

SKOPJE

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## STRATEGY FOR INTENSIFYING OF THE SOCIAL INCLUSION OF ROMA IN THE SOCIAL PROTECTION SYSTEM IN THE REPUBLIC OF MACEDONIA FOR THE PERIOD 2012-2014

Strategic priority of MLSP:

1. *Intensive promotion and application of preventive measures to reduce the number of Roma citizens that are involved in long-term social protection system*
2. *Development of capacity and programs offering social services to Roma community on local level.*
3. *Strengthening the process of non-institutional protection, development of existing and finding new forms of non-institutional protection .*
4. *Improve the institution's service quality for the Roma community in the institutional protection frame.*

MINISTRY OF LABOUR AND SOCIAL POLICY OF THE REPUBLIC OF MACEDONIA

SKOPJE 2011



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## 1. INTRODUCTION/Context and profile of the Roma community in the Republic of Macedonia

In the last decade, the globalization as a worldwide process, among others also intensifies the construction and political articulation of ethnic identities. This trend of internationalization of the minors (ethnic) rights is especially up to date for the countries in transition that have the status of candidates for membership in the EU or tend to gain the same. Of course this kind of commitment would model the agenda of standards and criteria that these countries should include in their legislation for affirmation and protection of human rights. The experiential findings suggest that the traditional access in solving of “minorities” questions when Roma are concerned, is not giving the expected results. Namely the condition of Roma regarding other ethnic communities is completely different, therefore in that sense this kind of access is not absolving this problematic in effective way. Therefore, to this countries imposed the need of preparing special national strategies for Roma that should meet the specific needs and issues that this ethnic community is permanently faced with. Namely the motivation for conceptualization, such a document, dedicated exclusively to Roma, is determined of the need to create comprehensive and consisted policy that identify the crucial topics and issues, that refer to separate specifics in this group, but in the frame of the global defined key developmental trend. Certainly the strategy also should offer concrete operationalized program of implementation to the promoted policy, and to point the subjects, or the holders of that outlined policy.

Although, in regards to Roma as ethnic community, the Republic of Macedonia made significant positive step, regarding to other countries, however in the mentioned context Macedonia is no exception.

Following the direction of the political course outlined of the institutions of the EU, Macedonia is joining the countries that have shown readiness for preparation of such strategic document that promotes principle of active protection of Roma rights. For the country this does not mean just a moral support, but the care for Roma is its legislative duty. Namely the country’s care refer to the duty to respect the listed rights through appropriate legislative, and to provide their institutional protection trough administrative and other measures necessary for complete realization of the proclaimed rights.ranite prava.

The basic challenges that are identified by the Member States, and are high compatible with the measures and policies that one country should take and regarding the Roma are the following:

- create conditions for increasing of the integration in the labour market of the long-term unemployed and vulnerable groups that are poor and social excluded;

- provide comprehensive systems for social protection that offer minimum means that provides decent life, but at the same time removes the demotivation of looking for job;
- develop programs for continuing education especially for the different groups and overcoming the early drop-out from schools;
- improve the quality and the access to the public services especially health , social service, homing, and the transport;
- overcome the high rate of social exclusion and discrimination, especially to different ethnic groups, to the Roma also, but other vulnerable groups as people that live in institutions for people with special needs;
- straightening the policies that give support to the families, the social networks and protection of children's rights

With an area of 25.713 km<sup>2</sup>, the country in December 2007 had a population of 2.045.177 inhabitants, inhabited in 85 municipalities. According to the 2002 census 62% of the whole population were Macedonian, 25.2% Albanian, 3.9% Turkish, **2.7% Roma**, 0.2% Serbian, until other groups fulfilled the rest 3.9%. As a reflection of this multiethnic composition, the country's constitution contains provisions that guarantee the rights of the nationalities. Roma are recognized as nationality with all incremental rights, freedoms and protection of discrimination. Located in urban areas the bigger number<sup>2</sup> of the Roma inhabitants are in Skopje, Prilep, Kumanovo, Bitola, Tetovo, Gostivar, Stip, Kocani, members of this nationality are identified in over 50 municipalities.

The government took active measures for employment directed to the most vulnerable groups on the labour market. t.e. young people under 27 years , women, older workers, children without parents, single parents and people that belong to the disadvantaged groups.

MLSP establishes the social protection system, facilitating the functioning , and provides conditions for implementation of the activities for social protection. MLSP prepares annual programs and planes the budget for implementation of the activities for social protection. There are 30 centers foe social protection in the country, each of them is covering the needs for social protection to the inhabitants from several municipalities.

