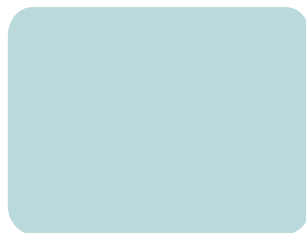


MK DecadeWatch 2010



Roma activists assess the progress of the Decade of Roma Inclusion 2005-2015

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Roma Inclusion 2005 – 2015**

Skopje, 2010

**MK DECADE WATCH 2010: ROMA ACTIVISTS ASSESS THE PROGRESS OF THE
DECADE FOR ROMA INCLUSION 2005-2015**

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FOREWORD

The assessment of the Decade of Roma Inclusion 2005 – 2015 (Decade) in the Republic of Macedonia is part of the project “Decade Watch Macedonia 2010: On the half way of the Roma Decade (MK Decade Watch 2010)”. The project is supported by the Roma Initiatives Office of the Open Society Institute from Budapest and it is implemented by the Initiative for Social Inclusion – InSoC. It is part of the regional Decade of Roma Inclusion 2005 – 2015 monitoring initiative named DecadeWatch.

The aim of the project is to improve the situation of Roma in Macedonia and in the region covered by the Roma Decade, based on the improvement of the implementation of the Roma Decade by monitoring, representation and improved participation of Roma in the same. To contribute to the specified aim, the implementation of the project helps achieving the following tasks: 1) Continual and strengthened monitoring of the Roma Decade and efforts for representation by the Roma citizen sector in the light of further improvement of the Roma Decade implementation; and 2) Creating useful and available resources for the Roma Decade and mechanisms for inclusion of Roma community in Macedonia.

This report of the implemented monitoring and evaluation of the Decade of Roma Inclusion 2005 – 2015 and other Roma-targeted public policies in the Republic of Macedonia is aimed to the achievement of the objectives foreseen by the project. The report describes the prepared methodology on the basis of which monitoring and evaluation activities were carried out, the findings of the conducted assessment, and proposes measures for improvement of the implementation of the Decade of Roma Inclusion 2005 – 2015.

The report was prepared based on information collected by field work of 10 monitors in several municipalities across the Republic of Macedonia during the period July – August 2010. The information was entered into a database, based on the analysis of which the results and findings of the assessment described here were derived. The analysis of the collected information was conducted in the period August – September 2010 by Vasilka Galevska. The text of the report was prepared based on (structure and contents) the previous report MK Decade Watch 2008 published in 2009 and prepared by Alexandra Bojadzieva. In the project implementation and with individual contributions to this report also participated Samet Skenderi, Emir Redzepi, and the team of 10 monitors: Erol Ademov, Irfan Martez, Ljatifa Sikovska, Remzi Medik, Sanela Emin, Sebihan Demirovski Farija Amet, Ferdi Ismaili, Ferhan Ademoski and Sukri Toci.

This report contains summed up views of (sample of) Roma in Macedonia in relation with public policies intended for them, including views regarding the achieved changes and attitudes in relation with the measures that should be undertaken for improvement of the situation. These recommendations for measures, in accordance with the summed up Roma opinion, are presented by areas, and also grouped by municipalities, gender, age etc. This makes the report highly useful and therefore its usage is highly recommended, particularly by those persons that participate in planning, implementation, monitoring and evaluation of Roma-targeted measures and policies. In addition, any information from the analysis that is not presented in figures in this report and which the readers consider useful in creating Roma-targeted measures and polices, can be obtained by request to the Initiative for Social Change - InSoC.

IMPLEMENTATION

The methodology for monitoring and evaluation was prepared by the Working Group (WG) of the project “Inclusion of Roma in the Monitoring and Communication with Key Actors of the Decade in Macedonia II” in the period June – August 2008. The Monitoring Team of the Project (MT) was established in November 2008. As preparation for the field data collection, the Monitoring Team was first informed on the project and action plans on their meeting with the Working Group, following which training was delivered based on the prepared methodology for monitoring and evaluation. Training of the Monitoring Team consisted of general part on monitoring and evaluation, specific part referring to the methodology under the Decade Watch Macedonia Project, and practical part intended for acquiring and development of the required skills for monitoring and evaluation. During the training, the Monitoring Team also contributed to the development of the monitoring tool (the Questionnaire) by discussion regarding the formulation of the questions and testing of the questionnaire on field. By the end of December 2008 each member of the Monitoring Team implemented five questionnaires. By the end of December 2008 another meeting of the Monitoring Team and the Working Group was held, for final formulating of the questionnaire based on the implementation of the test questionnaires, as well as for additional guidance to the Monitoring Team before the actual implementation of the field work for collecting monitoring data. The first field data collection by the Monitoring Team was implemented in the period January - February, 2009 and based on this data the first report MK Decade Watch 2008 was prepared and published.

The implementation of the project “Decade Watch Macedonia 2010: On the half way of the Roma Decade” started in September 2009. Under the project, data collection based on the Decade Watch regional methodology was carried out by February 2010. In addition to the fact that this data was used for the preparation of the regional report Decade Watch 2010, it was also analysed specifically in the Macedonian context, in the framework of this report (see Annex 3). In this project was used the same methodology for Decade Watch Macedonia as for the previous project. The field data collection by ten, now experienced monitors, was carried out in the period June – August 2010. This data was entered into the digital database, based on which data analysis was conducted, and the results are presented in the central part of this report. Recommendations were formulated based on the results, in consultation with the whole team involved in the project implementation.

In reading the results of the analysis it should be taken in consideration that certain conclusions were drawn based on certain type of judgements, although they do not follow directly from collected data. This is owing to the fact that certain groups of interviewees, for which some of the conclusions were proposed, were small and not sufficiently representative, as well as owing to the fact that the questions also refer to the opinion of the interviewees about the Roma population as a whole, and not about themselves. Because of this, some of the conclusions included here are given in form of proposals and in the direction of further examination of the conditions, and as indicators of the possible actual condition. Yet, the report abounds with a variety of useful information and facts that can be of major importance in the action planning under the Decade of Roma Inclusion and other similar policies, both on general level, and on the level of specific groups within the Roma population.

EXECUTIVE SUMMARY

Decade of Roma Inclusion 2005 – 2015 is a public policy in the Republic of Macedonia that is implemented as part of the regional policy directed toward overcoming unacceptable differences between Roma and the rest of society, by implementation of National Action Plans, participation of Roma and by monitoring and reporting progress.¹

Decade Watch represents an attempt to monitor the progress of this policy by assessment of what the countries invest in the same, in the sense of financial and institutional resources, planned policies, programs and projects. In the Republic of Macedonia, Decade Watch moves a step forward in the monitoring of the progress of the Decade of Roma Inclusion 2005 – 2015, trying to assess the progress as regards the conditions of Roma, their position within the society, the treatment of Roma by the others, and the changes within the Roma community itself. These indicators are monitored from the perspective of the Roma community and are operationalized in accordance with the priority areas of the Decade of Roma Inclusion 2005 – 2015: employment, housing, health and education, as well as in accordance with general issues related to the implementation of this public policy. For the reasons of implementation of this methodology, a questionnaire was formulated, based on which a total of 539 Roma interviewees were surveyed in 17 municipalities throughout the Republic of Macedonia (out of which 4 in the City of Skopje). An attempt was made to include differing sub-groups within the Roma community, according to marital status, age, gender, education, financial status and social activity, in order the structure of the Roma community to be reflected in the structure of the sample covered in the survey to the highest possible extent. The overall survey methodology together with the questionnaire used is presented in an Annex to this report (see Annex 1), as well as demographic data for the covered sample (see Annex 2).

The key finding of the survey is that the Republic of Macedonia does not dedicate sufficient attention to the implementation of Roma-targeted policies, including the National Roma Strategy and the Decade of Roma Inclusion 2005 – 2015 in accordance with the adopted National Action Plans. The Roma included in the survey point out to passivity in the solving of the problems they are facing both on central and local levels. Education is the only area in which the Roma community recognizes positive changes and expects continuous efforts for achievement of effective equality with the rest in the society. In the field of employment, half of the interviewees think that the situation has not changed in the last five years, while the views about positive and negative changes are in balance. In the field of health the situation is considered as worsened, according to the opinion of about half of the interviewees, while the rest, for the greatest part, think that the state has passive attitude. The most alarming is the situation in the field of housing, where almost two thirds of the interviewees recognize worsening of the situation, while one quarter recognizes stagnation.

In accordance with the findings of the survey, poverty is the most critical cross-cutting area in which about 95% of the interviewees observe deterioration or passivity on the part of the state. Unfortunately, the state lacks a Roma-specific poverty reduction strategy, and its commitments within the frames of the general poverty reduction policy remain, for the most part, declarative. Out of the remaining areas, fight against discrimination and fight for alleviation of stereotypes and prejudices against Roma give poor results, while somewhat more encouraging are the results regarding equality between men and women.

The analysis also shows that Roma-targeted policies are not sufficiently decentralized, as on local level the tendencies towards improvement, constancy and worsening by areas are similar to the tendencies on central level.

Informing, consultation and inclusion of Roma community in decision-making processes are also important elements and principles of the Decade of Roma Inclusion 2005 – 2015. In this context, the analysis shows insufficient information of Roma concerning Roma-targeted public policies. Although three quarters of the interviewees have heard about the Decade of Roma Inclusion 2005 – 2015, they, nevertheless, have mainly incorrect perception about what the Roma Decade represents and what it is

¹ In accordance with the Declaration of the Decade of Roma Inclusion 2005 – 2015, available in English language: http://www.romadecade.org/decade_declaration

about. Roma are also insufficiently informed about Roma-targeted activities undertaken on local level, as well as about the National Roma Strategy. As a result of this, the possibilities for inclusion of Roma in Roma-targeted policies are exceptionally limited.

Further in the text are described the findings of the survey, illustrated by figures based on the general findings for the respective questions. The questions are categorized by areas, first processing the priority areas of the Decade of Roma Inclusion 2005 – 2015, and in the end also the general aspects of its implementation. Interwoven in the findings of the survey, can also be found specific conclusions and recommendations, which are particularly interesting with regard to the separate groups within the Roma community, and with regard to the municipalities.

Towards the end of the text are placed recommendations that are derived from the analysis of the collected data, with general recommendations regarding the implementation of the Roma-targeted policies and specific recommendations regarding each of the discussed areas – employment, housing, health and education, grouped by the sub-areas of each of these areas.

The key recommendation obviously refers to the development and implementation of policy directed towards poverty reduction in the Roma community, which shall be coordinated with the policies and activities in the remaining areas and shall include measures and activities that are systematically and comprehensively addressing the elimination of social difficulties of each individual family within the Roma community. In addition, another problem that requires serious engagement is overcoming of stereotypes and prejudices and elimination of discrimination of Roma in all areas of social life. Consistent implementation of the revised National Action Plans of the Decade of Roma Inclusion 2005 – 2015 should be the starting impulse in resolving the problems of Roma community in the individual areas, although the Roma undoubtedly point out the need for significant efforts to actually achieve the expected outcome of the Decade – full integration and equality of Roma community with the rest of the population.

Apart from the methodology of the survey and the demographic picture of the sample presented in the Annex, the publication includes another interesting Annex which is not directly related to the survey. This Annex is actually related to the regional methodology of the Decade Watch, in which the progress assessment of the Decade of Roma Inclusion 2005 – 2015 is expressed in specific number grades and is based on the information collected by reviewing relevant literature and interviewing key informers. This Annex includes the trend of assessment of the Republic of Macedonia and corresponding explanation of the latest developments under the Decade of Roma Inclusion 2005 – 2015, in accordance with which the assessment was conducted.

FINDINGS AND CONCLUSIONS

EDUCATION – FINDINGS AND CONCLUSIONS

1. How much are Roma children included in preschool and preparation education?

Over three quarters of the interviewees think that inclusion of Roma children in preschool education is increased. About 14% think that the inclusion is not changed, while only 2% of the interviewees think that it is decreased.

The Project of the Ministry of Labour and Social Policy for inclusion of Roma children in public preschool education institutions achieves the desired effects and the need for its continuation in future is evident. In addition, the municipalities should undertake more important role in its implementation, taking into consideration the efforts by the Roma Education Fund, which provides the largest share of the funds, for continuation of the project with complete financial support by the state.

