Bitola with 78 apartments, 91 in Stip and 51 in Berovo, by the Commission for distribution of these built 220 social housing, intended for socially vulnerable groups without housing, were published the final ranking lists of the people to whom an apartment was allocated:

- Stip from 91 apartments, Roma families occupied 15;
- Bitola from 78 apartments, Roma families occupied 12 apartments; and
- Berovo from 30 apartments, Roma families occupied 14 flats.

From the apartments built and distributed by 2013, from total of 11 buildings with 559 apartments, the Roma families were given 102 apartments for rent in all seven categories of socially vulnerable groups, determined by the decision of the Government.

In 2013, construction of three objects commenced: in Prilep with 76 apartments, in Demir Hisar with 25 apartments in Resen with 18 apartments.

The average cost to build these social apartments is EUR 575 per m² plus value-added tax.

Bearing in mind that the problems of Roma housing are most acutely manifested in the context of local circumstances and living conditions, it is understandable that the success of one National strategy is primarily determined by its practical implementation at the local level. As a result, in certain municipalities in which is concentrated the majority of the Roma population, together with the Roma NGOs, emerged initiatives for adoption of local action plans to transfer activities from central to local level.

Since the implementation of the Project IPA component - 2008, realized in the period from 2011 to 2012, were hired domestic and international experts who in collaboration with the Ministry of Labor and Social Policy -DISDR prepared analysis and identified the needs for trainings and for preparing the Local action Plans (LAP). Then they conducted this process and created LAPs for 10 municipalities.

Housing is often associated with social exclusion of the Roma community. In this regard, part of the taken measures and activities, are the activities of the Ministry of Labor and Social Policy: Conditional Cash Transfer Program (Cash Conditional Transfer) and the Program of subsidizing energy consumption, according to which the costs for electricity, wood, coal, oil / heating oil and central heating are covered.

According to information from the field of the civil society organizations and the Roma Information Centers, the Romani families fail to submit the required documentation: last paid bill for electricity or unregulated legal property relations of their homes and staying in rented dwellings in which the relations with the owners are not properly regulated. These are just some of the reasons that prevent some of the members of the Roma community to be beneficiaries of the subsidies.

In terms of the needs of a larger communication between the Roma community and the institutions, administrative and logistical support for certain documentation (identified as a problem in the NAP for housing) - the Ministry of Labor and Social Policy, through the Roma Information Centers (a partnership project of the Ministry of Labor and social policy and civil society organizations, which is implemented in several municipalities in Tetovo, Gostivar, Prilep, Bitola, Kumanovo, Stip, Vinica Delčevo, Kocani, Berovo 2 in Skopje), contributes to a better awareness of the Roma community in terms of certain administrative procedures and documents required for the exercise of certain rights. Thus, most of the announcements and activities in the relevant area are available to the Roma community. After the enactment of the Law on treatment of illegal buildings, it is expected the illegally built and/or unregistered dwellings to be registered and to become a part of the Detailed Urban Plan (DUP) and the General Urban Plan (GUP). The Roma information centers were involved in informing the population and for logistical support for the submission of applications for legalization.

An important activity of the Ministry of Labor and Social Policy in this direction is the Action for recording the people into the Registry of birth as one of the measures to escape out of the vicious circle of poverty, linked to the exercise of rights and obligations in all areas.

Besides the economic, the situation in the housing is a result of the socio-cultural factors that further complicate the complexity of social exclusion of this population. The research shows that these categories of population are mostly on a long-term period settled in habitats with unclear ownership status beyond urban planning and without basic infrastructure, which is why the communal services are less available or not available at all. Given the continuing growth of poverty, the inadequate maintenance and obsolescence of much of the housing stock, it is expected that this will lead to further deterioration of the situation in poor housing. Hence, according to the author, especially it is imposed the more global issue of resolving these conditions that manifest as:

- Living in illegally constructed buildings, in which are often not fulfilled the basic infrastructure conditions (no electricity and water, and if there is water, it is contaminated and unsafe from bacteria, often lacking sewer system, paved roads and street lighting, lack of urban infrastructure system etc...);
- Wild appearance of new settlements without system control (outside of the urban plans), due to the lack of programs for planned and comprehensive settlement of housing (mostly populating the marginal areas of cities);
- Overload of existing communal grid (which is often outdated and lacks the capacity);
- Increasing of the density of the population in the same area in some categories of people who traditionally live in family groups and occurrence of overpopulation in terms of usable housing space;
- Lack of property documentation from a number of reasons (due to unresolved ownership status, but also because of lack of knowledge of the necessary procedure that is perceived as complicated);
- Exposure to potential risks to the health of the population (a fact which entails additional costs of the state in this area);
- Occurrences of discrimination on different grounds in the use of the right to housing;
- Potential opportunities for violent resentment or conflict (potential existence of impression that this population is marginalized and discriminated);
- Limited access to affordable credit or to the available housing stock because of the high prices;
- Spatial segregation on ethnic or other grounds of communities that own cultural or social characteristics and which are often a target of inherited prejudices and stereotypes

The problems and needs that are the subject of this action strategy are set in the sub-areas of action: Legalization and urban documentation, municipal infrastructure and legislation. These are:

Legalization and urban documentation

- Not submitted requests for legalization of the Roma in the provided legal term;
- Lack of information to complete the applications for legalization by September 2015;
- Need for education of the Roma population in the area of housing;
- Illegal objects (as opposed to DUP);

- Non-adopted DUP in the municipalities;
- Decisions of the municipal councils for inclusion of Roma neighborhoods in the DUP;
- Lack of funds for development of DUP in municipalities;
- Existence of population / places outside the GUP;
- Preparation for a review of the locations of Roma settlements at municipal level;
- Unregistered ownership status because of no subjection to land at a significant proportion of the Roma community⁶⁷.

Communal infrastructure

- Unconstructed communal infrastructure in Roma settlements (water, sewer, streets, lighting, household waste disposal/waste collection, etc...)
- Lack of funds for development of projects for communal infrastructure in the municipalities.

Legislation

- Lack of law on social housing
- Lack of secondary legislation for subsidizing of rents and other housing costs for socially vulnerable Roma.

Specific strategic objectives, measures, results

Sub-area of action: Legalizing and urban documentation

Specific strategic objective 11: To legalize 70% of settlements inhabited by Roma population by 2017, where opportunity is presented.

Expected results:

11.1. Adopted GUP and DUP, where possible, in up to 70% of the settlements where the objects are being legalized in the areas predominantly inhabited by Roma population by 2020;

11.2. Provided alternative temporary accommodation for up to 50% of the population of the settlements predominantly inhabited by the Roma population whose objects can not be a subject of legalization;

⁶⁷ This problem has been located and brought by the Cadastre Agency of the Republic of Macedonia

11.3. Secured permanent accommodation for up to 50% of the population of the settlements predominantly inhabited by the Roma population whose objects can not be a subject of legalization;

11.4. Increased number of Roma who committed registering of ownership status of land.

Measures:

11.1. Adopted GUP and DUP, where possible, in up to 70% of the settlements where the objects are being legalized in the areas predominantly inhabited by Roma population by 2020;

- To provide funds in the annual work programs of the Units of the local government for making of DUP (GUP) for up to 50% of the settlements predominantly inhabited by the Roma population by 2020;
- Implementation of a process for creating GUP and DUP according to law;
- Effective and efficient control of illegal construction.

11.2. Provided alternative temporary accommodation for up to 50% of the population of the settlements predominantly inhabited by the Roma population whose objects can not be a subject of legalization

- Units of the local government to provide facilities for alternative temporary accommodation for up to 50% of the Roma community in the period 2014-2020.

11.3. Secured permanent accommodation for up to 50% of the population of the settlements predominantly inhabited by the Roma population whose objects can not be a subject of legalization;

- In the annual programs of the ULG to ensure funds for permanent accommodation for up to 20% of the Roma community in the period 2014-2020.

11.4. Increased number of Roma who committed registering of ownership status of land.

- Activities to increase public awareness and the collecting of data to be realized on field where the responsible would visit all of the subject property;
- Meetings for systematic registration of ownership to be held at different times in different places / locations that would be appropriate. These activities should take into account the roles and responsibilities of the women;
- During the field visits, decision makers need to ensure equality of men and women in discussions related to property rights;
- Local people who know the neighborhood or community/NGO activists or individuals should be included in the process;
- The implementers and the contractors must be trained and experienced in the communication with the community. At least one team member must be a woman;
- The field work should be pre-announced / for instance through local media /. The outcome results need to be published and promoted in the community and the public.

Sub-area of operation: Communal infrastructure

Specific strategic objective 13: To build up to 50% of the communal infrastructure in the settlements predominantly inhabited by the Roma population, where possible, by 2020.

Expected results:

12.1. Made a project-technical documentation by the ULG for up to 50% of communal infrastructure by 2020;

12.2. Improved living conditions for up to 50% of the local Roma communities

Measures:

12.1. Made a project-technical documentation by the LGUs for up to 50% of communal infrastructure by 2020;

- With the annual programs of ULG, to provide funds for preparation of technical documentation for up to 50% in areas inhabited by Roma.
- Implementation of processes for procurement and selection of firms-implementers.

12.2. Improved living conditions for up to 50% of the local Roma communities

- With the annual programs of LGUs, to provide funds for preparation of technical documentation for up to 50% in areas inhabited by Roma people.
- Providing donations from domestic and international donors;
- Implementation of processes for procurement and selection of firms-implementers.
- Implementation of construction activities.

Sub-area of operation: Legislation

Specific strategic objective 13: Amending the existing and adopting new legislation on social housing and vulnerable groups by 2015.