The Ministry for education and science, through the Direction for Development of Education in the languages of the communities threats the question for the right of education in the languages of the communities. The general obligation is that all of the children should complete secondary education is educational encouragement for all of the citizens, but because of the

lack of programs for support to this request it is difficult to complete by the marginalized part of the population. The role of the employment centers is to help to the employees to identify and select the participants in the trainings, based on the requests of the employees. There is a system of government incentives for the employees that are organizing vocational training. The local services for employment can finance the costs related to the training to each participant.

The law for health protection establishes the national system of compulsory health insurance. People recorded as unemployed should have access to the health insurance. According to the law, the beneficiaries of compulsory health insurance have the right of primary health protection.

The Roma are very active on the political scene: there are 9 Roma-focused political parties, in both Government coalition and in the political opposition. As result of local elections, one Mayor, one President of Cityhall Council and 25 councillors of Roma nationality work in the City halls of Butel, Debar, Gazi Baba, Gostivar, Kicevo, Kocani, Kumanovo, Shuto Orizari, Skopje, Stip and Vinica.

There are a number of officials keeping top level positions in the public institutions: one MP, one Minister without Portfolio, one Deputy Minister (Justice), the Mayor in Shuto Orizari, a few senior public servants in Ministries and an Adviser in the Ombudsman Office.

About 120 Roma NGOs aim to improve the educational status of Roma and, consequently, to contribute to overcoming the extremely unfavourable socio-economic situation of the Roma community. Some of the Roma NGOs are focused on protection of human rights, raising awareness among Roma citizens about their rights and protection mechanisms, and offering them legal protection in cases of human rights violations. Some Roma NGOs are women, children or youth Roma organisations, or deal with Romani language and cultural issues. Effective exercise of capacity building helped the Roma NGOs to develop a strong core of well trained experts, with adequate knowledge, skills and motivation to accept the challenges in their own community and to assist in the search for solutions to current problems

In the country there are two local TV stations broadcasting in Romani language and a number of programmes into this language are included in the state television schedule. The study of Romani at primary school level is optional. The range of various Roma dialects spoken at local level make relatively difficult the establishment of a unique tongue of Roma in this country, while

a number of groups in some municipalities do not speak Romani at home, but Macedonian or in some locations, Albanian and Turkish.

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

The previous listed data are officially published by the State Statistical Office 2008 and in the official report of the State Statistical Office Census 2002.

## 1. VISION

2. *„The Roma in the Republic of Macedonia are included in the social trends and contribute to social security and wellbeing.“*

## 1. AREAS OF ACTION

2. Affirmation of prevention in social care
3. Continuing the process of decentralization in the area of social security
4. More efficiently accomplishment of the rights of financial aid
5. Promotion and development of the services of off institutional social protection
6. Improvement of the Institutional social protection

## 3. STRATEGIC PRIORITIES

1. *Intensive promotion and application of preventive measures to produce the number of Roma citizens long-term included in the social protection system.*



2. *Development of capacity and programs for offering social services to the Roma community on local level*
3. *Strengthening the process of beyond institutional protection development of the current and creating new forms of beyond institutional protection*
4. *Strengthening of the process of off-institutional protection. development of the current and finding of new forms of off-institutional protection.*
5. *Improving the quality of the institution's services for the Roma community in the institutional protection's frame.*

## 5. 5. ISSUES AND NEEDS PER AREAS OF ACTION

The country has assumed the obligations concerning the adoption and implementation of the Community *acquires* regarding a certain number of EU policies. The European Union has a strong legal framework to combat Roma discrimination, based among others, on article 13 of the Treaty of the European Community, the Directive 2000/43/EC on racial equality and the Directive 2000/78/EC prohibiting discrimination in employment and vocational training.

The beneficiary country is member of the Decade of Roma Inclusion 2005–2015, a political commitment by European governments to improve the socio-economic status and social inclusion of Roma, bringing together governments, intergovernmental and nongovernmental organizations, as well as Roma civil society, to accelerate progress toward improving the welfare of Roma and to review such progress in a transparent and quantifiable way. The Ministry of Labour and Social Policy has issued in 2004 the Strategy for Roma, fully endorsed by the Government, which governs the National Action Plans for Education, Health Care, Employment and Housing, yearly revised and updated. During 2011-2012 the beneficiary country will have the presidency of the Roma Decade and it will organise the Secretariat of the Decade Presidency.