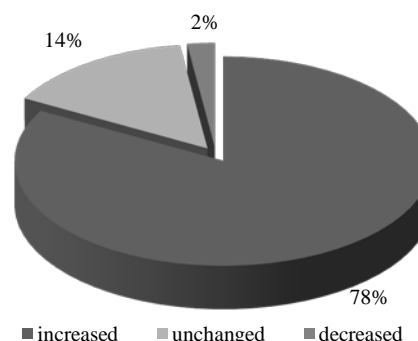


Figure 1. Trend of inclusion of Roma in preschool education

The municipalities in which the percentage of **positive answers** is above the general are **Delcevo** (100%), **Prilep** (92,5%), **Kumanovo** (92%), as well as **Stip, Kicevo and Pehcevo** (80% and over). In all municipalities where there are answers that the inclusion is **decreased**, the same is expressed in percentages higher than the general: **Vinica** - 13%, **Tetovo** - 7,1%, **Stip** and **Suto Orizari** - 3,8%. In the municipality of Suto Orizari at the same time is also noticed percentage of positive answers that is lower compared with the general and reverse tendency regarding the answers that situation is not changed. Significantly higher percentages of answers about **stagnation**, on the other hand, are observed in **Gostivar** (37%) and **Gazi Baba** (28%), as well as in **Gjorce Petrov and Pehcevo** (20%).

The answers of men and women interviewees are similar, with **men** having somewhat **greater percentage** of answers referring to **positive changes** than the women, while the situation is reverse as regards the **negative** answers.

From the aspect of the age, **improvement in percentage higher** than the general is observed among the age group **36-40** (84%), while **lower** than the average among the persons aged **51-55, over 60, 26-30 and 41-45**. **Negative** answers in **percentage larger** than the general are noticed among the persons aged **over 60** (11%), as well as among those aged **51-55, 31-35 and 14-18**. The interviewees in the group aged 56-60 have 19% answers that there are not any changes in the inclusion of Roma in preschool education.

The interviewees from **households with 1-3 members**, compared with the other groups according the number of members in the household, have **the greatest percentage of answers about unchanged situation**, while those from households with **4-6 members** – **the largest percentage of answers about improvement**, and the persons from households with **7-9 members** – **the largest percentage of answers about worsening of the situation**. As regards the number of children in the household, the interviewees from households with **up to 3 children have larger percentage of positive answers** about inclusion of children in pre-primary education; among those from households with **more than 6 children** there is **larger percentage of negative answers** compared with the other groups, while among the interviewees from households with 4-6 children there are no any answers about stagnation of the situation.

The largest percentage of positive answers is noticed among the interviewees from households that receive income from **salaries and scholarships**, and **the lowest** among those from households that receive income from **social assistance and informal activities**. The largest percentage of negative answers, then again, is observed among the interviewees that live on support from others. From the

aspect of economic activity, the **greatest percentage of positive answers** is noticed among the **formally employed persons**, and the lowest percentage among those that **work for fee in the public sector and the volunteers in the private sector**. The persons who work for fee in the public sector, at the same time, have the largest percentage of answers about stagnation and worsening of situation, compared with the other groups.

From the aspect of social activity of the interviewees, the smallest percentage of positive answers have the inactive interviewees, while among the other groups this percentage ranges around 80%. The highest percentage of negative answers is noticed among the interviewees that are members of political parties, and about stagnation among the interviewees with other social activity.

2. Which measures for inclusion of Roma in preschool education are most suitable?

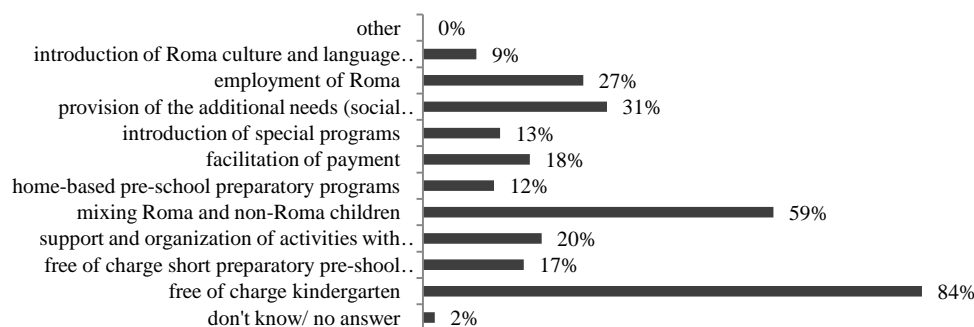


Figure 2. Proposed measures for inclusion of Roma in preschool education

As much as 84% of the interviewees think that inclusion of Roma children in preschool education can be improved by free of charge daily stay in preschool institutions. About 60% of the interviewees think that important measure is mixing Roma and non-Roma children in preschool education. About one third of the interviewees, then again, think that provision of social measures (supplementary needs), referring to clothes, materials, transport, etc. are required. Somewhat more than a quarter of the interviewees think that Roma should be employed in preschool facilities, while about one fifth of the interviewees think that organization of activities with parents and assistance for payment of preschool education are needed, as well as free of charge inclusion in short preparatory education programmes. Significantly smaller percentages (about 10%) of the measures that the interviewees most frequently selected among the three possible priorities are related to: introduction of specific programmes for work with Roma, preparatory education at home and introduction of content with Roma language and culture in the preschool education.

The analysis shows that Roma prefer those measures for inclusion in preschool education that are already being implemented and that give positive results (proved good practices): free of charge daily stay in preschool facilities, mixing Roma and non-Roma children in preschool education, social measures for support of preschool education and employment of Roma in preschool facilities. Apart from free of charge inclusion of Roma children, it is recommended for the children not included through this measure to be provided assistance for payment of preschool education, which would enable greater inclusion of Roma children in preschool education with support by the government, and also by the parents themselves.

In all municipalities the highest priority is given to **free of charge daily stay of Roma children in preschool institutions**, with exceptionally high percentages of such answers in **Kumanovo and Stip** (96%), while in Tetovo, Prilep and Bitola the percentage of selection of this measure is about 20% lower than the general percentage. In **Kumanovo**, particularly high percentages of answers are observed regarding the **social measures** (82,5%) and the measure for **mixing Roma and non-Roma children** (84%), which, on the other hand, in particularly high percentage (87%) is also present in **Gazi Baba**. Unlike the previously mentioned, in Kumanovo, as well as in Kicevo and Gjorce Petrov, the measure for **assistance for payment of preschool education** is not selected at all, while this measure is present in **Gostivar** with about 40%. In **Tetovo and Prilep**, compared with the other

municipalities, there is larger percentage of interviewees who propose **provision of preparatory education at home**, while in **Vinica and Delcevo** this is the case with the measure for **employment of Roma** in preschool facilities.

The answers of men and women do not differ significantly, with the exception that **men**, compared with women, select in higher percentages the measures for **mixing Roma and non-Roma children** and **provision of preparatory education at home**, while as regards **women**, this is the case with the measures for **activities with parents, social measures for provision of support and employment of Roma in preschool education**.

From the aspect of the age of the interviewees, the age group 56-60 is noticed to have selected with 50% the measure for organization of activities with parents, and with 33% the measure for lowering the prices for daily stay in preschool institutions, which are higher percentages for these measures compared with the other age groups, while among these interviewees the percentage of selection of the measure for mixing Roma and non-Roma children in preschool education is lower in relation to the other groups, but also about 10% lower than the general percentage of answers about this measure. **Social measures** are selected in greatest percentage (42%) by the group aged **14-18** and at the same time this percentage is about 10% higher than the general percentage. The persons aged **36-40** have higher percentage of answers about **free of charge inclusion** of children in preschool institutions than the general percentage, while among those in the age groups from 51-55 and from 41-45, the selection of this measure is in percentage lower than the general. Also, in the age group from 36-40 years of age, together with the one from 14-18, there is a small percentage of interviewees who opted for the measure for provision of preparatory education at home.

Regarding the marital status of the interviewees, it can be noticed that the **divorced** interviewees, the interviewees who live **separated** from the partner and the interviewees who live **in community with their partners** have 90-100% answers referring to the measure for **free of charge daily stay** of Roma children in preschool institutions. The **divorced** interviewees, in addition, have large percentage of answers that the inclusion of Roma children in preschool education can be increased by **mixing Roma and non-Roma children**, which is not the case with the interviewees who **live in community** with their partners, while the **divorced** in higher percentage than the other groups propose the measure for **free of charge inclusion of children** in short preparatory education programmes. The interviewees who live **in community with their partners** have larger percentages of answers about **support for and organization of activities with parents**, as well as about **lowering of prices for daily stay in kindergarten** (together with the unmarried), and **employment of Roma** in preschool facilities (together with the widowed), while they have not selected at all the measures for provision of preparatory education at home, which is expected because they live in more complex family circumstances, and introduction of specific programmes for work with Roma. **Social measures** for provision of supplementary needs, such as clothes, materials, transport, etc. are the most common choice of the interviewees who live separated from their partners.

With the **increase in the number of members** in the interviewee's household, also **increases the percentage** of answers about **free of charge daily care** in preschool institutions and the **social measures**. From the aspect of the **number of children** in the household, the increase in the number of children in the interviewee's household, is accompanied by increase in the selection of **social measures**, and decrease in the selection of provision of preparatory education at home.

With the increase in the educational level of the interviewees, also increases the percentage of interviewees who propose the measures for free of charge daily care in preschool institutions, introduction of specific programmes for work with Roma and mixing of Roma and non-Roma children, while the percentage of selection of social measures decreases. Support for and organization of activities with parents is priority for the interviewees with secondary and tertiary education.

For **free of charge inclusion** of Roma children in daily care programmes are mostly interested the interviewees whose households provide income from **scholarships, loans and social assistance**, and the least the ones with income from **salary**. **Assistance for payment** of preschool education is most frequently proposed by the interviewees whose households provide income from **informal activities, pension and salary**. **Social measures** have highest percentages of selection by the interviewees

whose households provide income from **scholarships, loans and informal activities**.

From the aspect of the economic activity of the interviewees, **free of charge inclusion** of Roma children in daily care programmes is mostly selected by **the unemployed, housekeepers and the persons who work for fee**. The persons who work for fee, in addition, give higher priority to lowering of prices for daily stay in kindergarten, and together with the unemployed and the housekeepers, also to social measures. The **formally employed**, compared with the others, are more frequently interested in **organization of activities with parents**.

The interviewees who are active in political parties or have other social activity selected free of charge daily stay in kindergarten as most suitable measure with 100% of answers. The persons with other social activity, also more frequently than the others, selected employment of Roma in preschool facilities and introduction of content with Roma language and culture in the preschool education. Social measures are more frequently selected as priority by the inactive interviewees, while the measure for lowering of prices for daily stay in kindergarten – by the persons active in the civil society sector.

3. How much are Roma children included in primary and secondary education?

As high as 88,5% of the interviewees think that inclusion of Roma children in primary and secondary education is increased. Only 7% of the interviewees think that the situation is not changed, and only insignificant 1% think that the situation is worsened.

For improvement of the situation of inclusion of Roma in primary and secondary education, specific measures are undertaken as providing scholarships for Roma secondary education students, and general measures, among which compulsory secondary education for all, provision of free of charge textbooks, transportation etc.

Positive changes in percentage larger than the general are perceived in the four municipalities of **Skopje, Prilep, Kumanovo, Stip, Pehcevo and Gradsko**, and in **lower** - in **Gostivar** (60%), as well as in **Bitola, Kocani, Kicevo, Vinica and Delcevo**. Answers that point to **stagnation** are perceived in larger percentage in **Gostivar** (41%) and **Tetovo** (18%), while the percentage of **negative answers** in **Vinica and Delcevo** is over 10%, and the percentage of negative answers both in **Stip and Debar** is above the general. This is a direct indicator of the need of focusing the measures for inclusion of Roma in primary and secondary education in Gostivar, Tetovo, Vinica, Delcevo, Stip and Debar.

Among the **male interviewees**, both positive and negative, and the answers referring to unchanged situation, are present in percentages somewhat higher than the general. Among **women**, in contrast, there are **91% positive answers**, while the negative and the answers referring to stagnation are under the general percentage.