Expected results:

13.1. Enacted law and relevant regulations of the law on social housing by 2015;

13.2. Revisions to the law dealing with illegal buildings.

Measures:

- Forming of a working group of relevant experts;
- Analysis of the existing legislation related to social housing;
- Preparation of draft legislation and regulations;
- Lobbying for acceptance and adoption of the proposals;

- Securing political support for the urgent adoption of the law on social housing and appropriate secondary acts of the law.

Health Care

Strategic orientation

Continuous improvement of the health status of the Roma community in Macedonia

Context-actual conditions

As a consequence of the negative social and economic living conditions, difficult access to health care services and their quality, as well as impediments to access to justice, especially regarding the rights of health care, compared with the majority population, the Roma in Macedonia have unfavorable health status and shorter life expectancy.

The health statistics in Macedonia are classified by ethnicity, and the competent health institutions do not have adequate data on the health status of Roma. The lack of appropriate data is one of the main reasons for the inability to create long term and sustainable solutions for providing access to health services for Roma. Currently, the research and the work of civil society organizations, is the only source of data on the current situation in Roma communities in terms of health.

The unequal treatment in access to health care results in discrimination, abuse and violation of the basic human rights of the Roma population, lack of support, financial insecurity, lack of knowledge of the legal mechanisms for protection, waive initiation of litigation and claim of responsibility by the relevant parties. In this way, it contributes to the general acceptance of violations of health rights as normal, and the Roma access to basic health services has shown a need for improvement.

Many Roma did not have the opportunity to independently choose a personal doctor, but in the privatization of primary health care, their health cards were randomly assigned to doctors. 45% men and 64% women suffer from chronic diseases. Of these, 73% are not able to procure the necessary drugs to treat these diseases. Roma are not satisfied with the services in secondary and tertiary health care, due to: insufficient explanations for the health condition, necessary therapy and the future course of the disease; the participation which they have to pay for these services and the relationships with the medical staff. Insufficient explanation by the medical staff is a serious problem for the Roma population, because about 90% of the Roma population that suffers from some chronic diseases was not pointed to the need for regular medical checks⁶⁸.

The preventive health care for Roma mothers and children is insufficient in terms of immunization, health education and visits from nursing services. Immunization of Roma children is below the national average of 95%, and the coverage with individual vaccines for children from 0-6 years in different municipalities

⁶⁸ ESE, B. Pawlowski, Health, health care and health impacts of Roma in Macedonia 2008

ranges from 20-90%⁶⁹. Poor socio-economic conditions and daily job subsistence contribute to the poor response of the parents and the low level of attention paid to the order of the immunization of their children. The disbelief in the positive effects of vaccines affects the reluctance to vaccinate children, and television reports in terms of certain types of vaccines further influences fear and prejudice against immunization. Due to frequent changes of residence and inadequate addresses of their homes, Roma do not receive timely invitations to vaccinate children.

The access to gynecological services of Roma women is inadequate. It is established the absence of gynecological practices in smaller urban areas, especially in the Roma settlements. In terms of prenatal care, 21% Roma women never did any health checks during their pregnancy; the rate of contraceptive use, primarily because of the high prices, is extremely low - in 2012, 26% of Roma women did not use any protection, compared to 10% Macedonians who use contraception. Also it is established that there is a high percentage of abortions among Roma - 34% Roma women had at least one abortion in their lifetime versus 13% Macedonian women⁷⁰.

Although, the Law on Health Insurance was amended in 2009, with a goal to provide universal health insurance for all citizens, subsequent changes to the legal reforms represent an obstacle for Roma, especially to those who live in poor neighborhoods and in temporary housing. The frequent amendments to the legislation, the non-unified practice in the implementation of legislation, inadequate and untimely information on Roma for changes in the procedure for exercising the right, and complex administrative procedure which imposes an additional obligation to submit documentation, are only part of the problems that make the access to the right of health insurance difficult for Roma.

The last challenge faced by the lower-income citizens and the unemployed citizens this year is worrying, and it refers to the obligation to submit a statement of income for the previous year, in the process of extending the right to health insurance, which confirms that they didn't have higher income than 96,600 MKD in the previous year. The period for fulfillment of the obligation under the call of the Fund, was from 1.02.2013 until 03.31.2013 year with 50% of registered insurers to be terminated the right of health insurance in April 2013 because of the failure to submit the statement of income and then again to be able to exercise the right, they had an obligation to submit a new application and complete documentation for all household members (as well as individuals who exercise their right for the first time). If we take into account the percentage of the unemployed and the level of poverty among the Roma community, it can be assumed that it is significantly high the number of Roma who have lost the right to health insurance in this procedure. However due to lack of segregated data by ethnicity, the exact percentage is not defined and with that it is not determined the actual weight of the administrative procedure for the Roma community⁷¹.

Serious obstacles in realizing the right to health insurance and the right to health care is the lack of personal documents, the existence of persons with no citizenship and unregistered civil status. Given that, the health insurance is borne by the budget and is available only for the citizens of Macedonia and for those who can prove their status, the Roma that are not recorded in the justice system don't have access to the right⁷².

⁶⁹ Monitoring in the community, in 2012, conducted by the associations ROMA SOS Prilep .; KHAM Delčevo; ESE Skopje; Lille CDRIM Skopje and Skopje, on the territory of the municipalities of Prilep; Delčevo; Vinica; Suto Orizari; Gorce Petrov and Karposh

⁷⁰ ESE. Pawlowski B. Assessment of the situation in terms of sexual and reproductive health and rights of the population in Macedonia. 2012

⁷¹ Roma Association SOS Prilep

⁷² Roma Association SOS Prilep and Lille Skopje

The medical personnel deny the existence of discriminatory practices, but survey data suggests of the inability of Roma to fully enjoy their rights to health care and discrimination in the treatment of Roma as patients. For example, before the courts in Prilep, Bitola and Kocani in the past three years litigations were led for cases of 4 patients Roma, where the criminal and civil proceedings are proving suspicion of violation of the right of health care because of gaps in the treatment, the access to health services, and gaps in terms of access to health information⁷³. In the reports of the Commission for Prevention of Discrimination and Protection and the Office of the Ombudsman⁷⁴, it was stated that there are cases of discrimination against the Roma in achieving healthcare rights. Additionally, 42.2% of Roma who visited a specialist doctor in the year 2012/2013 stated that they had faced some kind of discrimination, while 44.8% of Roma treated in hospital care in 2012/2013 year stated the same. In the same time, only 15.7% of people from other ethnic groups who visited a specialist doctor stated that they had faced some kind of discrimination, and only 11.3% of people from other ethnic groups who used hospital care have stated the same⁷⁵. Furthermore, the data from the civil organizations⁷⁶ indicate numerous cases of unlawful payment of certain health services without being issued a receipt, as well as cases of unlawful withholding of personal documents in health institutions in the event of failure to pay certain medical services⁷⁷. Also, there are cases of certain gynecologists who refused pregnant Roma women to register as patients because they think Roma cannot pay for services. Also, despite the Law for protection of patients, there are noted numerous violations of patients' rights among the Roma population. Namely, 22.3% of the Roma that were treated in hospital care between 2012/2013 year said that their right to privacy was violated, in comparison to 3.8% of members of other ethnic groups who have used this kind of care.

As a factor that additionally contributes to the inappropriate treatment of the Roma, is the lack of Roma medical staff in the health institutions. Currently, 6 medical technicians Roma are unemployed and an additional problem is the improper employment of Roma doctors in public administration, rather than in public health institutions. Currently, 3 are employed per branch, 1 doctor is unemployed, 2 are interns, and 4 are employed in the state administration⁷⁸.

In the area of health care among the Roma, a progress can be evidenced in just a little bit of more important indicators. For example, in 2005, there was an improvement in the rate of immunization among infants and children (89%); increased number of people covered by health insurance (only 8% had no social insurance in 2011, compared with 30% in the past, as well as improvements in the health system through the introduction of Roma health mediators. However, it remains important to resolve challenges, like the big difference between death rates among Roma and non-Roma infants and children under 5 years (12.84 among Roma compared with 7.6 among other children), and slightly improved overall health among Roma⁷⁹.

The statistics show that the Roma population in the country on average has a younger population compared to the average age in the country. Due to the different rates of fertility and mortality in relation to the national average, Roma children have larger and the elderly smaller share in their own group. It is

⁷³ Roma Association SOS Prilep

⁷⁴ Annual reports for 2012 on the Commission on the Prevention of Discrimination and Protection and Office of the Ombudsman

⁷⁵ ESE. Research on health and health rights of Roma in Macedonia (under construction). Will be available on www.esem.org.mk.

⁷⁶ Associations ROMA SOS Prilep ; HERA Skopje and Skopje Roma Resource Center

⁷⁷ Report from focus groups of reproductive health services, NRC Association Kumanovo

⁷⁸ Data for the current situation, Roma Association Resource Centre Skopje

⁷⁹ The passage, because of the higher degree of relevance of the document has been taken from the Report Development Programme of the United Nations - UNDP, prepared by Dr.Maja Gerovska Mitev, entitled as "Review of progress in implementing the National Strategy for Integration of Roma and progress in the socio-economic standard of the Roma ". It will be available on the website of MLSP: www.mtsp.gov.mk

evident that the birth rate among Roma is twice the average rate in the country, and child mortality is two times higher in comparison to the other ethnic groups. The difficult living conditions make the average life of Roma shorter than the non-Roma. That is the reason why Roma are easily susceptible to chronic diseases.