Concerning the sector of Employment, the EC progress report for 2009 makes the following remarks regarding the current state of *“Roma continued to be the most disadvantaged ethnic group. Unemployment among Roma was still the highest (as high as 73% compared to around 30% among the general population). Roma continued to have the lowest incomes (about 63% live below the poverty line) and the highest mortality rate. An estimated two thirds of Roma households live below the poverty line.*

. In terms of ethnic background, 65% of the registered unemployed are Macedonians, 23% Albanians, 4% Turkish, and 5% Roma. The UNDP survey<sup>1</sup> shows that among the Roma population the unemployment rate is 79%, but according to Roma NGOs, the actual figure is more than 90%. Only 8% of the working-age Roma (older than 15) are employed or self-employed, in either the formal or informal economy, only 7% of Roma in this age group have full-time employment and 68% of the employed Roma are poorly qualified workers

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The rate of poverty among Roma is nearly three times the national average: over 88% Roma live below the poverty line, while the overall national average is 30% of people living below the poverty line. 96% of the Roma families do not own any agriculture land, keeping them away from subsistence sources of food. Lower education levels and higher rates of unemployment accentuate the poverty of Roma.

Concerning Education, the 2009 EC Country Report specifies that:

*“The number of Roma children attending school was still low and the drop-out rate high. Segregation of Roma pupils was still practiced. The practice of sending Roma children with learning difficulties to special institutions for mentally disabled children continued. The number of Roma street children is growing. The introduction of compulsory education for children aged up to 18 is thought to have contributed to diminishing social exclusion. Steps were taken to reduce the high drop-out rate in the early years of education. A project implemented by the Ministry of Labor and Social Policy enabled 243 Roma children aged 4 and 5 to be included in pre-school education. However, many Roma children, rural girls and children with disabilities still do not complete their education.”*

As affirmative actions for Roma students, the Government has decided that all Roma students applying for secondary education should be enrolled to high school level and that simulative selection criteria should be applied when Roma students apply to high

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<sup>1</sup> UNDP, National Vulnerability Report – focus to Roma, 2006

schools displaying highest numbers of candidates. The state universities have defined quotas for enrolment of Roma students that reflect the proportion of Roma in the overall population. The access of Roma students to state scholarships for higher education has been improved through simplifying the application process. Through a joint project of the Ministry of Education and Science and the Open Society Institute, 650 Roma students in 1<sup>st</sup> year of the high school have been awarded scholarships as a stimulating measure stimulate successful completion of their education. Romaversitas programme supports, through grants and mentorship, all Roma higher education students in social sciences. Nevertheless, the reported number<sup>2</sup> of undergraduate higher education Roma students was in 2007/2008 of 184, from a total of 62.935 – less than 0,3%. The number of graduates in 2008 – 30 from a total of 10.838 – shows the same small percentage.

Concerning specific situation in the sector of Housing, Roma living in this country are sedentary and there are no traveller groups among this population, although official statistical data on movement dynamics for 2006 show that the percentage of migration among Roma is highest in comparison with other ethnic groups in the country. Most of the Roma live in dwellings grouped in crowded urban “shantytown” neighbourhoods located sometimes close to the town centre, but usually in the periphery. The dominant feature of these areas are inappropriate living conditions missing water supply and sanitation, lack of access to education and healthcare and other social services, which, together with the resulting lack of access to employment in the city, close the vicious circle of poverty, exclusion and marginalization. 36% of Roma households do not have access to proper housing, reside in ruined houses or slums, not meeting the requirements of housing classified to be in good condition.

Concerning the Health sector, the situation of the Roma population may be correlated with living conditions and some tradition customs

As frequent early marriages and early motherhood, connected with inadequate family planning..

UNICEF reported that 41% of the interviewed younger Roma families have 3-5 children, 3% have over 5 children, while 56% have 1-2 children. The data from the Institute for Mother and Child Health Protection show higher mortality rates among Roma population: 19.3 per 1000 live births, compared to 9.8 per 1000 live births among overall Macedonian population.

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<sup>2</sup> State Statistical Office, Statistical Review – Population and social statistics, 2009

<sup>1</sup> State Statistical Office, Statistical Review – Population and social statistics, 2009

MLSP is directed to implementation of legal obligation of the local government's units for adopting programs to the needs of social protection of the citizens from their local area, that should be in accordance with the National program for development of the social protection 2011-1012. In accordance with the Law on social protection, the municipalities can affirm other rights too in the area of social protection, and to ensure realization of the right to a greater extent than the affirmed by the law, and other forms of social protection.