From the aspect of the age of the interviewees, answers about **positive changes** are present **100%** among the interviewees **aged over 60**, and **90% and more** among the interviewees in the age groups **36-40, 14-18 and 46-50** years of age. The answers about **unchanged** situation are present in about **10%** among the persons from **19-25, 26-30 and 51-55** years of age. **Negative answers** are present among the persons aged **51 -60** in 4-5%, and among three other age groups where observed, they are in percentages somewhat larger than the general.

All age groups in accordance with the marital status of the interviewees have percentages of positive answers around or above the general, except the ones who live separated from their partners, among which this percentage equals 75%, while the remaining 25% interviewees from this group think that the situation regarding inclusion of Roma in primary and secondary education is not changed.

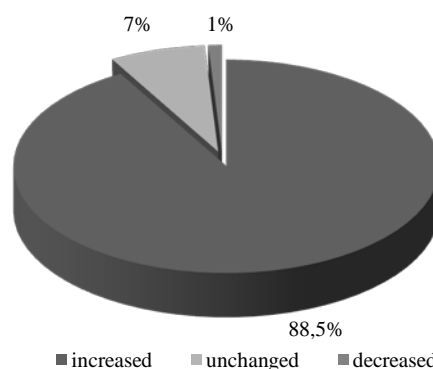


Figure 3. Trend of inclusion of Roma in primary and secondary education

The persons with completed **secondary education**, compared with the ones with different education level, have the **largest percentage of answers referring to stagnation**, while their negative answers make 3%. From the aspect of the source of income of the interviewees, the ones that receive income from **scholarship** and **pension** have **100% positive answers**. The interviewees that receive income from **salary** have percentage of answers about **stagnation** above the general, while the ones that have income from **loans** have **11% negative answers**. **Supported persons who receive scholarships have somewhat more positive views than the supported persons who do not receive scholarships**. The percentage of negative answers among the persons who work for fee in the public sector amounts to rather high 17%.

The highest percentage of positive answers, from the aspect of the social activity of the interviewees, is observed among the persons who are active in the **civil society sector** (91%), and the **lowest** among the persons with **other social activity** - 60%, which is also far lower than the general percentage. These interviewees, at the same time, have by 20% negative and answers about unchanged situation as regards inclusion of Roma in primary and secondary education.

4. Which measures for inclusion of Roma in primary and secondary education are most suitable?

The proposed measures for improvement of inclusion of Roma students in primary and secondary education include the following: 1) Provision of scholarships for Roma students; 2) Provision of support and organization of activities with parents; 3) Mixing Roma and non-Roma students in primary and secondary education; 4) Provision of assistance to Roma for learning the educational material; 5) Introduction of specific programmes for work with Roma (for example language); 6) Provision of supplementary needs, such as clothing, materials, transport, etc (social support); 7) Employment of Roma teachers in primary and secondary education; 8) Introduction of content of Roma language and culture in the education; 9) Reintegration of Roma children from special into regular education.

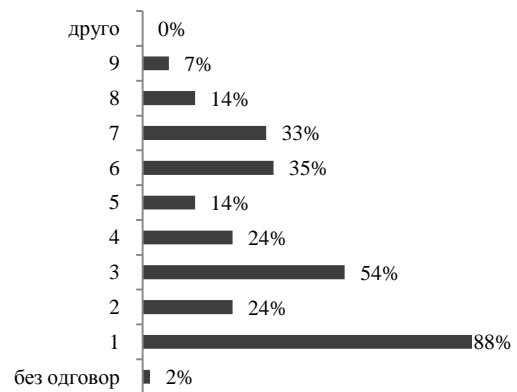


Figure 4. Suitable measures for primary and secondary education

As high as 88% of the interviewees think that provision of scholarships for Roma students in primary and secondary education is crucial. Over half of the interviewees propose as most suitable measure mixing Roma and non-Roma students in primary and secondary education. By about one third point out the social support and employment of Roma teachers in primary and secondary education, while by quarter of the interviewees include among their three priority measures provision of assistance to Roma for learning the educational material. Introduction of specific programmes for work with Roma and introduction of content of Roma language and culture in the education are proposed by 14% of the interviewees each, while the lowest priority measure is reintegration of Roma children from special into regular education.

The highest priority measure for inclusion of Roma in primary and secondary education is definitely provision of material support by provision of scholarships and social measures. In addition, also important is the interaction between Roma and non-Roma in primary and secondary education, from the aspect of both teachers and students. As suitable measures also should be considered assistance to Roma for learning the educational material and activities with parents. Lower priority is given to introduction of specific programmes for work with Roma and introduction of content of Roma language, history and culture in study plans and programmes. The measure for which Roma are starting to perceive the need is reintegration of Roma children from special into regular education.

The percentage of selection of **provision of scholarships** as priority measure **in all municipalities is above the general, except in Gazi Baba, Prilep, Bitola, Tetovo and Gostivar**. In Kumanovo and

Gazi Baba there is also rather high percentage of answers about the measure for **mixing Roma and non-Roma students in primary and secondary education** (80%, that is 75%), while in Gostivar the percentage of the interviewees who prefer this measure amounts to 22%, which is far lower than the general percentage. **Social measures** are given particularly high priority in **Kumanovo** (88%) and **Bitola** (60%), while in Suto Orizari, Cair, Gjorce Petrov, Tetovo, Stip and Kocani the percentage of selection of this measure is below the general. In Kumanovo only about 6% of the interviewees selected the measure for employment of Roma teachers in primary and secondary education. In **Stip** there is significantly higher percentage of selection of the measure for **introduction of content of Roma language, culture and history in the education** (30% and over) compared with the other municipalities and also compared with the general percentage. **Reintegration of Roma children from special into regular education** in higher percentage is proposed in **Kocani** (22%), and it is not proposed at all in Kumanovo, Bitola, Tetovo and Kicevo (considering the municipalities with over 20 interviewees).

The answers of men and women interviewees regarding their preferred measures in primary and secondary education do not differ significantly, yet, there are certain differences. Thus, **women** in somewhat greater percentages than men propose **activities with parents, assistance to Roma for learning the educational material, introduction of content of Roma language, culture and history in the education, as well as reintegration of Roma children from special into regular education**. **Men**, on the other hand, in larger percentages than women give priority to **mixing Roma and non-Roma students in primary and secondary education, social measures, employment of Roma teachers in primary and secondary education and introduction of specific programmes for work with Roma**.

From the aspect of the age of the interviewees, characteristic is the group aged over 60 years, among which the provision of scholarships, social measures, reintegration of Roma children from special into regular education and mixed classes are proposed in percentages larger than the general, while smaller percentages are given to the measures referring to activities with parents and introduction of specific programmes for work with Roma. Also, the social measures received a high percentage of answers by the group aged 14-18, while the measure for provision of assistance to Roma for learning the educational material by the persons in the group aged 19-25.

With the **increase in the number of members** of the interviewee's household, also **increases the percentage** of selection of **provision of scholarships and social measures**, and **decreases** the priority given to the measure for **employment of Roma teachers** in primary and secondary education. From the aspect of the number of children in the households, with the **increase in the number of children** in the interviewee's household, also **increases the percentage** of selection of **social measures**, and **decreases** the priority given to the measure for **introduction of content of Roma language, culture and history in the education**. Also, reintegration of Roma children from special into regular education is selected in higher percentages by the interviewees that come from households with smaller number of children.

With the **increase in the educational level** of the interviewees, also **increases the percentage** of selection of the measures referring to **organization of activities with parents** and **provision of assistance to Roma for learning the educational material**, and **decreases** the priority given to the selection of social measures. The interviewees that are currently enrolled in **tertiary education**, in higher percentages than the ones currently in secondary education, give priority to **scholarships, employment of Roma teachers in primary and secondary education and assistance in learning**, while for the ones that are currently in **secondary education** this is the case with the measures for introduction of specific programmes for work with Roma, **introduction of content of Roma language, culture and history in the education and reintegration of Roma children from special into regular education**.

Supported persons who receive scholarships, compared with the ones that do not receive, somewhat more frequently select social measures and assistance to Roma for learning the educational material, while the situation is the other way around as regards provision of scholarships, employment of Roma teachers and mixed classes. Also, **provision of scholarships and social measures** are more often

selected by the **interviewees whose households receive income from social assistance and informal activities**. As expected, the **unemployed persons and the housekeepers** propose **provision of scholarships and social measures** in larger percentages than the rest.

As most suitable measures for improved inclusion of Roma in primary and secondary education, the interviewees that are members of political parties, propose provision of scholarships, in higher percentages than the other groups according to social activity. The inactive more than others propose social measures and mixed classes, while the interviewees with other social activity - employment of Roma teachers in primary and secondary education and assistance to Roma for learning the educational material.

5. How many Roma students are included in tertiary education?

Three quarters of the interviewees think that inclusion of Roma students in tertiary education has increased in the last five years. Changes in the situation have not been noticed by 13% of the interviewees, while only 1% think that there are negative changes in the trend of inclusion of Roma students in tertiary education.

Evidently, in the last five years significant progress has been achieved from the aspect of inclusion of Roma students in tertiary education, apart from their inclusion in preschool, primary and secondary education. Consequently, the measures that are undertaken in this field should continue, and those that are implemented by non-governmental actors and that are financed by foreign donations, should be gradually institutionalized.

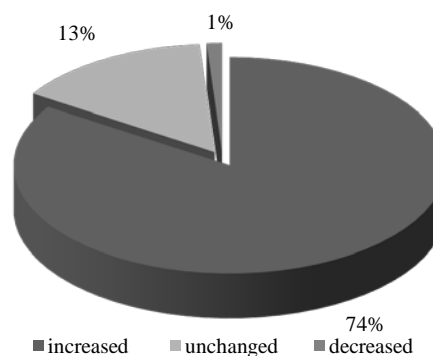


Figure 5. Trend of inclusion of Roma in tertiary education

Percentage of positive answers higher than the general is noticed in **Prilep (94%), Cair (86,5%), Stip (85%), Gostivar, Pehcevo, Tetovo, Kumanovo**, as well as in **Kicevo and Delcevo**, where 100% of the interviewees think that inclusion of Roma students in tertiary education has been increased. The municipalities in which **positive answers** about inclusion of Roma students in tertiary education are **present in percentages lower than the general** are **Gradsko**, where there are none, **Gjorce Petrov (40%), Gazi Baba (48%), Kocani, Debar and Bitola**. In Gradsko all interviewees answered that the situation had not been changed, while much higher percentage of such answers than the general is observed in Gjorce Petrov (40%) and in Gazi Baba (28%). In **Vinica and Debar** there is a **higher percentage of negative answers** than the general.

Male interviewees by about 5% more than female think that there is improvement in the situation of inclusion of Roma students in tertiary education. **Increase in the age of the interviewees is accompanied by increase in negative answers**, which among the age group from 51-55 years are present with 3,7%, which is much higher than the general percentage of negative answers. **The increase in the educational level of the interviewees, in contrast, is accompanied by increase in answers referring to improvement** of the situation, with all interviewees with completed tertiary education expressing positive views. **Most negative answers**, expressed in percentages, are observed among the persons with **secondary education, a group that is before possible inclusion in tertiary education, so that these answers, among others, may reflect uncertainty** regarding their possibilities for continuation of education and expectation of increased efforts in this regard. The largest percentage of answers about unchanged situation is observed among the interviewees that have not completed any educational level.

The increase in the number of members in the households of the interviewees is accompanied by increase in negative and decrease in the percentage of positive answers. From the aspect of the number of children in the households of the interviewees, views about worsening of the situation are perceived only among the group with 1-3 children.

The greatest percentage of **positive answers (80% and more)** is perceived among the interviewees whose households receive income from **salaries, loans, pensions and scholarships**. **Negative**

answers are not observed among the persons whose households receive income from scholarships and loans, and in greatest percentage they are present among the households that receive **pensions**. That the situation is not changed mostly consider the persons from households with income from assistance by others (23,5%). The students that receive scholarships as opposed to those that do not receive have by 8% more positive answers, less answers about unchanged situation and do not have any negative answers at all.

To improvement of the situation in greatest percentage point out the interviewees who are members of political parties, and then the ones that are active in the civil sector. At the same time, the members of political parties in largest percentage, which is also significantly higher than the general, point out to worsening of the situation. There are no any negative answers among the persons with other social activity.