We should not neglect the issue of indirect discrimination against Roma in the health sector, which in principle is more subtle and often is difficult to prove. The following elements are additionally aggravating this situation: unregulated insurance status, lifestyle and mentality, lack of knowledge of the Macedonian language, visiting a doctor in advanced phase of the disease, not sticking to the advice of the doctors regarding diet, medications and hygiene.⁸⁰

Specific problems or needs that are subject to the action of this strategy are:

- Violation of the rights to health care and insurance to Roma patients due to unequal treatment by the health workers in providing services and information;
- Limited access of Roma to the right to health insurance, due to frequent amendments to legislation and the introduction of complex administrative procedures;
- Limited and untimely flow of information within the Roma community for the manner of exercising the rights of health care and health insurance;
- Lack of inclusion of Roma in the services of preventive, primary and secondary health care;
- Limited access to gynecological services and antenatal care for Roma;
- Problems in the area of reproductive health and sexually transmitted diseases;
- Insufficient coverage of Roma children from 0-18 years with vaccines from the immunization calendar;
- Lack of Roma medical staff in health facilities.

The draft list of the issues that will be subject to the operation of this program is based on the long experience of the institutions and organizations in the work on the field. The mentioned interested and involved institutions and organizations have the records and the actual numbers for the current situation of the Roma community in terms of: **Realization of the health care and insurance; Immunization of Roma children; Access to gynecological services and antenatal care for Roma, and engagement of graduated Roma health workers.**

Specific strategic objectives, measures, results

Sub-area of action: Obtaining the right to health protection and health insurance

Specific strategic objective 14: To establish an effective mechanism for recording violations of the rights to health care and health insurance of Roma, and acting upon them.

Expected results:

- 14.1 Encouraged Roma community for initiating proceedings before the competent authorities in cases when their rights are violated;
- 14.2. Increased application of the mechanisms for protection in the exercise of the rights to health care for Roma;
- 14.3. Decreased number of cases of unequal treatment of Roma in the use of health services;
- 14.4. Established system for monitoring violations of the rights to health care and health insurance for Roma and their protection by the competent authorities.

⁸⁰ The passage, because of the higher degree of relevant actualities after 8 years, is downloaded from the document "Strategy for Roma in Macedonia 2005", prepared by Dr.Natasha Gaber, available on the website of MLSP: www.mtsp.gov.mk

Measures:**14.1 Encouraged Roma community for initiating proceedings before the competent authorities in cases when their rights are violated;**

- Strengthening of the Roma community in recognizing the violations of the rights to health care and insurance;
- Training / workshops, seminars /;
- Informative campaigns;
- Inclusion of mediators.

14.2. Increased application of the mechanisms for protection in the exercise of the rights to health care for Roma;

- Approaching the competent bodies for protection to the Roma community in order to achieve a greater use of the legal mechanisms in practice;
- Direct technical assistance in the preparation of documents/requests, complaints etc. /;
- Free legal aid;
- Inclusion of mediators.

14.3. Decreased number of cases of unequal treatment of Roma in the use of health services;

- Sensitization of the health professionals working with Roma and recognition of unequal treatment in offering of the services;
- Training / workshops, seminars /;
- Informative campaigns;
- Inclusion of mediators.

14.4. Established system for monitoring violations of the rights to health care and health insurance for Roma and their protection by the competent authorities.

- Recording and reporting the institutions and the public
- Providing support including the paralegal aid to the Roma that faced unequal treatment in the access to health services and information;
- Preparation and publication of annual reports.

Specific strategic objective 15: To ensure the implementation of the Law on the protection of patients' rights.**Expected results:**

15.1. Enhanced protection of the rights of Roma as patients in the health care facilities.

Measures:

- Naming and promotion of advisers for protection of the rights of patients in the health care facilities where there are not appointed;
- Establishment of a Commission for the protection of patients' rights within the units of local government, where they are established;
- Increasing the inspectional supervision over the implementation of the law and respect of the rights of patients by the health facilities with appropriate sanctions to the offenders.

Specific strategic objective 16: To harmonize the legislation and to affirm the procedures for achieving the right to health insurance.

Expected results:

16.1 Enabled equal and easy access to the health insurance rights for Roma;

16.2 Increased number of Roma, with achieved right to health insurance and provided continuity in the use of that right.

Measures:

16.1 Enabled equal and easy access to the health insurance rights for Roma;

- Forming a team of experts to monitor the implementation of the legislation;
- Conduction of expert analysis of legal decisions;
- Preparing and proposing recommendations for amendments in accordance with the needs of the Roma community.

16.2 Increased number of Roma, with achieved right to health insurance and provided continuity in the use of that right.

- Opening counters in at least 10 regional offices of the HIF (Health insurance fund) to offer direct assistance to Roma with lower levels of education in the procedures for exercising the right to health insurance;
- Inclusion of mediators.

Specific strategic goal 17: Continuously promoting of the legislative changes and procedures as well as health news on the health care and health insurance, according to the social and educational status of Roma.

Expected results:

17.1. Increased awareness of the Roma about how to achieve the right to medical care and health insurance.

Measures:

- Preparation and distribution of advertising material by the health institutions and the Health Insurance Fund for the legal changes and procedures, as well as health news in a manner understandable to Roma;
- Establishment of direct cooperation between the local Roma NGOs and the health institutions in order to facilitate the transfer of information to the Roma community;

- Informative campaigns
- Inclusion of mediators.

Specific strategic objective 18: To adapt the public health policies, according to the needs of the Roma community

Expected results:

18.1. Provided quality health care for Roma and provided free medical care for people in social risk.

Measures:

- Redesign of the existing health programs with appropriate budget allocation for the measures, in accordance with the needs of the Roma, with focus on the beneficiaries of social cash help and the people without health insurance;
- Opening of health counseling offices in the Roma communities to offer mobile health services for preventive and primary health care;
- Introduction of financial incentives to open a PHI near Roma communities;
- Identifying the Roma that don't have selected registered doctors in the primary health care.

Specific strategic objective 19: Bigger coverage with preventive and primary health care services in the Roma community.

Expected results:

19.1. Improved access of Roma to the services of preventive and primary health care for Roma;
 19.2. Increased number of Roma who have chosen personal doctor on a level of primary health care.

Measures:

19.1. Improved access of Roma to the services of preventive and primary health care for Roma;

- Opening of health counseling offices in the Roma communities to offer mobile health services for preventive and primary health care;
- Introduction of financial incentives to open PHI near Roma communities;
- Inclusion of mediators.

19.2. Increased number of Roma who have chosen personal doctor on a level of primary health care.

- Identifying Roma that don't have registered doctors in primary health care;
- Education / workshops, seminars /;
- Informative campaigns
- Inclusion of mediators.

Sub-area of action: Immunization of the Roma children

Specific strategic objective 20: To establish and implement mechanisms to continuously identify unvaccinated children Roma at preschool and school age and their regular vaccination.

Expected results:

20.1. Increased number of Roma children that are vaccinated regularly.

Measures:

- Conduction of regular field actions to detect irregularly vaccinated and unvaccinated Roma children;
- Inclusion of mediators

Specific strategic objective 21: Regular and timely delivery of invitations for vaccination in the Roma settlements.

Expected results:

21.1. Improved delivery of the invitations for vaccination in the Roma settlements;

21.2. Increased turnout and interest from the Roma parents for a timely vaccination of their children.

Measures:

21.1. Improved delivery of the invitations for vaccination in the Roma settlements;

- Inclusion of a mediators;
- Employment of Roma couriers who will deliver the invitations for vaccination in the Roma settlements.

21.2. Increased turnout and interest from the Roma parents for a timely vaccination of their children.

- Providing a proper numbering of houses and naming of the streets in the Roma settlements;
- Inclusion of mediators;
- Health education / debates, workshops
- Informative campaigns and activities.

Specific strategic objective 22: To raise the level of awareness and knowledge among Roma parents about the process of immunization

Expected results:

22.1. Raised level of awareness and knowledge among Roma parents about the need to vaccinate their children.

Measures:

- Conducting of regular activities for health education of the parents;
- Education / workshops, seminars /;
- Inclusion of mediators
- Informative campaigns

Sub-area of action: Access to gynecological health and antenatal protection for Roma women

Specific strategic objective 23: Strengthening the role of the primary health care in providing quality health services in the area of reproductive health of Roma, such as family planning, prevention and care of STIs, prevention of unwanted abortion and providing adequate pre and post-natal care for the mother.

Expected results:

23.1. Increased coverage and sustainability of the services for reproductive health and family planning in the Roma urban and rural areas,

23.2. Decreased number of abortions among the Roma women and elimination of unsafe abortion through health promotion and education of the Roma adolescent population;

23.3. Decreased number of Roma who are diagnosed with STIs;

23.4 Providing of adequate pre and post-natal care for the mother.

Measures:

23.1. Increased coverage and sustainability of the services for reproductive health and family planning in the Roma urban and rural areas,

- Opening of gynecological clinics in Suto Orizari and other cities close to the communities where a significant number of Roma are inhabited
- Strengthening the role of primary health care in providing greater access to information for improving the reproductive health of the Roma population;
- Encouraging of initiatives to help the Roma married couples who are being treated for infertility, according to Strategy for reproductive health and the creation of conditions for its implementation;
- Improving the quality of healthcare through the use of advanced medical technology in the treatment of infertility;
- Informative educational activities for family planning in the Roma communities.

23.2. Decreased number of abortions among the Roma women and elimination of unsafe abortion through health promotion and education of the Roma adolescent population;

- Developing of a network of counseling centers for the reproductive health of the adolescents on a level of the local Roma communities;
- Education of the Roma adolescents in schools in preserving their health;
- Promotion of modern means of contraception;
- Inclusion of mediators.

23.3. Decreased number of Roma who are diagnosed with STIs;

- Informative-educational activities / discussions, workshops, seminars /;
- Achieving better control of the sexually transmitted diseases among the Roma population through regular gynecological checkups

23.4 Providing of adequate pre and post-natal care for the mother.

- Defining a minimum package of services for antenatal care;
- Informative educational activities for the mothers in Roma communities;
- Proactive approach from the institutions with the patients.