In order to implementation the Roma Strategy funds are allocated in the budget lines of the Ministry of Transport, Ministry of Labour and Social Policy, Ministry of Education and Science, Ministry of Culture and Ministry of Health. The funds for 2010 are around 466,000 euros.

8 municipalities have developed local action plans for improving the situation of Roma: Suto Orizari (employment and housing local action plans); Tetovo, Gostivar, Bitola and Prilep (employment); Kumanovo, Stip and Delchevo (for all 4 focus areas - education, employment, health and housing).

19 municipalities have signed the Memorandum for Understanding with the Government to jointly implement the Roma Strategy: Aracinovo, Berovo, Bitola, Chair, Debar, Delcevo, Kicevo, Kocani, Kratovo, Kriva Palanka, Kumanovo, Pehcevo, Prilep, Staro Nagorichane, Stip, Sveti Nikole, Tetovo, Veles, Vinica.

The Roma issues are mainstreamed within all EU activities and Roma inclusion is supported through activities financed by various European Union funding mechanisms. The summit of the European Platform for Roma Inclusion in 24 April 2009 proposed the 10 Common Basic Principles on Roma Inclusion aim at guiding the EU institutions and Member States, candidate and potential candidate countries, when they design and implement new policies or activities.

**Specific problems that are the subject of treatment of this program:**

- Significant part of the Roma community is not familiar with the rights and that is why there is not opportunity to use the rights the rights of the social protection system.

- Roma children represent the majority from the whole number of street children.
- Big number of underage marriages.
- A significant number of Roma citizens do not possess the appropriate personal documentation restricts their involvement in the social protection system.
- Insufficient capacity of municipalities to prepare and implement local programs in the field of social protection.
- There is need for continuation of the process of decentralization of social protection, with greater participation of local government and greater availability of social services at local level
- There is a need to strengthen the capacity of institutions for social protection for better targeting socially disadvantaged groups and improve the quality of services.
- There is also a need to extend the network beyond the institutional forms of protection.

## 6. OBJECTIVES OF THE PROGRAM

### ***LONG-TERM OBJECTIVE 1: Reduce the number of material unsecure Roma families***

***Short-term objective 1.1.*** Involvement in the active measures for employment

***Short-term objective 1.2.*** Increased the use of the public jobs at local level for the Roma people that are hard to get involved in the labor market

***Short-term objective 1.3.*** Increase the rate of education among the Roma population

### ***LONG-TERM OBJECTIVE 2: Strengthening capacity of social resorts for better targeting of the socially disadvantaged groups and improve service quality***

***Short-term objective 2.1.*** Establish a system of licensing professionals in the institutions of social protection.

### ***LONG-TERM OBJECTIVE 3: Expand the network of the beyond institutional forms of protection***

***Short-term objective 3.1.*** Greater involvement of the target group to create policies for social protection.

***Short-term objective 3.2.*** Enrichment of the beyond institutional forms of protection

**LONG-TERM OBJECTIVE 4: To improve awareness of the Roma community in terms of achieving rights and obligations of social protection**

**Short-term objective 4.1:** Determining the number of families and people in social risk who do not realize the rights of social care by the end of 2012

**Short-term objective 4.2:** To cover at least 10% of the prescribed number of families and individuals in a social risk in educational and information activities in the period 2013 to 2014 years

**LONG-TERM OBJECTIVE 5: Reducing the number of Roma children on the street**

**Short-term objective 5.1:** Determining the state mapping and the inclusion of at least one third of the estimated number of the children on the streets in the state municipalities annually in the period 2012-2014.

**Short-term objective 5.2:** Strengthening the capacities of at least 5 centers for social work annually to work with street children in the period 2012-2014

**Краткорочна цел 5.3:** Extending the network of beyond institutional care through opening at least 1 day center for street children in the period 2012-2014

**LONG-TERM OBJECTIVE 6: Reduce the number of underage marriages among the Roma community**

**Short-term objective 6.1:** Preparation of programs for prevention and strengthening parental capacity for the period 2012-2014

**Short-term objective 6.2:** Mapping and determination of the condition in 3 municipalities for the period 2012-2014

***LONG-TERM OBJECTIVE 7: Reduce the number of non-registered Roma who because of lack of the necessary personal documents are not in a position to exercise rights of social protection***

***Short-term objective 7.1:*** Mapping and determination of the condition for the period by the end of 2012

***Short-term objective 7.2*** Providing technical and financial assistance to 10% of the estimated number on annual level for the period 2012-2014, the