6. Which measures for inclusion of Roma in tertiary education are most suitable?

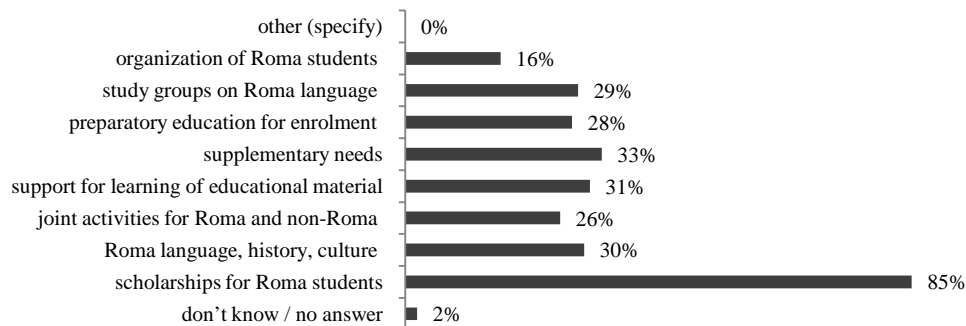


Figure 6. Suitable measures for improvement of inclusion of Roma in tertiary education

Even 85% of the interviewees include scholarships among the three most suitable measures for improvement of inclusion of Roma students in tertiary education. About one third point out to provision of supplementary needs (such as clothes, accommodation, transport, etc.), while by about 30% each are also proposed provision of support for Roma students for learning of the educational material, introduction of subjects on Roma language, history, culture at appropriate study groups, opening of study groups on Roma language at universities and provision of preparatory education for enrolment in tertiary education. Support of the organization of Roma students (in student unions and similar) is most rarely proposed as one of the most suitable measures.

As the highest priority measures for improvement of inclusion of Roma students in tertiary education should be considered provision of scholarships for Roma, and then the social measures (provision of supplementary needs, such as accommodation, meals, transport, etc.), as well as provision of support for Roma students for learning of the educational material, introduction of subjects on Roma language, history, culture at appropriate study groups, opening of study groups on Roma language at universities and provision of preparatory education for enrolment in tertiary education. The lowest priority is given to the support of the organization of Roma students (in student unions and similar).

Almost **all municipalities** fit into the **general trend**, with the interviewees from **Tetovo, Prilep and Debar** also assigning importance to **organization of additional joint activities** for Roma and non-Roma students, while in **Gostivar**, **support of the organization of Roma students** is also included among the three most suitable measures. In **Gradsko** 100% of the interviewees give priority to **social measures**, which are also given significant importance in **Kumanovo, Bitola, Kocani, Vinica and Delcevo**. Provision of **support for Roma students for learning of the educational material** is given a high priority in **Stip, Prilep and Gradsko**. Opening of **study groups on Roma language** at universities is noticed in greater percentage as a proposed measure in the **four municipalities in Skopje**. Introduction of **subjects on Roma language, history, culture** at appropriate study groups is proposed in more significant percentages in **Gjorce Petrov, Gazi Baba, Kicevo and Suto Orizari**.

From the aspect of the gender of the interviewees, a significantly larger part of the interviewees that did not provide answer to this question were male. **Women** most frequently propose **provision of scholarships for Roma, opening of study groups on Roma language and the social measures**, while **men**, also give priority to **provision of scholarships for Roma and provision of supplementary needs, such as accommodation, meals, transport, etc.**, but also to **provision of support for Roma students for learning of the educational material**. Among men, compared with women, there is somewhat larger percentage of answers about organization of additional joint activities for Roma and non-Roma students, while among women about opening of study groups on Roma language.

With increase in the age of interviewees also increases the priority given to social measures and organization of additional joint activities for Roma and non-Roma students. The increase in the number of children in the household is accompanied by increase in selection of the measures for provision of scholarships, provision of supplementary needs, such as clothes, accommodation, transport, etc., organization of additional joint activities for Roma and non-Roma students, and introduction of subjects on Roma language, history, culture at appropriate study groups.

The interviewees without completed education include among the three most suitable measures provision of scholarships for Roma students (which among this group is present in the smallest percentage in relation to the interviewees with completed educational level) and introduction of subjects on Roma language, history, culture at appropriate study groups and social measures. The persons with completed primary education, in addition to scholarships, also propose provision of support for Roma students for learning of the educational material, opening of study groups on Roma language at some universities and introduction of subjects on Roma language, history and culture. The interviewees with completed secondary education, as expected, as most suitable measures most frequently select the scholarships, provision of support for Roma students for learning of the educational material and provision of preparatory education for enrolment in tertiary education. The interviewees with completed tertiary education, apart from these measures, also propose organization of additional joint activities for Roma and non-Roma students, and give the lowest priority to introduction of subjects on Roma language, history and culture.

The interviewees that are **currently** included in **secondary education** select as priority measures for increase in Roma inclusion in tertiary education provision of **scholarships** for Roma, provision of **preparatory education for enrolment in tertiary education** and **introduction of subjects on Roma language**, history and culture. Those, then again, that are in process of acquiring **tertiary education**, apart from **scholarships**, also consider as most suitable measures **support of the organization of Roma students, provision of support for Roma students for learning of the educational material and organization of additional joint activities** for Roma and non-Roma students.

The interviewees whose households receive income from social assistance or assistance from others, apart from scholarships, also give priority to provision of social measures, while the interviewees whose households receive income from scholarships, as well as those with income from loans, give priority to provision of preparatory education for enrolment in tertiary education. It is interesting to note that the interviewees who receive scholarships have smaller percentage of answers about the measure for provision of scholarships for Roma, and larger percentage about social support in tertiary education, compared with the interviewees that are currently students, but do not receive scholarships. Among these two groups, in addition to scholarships, significant importance is also given to preparatory education before enrolment in higher education. As third priority measure, the students who receive scholarships propose support of the organization of Roma students, while those that do not receive scholarships - opening of study groups in Roma language.

All groups of interviewees according to social activity give the highest priority to the measure for provision of student scholarships. The interviewees who are active in the civil society sector also frequently propose provision of preparatory education for enrolment in tertiary education and support of the organization of Roma students. The interviewees who are members of political parties also include provision of support for Roma students for learning of the educational material and provision of preparatory education for enrolment in tertiary education. The persons that are not socially active

give priority to social measures and to introduction of subjects on Roma language, history and culture, while the persons with other social activity – to provision of support for Roma students for learning of the educational material and opening of study groups in Roma language.

7. What is the trend of joint education and friendship among Roma and non-Roma students?

At all education levels, in accordance with the views of the interviewees, there are many visible changes in the interaction among Roma and non-Roma students. The most positive changes are perceived in the field of secondary education (46%) and in tertiary education (45%), so these are the levels where the positive trend is predominant. Also in high percentage (about 40%) the interviewees indicate improvement of joint education and friendship among Roma and non-Roma students in preschool and primary education, yet, regarding these levels, predominant is the opinion that there are no significant changes compared with the period of five years ago (about 50%). The lowest percentage of positive answers (11%) is observed in relation to special education. On the other hand, worsening of the trend is observed in highest percentage in secondary education (11%), and in lowest percentage (5%) in tertiary education.

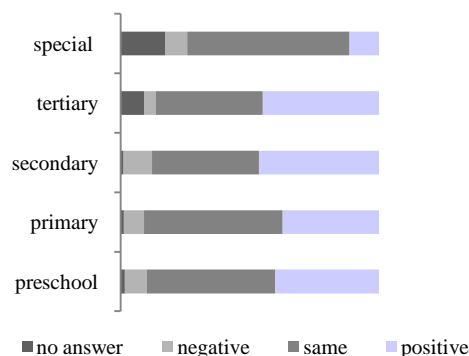


Figure 7. Trend of mixing Roma and non-Roma students

Notwithstanding the results of the analysis of the question about the measures for improvement of inclusion of Roma students in primary and secondary education, where reintegration of Roma children from special into regular education was given a low priority, the analysis of this question shows that the interaction among Roma and non-Roma students in special schools is rather weak, which emphasises the need for improving this integration, among others, by desegregation of Roma in special schools. In addition, apart from the positive changes in preschool and primary education, nevertheless, additional measures should be undertaken to improve joint education and friendship among Roma and non-Roma students. This need is less perceived regarding secondary and tertiary education, but, however, it should not be neglected in the development of programmes and measures.

Regarding preschool education, particularly high percentages of answers referring to improvement of the situation are noticed in Kumanovo (94%) and Prilep (87%), as well as in Pehcevo and Delcevo. Negative changes, on the other hand, in somewhat larger percentages, except in Gradsko (with 100%) and Vinica (with 33%), are perceived in Cair (19%) and Suto Orizari (15%), from among the larger municipalities. In Kumanovo and Prilep exceptionally high percentages of positive answers are perceived also referring to the trend of interaction among Roma and non-Roma in primary and secondary education. Regarding these levels of education, the highest percentage of answers about negative changes is noticed among the interviewees in Vinica. The highest percentage of interviewees that perceive positive changes in tertiary education is noticed in Kumanovo (about 80%), while in special education in Stip (61,5%). The information about the municipality of Gradsko, where, for example, there are not any answers registered about improvement of the interaction among Roma and non-Roma students at all levels of education, while the negative answers about all education levels except primary education appear in the highest percentages, should also be taken with reserve in the analysis of this question because of the small number of interviewees in this municipality. **On the whole, the analysis distinguished several municipalities (Kumanovo, Prilep, Stip) regarding to which there are indications of established good practices with positive results that would be recommended to be also used in the other municipalities for improvement of the interaction among Roma and non-Roma in the education process in general.**

From the aspect of the gender, men in somewhat larger percentage than women notice positive changes in preschool education (regarding which, the women generally think that the situation has not been changed), in primary and secondary (here women have somewhat more negative views than

men) and in tertiary education. Only regarding special education men have somewhat larger percentage of negative answers compared with women.

Taking into consideration the age of the interviewees, improvement in the interaction in preschool education is perceived by over 50% of the interviewees aged 31-35 and 56-60, while worsening of the situation is perceived by 10% of the persons in the age groups 19-25, 41-45 and 46-50. The interviewees in the age group from 56-60 years have over 50% of positive answers also in relation to primary education, in regard to which, on the other hand, the highest percentage of negative answers is provided by the persons aged 51-55. About 60% of the interviewees aged 19-25, as well as over half of the persons aged 14-18 and 46-50, notice improvement of joint education and friendship among Roma and non-Roma students in secondary education, while the most negative answers, expressed in percentages, are observed among the persons over 60 years of age. The situation in relation to positive answers about tertiary education is identical with the situation in relation to secondary education. Regarding special education, over 15% of positive answers are noticed among the interviewees in the age groups 14-25 and 26-30, while the greatest percentage of negative answers is registered among the persons aged 56-60.

Taking into consideration the educational structure of the interviewees, the ones with completed tertiary education, compared with the others, have higher percentage of answers about positive changes in the interaction of Roma and non-Roma students at all levels of education. The persons with completed primary education, on the other hand, have the lowest percentage of negative answers about the interaction of Roma and non-Roma students in primary, secondary, tertiary and (together with the interviewees with completed secondary education) in special education. From the aspect of the persons that are currently included in the education process, however, the persons attending secondary education, compared with the others, have a larger percentage of answers about improvement of the interaction among Roma and non-Roma students in preschool, primary and special education. The ones with tertiary education, on the other hand, have a higher percentage of negative answers referring to preschool and primary education and are the only group with negative answers about the interaction in higher education.

The interviewees that are active in the civil society sector have higher percentage of positive answers regarding all levels of education, while regarding higher and special education, this is the case with the interviewees who are members of political parties.

8. Which measures could significantly contribute to the joint learning and friendship among Roma and non-Roma students?

The measures listed as options for improvement of joint education and friendship among Roma and non-Roma students are the following: 1) Sanction of educational institution that segregate Roma children; 2) Introduction of compulsory standards for mixing children from mixed settlements; 3) Introduction of bilingual or multilingual education; 4) Introduction of content for learning different cultures; 5) Introduction of activities and content that promote tolerance and understanding; 6) Change of the conditions for enrolment of children in special schools; 7) Encouraging cooperation among schools from Roma and non-Roma settlements.