Sub-area of action: Professional engagement of health professionals from the Roma community

Specific strategic objective 24: To employ Roma who completed appropriate secondary and higher education on appropriate job positions in the institutions for primary health care, preventive teams and teams of the public health institutions from the secondary and tertiary health care.

Expected results:

24.1. Increased number of employed Roma who completed appropriate secondary and higher education, as staff in the health facilities.

Measures:

- Identifying the medical personnel of the Roma community and determining the available resources for employment in the institutions for primary health care, preventive teams and teams of the public health institutions from the secondary and tertiary care;
- Preparing a plan for employment of medical personnel from the Roma community in the facilities for primary health care, preventive teams and teams of the public health institutions from the secondary and tertiary care;
- Lobbying at the relevant factors;

Strategic orientation

Development and promotion of the Roma culture, language and tradition.

Context-actual conditions

The cultural expression and activity of the Roma population many times in the past proved to be a powerful and successful representative of their lives and autochthonous culture of this region. The promotion of culture can be perceived as an instrument for affirmation of the identity of the Roma community, but also as an instrument to promote inter-ethnic communication and integration of the Roma in the society.

Often, the knowledge of various culture values and traditions of the various ethnic communities (especially of the other communities in terms of their own), as part of their cultural identity, in the multi-ethnic communities represents a strong affirmative factor for social inclusion and integration of individuals and ethnic groups in the society. It is undisputed that the level of knowledge of diversity, traditions and culture, proportionally contributes to the prevention and reduction of prejudices and stereotypes about the citizens of other ethnic communities whether they are majority or minority.

The culture should be seen as a factor for further emancipation of the Roma community, and that is why it should be in accordance with the efforts made in the educational system. The cultural dimension is inseparably linked with the use of native language, which finds its application in the field of education.

Also, through planned and systematic development and promotion of Roma culture it is being achieved a greater participation and integration of Roma into the mainstream Macedonian society.

Policies and programs for the development and promotion of Roma culture, tradition and language on national and local level

Constitution of Republic of Macedonia

The preservation and promotion of cultural identity are set out in Article 48 of the Constitution of the Republic of Macedonia. The Constitution as the highest act in the country and also it represents the base on which are based the Law on Culture and the action programs of the Ministry of Culture, in which are included variety of activities aimed at the promotion and development of Roma culture.

Law on culture

With the Law of Culture it is determined that the in the scope of the national interest in this area among others include:

- Encouraging diversity and cultural differences;
- Providing conditions for the exercise and protection of the cultural identity of the communities in the country;
- Affirmation of the culture and cultural diversity of the country abroad;

National Strategy for cultural development

It is the highest program document in the area of culture that is adopted by the Assembly of RM for a period of five years, in order to realize the national interest in culture. It is a strategic document that establishes the priorities for the development of culture and determines the organizational, administrative and financial measures to achieve them. The National strategy includes an action plan for implementation with defined activities and contains indicators to evaluate the implementation of the National Strategy. In the preparation of the National Strategy participated range of civil society representatives, and also it is planned a public debate before submitting of the Proposal to the Parliament.

The analysis of the National Strategy for the development of culture and the acts arising from it shows uneven representation of the rights of communities.

Annual programs for achieving the national interest in culture

In accordance with the Law on Culture, annually are prepared annual operational programs.

The funds for the realization of the programs are provided from the Budget of the Republic and are redistributed in accordance with this law, which provides:

- Full and continuous realizing of the activities of national institutions;
- Equal status of all subjects regardless of legal status, or ethnic group, under equal conditions established in accordance with this law;
- Transparency in the proceedings and in the acts for distribution.

Law on promotion and protection of the rights of communities that are less than 20% of the population in Macedonia

This law, among other aspects allows for the members of the communities to organize and establish associations and foundations, to exercise their cultural, educational, artistic and scientific purposes in accordance with the law.

National Strategy for Roma in the Republic of Macedonia 2005

This document besides the review of the legal basis and conditions related to the improvement and promotion of Roma culture also contains specific recommendations for measures and activities that include:

- Expansion of the Roma air time on the local and national media;
- Supporting TV stations that promote multilingual and multicultural projects;
- Encouraging media to produce positive aspects and balanced picture of the Roma life, and to refrain from using stereotypes against Roma;
- Training of Roma journalists for the standards of the Roma language;
- Presence of educational programs in the media.

Ohrid Framework Agreement

The Department for Implementation of the Ohrid Framework Agreement was established with Decision by the Government of the Republic of Macedonia in 5.04.2004, and with the amendments to the Law on Government, this department was transformed into the Secretariat for the implementation of the Framework Agreement. This institution has extensive responsibilities related to the implementation of the Framework Agreement and ensuring coordination of the state administration, as well performing other professional activities in this area, and wide authorities to a range of issues for the implementation of the amendments of the Constitution of 2001, among which the culture is included.

The documents that are currently available and adopted, are giving some guidance at international, national and local level.

The culture of the communities in the normative acts is well regulated, but unfortunately, in practice, part of the rights and regulations, are little or not implemented at all.

Specialized bodies to create and implement policies and programs for development and promotion of Roma culture, tradition and language on national and local level

- Office for affirmation and promotion of the culture of the communities in Republic of Macedonia, that acts within the frames of the Ministry of Culture. This office acts in accordance with the program that is prepared annually;
- Council for Culture. The Council is an expert and advisory body, which through the membership, beside the principles of expertise and competence, should ensure equitable representation of the citizens that belong to all of communities in the country;
- Agency for exercising the rights of communities (the agency in compliance with the responsibilities provided by the law, on a level of the Annual work program, plans measures concerning: the employment in accordance with the principle of equitable representation of communities, use of language, education (primary secondary and higher), culture, information on the community languages and other areas in which the law regulates the rights of ethnic minorities);
- Committee for relations between the communities within the Parliament of RM. The Committee consists of 19 members from which, seven members from among the MPs of RM that are of

Macedonian and Albanian ethnicity, and with one member from the community of the Turks, Vlachs, Roma, Serbs and Bosniaks. If a community does not have members, the Ombudsman, in consultation with the relevant community representatives, shall propose the remaining members of the Committee;

- Municipal Commissions for inter-ethnic relations. They follow the logic of the parliamentary committee that is in charge for the same issues, including the culture. According to their mission, which is set by law, they represent a consultative mechanism. The members of the municipal councils are explicitly not allowed to take part in these commissions,
- Municipal committee for culture. The statutes of the municipalities state the possibility of forming of various commissions, that in their work can include and the culture;
- NGOs. Regarding the promotion and development of the Roma culture, tradition and language, in institutional terms there are multiple NGOs that are constantly nurturing and presenting the Roma culture. Those are more folklore companies and music groups, theater and other. Although in the past, the Roma theater achieved several successes and affirmation, currently in this area it is recorded a notable stagnation. It is evident the enthusiasm of Roma individuals who initiate activities to mobilize young Roma in direction to prepare and organize plays that could promote Roma culture and tradition. However, these initiatives are now in the domain of amateur action.

On a non-institutional level especially are prominent the musicians from the Roma community. They at individual level, but also on level of musical groups and orchestras with their quality and success in the creation and interpretation of musical works, as well as on the level of artistic values and level of popularity, are often highly listed and have a high reputation on national level, and on the level of the Balkan region and beyond.

Great part of the Roma community believes that their culture is not always presented realistically, but rather in manner that intensifies the existing prejudices.

Overview of the implemented measures for promotion of the Roma culture, tradition and language on national and local level in the period of 2011 - 2013

The Ministry of Culture for 2012-2013, had set aside funds amounting up to 500,000 MKD in a special program called Decade of Roma

- 0.17% of the total budget for 2012;

- 0.14% of the total budget for 2013;

Unfortunately, the planned amount of 500.000 MKD is not transparent and it is unknown for what are intended the finances, and as a guess it could be said that they are intended to celebrate the 8th of April (International Roma Day) which is the responsibility of the Minister without portfolio in the Government.

Also, it should be emphasized that in the annual programs for awarding grants by the Ministry of Culture published in March every year, when applying, the non-governmental organizations are competing for funds with major cultural institutions such as the National Theatre, Opera and Ballet, other theaters and other institutions that are the largest recipients of funds from the budget for culture.

With this act the NGOs are in a subordinate position and receive little funding. Therefore, many NGOs are reluctant to apply, believing that it is difficult to come up with funding for their project ideas and ideas to promote their culture, tradition and history.

Some of the municipalities in their annual programs are implementing programs in the area of culture of the communities in extremely small scale.

The City of Skopje allocates 240,000 MKD, which helps the NGO "Romano Ilo" for implementing of the cultural manifestation "Roma summer".

The Municipality of Kumanovo in its annual program finances the Trumpet Fest, Roma Fest and 8th of April and it can also be highlighted that the Council of the Municipality of Kumanovo adopted decision that the languages of the Serbian and Roma communities, which are below 20%, to be introduced as official languages.

The Municipality of Delcevo, within its powers, goes the farthest, so the coverage of children in primary schools is 100%, also there is a big coverage in the high schools and it can be safe to emphasize that most of the Roma students are coming from Delcevo and Berovo. As positive examples can be highlighted the celebration of the 8th of April, because from the municipal budget are allocated funds for the best students from two primary and one secondary school. The municipality has employed a referent for relations between the communities and it is commendable the fact that in both schools is taught the Roma language as an optional subject. As for cultural events, the municipality allocates funds amounting up to 20.000 MKD.

The Municipality of Shtip can be taken as an example because it gives a great contribution to the Roma in education, where teaching is done in the Romani language, also has two employees in the local government and every year for cultural events for promotion of Roma culture, the municipality of Shtip is allocating funds amounting up to 90,000 MKD.