***Short-term objective 7.3:*** Increasing awareness of the Roma community to the possibilities of obtaining personal documentation for the realization of social protection rights for the period until 2012



## 7. MEASURES AND KEY ACTIVITIES/ POSSIBLE PROJECTS

Key actions and measures t.e. possible projects in terms of reduction the number of materially unsecured Roma families:

- research and analyses to Roma families in social risks in 10 municipalities where the Roma population is present in significant number
- Creating and implementation of educative informative programs to improve the information to municipalities for the possibility for engagement of users of SPP for performing of public works
- Including of Roma households, users of SPP, in program for conditional cash transfers for secondary education

Key activities and measures t.e. possible projects in terms of ***Strengthening of the capacity of the resorts for social protection for better targeting of the socially disadvantaged groups ( including Roma) and improvement of the service quality:***

- Development of pluralization in producing of the social services
- Development and implementation of educative program with included criteria, parameters for quality and standards for licensing of the experts in the resorts for social protection
- Starting with the process of licensing of the experts in the resorts for social protection

Key activities t.e. possible projects in terms of ***Expansion of the network of beyond institutional forms of protection:***

- Creating of LAP/ Local action plans for intensifying of the social inclusion of Roma in the system of SP that are going to determine the needs of services in the area for Social protection at local level with particular emphasis on the Roma population , analyze will be made and the local capacity will be determined

Preparation and implementation of program for education of administrative capacity of ELS

Key activities and measures t.e. possible projects in terms of Improvement of the information to Roma community regarding the realization of the rights and obligations of the social protection are:

- Research and analyzing the Roma families in social risks that do not accomplish the rights for SP in 10 municipalities where the Roma community is present in significant number
- Creating and implementing of educative and informative programs to improve the information to municipalities
- Printing and distribution of educative-informative material in 10 municipalities where the Roma community is present in significant number

Key activities and measures t.e. possible projects in terms of ***Reduction of Roma street children are:***

- Strengthening the capacity of at least 15 CSR/ 5 on annual level / for work with street children for the period 2012-2014.
- Expanding of the network of the beyond institutional protection trough opening at least one day center for street children until the end of 2014

Key activities and measures t.e. possible projects in terms of ***Reducing the number of earlyage marriages among the Roma community*** are:

- Mapping in 3 municipalities until the end of 2012
- Preparation and implementation of programs in 10 municipalities where the Roma community is present in significant ( for Macedonian conditions) number
- Preparation of vocational documentation for implementation of the programs

Key activities and measures t.e. possible projects in terms of ***Reducing the number of unidentified Roma that because of the lack of the necessary personal documentation are not in condition to accomplish rights of social protection*** are:

- Collecting data of previous realized activities in the domain of producing of personal documentation can be used for identification of the unrecorded Roma
- Establishment of 10 local teams to identify unrecorded Roma
- Prepare action plan for reducing the number of unrecorded Roma trough enrollment in MKR until the end of 2013
- Preparing informative placates for issuing of needed personal documentation

## 8. EXPECTED RESULTS AND INDICATORS

Expected results and indicators in terms of ***Reducing the number of materially unsecured Roma families*** are:

- To determine the number of Roma families, beneficiaries of cash social welfare rights
- Better targeting of customers on active employment measures
- To improve awareness of the municipalities about the possibility of engaging users of SPP to perform public works
  - a. Adopt a program of conditional cash transfers for secondary education and ensure greater involvement of children in Roma households, beneficiaries of WFP

Expected results and indicators in terms of ***Strengthening the capacity of the social resorts for better targeting of the socially disadvantaged groups (including Roma) and improvement of the services*** are:

- Development of pluralization in the social services
- Determining the number of providers of social services
- licenses issued to employees in resorts
- Up to 20% of professionals annually in continuing education program
- Raising the quality of professional work

Expected results and indicators in terms of ***Expanding the network of the beyond institutional forms of protection*** are:

- Assessed needs of services in the field of social protection at local level with special emphasis on the Roma population
- Prepared analysis
- Established local capacity
- Set out the shapes, patterns and manner of development of social services at local level
- Conducted educational administrative capacities of municipalities

Expected results and indicators in terms of ***Improving awareness of the Roma community in terms of exercising the rights and obligations of social protection*** are:

- Defined at least 80% of the target group / fixed number of Roma families and individuals in social risk not exercising rights of SP / Number of Roma families and individuals in social risk not exercising rights of SP /

- Held 5 informative centers in all 10 municipalities Per 3 representatives of all the listed 12 / Number of meetings and number of participants /
- Organized 100 information and educational meetings with people with social risk in 1 year / Number of meetings organized and participants
- Produced and distributed 5000 flyers