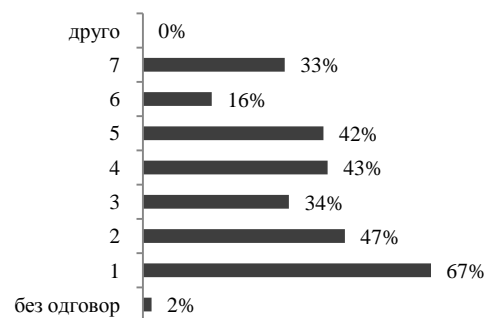


Figure 8. Suitable measures for mixing Roma and non-Roma students in education

As most suitable measure for mixing of Roma and non-Roma students, two thirds of the interviewees propose sanction of educational institution that segregate Roma children, both in relation to the school attended by the students, and the classes in the school, but also within the classes (classrooms). The next proposed priority measure is introduction of compulsory standards for mixing children from different ethnic groups, particularly in mixed settlements, which is selected by nearly half of the interviewees. The measures referring to introduction of content for learning different cultures as well as introduction of activities and content that promote tolerance and understanding in the study plans

are selected by somewhat over 40% of the interviewees. About one third of the interviewees single out as most suitable measures introduction of bilingual or multilingual education and encouraging cooperation among schools from Roma and non-Roma settlements. The measure selected as most suitable with lowest percentage of answers is change of the conditions for enrolment of children in special schools.

The analysis emphasises the necessity for implementation of measures for elimination of discrimination and segregation of Roma in education, primarily by sanctioning of these occurrences, but also by introduction of standards for equal access and quality. Introduction of content for learning about different cultures and the principles of tolerance and understanding should also play an important role in achieving equality in education.

From the aspect of municipalities, **sanctioning of educational institutions** that segregate Roma children is a measure that is selected in **high percentages in all municipalities** (particularly in Prilep - 83%, Stip - 88%, up to 100% in Vinica and Gradsko), **except in Kicevo**, where it is selected by only 15% of the interviewees. **Introduction of compulsory standards** for mixing children from mixed settlements is selected by **over 70%** of the interviewees in **Gazi Baba, Gjorce Petrov, Kumanovo and Gradsko**. In **Suto Orizari, Tetovo and Gjorce Petrov**, the measure for introduction of **bilingual or multilingual education** is present in greater percentages than in the other municipalities. With 50% and over, the measure for introduction of **content for learning different cultures** appears as an answer in **Delcevo, Debar, Kicevo, Stip, Tetovo, Bitola and Gazi Baba**. In **Kumanovo**, **75%** of the interviewees think that introduction of **activities and content that promote tolerance and understanding** in study programmes is a suitable measure for improving the interaction among Roma and non-Roma in the education process. The measure referring to change of **the conditions for enrolment of children in special schools** is noticed in somewhat larger percentage in **Gostivar** (37%), while encouraging **cooperation among schools** from Roma and non-Roma settlements – in **Stip** (65%).

Among both men and women, the measure that appears in highest percentages is **sanctioning of educational institutions** that segregate Roma children. Women, compared with men, have higher percentages of selection of the measures for introduction of bilingual or multilingual education, introduction of content for learning different cultures, change of the conditions for enrolment of children in special schools and encouraging cooperation among schools from Roma and non-Roma settlements.

From the aspect of the age of the interviewees, most frequently appearing answers among **all age groups** are **sanctioning of educational institutions that segregate Roma children, introduction of compulsory standards for mixing children and introduction of bilingual or multilingual education**, while in lowest percentages is proposed the measure for change of **the conditions for enrolment of children in special schools**. **Introduction of activities and content that promote tolerance and understanding in study programmes** is selected by over 50% of the interviewees aged **14-18 and 31-35**, while **cooperation among schools** from Roma and non-Roma settlements is proposed by about 50% of the persons in the age group from **19 to 25 years of age**.

Taking into account the number of children in the household of the interviewees, it can be noticed that with **increase in the number of children in the family** also **increases** the percentage of selection of the measure for **changing the conditions for enrolment of children in special schools**, and **decreases** the percentage of selection of the measure for **introduction of content for learning different cultures**.

The interviewees with completed tertiary education, compared with other groups according to their educational level, have higher percentages of selection of the measures for introduction of content for learning different cultures and introduction of activities and content that promote tolerance and understanding in study plans and programmes, and smaller percentages referring to sanctioning of educational institution that segregate Roma children, while there are no any answers by this group of interviewees referring to the measure for introduction of bilingual or multilingual education. Encouraging cooperation among schools from Roma and non-Roma settlements is selected in higher percentage by the interviewees with completed primary and secondary education. From the aspect of

the persons that are **currently** in process of education, the ones currently attending **secondary education** have higher percentages of selection of the measures for **introduction of content for learning different cultures and change of the conditions for enrolment of children in special schools**. The persons that are **currently** attending **tertiary education**, on the other hand, have smaller percentage of selection of the measure for sanctioning of educational institution that segregate Roma children, and higher for **introduction of compulsory standards for mixing children from mixed settlements and cooperation among schools from Roma and non-Roma settlements**.

From the aspect of the economic activity of the interviewees, particularly interesting for analysis are supported children that receive or do not receive scholarships. The first group proposes in larger percentages introduction of content for learning different cultures, introduction of activities and content that promote tolerance and understanding in study plans and programmes and sanctioning of educational institution that segregate Roma students. The students that do not receive scholarships, on the other hand, selected the measure for sanctioning of educational institution that segregate Roma students with high 76%.

The interviewees active in the civil society sector and in the political parties have higher percentages of answers referring to the measure for sanctioning of educational institution that segregate Roma students (70% that is 76%, respectively), which, on the other hand, is selected in smallest percentage by the persons with other social activity, who, on their part, propose in higher percentages introduction of compulsory standards for interaction of students, introduction of activities and content that promote tolerance and understanding and cooperation among schools from Roma and non-Roma settlements.

The analysis findings in this area should be taken into consideration in the planning of measures for improving the interaction among Roma and non-Roma students in the education process and strengthening of equality in education, in general.

9. What is the attitude of non-Roma towards Roma in education?

Apart from the significant improvement in the inclusion of Roma in all levels of education, the attitude towards Roma in education is not changed. Namely, over half of the interviewees think that the attitude is same as five years ago. Positive changes are perceived by somewhat less than 30% of the interviewees, out of which 27% think that the attitude is improved, and only about 1% that it is significantly improved. Negative trend regarding the attitude of non-Roma towards Roma in education is observed by 14% of the interviewees, out of which only 1% describe it as significantly worsened.

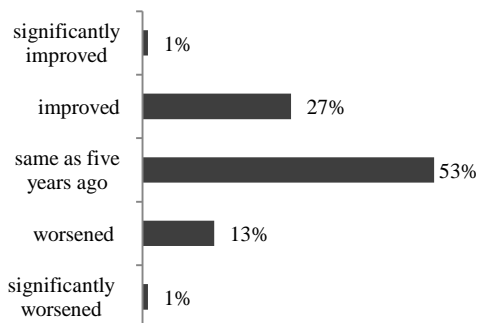


Figure 9. Trend of attitude towards Roma in education

The views of almost one third of the interviewees that the attitude towards Roma in education is more or less improved in the last five years mean that there is certain trend of improvement, nevertheless, the views of the majority about stagnation, as well as the 15% of interviewees who think that the attitude is worsened, impose the need for more serious efforts for improvement of the attitude of non -Roma towards Roma in education.

In all municipalities predominates the view that there are no changes in the attitude of non-Roma towards Roma in education in the last five years, with the exception of Prilep, Kumanovo, Delcevo, Pehcevo and Gradsko, where positive views predominate. In Prilep and Kumanovo are observed significantly high percentages of answers about improvement of attitude, in Kumanovo equalling to about 75%, and in Prilep to 85%, and therefore the positive practices in these municipalities should be applied in other municipalities. This particularly applies to the municipalities where worsening of the attitude towards Roma in education is noticed in percentages higher than the general, such as the municipalities of Suto Orizari, Cair, Stip, Vinica, Debar and Pehcevo.

Both men and women generally think that there are **no changes** in the attitude towards Roma in education, with the difference that **men** have a **tendency towards more positive**, while **women** towards **more negative views**.

From the aspect of the age of interviewees, predominates the opinion that the attitude is same as five years ago, among all age groups except for the one **over 60 years of age**. Within this age group, the **percentage of interviewees who think that the attitude is not changed is equal to the percentage of interviewees who think the attitude is improved**, and there is **smaller percentage of negative answers**, which, however, is at the same time **the highest compared with the other age groups**. The **highest percentage** of answers about **improvement of the attitude** towards Roma is noticed among the persons aged **14-18**.

The view that the attitude towards Roma in education is not changed in the last five years is predominant among all groups of interviewees according to educational level, except among the ones with completed **tertiary education**, who have over **70% positive answers**. **Negative answers are mainly** noticed among the persons with **primary and secondary education**, which suggests that at **these educational levels particular attention should be devoted to the attitude of non-Roma towards Roma**.

Any particular specifics were not registered in the answers of the interviewees from the aspect of the number of members in their households, as well as the number of children in the family. From the aspect of the source of income, nevertheless, it is worth noticing that among the persons whose households receive scholarships the views about worsening or improving of the attitude towards Roma are divided, and at the same time, they have the highest percentages of positive and negative answers compared with the other groups.

Taking into consideration the social activity of the interviewees, among all predominates the view that there are no significant changes in the attitude towards Roma in education. The interviewees who are active in the civil society sector have the highest percentage of positive answers, while those with other social activity have more negative answers.

10. To which extent Roma themselves are making more efforts to get involved in the education?

By 40% of the interviewees partially or fully agree that Roma themselves are making significantly more efforts to get involved in the education compared with the period of five years ago. About 15% have neutral views, while only 3% of the interviewees do not agree with the statement that Roma themselves are making more efforts to get involved in the education process.

In accordance with the views of the interviewees it can be concluded that Roma themselves are making more efforts to get involved in the education in the last five years, and together with this, to improve the situation.

This view is present in all municipalities, except in Bitola, where predominant are neutral views, as well as in Debar, where, however, predominant are negative views. In these two municipalities positive answers are present in percentages much lower than the general, so it would be recommended to examine the reasons for such negative views.

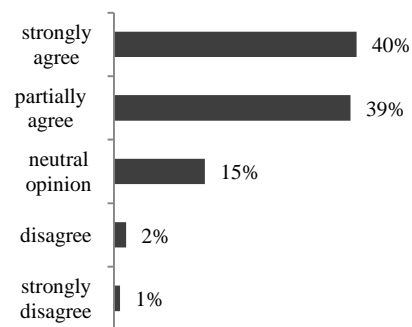


Figure 10. Increase in own efforts by Roma for inclusion in education

EMPLOYMENT – FINDINGS AND CONCLUSIONS

1. What are the possibilities for Roma for acquiring job qualifications?

Only for about 20% of Roma population the possibilities for acquiring job qualifications are increased. About one third consider that the possibilities are the same as five years ago, while for about 30% of Roma, the possibilities for acquiring job qualifications are more or less reduced.

Only one fifth of Roma community perceives improvement of possibilities for acquiring job qualifications which points to the fact that there are no sufficient efforts made to provide such possibilities for Roma.

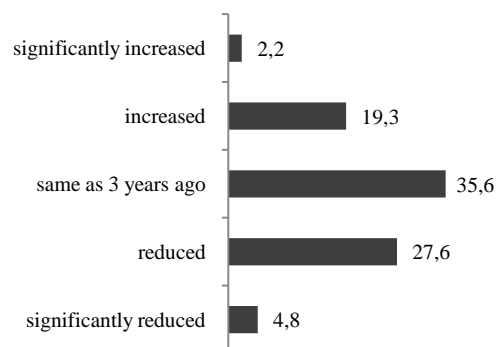


Figure 11. Trend of employment possibilities (%)

Characteristic municipality is Prilep, where over 70% of the interviewees think that the possibilities for acquiring job qualifications are more or less increased. Drastic examples are Debar, Vinica and Gradsko² where no answers whatsoever were registered about any improvement of the possibilities for acquiring job qualifications. Also, Vinica, Kumanovo, Delcevo and Pehcevo can be singled out as municipalities in which almost two thirds of the interviewees think that the possibilities are decreased, and Gjorce Petrov, Gazi Baba, Kicevo and Gostivar, where over half of the interviewees think that the possibilities are same as five years ago. In accordance with these findings, it would be recommendable to **examine the reasons why in Prilep a large percentage of the interviewees think that the possibilities for acquiring job qualifications are increased**, as it is possible to find examples of good practices there. **Particular attention to the possibilities for acquiring job qualifications for Roma should be paid in Debar, Vinica and Gradsko, as well in Kumanovo, Delcevo and Pehcevo.**

Certain differences in the answers regarding the possibilities for acquiring job qualifications between men and women can be observed in the percentage of answers that the possibilities are increased, which is larger for the male interviewees, which points to **the need for further provision of possibilities for acquiring qualifications for Roma women.**

Regarding the age of the interviewees, it should be emphasized that in almost all age groups by one third of the interviewees think that the possibilities for acquiring job qualifications are decreased, which points to the fact that **in the provision of possibilities for acquiring qualifications equal attention should be paid to younger and to senior persons.**

Among the interviewees currently included in the education process, one third consider that the possibilities for acquiring job qualifications are increased, opposed to one fifth who think that the possibilities are decreased. In contrast, among the persons out of the education process, the ratio of answers about increased and decreased possibilities is reverse. These findings point to the fact that **the measures for acquiring job qualifications are more essential for the Roma out of the education process than for the ones currently in process of education.** In addition, quite expected, with increase in the level of education of the interviewees, also increases the percentage of “positive” answers in the sense that the possibilities for acquiring job qualifications are more or less increased. This is why **the level of education should also be taken into consideration in setting the priority measures for acquiring job qualifications**, giving the highest priority to the persons who have not completed any education level whatsoever.