The Municipality of Kocani allocates funds for promotion of the Roma culture. For this year it allocated 80,000 MKD, and in the last three years the Cultural Artistic Association "Sukaripa" gets free rooms to practice in the Multicultural center of Kocani.

In the Municipality of Kicevo it can highlighted that two primary schools are teaching classes on Roma language which is being followed by 65 students, and the municipality allocates 50.000 MKD for cultural events.

Despite all previously elaborated policies, measures and activities⁸¹, there is a need for significant improvement in the manner and approach to the development and promotion of the Roma culture, tradition and language. In the passages that follows are exposed the problems and needs that are recorded during the process of creating this document.

⁸¹ As a basis for the preparation of the section Context - actual conditions in the culture, it is used the document titled as: Analysis - National Strategy for Roma of Macedonia prepared within the project: "Between reality and implementation of the National Strategy for inclusion of the Roma – Decade of Roma 2005-2015" of the Helsinki Committee for Human rights of the Republic of Macedonia supported by: Embassy of Germany in Skopje and the Open Society Institute - Budapest. It will soon be available on the website of the holder of the aforementioned project.

Problems and needs that are subject of solving within the frames of this Strategy

- A small number of Roma children involved in cultural activities and programs in schools;
- Insufficient number of Roma cultural artistic associations (NGOs);
- The existing cultural Roma NGOs have no stable source of funding for their operational and program costs;
- Inadequate spatial and material-technical resources in the existing cultural Roma NGOs;
- A need to improve the competency of human resources in the existing cultural Roma NGOs;
- A few number and small variety of events that promote Roma culture, such as the International Roma Day - April 8;
- The funds that Roma associations receive from the state are not sufficient to be able to arrange a sufficient number of events to promote Roma culture;
- Only the Municipality of Kumanovo has decided to introduce the Serbian and Roma languages as official languages in the municipality, although their presence in the community is less than 20% and have no legal obligation to do so;
- Lack of strategies, plans and programs for the promotion and presentation of Roma culture;
- Lack of cultural events to promote the Roma culture in the existing theaters, operas and ballets;
- Lack of journals, books and texts in Roma language;
- Lack of will to include the Roma language in regular classes in the municipalities where there is greater representation of the Roma community;
- Establishment of cultural associations for which the state will provide funding and space conditions.
- Establishment of National Roma theater, which will be funded by the State (Ministry of Culture).
- Establishment of Roma theater which will be funded by the State (Ministry of Culture);
- Greater involvement of the media in the promotion of Roma culture, history and tradition;
- Greater involvement of Roma NGOs in the preparation of annual programs that are prepared in the state institutions and local government;
- To increase the interest of the state for funding and printing books, magazines, weekly and monthly newspapers, given that at this point a printed book, magazine or newspaper in Roma language is nonexistent.

Specific strategic objectives, results, measures

Specific strategic objective 25: Preservation and promotion of the Roma folklore and tradition.

Expected results:

25.1. Five Roma cultural artistic associations financially supported by Republic of Macedonia annually;

25.2. 500 Roma children and youth engaged in activities of Roma folklore;

25.3. At least 3 events annually organized by the supported Roma cultural artistic associations;

25.4. Improved skills among the members of Roma amateur folklore ensembles with the help of “Tanec” and the Folklore Institute.

25.5. Making of at least three new choreographies annually from by the supported Roma cultural artistic associations;

25.6. Organizing of a Balkan Roma folklore festival every two years in which at least 100 representatives of 7 countries would participate;

25.7. Supported at least 2 folklore festivals, 1 on national level and 1 on local level for the period 2014-2020;

25.8. Supported at least 5 events annually by the Republic of Macedonia for preserving of the Romani tradition on local level (exhibitions, activities to mark Vasilica, Gjurgjovden etc...) in the period of 2014-2020;

25.9. Supported at least 5 activities to mark the International Roma Day – 8th of April on local level, as well as one central celebration in Skopje each year during the period of 2014-2020;

Measures:

25.1. Five Roma cultural artistic associations financially supported by Republic of Macedonia annually;

- Preparing a list of Roma CAA with basic information and contact information /;
- Information on grant opportunities/potential donors, deadlines etc. .;
- Technical assistance in preparing applications.

25.2. 500 Roma children and youth dealing engaging in activities of Roma folklore;

- Initiatives and contacts with the staff from the schools and parents;
- Affirmation of opportunities for involvement in the work of Roma CAA;

25.3. Organized at least 3 events annually by the supported Roma cultural artistic associations;

- Information on grant opportunities/potential donors, deadlines etc. .;
- Technical assistance in preparing applications;
- Proactive initiatives by the Office for promoting and improving the culture of the communities in Republic of Macedonia.

25.4. Improved skills among the members of Roma amateur folklore ensembles with help from “Tanec” and the Folklore Institute.

- Preparing a list of Roma CAA with basic information and contact information /;
- Informing
- Creation and implementation of modules and training programs.

25.5. Making of at least three new choreographies annually from by the supported Roma cultural artistic associations;

- Preparation and practices of the members of the Roma CAA;
- Organising of performances for presentation of the newly adopted choreographies.

25.6. Organizing of Balkan Roma folklore festival every two years in which at least 100 representatives of 7 countries would participate;

- Providing of political and financial support through lobbying;
- Preparation of applications/projects;
- Preparation and organization of the festival.

25.7. Supported at least 2 folklore festivals, 1 on national level and 1 on local level for the period 2014-2020;

- Providing of political and financial support through lobbying;
- Preparation of applications/projects;
- Preparation and organization of the festival.

25.8. Supported at least 5 events annually by the Republic of Macedonia for preserving of the Romani tradition on local level (exhibitions, activities to mark Vasilica, Gjurgjovden etc...) in the period of 2014-2020;

- Providing of political and financial support through lobbying;
- Selection of stakeholders/implementers.
- Preparation of applications/projects;
- Preparation and organization of the festival.

25.9. Supported at least 5 activities to mark the International Roma Day – 8th of April on local level, as well as one central celebration in Skopje each year during the period of 2014-2020;

- Providing of political and financial support through lobbying;
- Selection of stakeholders/implementers.
- Preparation of applications/projects;
- Preparation and organization of the festival.

Specific strategic objective 26: Improving of the publishing and literature in Romani language and support of the Roma authors.

Expected results:

26.1. Published least 3 editions of three Roma authors in Roma language annually;

26.2. Provided support in the printing of 1 Roma children magazine and 1 Roma youth magazine each year in the period of 2014-2020;

26.3. At least 2 translated and printed books from world literature in Romani language, each year in the period of 2014-2020;

26.4. At least three published monographs in the period of 2014-2020;

26.5. Organized at least one educational workshop on creative writing skills with coverage of 200 Roma by the end of 2020;

26.6. Organized at least 2 national Roma poetry evenings with at least 30 participants annually in the period 2014-2020;

26.7. In 15 local libraries to increase the number of Roma literature and to open at least three libraries in the Roma communities by the end of 2020;

Measures:

26.1. Published at least 3 editions of three Roma authors in Roma language annually;

- Providing of political and financial support through lobbying;
- Selection of stakeholders/implementers.
- Preparation of applications/projects;
- Selection of authors;
- Preparation, printing and publishing of books and publications.

26.2. Provided support in the printing of 1 Roma children magazine and 1 Roma youth magazine each year in the period of 2014-2020;

- Lobbying;
- Selection of stakeholders/implementers.
- Preparation of applications/projects;
- Preparation, printing and publishing of publications.

26.3. At least 2 translated and printed books from world literature in Romani language, each year in the period of 2014-2020;

- Providing of political and financial support through lobbying;
- Selection of stakeholders/implementers.
- Preparation of applications/projects;
- Selection of authors;
- Preparation, printing and publishing of books

26.4. At least three published monographs in the period of 2014-2020;

- Providing of political and financial support through lobbying;
- Selection of stakeholders/implementers.
- Preparation of applications/projects;
- Selection of authors;

- Preparation, printing and publishing of monographs

26.5. Organized at least one educational workshop on creative writing skills with coverage of 200 Roma by the end of 2020;

- Selection of holders;
- Preparation of applications/projects;
- Selection of trainers;
- Organizing of educational events;
- Providing awards and promotion of the most successful.

26.6. Organized at least 2 national Roma poetry evenings with at least 30 participants annually in the period 2014-2020;

- Selection of holders;
- Preparation of applications/projects;
- Organizing of events
- Providing awards and promotion of the most successful Roma poets in the previous period of 1 year.

26.7. In 15 local libraries to increase the number of Roma literature and to open at least three libraries in the Roma communities by the end of 2020;

- Providing of political and financial support through lobbying;
- Selection of authors and titles;
- Preparation of applications/projects;
- Procurement and distribution of books;
- Reconstruction or construction of facilities;
- Providing and installation of library equipment;
- Promotion of opportunities and other promotional activities.

Specific strategic objective 27: Advancing of the Roma theater activity.

27.1. Five Roma amateur theater groups financially supported in the implementation of five performances annually in the period 2014-2020;

27.2. At least one performance of Roma amateur theater groups at international festivals annually by the end of 2020;

27.3. Organization of 1 expert thematic educational workshop for members of the local Roma amateur theater groups per year by the end of 2020;

27.4. Provided annual operating costs for space, equipment and provided remuneration per person for 5 Roma amateur theater groups by the end of 2020;

27.5. Consideration of the possibility of financial support from donors for promotion of the Roma culture, language and traditions by creating a Roma theater, museum, etc.