Expected results and indicators in terms of **Reducing the number of Roma street children** are:

- To determine the condition
- To perform mapping
- To include at least one third of the estimated number of street children in the state, municipal programs annually in the period 2012-2014.
- To strengthen the capacities of at least 5 centers for social work annually to work with street children
- To Expand the network for beyond institutional protection through opening at least one day center for street children by the end of 2014

Expected results and indicators in terms of Reducing **the number of underage marriages among the Roma community** are:

- To prepare programs for prevention and strengthening of the parental capacities in order to familiarize both of the parents and the kids with the significance of the marriage
- To carry out mapping in 3 municipalities
- To develop and implement programs in 10 cities where the Roma live in significant numbers
- Prepared technical documentation for program implementation
- Prepared documentation and data entered into the system of SP
- Prepared evidentiary lists

Expected results in terms of ***Reducing the number of unrecorded Roma that because of the lack of the necessary personal documentation are not in condition to accomplish rights of social protection*** are :

- Preparation of proposed solutions for reducing the number of unrecorded Roma by enrollment in MKR / Prepared solutions and recorded people in the book of birth
- Preparation of informational posters to extract the required personal documentation / Increased awareness and reduced number of people without documentation
- established local teams to identify the persons / identified people without documentation
- Number of established teams

## 9. BUDGET

For realization of this program the required amount of money is \_\_\_\_\_ denars .

For realization of the activities of this program for 2012 the planed budget is \_\_\_\_\_ denars , for 2013 is \_\_\_\_\_ denars and for 2014 is \_\_\_\_\_ denars.

Part of this means will be produces by MLSP another part trough the financial support of ELS and another part of other sources trough sponsorship and donations.

The budget of this program represents opened financial construction.

**BUDGET /TABLE/**

		<b>SOURCES</b>		
<i>Costs per year</i>	<i>Total</i>	<i>MLSP</i>	<i>ELS</i>	<i>OTHERS</i>
<i>2012</i>				
<i>2013</i>				
<i>2014</i>				
<i>TOTAL</i>				

*The calculation of the budget is made in the current rate of 1 euro of 61,60 denars*

**10.9.ACTION PLAN FOR IMPLEMENTATION OF THE STRATEGY FOR INTENSIFYING OF THE SOCIAL INCLUSION OF ROMA IN THE SOCIAL PROTECTION SYSTEM IN THE REPUBLIC OF MACEDONIA FOR THE PERIOD 2010-2014**

**LONG-TERM OBJECTIVE 1: Reduce the number of material unsecure Roma families**

<b>Measures / Activities</b>	<b>Expected results</b>	<b>Indicators</b>	<b>Dead line</b>	<b>Possible implementor</b>	<b>Budget</b>		
					<b>Sum</b>	<b>Possible source</b>	<b>Comment</b>

**Short term objective 1.1. Involvement in the active measures for employment**

Establish database	To determine the number of Roma families beneficiaries of SP	Specified number of users of SP from Roma community	September 2012	MLSP, CSR	1500000 \$	Заем од Светска банка	
Analysis of data	Determining the educational status and eligibility for employment	Specified number of persons with education and qualifications	December 2012	MLSP, CSR			
Exchange data with EARM	Better targeting of customers on active employment measures	Inclusion of up to 10% on year level of beneficiaries in the active measures	2013-2014	MLSP, EARM, CSR			The funds will be provided from the whole sum provided for the active measures for employment
<p><b><u>Short-term objective 1.2.</u> Increased the use of the public jobs at local level for the Roma people that are hard to get involved in the labor market</b></p>							
Adopting program for conditional cash transfer to secondary education for children from households users WF	Adopted program	Increased number of involved beneficiaries of the Roma community to 15% on year. level	2012-2014	MLSP SWC EARM ULS		ULS	Implementation is anticipated with the budget of ULS and will depend on their commitment

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<b>Short-term objective 1.3. Increase the rate of education among the Roma population</b>							
Adopting program for conditional cash transfers for children from households users of WFP	Greater involvement of children from Roma communities in the educational processes	Increased number of children enrolled in educational process and regularly attending teaching	2012-2014	MLSP, MES, SWC	For 2012 – 180 000.000 denars	World Bank Loan	The funds will be provided by the program or conditional fund transfer

**LONG-TERM OBJECTIVE 2: Strengthening capacity of social resorts for better targeting of the socially disadvantaged groups and improve service quality**