In accordance with the sources of income of the households of the interviewees, the answers are mainly positive or neutral only among the interviewees whose households receive income from

² In consideration of the results in relation to individual municipalities, it should be taken into account regarding all question that the number of interviewees in certain municipalities is very limited. Owing to this, it is recommended regarding the municipalities of Gradsko, Pehcevo, Debar, Vinica and Gjorce Petrov, where the number of interviewees is lower than 20, the conclusions to be considered with reserve.

scholarships, loans or pensions. Among the interviewees whose **households are supported by assistance of others** (begging, relatives, charities or humanitarian aid etc.), **by informal activities or social assistance**, there is a significant percentage of negative answers, and therefore, **the focus in the provision of possibilities for acquiring job qualifications** should actually be put on these households.

The lowest percentage of answers about increased or significantly increased possibilities for acquiring job qualifications is registered among the persons whose primary everyday activity is child care and housekeeping (further in the text: housekeepers), the unemployed and the retired persons. Taking into account that larger percentages of positive answers were provided by the interviewees with other economic activity (employed, volunteers, students), it can be assumed that the housekeepers, the unemployed and the retired provided more negative answers, among others, because of the fact that they have more limited access to information. This points to the need for **creating measures for acquiring job qualifications in a way that will ensure that they will reach the unemployed and the persons that are primarily engaged in housekeeping activities, as it is much more difficult for them to obtain information** on such possibilities. On the other hand, a matter of concern is the fact that two thirds of the interviewees – volunteers in the civil sector, apart from having greater access to information regarding the possibilities for acquiring job qualifications, think that such possibilities are decreased and none of them answered that the same were increased.

The highest percentage of positive answers referring to the possibilities for acquiring job qualifications is provided by the interviewees that are active in the civil society sector – about one third, while by those that are active in political parties or are not active at all by about one fifth of the interviewees think that these possibilities are more or less increased. On the other hand, by about one third of all these groups of interviewees according to their activity in the society consider that the possibilities are more or less decreased. All these findings point to the **need for greater involvement of the civil society sector and the political parties in the provision of possibilities for acquiring job qualifications and dissemination of information** about the same.

2. Which policies/ measures for acquiring job qualifications are most suitable?

The next question refers to the appropriate measures for acquiring job qualifications, which could give results if they are implemented. About 40% of the interviewees think that job qualifications should be acquired by formal vocational education. One quarter think that possibilities for acquiring job qualifications should be offered by the adequate public institutions (employment agencies or centres, as well as other public institutions that have competencies in the field of employment etc, among which also the social centres) by provision of training. The next possibility is acquiring job qualifications in companies, that is, on-job-training, and there are also interviewees who think that the civil sector should also offer training programs and possibilities for acquiring job qualifications.

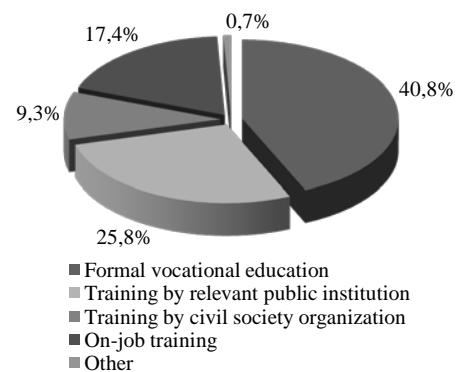


Figure 12. Suitable measures for acquiring job qualification

In accordance with the findings stated above it can be concluded that the measures for acquiring job qualifications shall have the greatest effect if they are organized within the frames of and together with the formal education, but suitable opportunities for acquiring job qualifications should also be offered by the adequate public institutions and civil sector organizations, at the same time also ensuring opportunities for acquiring job qualifications by on-job-training in the private sector.

Regarding the ways in which possibilities for acquiring job qualifications should be provided, a very high percentage of the interviewees in **Kumanovo, Stip, Tetovo and Gradsko** think that this should be done by **formal education**, opposed to the insignificant number of interviewees in Kicevo with such opinion. The same is valid also for the provision of such possibilities **by the public institutions**

in view of the municipalities of Pehcevo, Kicevo, and Gradsko, opposed to Kocani. There are no any interviewees in the municipalities of Gostivar, Kumanovo, Pehcevo and Gradsko who answered that possibilities for acquiring job qualifications should be provided by **the civil society sector**, a way, which, on the other hand, is pointed out by the interviewees from **Prilep and Debar**. Half of the interviewees from **Delcevo and Kocani** think that **on-job-training** is needed, while such way of creating possibilities for acquiring job qualifications is not mentioned by any of the interviewees from Pehcevo and Gradsko.

The results regarding the proposed measures for providing job qualifications among men and women are not significantly differing from the general results, with the slight difference that **women in somewhat greater percentage propose training programs organized by the adequate public institutions**, than men, while among **men** the percentages of answers with proposals for **training programs by civil organizations and on-job-training**, are somewhat higher than among women. **Formal vocational education**, nevertheless, is the highest **priority for both groups**.

Although **formal vocational education** is a priority way of acquiring job qualifications for all age groups, it is most emphasised among the **youth aged 14 – 18**, which is a mitigating circumstance for taking measures, as the majority of these persons are currently involved in the process of formal education. This measure is also highly emphasized by the **persons in the age group 36-40**. For **training programs** provided by the **adequate public institutions** mostly hope the age groups from **41 – 45, 51-55** and **over 60**. By about 15% of the interviewees older than 50 expect possibilities offered by **the civil society sector**, while by over a quarter of the interviewees aged 31-35 and 41-45 expect **on-job-training**. These results depend on **the access of the different age groups to the various possible providers of possibilities for acquiring job qualifications**.

With the increase in the number of members in the households of the interviewees also increases the interest for training programs within the formal education. With the increase in the educational level of the interviewees, again, increases the interest for training programs within the formal education, while reverse trend is registered in view of on-job-training.

Formal education, as proposed way for acquiring job qualifications, is observed among about 40% of the interviewees involved in the civil society sector, political parties, with other social activity, as well as among the ones that are not socially active. By about one fifth of the interviewees active in the civil sector, political parties, and those with other social activity, that is, one quarter of the inactive recommend training programs organized by employment centres. On-job-training is proposed by 15%-20% of the inactive and those in civil society organizations and political parties, against 40% of the interviewees with other social activity that point out this way for provision of possibilities for acquiring job qualifications.

3. What is the trend of the different employment possibilities?

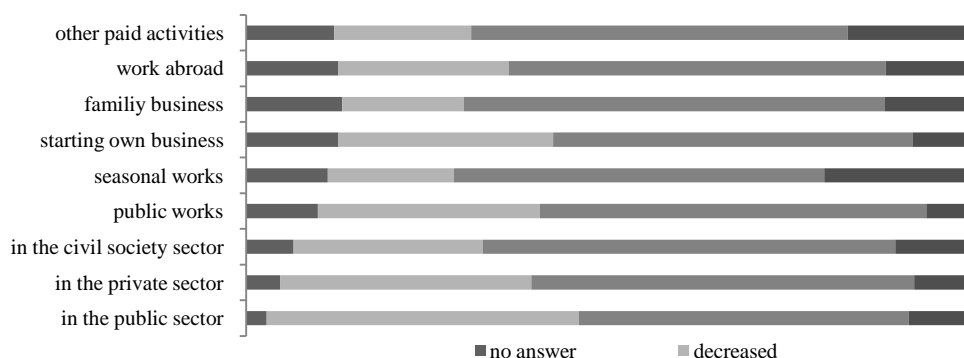


Figure 13. Trend of employment opportunities in different sectors

In view of employment possibilities, the interviewees also assessed the trend regarding actual employment in the public, private and civil society sector, on public and seasonal/ temporary jobs, employment in own company or family business, work abroad and other paid activities.

To summarize – regarding all offered different employment possibilities, over half of the interviewees think that they have remained unchanged, about 19% consider that they have been reduced, while about 17,5% consider that they have been increased in the last five years.

Most significant negative trend is perceived in relation to the possibility for employment in the public sector, and then to the employment in the private sector, on public works and in relation to the possibility for establishing and employment in own company. Significant positive trend is perceived regarding the opportunities for seasonal/ temporary employment. In addition, compared with the negative trend, the positive trend predominates only regarding seasonal/ temporary employments.

In all areas, in general, reduction or stagnation of possibilities can be observed, which imposes the imperative to intensify the efforts for creating adequate employment opportunities in all areas, without exception.

It is interesting to note that the largest percentage of answers about increased possibilities is registered in view of seasonal/ temporary employment. This can be considered from the aspect of actual increase in possibilities, but also from the aspect of greater recruitment and engagement of Roma regarding such possibilities, that include seasonal agricultural, construction and other activities. Taking into consideration this finding, and in combination with the previous question, Roma-targeted employment policies could take into account offering measures for qualification and actual employment of Roma for seasonal/ temporary works.

Significant number of answers³ referring to **reduction** of possibilities for **employment in the public sector** was provided in **Prilep**, referring to **stagnation** in **Bitola, Tetovo, Kocani and Kicevo**, and in none of the municipality was registered significant number of answers about increased possibilities. The possibilities for **employment in the private sector** are **reduced** in **Gradsko**, they **stagnate** in **Kocani, Kicevo, Gostivar, Bitola and Kumanovo**, and are not increased in any of the municipalities. Possibilities for **employment in the civil society sector** are **reduced** in **Gradsko**, **stagnate** in **Kumanovo, Bitola, Gostivar and Kocani**, and are not increased in any of the municipalities. The possibilities for **work on public works** are **reduced** in **Vinica and Gradsko**, **stagnate** in **Kumanovo, Bitola, Gostivar and Kocani**, and are not increased in any of the municipalities. **Seasonal employments** are **reduced** in **Gradsko, Pehcevo and Vinica**, **stagnate** in **Gazi Baba and Gjorce Petrov**, and are **increased** only in **Kocani**. The possibilities for **employment in own company** are **reduced** in **Gradsko and Vinica**, **stagnate** in **Kumanovo and Gostivar**, and are **increased** in **Pehcevo**. The possibilities for **family business** are not significantly reduced or increased in any municipality, and **stagnate** in **Cair and Kumanovo**. Possibilities for **work abroad** are **reduced** for the population of **Gradsko and Vinica**, **stagnate** in **Gjorce Petrov, Kumanovo and Kicevo**, and are increased only for the population of **Gostivar**. The possibilities for **other paid activities** are **reduced** in **Gradsko**, **stagnate** in **Kocani and Gostivar**, and are not significantly increased in any municipality.

The overview of the trend of the different employment possibilities in different municipalities should be taken into account in the development of Roma-targeted employment policies that would meet the local requirements.

Compared with men, among women interviewees is observed about 15% lower percentage of answers referring to increased possibilities for employment in the private sector, seasonal employment and work abroad, and about 30% lower percentage of answers that there are increased possibilities for employment in the public sector and for employment in own company. That the possibilities for employment are reduced consider almost equal percentages of men and women in view of employment in own company, work abroad and other paid activities. In accordance with these findings, it would be recommended in **creating the measures for improving the employment possibilities to take into account the differing views of men and women**, and regarding women, greater attention should be paid to employment in the public sector and self-employment, while lower priority should be given to employment in the civil society sector and other paid activities.