27.6. Provided scholarships for at least 3 Roma students studying at the Faculty of Dramatic Arts in the period of 2014-2020;

27.7. Organized a Roma amateur theater festival every two years in the period of 2014-2020;

Measures:

27.1. Five Roma amateur theater groups financially supported in the implementation of five performances annually in the period 2014-2020;

- Lobbying;
- Selection of holders;
- Preparation of applications/projects;
- Selection of contractors;
- Selection of authors and plays that will be performed;
- Preparation and organization of theater plays.

27.2. At least one performance of the Roma amateur theater groups at international festivals annually by the end of 2020;

- Communication and contact with the relevant organizations and institutions at international level;
- Preparation of applications/projects;
- Selection of candidates/Roma amateur theater groups;
- Selection of authors and plays that will be performed;
- Preparation and organization of tours/performances;

27.3. Organization of 1 expert thematic educational workshop for members of the local Roma amateur theater groups per year by the end of 2020;

- Selection of holders;
- Preparation of applications/projects;
- Selection of trainers;
- Organizing educational events;
- Providing rewards and promotion of the most successful.

27.4. Provided annual operating costs for space, equipment and provided remuneration per person for 5 Roma amateur theater groups by the end of 2020;

- Providing of political and financial support through lobbying;
- Preparation of applications/projects;
- Selection of Roma amateur theater groups;

27.5. Consideration of the possibility of financial support from donors for promotion of the Roma culture, language and traditions by creating a Roma theater, museum, etc.

- Providing of political and financial support through lobbying;
- Preparation of applications/projects;
- Process for providing a facility;
- Reconstruction or construction of facilities;
- Hiring staff;
- Purchasing technical equipment and furniture;
- Purchasing theatrical equipment
- Promotional activities.

27.6. Provided scholarships for at least 3 Roma students studying at the Faculty of Dramatic Arts in the period of 2014-2020;

- Providing of financial support through lobbying;
- Preparation of applications/projects;
- Selection of candidates;

27.7. Organized a Roma amateur theater festival every two years in the period of 2014-2020;

- Providing of political and financial support through lobbying;
- Preparation of applications/projects;
- Preparation and organization of festivals.

Specific strategic objective 28: Advancing of the Roma music activity.

28.1. Supported 15 young Roma musical talents in the field of all music styles (traditional, classical, rap, rock, etc.). Issuance of CDs, organizing concerts, etc. by the end of 2020;

28.2. Supported the organizing of one Roma national children's festival and 1 Roma national festival of musicians from Macedonia and abroad every two years in the period of 2014-2020;

28.3. Provided scholarships for 3 Roma undergraduate students and 3 Roma graduate students on the music academies by 2020;

Measures:

28.1. Supported 15 young Roma musical talents in the field of all music styles (traditional, classical, rap, rock, etc.). Issuance of CDs, organizing concerts, etc. by the end of 2020;

- Providing of political and financial support through lobbying;
- Selection of the holder;
- Preparation of applications/projects;
- Selection of talents that will be supported;
- Support in issuing CDs;
- Preparation and organization of concerts.

28.2. Supported the organizing of one Roma national children's festival and 1 Roma national festival of musicians from Macedonia and abroad every two years in the period of 2014-2020;

- Providing of political and financial support through lobbying;
- Preparation of applications/projects;
- Preparation and organization of concerts.

28.3. Provided scholarships for 3 Roma undergraduate students and 3 Roma graduate students on music academies by 2020;

- Providing of financial support through lobbying;
- Preparation of applications/projects;
- Selection of students candidates for scholarships;
- Assigning the scholarships

Specific strategic objective 29: Promoting of the Roma art activity

29.1. Provided support from Republic of Macedonia for the organization of International Roma art colony every two years by the end of 2020;

29.2. At least two local art exhibitions organized with the participation of 10 artists Roma annually in the period 2014-2020;

29.3. Provided scholarships for 3 Roma undergraduate students and 3 Roma graduate students on the art academies by 2020;

Measures:

29.1. Provided support from Republic of Macedonia for the organization of International Roma art colony every two years by the end of 2020;

- Providing of political and financial support through lobbying;
- Preparation of applications/projects;
- Preparation and organization of colonies;
- Organisation of art exhibitions for displaying the results and actions.

29.2. At least two local art exhibitions organized with the participation of 10 artists Roma annually in the period 2014-2020;

- Providing of financial support through lobbying;
- Preparation of applications/projects;
- Preparation and organization of art exhibitions.

29.3. Provided scholarships for 3 Roma undergraduate students and 3 Roma graduate students on the art academies by 2020;

- Providing of financial support through lobbying;
- Preparation of applications/projects;

- Selection of students candidates for scholarships;
- Assigning the scholarships

Strategic objective 30: Advancing of the Roma film industry.

30.1. Used at least 10% of the projected budget funds for film activity of RM per year for shooting films that are completely prepared and thematic targeted to the Roma community each year by the end of 2020;

30.2. Provided financial support in the amount of at least 10% of the projected budget funds of RM for preparation of movie screenplays by Roma authors;

30.3. Provided scholarships for 3 Roma graduate students on the movie academies by 2020;

Measures:

30.1. Used at least 10% of the projected budget funds for film activity of RM per year for shooting films that are completely prepared and thematic targeted to the Roma community each year by the end of 2020;

- Lobbying;
- Preparation of requests, projects/applications;
- Initiatives for recording and presentation of films directed by Roma with themes from the Roma community of festivals.

30.2. Provided financial support in the amount of at least 10% of the projected budget funds of RM for preparation of movie screenplays by Roma authors;

- Lobbying;
- Initiatives for preparation of scenarios by competent Roma;
- Preparation of requests, projects/applications;

30.3. Provided scholarships for 3 Roma graduate students on the movie academies by 2020;

- Providing of financial support through lobbying;
- Preparation of applications/projects;
- Selection of students candidates for scholarships;
- Assigning the scholarships

Specific objective 31: Development of the infrastructure to support the development and promotion of Roma culture, tradition and language in Macedonia.

Measures:

31.1. Created a Roma national e-portal in the field of culture;

- Providing funds;

- Forming a team to support the portal;
- Creating, installation and maintenance;

31.2. Reconstructed or built 2 centers for development and promotion of Roma culture in two municipalities with large Roma populations by the end of 2020

- Providing of political and financial support through lobbying;
- Preparation of applications/projects;
- Process for providing facilities;
- Reconstruction or construction of facilities;
- Hiring staff;
- Purchase of technical equipment and furniture.
- Promotional activities.

31.3. Improved awareness of the Roma community and the Roma NGOs regarding the possibilities for financing cultural projects at local and national level by the end of 2020;

- Informative campaigns;
- Promotional- Informational programs on the electronic media;
- Preparing and distributing of the informational brochures.

31.4. Promotion of the Roma language through continuous broadcasting on the radio and television stations;

- Supported two electronic media (1 radio and 1 television) that will broadcast programs in Romani language, in obtaining national frequency by the end of 2016
- Preparation of projects by the Broadcasting Council of Macedonia

Specific goal 32: Development of regional and international cooperation in the field of development of the Roma culture.

32.1. Signed at least 5 agreements for cooperation in the development of Roma culture in the countries of the Balkan region, Central Eastern Europe and Western Europe;

32.2. Provided support of Roma organizations and Roma people in the representation of the Roma culture from RM in other countries.

Measures:

32.1. Signed at least 5 agreements for cooperation in the development of Roma culture in the countries of the Balkan region, Central Eastern Europe and Western Europe;

- Preparation of action plan for international connection and cooperation in promoting the Roma culture;
- Initiatives and meetings for signing contracts;

- Preparation and implementation of joint transnational partnership projects at level of institutions and NGOs.

32.2. Provided support of Roma organizations and Roma people in the representation of the Roma culture from RM in other countries.

- Preparation of projects for providing financial support and informational support;
- Providing of institutional support

Specific goal 33: To increase the number of Roma in the state institutions, bodies and committees at local and national level in the field of development of the Roma culture by the end of 2020;

33.1. Included Roma representatives in the Cultural Council;

33.2. Included Roma representatives in the commission for passing on the annual program of Republic of Macedonia

33.3. Included Roma representatives in the other bodies of the Local Government and AULG responsible for developing of the local action plans and providing budget for development of the Roma culture locally.

Measures:

33.1. Included Roma representatives in the Cultural Council;

- Lobbying for political support;
- Selection of competent candidates

33.2. Included Roma representatives in the commission for passing on the annual program of Republic of Macedonia

- Lobbying for political support;
- Selection of competent candidates

33.3. Included Roma representatives in the other bodies of the Local Government and AULG responsible for developing of the local action plans and providing budget for development of the Roma culture locally.

- Lobbying for political support;
- Selection of competent candidates

VI. Proposed measures for strategic implementation and strategic control

For effective and efficient implementation of the Strategy for Roma in Macedonia in the period of 2014 - 2020, the following 10 measures are proposed:

1. Adoption of the Strategy by the Government of RM;
2. Preparation of the Action Plan for implementation of the Strategy;
3. Adoption of the Action Plan for implementation of the Strategy by the Government of RM;
4. Providing funds for implementation of the Strategy through preparation of annual operating plans (budgetary sources) and projects (for providing funds from domestic and international donors);
5. Structures responsible for the implementation of the Strategy for Roma from 2014 to 2020;
6. Monitoring the implementation of the measures in accordance with the planned dynamics with the Action Plan for implementation of the Strategy for Roma from 2014 to 2020;
7. Establishing a system for monitoring of the implementation of the Roma Strategy 2014 – 2020 on level of institutions.
8. Establishing a system for monitoring the implementation of the NSR on level of the Units of local government in 10 cities where Roma are present in significant numbers;
9. Evaluation of the Implementation of the Strategy for Roma from 2014 to 2020;
10. Review of the Strategy (Option).