Measures / Activities	Expected results	Indicators	Dead line	Possible implemetor	Budget		
					Sum	Possible source	Comment
<b>Short-term objective 2.1. Establish a system of licensing professionals in the institutions of social protection</b>							
Licensing of experts in the institutions	Raising the quality of the professional work	Licenses issued to employees in the institutions	End of 2012	Institute for social activities commission for licensing	280.000,00	Budget of R.M	
Continuing education of experts for renewal of license	Raising the quality of the professional work	Involved up to 20% of experts annually in continuing education program	Continuing 2012 - 2013	Institute for social activities commission for licensing			



Preparation of licensed providers of social services	Development of pluralization in social services	Determining the number of providers of social services	2013	<ul style="list-style-type: none"> <li>• MLSP</li> <li>• ISA</li> <li>• ULS</li> <li>• NGO</li> </ul>			
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**LONG-TERM OBJECTIVE 3: Expand the network of the beyond institutional forms of protection**

Measures / Activities	Expected results	Indicators	Dead line	Possible implemetator	Budget		
					Sum	Possible source	Comment
<b>Short-term objective 3.1.. Greater involvement of the target group to create policies for social protection</b>							
<p>Conducting a detailed and in-depth analysis of these needs of the social services. At local level trough identification of a different groups of population : the available room capacities: The potentials of the local organizations and institutions, the possible shapes of funding and suggests for implementing a network of the local centers for daily and temporarily care based on the defined needs:</p>	<p>Determined needs of social services with special emphasis on the Roma population</p>	<p>Prepared analyze</p> <p>Determined capacities at local level</p> <p>Determined shapes, models and way of development of the services at local level</p> <p>Implemented educations to the administrative capacities of ULS</p>	<p>2012- to 15 municipalit ies</p> <p>2013 to15 municipalit ies</p>	<p>MLSP, Coordinative body</p> <p>(MLSP, ISA,NGO, ULS)</p>			<p>Negotiations are underway with the UNDP for joint funding pro gram</p>

**Short-term objective 3.2. Enrichment of the beyond institutional forms of protection**

Opening of new centers, territorially distributed according to the local needs of the population	Improvement of the social services for disadvantaged categories of citizens in the community	Developing new forms of beyond institutional care and strengthening the existing (see strategic documents)		MLSP			These forms will be developed in collaboration with NGOs ISA DSD MLSP ULS
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**LONG-TERM OBJECTIVE 4: To improve awareness of the Roma community in terms of achieving rights and obligations of social protection**

Measures / Activities	Expected results	Indicators	Dead line	Possible implementer	Budget		
					Sum	Possible source	Comment

**Short-term objective 4.1: Determining the number of families and people in social risk who do not realize the rights of social care by the end of 2012**

Analysis and research of Roma families in social risk in 10 municipalities with a	80% specified number of Roma families and individuals in social risk that do	Number of Roma families and individuals in social risk that do not exercise rights to SP	2012	CSW, NGOs, MLSP, JIZSD	200,000 denars Transfer to NGOs 50X400X 10 days	Budget of RM and donators	A project proposal can be prepared
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predominantly Roma population	not exercise rights to SP						
Informative meetings of RIC, NGO, centers for SP with the community	Held per 5 informative meetings in all 10 municipalities. Per 3 representatives from the mentioned 12	Number of meetings and number of participants	December 2012	CSW, NGOs, MLSP, JIZSD			
<b><i>Short-term objective 4.2:</i> To cover at least 10% of the prescribed number of families and individuals in a social risk in educational and information activities in the period 2013 to 2014 years</b>							
Organize educational sessions for families and persons with social risk	Organized 100 informative-educative meetings with the persons with social risk in 1 year	Number of organized meetings and participants	2013-2014	ЦСР, НБО, МТСП, ЈИЗСД	150,000 ден 100X1500	Буџет на МТСП	
Printing of educational materials informative for families and persons with social risk	Produced and distributed 5000 flyers	Number of printed flyers	2013-2014	CSW, NGOs, MLSP	150.000 denars	Budget of MLSP and donation	