³ As significant number of answers “reduced” or “unchanged” is considered the percentage over 70% of the total number of answers in the given municipality, while about the answer “increased” is considered the percentage over 50% of the total number of answers in the given municipality.

Interviewees aged **19-30** are the most concerned about the reduction of possibilities for **work abroad** and for **family business**. The persons aged **31-40** are the most concerned about the reduced possibilities for **self-employment** and **employment in the public, private and civil society sector**. The interviewees aged **41-50** think that the possibilities for **family business, self-employment and seasonal employments** are mostly reduced. The greatest concern of the interviewees aged **51-60** are the reduced possibilities for **employment in the civil society sector**, and of the persons **over 60** – the possibilities for **seasonal employments**.

As regards the education level of the interviewees, apart from the interviewees with completed tertiary education, all the others show **greatest concern** about the reduction of possibilities for **employment in the public sector**. **The interviewees with completed tertiary education** think that the possibilities are the most reduced regarding **family business and other paid activities**, and therefore the measures for employment of persons with tertiary education should also be focused on these areas. **The same can be equally recommended for the persons with completed secondary education**. As regards the **persons with primary education**, the measures should be directed towards **seasonal employments and family businesses**, while for **those without education** towards **work on public works, as well as employment in the private and civil society sector**.

As regards the trend of the possibilities for employment in different areas, analysed were the answers of the persons that currently have or do not have any paid economic activity. Among supported persons and retired persons the most prominent is the concern about the reduced possibilities for seasonal employment, while among the supported persons who receive scholarships this is the case with work abroad. The housekeepers point out to reduced possibilities for self-employment, while the unemployed also show concern about employment in the public and private sector. The formally employed point out to reduced possibilities for work abroad, other paid activities and work in the civil society sector. Among the persons who work for fee, those in the private sector think that the possibilities for seasonal employment are reduced, those in the public sector that the possibilities for self-employment are reduced, while the persons who work for fee in the civil society sector point out to reduced possibilities for family businesses. Persons who work without fee are the most concerned about the possibilities for self-employment, as well as for work abroad.

4. What policies/ measures for employment of Roma are suitable?

In the survey, the interviewees were also asked about the measures they considered suitable as actual support for employment. The following possible answers were offered: 1) Don't know / no answer; 2) Employment in the public sector through political negotiations; 3) Financial subsidies from the state for the employers for each Roma employee; 4) Assistance for establishment of own business; 5) Assistance for the work/management of existing businesses; 6) Programmes for job qualification of Roma; 7) Programmes for employing workers abroad; 8) Attraction of foreign investments in/near settlements inhabited with majority of Roma; 9) Sanctioning employers that unfoundedly reject to employ Roma; 10) Other.

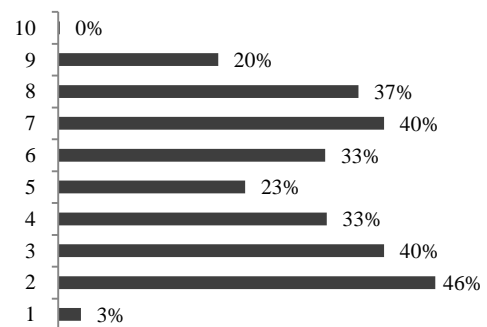


Figure 14. Suitable employment measures

The greatest expectations are that Roma political representatives would manage to ensure employment of Roma in the public sector. Also, as priority measures are considered financial subsidies from the state for the employers of Roma, programmes for employing workers abroad, and attraction of foreign investments in/near settlements inhabited with majority of Roma. The next proposed measures are assistance for establishment of own business and programmes for job qualification of Roma. The measures that are somewhat less proposed are: providing assistance for the work/management of existing businesses that employ or are owned by Roma and sanctioning

employers that unfoundedly reject to employ Roma, although the percentage of frequency of these answers is not insignificant.

The greatest expectations of the Roma community are still related to the involvement of the state and political representatives in the improvement of employment of Roma. Greater attention should be devoted to financial subsidies from the state for the employers of Roma, creating possibilities for employing Roma workers abroad and opening of new employment positions/ companies in/near settlements inhabited with majority of Roma. Also, support is needed for establishment of own business and for acquiring job qualifications by Roma, as well as assistance for the work/management of existing businesses and measures for elimination of discrimination in employment.

In **Suto Orizari** the interviewees mostly expect **employment in the public sector**, as well as financial subsidies from the state for the employers, attraction of foreign investments in/near settlements inhabited with majority of Roma and sanctioning employers that unfoundedly reject to employ Roma. Among the other municipalities in Skopje, in **Gjorce Petrov** the interviewees first of all expect attraction of **foreign investments** in/near settlements inhabited with majority of Roma, in **Gazi Baba**, apart from the foreign investments, they consider necessary assistance for the work/management of existing businesses. In **Cair** the interviewees mostly expect **sanctioning of discrimination** and programmes for employing workers abroad. In **Prilep** the interviewees most frequently opted for **assistance for the work/management of existing businesses**, while in **Tetovo and Gostivar** for **assistance for establishment of own business**, while in **Kicevo** for **employment in the public sector** through political negotiations. In **Kumanovo** priority is given to **financial subsidies for the employers** that would employ Roma and to programmes for job qualification, while in **Stip and Kocani** sanctioning employers that unfoundedly reject to employ Roma is expected. The results for the rest of municipalities where there are less than 20 interviewees shall not be considered in this section, because of the impossibility for drawing valid conclusions.

Between men and women more significant **differences in their priorities** are observed regarding the **assistance for the existing businesses**, which is by even 40% more selected by men, **work abroad**, expectation that among men is greater by about 35% than among women, as well as **self-employment**, which is selected by 20% **more men than women interviewees**.

Interviewees aged **14-18** mostly expect **investments** in/near settlements inhabited with majority of Roma, as well as those aged **26-30**. The age groups **19-25 and 31-35** give priority to **sanctioning employers** that unfoundedly reject to employ Roma, which is an exceptionally alarming indicator as these age groups are actually the ones that are starting their economic activity and are economically in the most productive age, so that discriminatory attitude towards them can have long-lasting consequences, both on their work abilities and habits, and on the general economic status of the community and its trend. The persons in the age groups **36-40 and 56-60** are mostly interested in the programmes for employing workers abroad, while the interviewees in the age groups **41-45 and 51-55** think that priority should be given to **assistance for the work/management of existing businesses**. The persons aged **46-50** are mostly interested in programmes for acquiring **job qualification by Roma** and programmes for **employing workers abroad**, while those **aged over 60** expect **foreign investments** and **eliminating discrimination of Roma in employment**.

The interviewees with completed **tertiary education** give the highest priority to **self-employment**, although this information should be taken with reserve, because of the small number of interviewees with tertiary education. Interviewees with **secondary education**, as well as those with **primary education** mostly expect **employment in the public sector**, while **the interviewees without education** consider that most important are **financial subsidies** from the state for the employers for each Roma employee, which, in a way, are also **measures related to elimination of discriminatory policies**.

The interviewees that are **active in the civil society sector** give priority to **provision of financial subsidies** from the state for the employers for each Roma employee. **The activists in the political parties**, as well as **the inactive** interviewees have the greatest expectations from **employment in the public sector**.

5. What is the attitude towards Roma in the field of work /employment?

Over half of the interviewees consider that the attitude towards Roma in the field of work/ employment, by the non-Roma (co-workers, employees, etc.) is the same as five years ago. Somewhat less than one third consider that the attitude is more or less worsened. This percentage is two times higher than the percentage of interviewees who think that the attitude is more or less improved.

These results point to the need for intensified activities for elimination of negative stereotypes and prejudices, as well as discrimination of Roma in the field of employment/ work.

Regarding the different municipalities, with high percentages of negative answers (over 60%) stand out the municipalities of Vinica and Pehcevo, yet, these results should be taken with reserve as the number of interviewees in these municipalities is less than 20. **Tetovo and Kumanovo** have somewhat higher percentages of positive answers compared with the other municipalities. It is a matter of concern that in the municipalities of **Gazi Baba and Gjorce Petrov** there is **no single answer that the attitude towards Roma is improved or significantly improved**. A high percentage of answers that the **attitude is the same as five years ago** is registered in **Kicevo, Gostivar, Bitola and Gjorce Petrov**.

The opinions about the trend of the attitude of non-Roma towards Roma in the field of employment/work are similar among men and women interviewees, except that **women** somewhat **more frequently** give the answer that the attitude is **improved**, while **more rarely** than men consider that the attitude is **same as five years before, worsened** or **significantly worsened**. This could be indicator that **positive changes** are taking place **in the attitude towards Roma women**, yet, more detailed research is required in this field, also taking into account the actual situation regarding this matter from the beginning of the implementation of Roma-targeted public policies.

Analysing this question from the aspect of the age of the interviewees, it can be observed that over 20% of the interviewees **aged 19-25** think that the **attitude towards Roma in the field of employment/work is more or less improved**. On the other hand, among **more senior interviewees**, a **higher percentage of negative answers** can be observed, while among the persons aged **over 60** there are **no positive answers** whatsoever.

The majority of the interviewees with completed **primary and secondary education**, as well as those **without education**, think that the attitude is the **same as five years ago**. Among these interviewees the **percentage of negative answers decreases with the increase in the education level**. Although with reserve because of the smaller number of interviewees with completed **tertiary education**, it should be emphasized that almost half of these persons think that the **attitude is more or less improved** and there are **no negative answers** whatsoever among them.

It is interesting to analyse the question about the trend of attitude of non-Roma towards Roma regarding employment/work from the aspect of the current economic activity of the interviewees. It is a matter of concern that **negative answers** are most commonly provided by **volunteers in the private sector and the persons who work for fee in the public sector**, among which, at the same time, there are no any positive answers. Negative answers are also more frequently observed among the unemployed and the housekeepers. On the other hand, **there are no any negative answers among the volunteers in the public sector and the persons that receive scholarships**. Positive answers are most common among the **formally employed persons and the public sector volunteers**, while most **neutral answers** are registered by **persons that work for fee in the private sector**.

Negative views are most common among interviewees – **members of political parties**. The persons active in the **civil society sector**, mainly, have neutral views, while the number of positive and

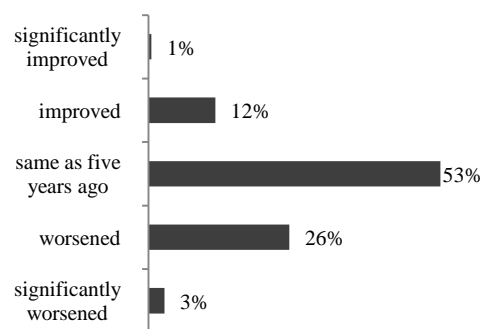


Figure 15. Assessment of attitude of non-Roma towards Roma in employment/work

negative answers by them is almost identical. The interviewees who are **not socially active** have **predominantly neutral views**, yet, **with a larger percentage of negative compared with the positive answers**.

6. To which extent Roma themselves are making efforts to find job?

Almost **two thirds of surveyed Roma** state that they **more or much more are trying themselves to find jobs** and become employed. Nevertheless, there are also statements that Roma are trying less or much less to find job. Such are about 7% of the statements, which is about two times less than the statements that the situation is not changed in the last five years, as well as 10 times less than the positive statements.

In combination with the indicator regarding Roma employment measures, where the majority of interviewees demonstrate expectations from the state in solving the employment status of Roma, this finding might sound contradictory – how can Roma at the same time try to find jobs themselves and expect the state to solve their employment status? Nevertheless, the Roma expectations from the state regarding solution of their employment status does not exclude the possibility that in the meantime they would indeed increasingly try to find employment themselves. However, this finding should be taken with reserve, because of the likely subjectivity of the interviewees.

From among the municipalities, **Bitola** stands out with **the lowest percentage of positive answers** and **the highest percentage of neutral answers**, then **Stip**, with **the highest percentage of negative answers** (if municipalities with less than 20 interviewees are not taken into account), and **Gjorce Petrov, Kumanovo, Gostivar and Kicevo**, with **no negative answers whatsoever**.