Description of the measures:

Adoption of the Strategy by the Government of RM

After the finalization of the document and the implementation process of the internal review of the final draft at the relevant ministries and agencies, the Ministry of Labor and Social Affairs, through the Department for support of the implementation of the Strategy and the Decade of Roma, will start the process of its adoption and formalization by the Government. It will represent a national framework for action aimed at the social inclusion and integration of the Roma community in the society in the country for the period of 2014 - 2020.

Preparation of Action Plan for implementation of the Strategy

After the adoption of the Strategy for Roma in Macedonia 2014 - 2020 by the Government, the Ministry of Labor and Social Affairs in cooperation with the Minister without portfolio and the National Coordinator of the Decade for Roma Strategy will begin the process of preparing or developing of the Action Plan for implementation of the Strategy. The preparation of this document is a necessary step towards the implementation of the Strategy. The document will be medium termed and will be applied for a period of 3 years and will be effective from October 2014 to October 2016. With this document, based on the strategy, precisely will be determined and tabular presented: the short-term goals, the activities for their implementation, indicators, sources of verification, deadlines, potential implementers, the necessary funds for implementation and also the possible sources of funding.

In the developing of the document, as well as in the developing of the strategy, it is recommended to include all stakeholders: the Ministry of Labor and Social Policy - DISDR in cooperation with the Office

of the National Coordinator of the Decade for Roma Strategy, Ministry of Education and Science, Ministry of Transport and Communications, Ministry of Culture, Ministry of Health, the Agency for improving of the education of the minorities, Employment Agency, Agency for development and promotion of the culture of the ethnic communities, representatives of non-governmental organizations, representatives of the local Roma community, representatives of the media and representatives of the national and international donor organizations and development agencies, such as MTM, UNDP, REF, OSCE, European Commission FOSM, etc.

Period of realization: July to September 2014

Adoption of a plan of action for implementation of the Strategy by the Government

After the finalization of the document and the implementation of the process of internal revision of the final draft at the relevant ministries and agencies, the Ministry of Labor and Social Policy - Department for supporting the implementation of the Strategy and the Decade of Roma, in cooperation with the Cabinet of the National Coordinator of the Decade Strategy for Roma, will begin its process of formalization and approval by the Government.

Implementation Period: October 2014

Providing of funds for implementation of the strategy through preparation of annual operating plans (budgetary sources) and projects (for providing funds from domestic and international donors)

The Action Plan for implementation of the Strategy for Roma in Macedonia 2014 - 2020, will be a 3 year operational basis for the preparation and development of:

1. Annual operational plans for implementation of the strategy at the level of the relevant national institutions/ministries, government agencies / (budget financing);
 - The NCB in December will initiate the preparation of Annual operating plans (AOP) for implementing the strategy for Roma in each relevant institution. In addition, they will submit periodic monitoring reports, annual evaluation (for the previous year) and proposal for the AOP
2. Annual municipal programs (budget financing);
 - The LCB in December will prepare and submit to the municipalities a proposal of the AOP for implementation of the local Strategy for Roma in each of the 10 municipalities. In addition, they will submit periodic monitoring reports and annual evaluation of the previous year
3. Projects for action towards social inclusion and integration of the Roma community in the social activities in the country for the period of 2014-2020 in the 5 strategic areas of action determined by the program (funding from national and international donors including the EU IPA funds);

- The NGOs and relevant institutions will continuously monitor the opportunities and calls and will prepare applications for implementation of projects in accordance with the Action Plan for implementation of the Strategy for Roma in Macedonia in 2014 - 2020. The NGOs will officially provide information about the applications and the granted projects to the NCB.

Implementation Period: continuously each year until the end of 2020.

Structures responsible for the implementation of the Strategy for Roma in Macedonia 2014 - 2020

Structures at the level of institutions

Each relevant institution is expected on the part of its employees to delegate duties and responsibilities related to the implementation of the Strategy for Roma in Macedonia 2014 – 2020. The responsibilities will refer to the preparation of programs and projects, and to monitor their implementation in person or through participation in working groups. The duty could be delegated to one or more employees. The institutions in accordance with their legal mandates could form departments that on a higher level and higher degree of organization could significantly contribute to the implementation of this strategic document.

National Coordinating Body / NCB /

- *NCB is a working group of the Government.*
- The NCB is composed of 15 professional and competent members who are appointed/nominated by the following institutions:
 - Ministry of Labour and Social Affairs – 2 representatives;
 - Employment Agency – 1 representative;
 - Secretariat for European Affairs – 1 representative;
 - Ministry of Education and the Department for Education of the languages of ethnic communities – 1 representative;
 - Ministry of Transport and Communications – 1 representative;
 - Association of the Local Government – 1 representative;
 - Ministry of Health – 1 representative;
 - Ministry of Culture – 1 representative;
 - Office for affirmation and promotion of the culture of the communities in the Republic of Macedonia – 1 representative;
 - Ministry of Local Government – 1 representative;
 - The Cabinet of Minister without Portfolio NCIDSR – 2 representatives;
 - Representatives of NGOs – 2 representatives;

In the NCB, if necessary, can be members and representatives of other institutions such as:

- Ministry of Interior;
- Ministry of Foreign Affairs;
- Ministry of Finance;
- Agency for Statistics.

The NCB is constituted on a functional basis, in accordance with the 5 core areas of activity, determined with the Strategy for Roma.

3 members of the NCB have jurisdiction to cover one major area and one additional area that are of importance for social inclusion of the Roma community in Macedonia.

Major areas of activity are:

- Employment;
- Education;
- Housing;
- Health;
- Culture

Additional areas of activity are:

- Social inclusion of Roma in the social protection system;
- Gender Equality;
- Non-discrimination;
- People without documents;
- Bank of data relevant to the social inclusion of Roma in Macedonia;

The NCB members have mandate of 2 years with the possibility of re-election for one more mandate.

The work of the NCB is managed by the Ministry of Labor and Social Affairs in collaboration with the Office of the National Coordinator of the Decade for Roma Strategy. NCB manages the working meetings.

The meetings are scheduled by order of the chairman and organized and administered by the administrator of NCB.

The administrator of NCB participates in meetings with a right to discussion, but without a right to vote.

On the sessions of the NCB, if needed, can participate and representatives of other relevant state and public institutions and organizations with right to discussion, but without right to vote.

The membership in the NCB ends:

- After the expiry of the mandate;
- At personal request submitted in written form to the chairman or administrator of the NCB;
- After 2 unannounced or unexcused absences from meetings of the NCB;
- With decision by the Government of RM

Responsibilities of the NCB:

- Designs and implements the process of strategic planning;
- Prepares relevant strategies and action plans;

Designs and implements the process of strategic planning:

- Initiates preparation of relevant annual operational plans (integrated and separated) ;
- Initiates and lobbies for providing of funds from local, national and international sources and donors;
- Sets up and coordinates the work of the thematic task groups by areas of operation
- Initiates and coordinates processes for the preparation of operational programs and projects for implementation of strategic documents for development and social inclusion of the Roma community in RM

Designs and implements processes for strategic control of the implementation of strategic documents for development and social inclusion of the Roma community in Macedonia:

- On a periodic basis, monitors and evaluates programs and projects;
- Prepares relevant reports (periodicals, final, annual) ;
- Initiates and manages the creation of bank data that is relevant for the social inclusion of Roma in Macedonia, which in the future will be used for preparation of projects, programs, strategies and relevant reports.

Local coordination bodies / LCB /

The local coordinating body is part of the local government units. It exists in the 10 municipalities where Roma live in significant numbers. Those are: Tetovo, Gostivar, Prilep, Bitola, Kumanovo, Delčevo Berovo, Vinica, Kocani and Stip. The LCB is composed of 7 professional and competent members who are appointed / nominated by the following institutions:

- Center for Social Work – 1 representative;
- Employment Centre – 1 representative;
- Primary school – 1 representative;

- Public health institution – 1 representative;
- Local NGOs – 2 representatives;
- Roma Information Centre – 1 representative;

Responsibilities of LCB:

- Designs and implements the process of strategic planning;
- Prepares relevant strategies and action plans;
- Designs and implements the process of strategic management;
- Prepares relevant annual operational plans (integrated and separated) ;
- Provides funds from local, national and international sources and donors;
- Lobbies and represents the interests of the relevant users, actors and factors within the frames of the social inclusion of Roma;
- Sets up and coordinates the work of the thematic task groups on demand;
- Initiates and coordinates processes for the preparation of operational programs and projects for implementation of strategic documents for development and social inclusion of the Roma community in the municipality;
- On a periodic basis, monitors and evaluates programs and projects;
- Prepares relevant reports (periodical, final, annual) and submits them to the municipality and the National Coordination Body.

Implementation Period: Continuously in 2014 - 2020 year.

Monitoring the implementation of the measures in accordance with the planned dynamics with the Action Plan for implementation of the Strategy for Roma from 2014 to 2020

As tools for strategic control and supervision in the process of implementation of the Strategy for Roma in Macedonia 2014 – 2020 will be applied the ongoing and the periodic monitoring.

With application of the measures for the ongoing and periodic monitoring will ensure the tracking and insight into the dynamics and the short-term results achieved at operational level. This will ensure quality and continuity in the implementation of the action plan, but it can also indicate the needs for adjustments in the approach or reallocation of resources to achieve the expected dynamics and short-term results.

The ongoing monitoring is conducted by the operational structures that in the implementation of the annual operating plans of the institutions (national and local) or projects (institutions, NGOs) will prepare plans for implementation of the measures and will prepare appropriate reports that will provide information and review of the conducted, the dynamics of the conducted, as well as the achieved short-term results.

The periodic monitoring is conducted by the national and local institutions and also the nongovernmental organizations, that implement activities and measures provided in the Plan of Action for the implementation of the Strategy for Roma in Macedonia 2014 – 2020. In addition, periodic monitoring will be conducted by the NCB and the LCB. They will initiate and organize events and processes for monitoring, will apply appropriate methods and instruments and will prepare reports.