**LONG-TERM OBJECTIVE 5: Reducing the number of Roma children on the street**

Measures/ Activities	Expected results	Indicators	Dead line	Possible implementer	Budget		
					Sum	Possible source	Comment
<b><u>Short-term objective 5.1:</u> Determining the state mapping and the inclusion of at least one third of the estimated number of the children on the streets in the state municipalities annually in the period 2012-2014.</b>							
Establishment of mobile teams of 2 SCR and 1NGO	Formed teams	Number of formed teams	2012-2014	SWC and NGOs	27 persons X 3 mounts X 4500 = 365000	MLSP and NGOs and funds from donators	
<b><u>Short-term objective 5.2:</u> Strengthening the capacities of at least 5 centers for social work annually to work with street children in the period 2012-2014</b>							
Organizing trainings of Организирање на обуки на SWC	Organized 2 trainings strengthen capacity of the SWC employees	Number of organized trainings	2012-2014	Institute for Social Affairs	600000	Donation, donator	Making project
<b><u>Краткорочна цел 5.3:</u> Extending the network of beyond institutional care through opening at least 1 day center for street children in the period 2012-2014</b>							
Ensuring (finding) objects to open a day center	Opened 1 day center	Number of opened centers number of involved children in the	2012-2014	MLSP and local Self Government	3000000 denars	Donation, local self-government and budget	Making projects

		day centers				of RM	
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**LONG-TERM OBJECTIVE 6: Reduce the number of underage marriages among the Roma community**

Measures / Activities	Expected results	Indicators	Dead line	Possible implementer	Budget		
					Sum	Possible source	Comment
<b>Short-term objective 6.1: Preparation of programs for prevention and strengthening parental capacity for the period 2012-2014</b>							
Forming of mobile teams from local self government and NGOs	Formed 9 teams in 3 municipalities 80% confirmed factual condition	Number of formed teams and number of mapped families	2012-2014	NGOs and local self government	122000 denars 27 personsX 4500 denars	Donators	Making projects
Training of the teams for field work	Organized two day trainings for nine working homes in three municipalities to strengthen a capacity of teams	Number of organized trainings	2012-2014	Institution of CSR and preventatives of the Local Self Government	150.000	MLSP	
<b>Short-term objective 6.2: Mapping and determination of the condition in 3 municipalities for the period 2012-2014</b>							
Preparing of program for prevention and strengthening of parental capacity	Prepared program Implementation of the program	Prepared and implemented program in 10 centers	2012-2014	MLSP, Institution for social activities	120000	MLSP and donators	Making projects

Preparing of professional documentation for implementation of the program	Prepared documentation and entrance of data in the system of SP	Prepared evidential papers	2012-2014	Institution for social activity and CSR			
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**LONG-TERM OBJECTIVE 7: Reduce the number of non registered Roma who because of lack of the necessary personal documents are not in a position to exercise rights of social protection**

Measures / Activities	Expected Results	Indicators	Dead line	Possible implementor	Budget		
					Sum	Possible source	Comment
<b>Short-term objective 7.1: Mapping and determination of the condition for the period by the end of 2012</b>							
Preparation of solutions for reducing the number of unregistered Roma for enrollment CO MKR	Prepared solutions and recorded people in the book of birth	Number of registered families  Number of registered individuals	December 2012	MLSP, MI, Ministry of justice, NGOs			
<b>Short-term objective 7.2 Providing technical and financial assistance to 10% of the estimated number on annual level for the period 2012-2014,</b>							
Forming local teams to identify individuals	Identified individuals without documents,	Number of identified individuals	2012	MLSP			

	formed teams						
<p><b><u>Short-term objective 7.3:</u> Increasing awareness of the Roma community to the possibilities of obtaining personal documentation for the realization of social protection rights for the period until 2012</b></p>							
Preparation of informative posters for the extraction of necessary personal documentation	Increased awareness and reduced number of people without documentation	Number of informative material Number of persons who have documents	2012	MLSP	35000 denars	MLSP and budget	

## **11. RELEVANT DOCUMENTS THAT EXCEPT THE NATIONAL REGULATION COMMITS MLSP AND THE GOVERNMENT OF THE REPUBLIC OF MACEDONIA TO ADOPT AND IMPLEMENT THIS PROGRAM**

1. Declaration for social security of the country from the West Balkan
2. International convention for elimination of all forms of racial discrimination
3. International covenant for civil and political rights
4. International covenant for economical, social and culture rights
5. Convention for elimination of all forms of women discrimination
6. Convention for children's rights
7. European convention for realizing the children's rights (ETS 160)
8. European convention for recognizing ad implementing the decisions regarding the child custody and recovery of the child custody (ETS105)
9. European convention for law status of illegitimated children (ETS 085)
10. European convention for adopting children (ETS058)
11. European social Charter (ETS 035)
12. Protocol of the status of the refugees
13. Convention regarding the legal status of stateless persons
14. Convention regarding the legal status of the refugees