The reports will be delivered to the Units of the local governments, local institutions, national institutions, the Government and the professional and general public, including the Roma community. The reports will be consulted in the implementation of the internal evaluation of the implementation of the Strategy for Roma in Macedonia from 2014 to 2020.

Implementation Period: Continuously until the end of 2020.

Establishing a system for monitoring the implementation of the Roma Strategy 2014 – 2020 at level of institutions

The Ministry of Labor and Social Affairs in cooperation with the Office of the National Coordinator of the Decade for Roma Strategy and the Ministry of Education and Science, Ministry of Transport and Communications, Ministry of Culture, Ministry of Health, the Department for Education of minority languages, Agency for employment and the Department for affirmation and promotion of the culture of ethnic communities, taking as a basis in their annual operational plans for implementation of the National Strategy Roma in the current year, at the end of June each year until the end of 2020 will carry out monitoring and will prepare a report that will be submitted to the Ministry of Labor and social Policy and the Cabinet of the National coordinator of the Decade and Strategy for Roma.

DISDR will prepare semi-annual monitoring report regarding the implementation of the Annual operational programs of the institutions. This report can integrate reports from the 5 areas of activity.

The report will be submitted to the Government of RM and the institutions and will be published in the printed and electronic media to regularly inform the public about the dynamics and the results of the implementation of the Strategy. The integrated report of this monitoring will be subject to review at a public event⁸² that will take place in early July each year until the end of 2020.

Implementation period: The end of June and beginning of July each year until the end of 2020.

Establishing a system for monitoring the implementation of NSR at level of Units of the local government in 10 cities where Roma are present in significant numbers

⁸² Events to promote the results of the implementation of strategic documents for social inclusion of Roma in the period 2013/2014 were organized twice a year by the Department for implementation of the Strategy and the Decade of Roma, in cooperation with the Cabinet of the Minister without portfolio and are supported by European Commission.

At level of Units of the local government in 10 cities where Roma live in significant numbers will be established local coordinating bodies (LCBs). The Municipal councils in accordance with the legislation if necessary may establish committees and working groups. Usually, the councilors from the Municipal councils don't take part in the committees.

The LCB will monitor the implementation of the National and the local strategies for social inclusion of Roma. At the end of June each year until the end of 2020, will conduct monitoring of this process and will prepare a report which will be submitted to the Department for implementation of the Strategy and the Decade of Roma at the Ministry of Labor and Social Policy and NCIDSR. The Department will prepare semi-annual monitoring report regarding the implementation of the annual operative programs of the municipalities. This report can integrate reports from activities in those areas of activity in which they were implemented.

The department will prepare semi-annual monitoring report regarding the implementation of the annual operational programs of the municipalities. The report on the local activities, as well as that of the national level will be submitted to the government and the institutions and will be published in the printed and electronic media to regularly inform the public about the dynamics and results of the implementation of the strategy and local action plans. The integrated report of this monitoring will be subject to a review at a public event, which will take place in the beginning of July each year until the end of 2020.

Implementation period: The end of June and beginning of July each year, until the end of 2020.

Evaluation of the implementation of the Strategy for Roma in Macedonia 2014 - 2020

In order to ensure a high level of compliance and suitability of specific strategic goals and on a higher level, the strategic determinations with the implemented measures, it is necessary to plan and conduct processes of evaluation as follows:

- Annual internal evaluation;
- Mid-term external evaluation;
- Closing or final external evaluation.

The target groups of people and structures that will be involved in the assessment of the achievements are: the national and local institutions directly or indirectly involved in the processes and the measures of implementation, non-governmental organizations (involved in other processes) and the wider civil society, media, as well as individuals and representatives of the Roma community.

It is advisable to implement a participatory approach that provides a higher degree of suitability, comprehensiveness and reality in the perception and recognition of the aspects and the changes that initiate the implementation of the Strategy.

Annual internal evaluation

This evaluation will be conducted by the National Coordination Body. The evaluation will be considered internal, because the NCB is a governmental body that will carry out the evaluation of the Government's strategy. It will include representatives from the implementers, directly and indirectly affected partners and customers. From the conducted annual internal evaluation, it will be prepared a report which will be considered in the preparation of the annual operational plans for implementation of the Strategy in the relevant national institutions for the next fiscal year. This report will be submitted to the Government of RM and the institutions, and will be published in printed and electronic media. The report of this evaluation will be considered for a review at a public event⁸³ that will take place in early January each year until the end of 2020.

Implementation Period: November, continuing until the end of 2020.

Mid-term external evaluation

The purpose of this activity will be to determine and to confirm from a competent and neutral source, if and to what extent in the period 2014 -2016 year, were realized the planned specific strategic goals, and the impact they had on the implementation of the Strategy for social inclusion and integration of Roma into the society. The evaluation of the success will be directed towards the implementation of the Action Plan for implementation of the Strategy for the period 2014 - 2016 year.

This evaluation will be initiated and implemented by the National Coordination Body coordinated by the Ministry of Labor and Social Affairs, in cooperation with the Office of the National Coordinator of the Decade and Strategy for Roma.

The implementer will be an external expert who will be elected through a public call. The process will include representatives of the implementers, directly and indirectly affected partners and customers. From the conducted mid-term external evaluation, a report will be prepared, which will be considered in the preparation of the Action Plan for implementation of the Strategy for the period 2017 - 2020 year. This report may have an impact or to initiate a need for review of the Strategy.

The report will be submitted to the Government of RM and the institutions and will be published in the printed and electronic media. The report of this evaluation will be presented to the public at a press conference.

Implementation Period: 4th quarter of 2016.

Final external evaluation

At the end of the period of implementation of the Strategy for Roma in 2020, will be organized a Final external evaluation. The subject of this evaluation will be the overall intervention in the period of 2014 - 2020. The goal would be to determine whether and to what extent this strategy has achieved its goals. If

⁸³ Events to promote the results of the implementation of strategic documents for social inclusion of Roma in the period 2013/2014 were organized twice a year by the Department for implementation of the Strategy and the Decade of Roma, in cooperation with the Cabinet of the Minister without portfolio and are supported by European Commission.

and how much is improved the quality of life of Roma in Macedonia and whether and to what extent and degree the Roma were included and integrated into the society. This evaluation will be initiated and implemented by the National Coordination Body within the Ministry of Labor and Social Affairs in collaboration with the Office of the National Coordinator of the Decade and Strategy for Roma.

Revision of the Strategy / Option /

The revision of strategic documents is a legitimate way to ensure effectiveness in achieving the changes that have been identified as desirable results and conditions.

The revision can be on a regular basis or irregular.

It is customary the review of strategic documents to be accessed when it is concluded that the applied measures, activities and processes do not give the expected results. After the detected difficulties in achieving the dynamics and the expected short-term effects that are tracing the processes of monitoring, usually are proposed and applied different approaches and alternatives. If the annual evaluations and the mid-term evaluation ascertain partial or complete absence of achieving the short-term and medium-term goals in continuity, it is desirable and legitimate to consider revision of the Strategy. Besides these reasons, in time of various political, global and regional challenges and changes that have their impact on the Balkans and Southeast Europe, from objective reasons, it can impose the need for a revision of strategies and other strategic documents.

For review of strategic documents, it is needed to dedicate time and significant financial and other resources.

Therefore it is necessary to provide enough relevant arguments from internal but also and from neutral and competent external sources, to be credible to plan and conduct a revision of the strategic documents.

The revision should not be a hasty reaction and usually should leave a period so the initial document can be implemented in order to realize its effectiveness.

But also, the revision must not be late because the situation on the field can sometimes be alarming, and the opportunities unfortunately are not unlimited.

Therefore as part of the recommendations for the implementation of this Strategy should be taken into account the possibility of mid-term regular review, which, if necessary, could be conducted in midterm or sometimes in 2017.

VII. List of acronyms

AULG – Association of the units of the Local Government
AOP – Annual operating plans
CAA – Cultural art association
DISDR – Department for implementation of the Strategy and the Decade of Roma
DUP – Detailed Urban Plan
ESA – Employment Service Agency
FOSM – Foundation Open Society – Macedonia
GUP – General Urban Plan
IPA – Instrument for Pre-Accession Assistance
LAP – Local Action Plan
LCB – Local coordinating body
MES – Ministry of Education and Science
MTM – Making the most of EU funds for Roma from Budapest
NCB – National Coordinating Body
NCIDSR – National Coordinator for Implementing the Decade and Strategy for Roma
NSR – National Roma Strategy
OFA – Ohrid Framework Agreement
OSCE – Organization for Security and Co-operation in Europe
PHI – Private Health Institution
REF – Roma Education Fund
RM – Republic of Macedonia
ULS – Units of local government
UNDP – United Nations Development Program
UNESCO – United Nations Educational, Scientific and Cultural Organization
UNICEF – United Nations Children's Fund
USAID – United States Agency for International Development

VIII. Attachments

In the Macedonian version of the Strategy are added the following attachments:

Attachment 1:

List of participants involved in the process of creating the Roma Strategy 2014 - 2020 (institutions, organizations and individuals).

Attachment 2:

"System of indicators for monitoring and evaluation of the Decade of Roma Inclusion in Macedonia" – made by Ljubinka Popovska Toševa for the needs of UNDP and the Ministry of Labor and Social Policy. In this document it is proposed a model of system and a list of relevant indicators that can provide adequate monitoring and evaluation of programs and projects dedicated to the social inclusion of Roma in the Macedonian society. The complete paper can and should be used to its maximum in the preparation of the Action Plan for implementation of this strategy in the earlier proposed sections of the plan of action, entitled as indicators and sources of verification.