The results regarding this question are almost identical among men and women, even though **women** somewhat more frequently than men consider that Roma **are making less or much less efforts to find employment themselves**. **With increase in the level of education of the interviewees, the percentage of negative answers generally increases, while the percentage of positive answers decreases**. Not surprisingly, the interviewees that are not employed have the lowest percentage of negative answers, but surprisingly, a low percentage of such answers are registered by the persons formally employed in the public sector.

However, this is a question that provides a great probability for subjective answers, and owing to this, the analysis must be approached with great reserve. To analyse the actual trend of attitude of Roma towards seeking job/ employment, it would be required to conduct objective analysis of Roma attitude taking into account indicators as regularity of registration in the registers of unemployed persons, regularity of contacts with employers and making efforts to find job, specific examination of possibilities and programs for (self)employment of Roma, etc.

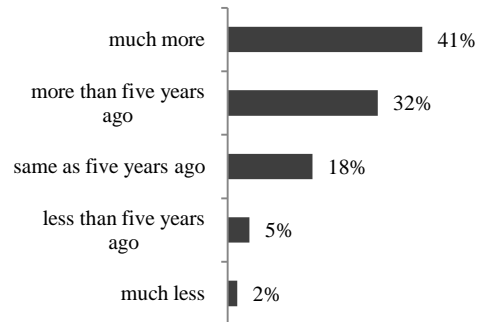


Figure 16. Attitude of Roma in trying to find jobs

HEALTH – FINDINGS AND CONCLUSIONS

1. What is your opinion about the general health situation among Roma ?

The majority of interviewees think that the general health situation among Roma, compared with five years ago, is worsened. Together with the percentage of interviewees who think that the health situation is significantly worsened, negative answers regarding this question make almost one half of the total number. Somewhat over one third of the interviewees think that the general health situation of Roma is just the same as five years ago. Only 12% of the interviewees have a positive opinion, while only 1% think that health situation of Roma is significantly impr

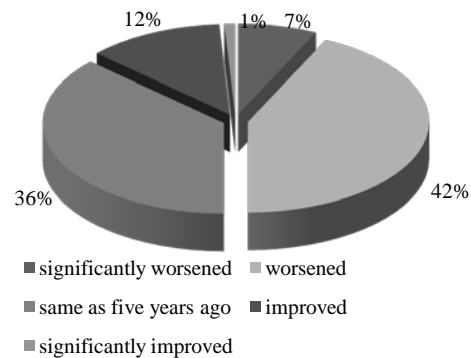


Figure 17. Trend of the general health situation of Roma

The negative changes or the absence of changes in relation to the general health situation of Roma, which are observed by 85% of the interviewees, point out the need for intensified activities for improvement of the general health situation of the Roma community.

Among the municipalities where the number of the interviewees exceeds 20, the greatest percentage of negative answers (about 80%) is observed in Kumanovo, and also there are significant percentages of negative answers in **Stip and Vinica**. To **significant improvement** of the situation point out the interviewees from **Prilep** (about 50%), and therefore it is recommendable to examine the reasons for this situation and apply the possible good practices elsewhere. There are **no positive changes** or they are registered in **small percentages in the municipalities of Skopje, Gostivar, Kocani and Kicevo**. At the same time, **the highest percentage of neutral answers** is found in **Gostivar and Kocani** (about 80%), both within the municipalities, and compared with the other municipalities.

Another important finding of the survey is that **women** interviewees, compared with men, have somewhat **larger percentage of negative and smaller percentage of neutral and positive answers**, which emphasizes **the need for devoting more serious attention to the improvement of the health condition of Roma women**.

Different age groups also have different views of the trend of the general health situation. So, **the greatest percentage of positive answers** (about 20%) is observed among the groups of interviewees aged **41-45 and 56-60**. There are **no positive answers** whatsoever among the interviewees **over 60 years old**, out of which, yet, **three quarters** think that the health situation is **worsened**. Apart from this age group, the **most negative answers** are observed among the persons aged **14-18, as well as 51-55 and 36-40**, which is an alarming information. The **lowest percentage of negative answers** is observed among the interviewees in the age group **26-35**. That there are **no changes in the trend of the health situation** of Roma community, in largest percentages think the persons aged **26-30**, and this answer has also the largest percentage among the group aged **51-55**.

Taking into account that health insurance, and consequently the care for health condition, is related to the family (the health insurance of unemployed persons depends on the health insurance of a family member), it would be important to analyse the views taking into consideration the marital status of the interviewees. In this regard, most negative answers have the interviewees who live with their partners, then the widowers, and the persons that live separately from the partner. Most positive answers have the interviewees that are unmarried, but also those that are married, while positive answers are not detected among the group of interviewees that live separately from the partner. The greatest percentage of neutral answers is noticed among the persons who live in (informal) community with their partners.

The percentage of negative answers also increases with the increase in the number of household members of the interviewees, which could be related to the limited possibilities for devoting sufficient attention to the health of household members because of the increased expenditures required for

supporting of larger households. **This points to the need for particular attention to the health situation in larger households.**

From the aspect of the education level, the interviewees with **completed primary education** observe **most negative and least positive changes**, and also have **the greatest percentage of neutral answers**. Most **positive changes** are observed by the interviewees with completed **secondary and tertiary education**.

Most negative answers, not surprisingly, occur among the interviewees whose households receive **income from pension, support by others, social assistance, as well as from informal economic activity**. There are **no negative answers** among the persons who receive **scholarships**, and, at the same time, they have the largest percentage of **neutral answers** (80%). Also, the interviewees who receive income from loans have the greatest number of neutral answers. The **lowest percentage of positive answers** is observed among the persons that are **supported by assistance of others**.

Although social activity is not very much related to the health condition and the views of the interviewees regarding it, it can be noticed that the greatest percentage of negative answers have the interviewees who are socially inactive. Most positive answers have the members of civil society organizations and of political parties, while most neutral answers are observed among the persons with other social activity.

2. Which measures for improvement of health condition of Roma are suitable ?

The proposed measures for improving the general health situation of Roma are the following: 1) Vaccination of all the children; 2) Regular systematic health exams of children; 3) Regular health exams of women; 4) Regular health exams of all Roma; 5) Lowering the prices of health services; 6) Certain health services to be free of charge; 7) Informing Roma about health and prevention of diseases; 8) Sanctioning of doctors that unfoundedly refuse to provide service to Roma; 9) Assistance for payment of the prescribed therapy and medicines.

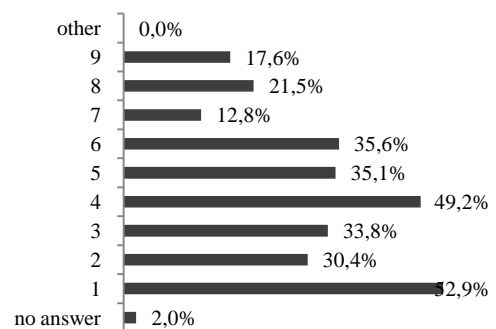


Figure 18. Suitable measures in health

More than half of the interviewees think that the health situation of Roma can be improved by vaccination of all the children, and similar is the percentage of the interviewees that think that regular health exams of all Roma should be provided. By about one third of the interviewees think that certain health services should be free of charge or their prices should be lowered, as well as that regular health exams of women, that is, regular systematic health exams of children are required. A large percentage of the interviewees also include among the three priorities for improving the health condition of Roma sanctioning of doctors that unfoundedly refuse to provide service to Roma, that is, discriminate the Roma who seek health services. Only about 13% of the interviewees include among the three priorities informing Roma about health and prevention of diseases, although the majority of activities planned under the health action plan were directed exactly towards this goal.

Vaccination of all children and regular health exams of all Roma remain the highest priorities that should be taken into account in the development of the approach to improving the health situation of Roma community. Certainly, the remaining measures, particularly provision of health services free of charge or at lowered prices, as well as regular health exams of women and children, should also be implemented.

In **Suto Orizari** priority is given to **vaccination of all the children and regular health exams of women**, while in **Gazi Baba** to **lowering the prices of health services**. In **Cair** the interviewees give priority to the **provision of regular health exams of all Roma and to vaccination of all the children**. In **Gjorce Petrov** **regular health exams of all Roma, but also free of charge health services**, are required, as well as in **Kumanovo and Kocani**. In **Bitola** as most important measure is considered **regular systematic health exams of children**. In **Prilep, Gostivar and Stip** priority is

given to **vaccination of all the children**, similar to **Kicevo**, where in addition the need for **regular systematic health exams of children** is emphasized. In **Tetovo and Delcevo** as most suitable measure is pointed out **regular health exams of all Roma**, while in **Vinica - sanctioning of doctors that unfoundedly refuse to provide service to Roma**. In **Debar** the greatest importance is assigned to **regular health exams of women and lowering the prices of health services**.

Vaccination of all the children and regular health exams of women are **joint priorities** for **men and women**, yet, for **women interviewees** among the priorities are also included **regular health exams of women**, as they propose this measure by 20% more than men.

As regards age, **vaccination of all children** is **priority of all age groups**, except the group aged **41-45**, which gives priority to **regular health exams of all Roma and provision of free of charge health services**. Apart from **vaccination of all children**, for persons **older than 55** important role have also **regular health exams of women**, while for the interviewees aged **14-18 - regular health exams of all Roma**.

From the aspect of the marital status of the interviewees, it is expected result that **vaccination of all children** is priority for **the divorced and the married**, and **regular systematic health exams of children** is measure emphasized as most important by the interviewees – **widowers/ widows and the interviewees who live separated from the partners**, who, also, and predominantly the females, point out to the necessity of **regular health exams of women**.

Regarding the number of members in the households of the interviewees, the general conclusion is that the priorities for **the larger families** are **free of charge health services and health services at lowered prices**, as well as **assistance for payment of the prescribed therapy and medicines**, while for **the smaller families - vaccination of all the children and regular health exams of all Roma**.

Vaccination of all children is proposed by the interviewees from the households that have income from **social assistance and loans**, as well as by those who receive income from **salaries and pensions**, which also propose **regular health exams of all Roma**. The last is also priority for the persons that receive income from **informal economic activity**. The most important measures for the interviewees who receive income from **scholarships**, apart from **regular health exams of all Roma**, are also **lowering the prices of health services and sanctioning of doctors that discriminate Roma**. The interviewees from households with income from **pensions** emphasise the importance of **regular health exams of all Roma and vaccination of all children**.

From the aspect of the **education level**, with the increase in the education level also increases the priority assigned to **regular systematic health exams of children**. The need for **regular health exams of all Roma and particularly of women** is most frequently emphasized by the interviewees with completed **tertiary education**, who, on the other hand, give **least priority to free of charge or cheaper health services and the assistance for payment of the prescribed therapy and medicines**. The need for **informing Roma about health and prevention of diseases** is most emphasised by the persons with completed **secondary education**.

Priority for the interviewees who are **active in the civil society sector** are **regular health exams of all Roma**, while the **political parties activists, the socially inactive citizens** and those **with other social activity** give priority to **vaccination of all children**.

3. What is the attitude towards Roma health service clients?

About half of the interviewees think that the attitude towards them as health service clients, compared with five years ago, is not changed. Almost one third of Roma, yet, consider that the attitude is more or less worsened. Only 13% of the interviewees think that the attitude has improved, while there are almost no interviewees who think that the attitude has significantly improved.

The results of the analysis point out the need for serious efforts for improvement of the attitude towards Roma as health service clients, and particularly for elimination of the discriminatory practices in the health sector.

The largest percentage of **positive answers** is observed in **Prilep and Tetovo**. In **Gostivar, Kicevo and Delcevo** there are **highest percentages of neutral answers**. To **worsening** of the attitude mostly alert the municipalities of **Stip, Vinica, Kocani, Debar and Gradsko**, and therefore in these municipalities, together with **Gjorce Petrov, Gostivar and Kicevo**, where **no improvements** are detected, it is essential to **undertake serious measures for improvement of the attitude towards Roma in the health sector**.

Women interviewees more frequently claim that there are **negative changes in the attitude**, compared with **men**, who, on the other hand, have **more neutral answers**.

From the aspect of age, **most positive answers** (about 20%) are registered among the interviewees aged **41-45 and 50-55**, while that the attitude has been **significantly improved** consider only the persons in the age group **36-40**. **Most negative answers** have the interviewees **older than 55**, the age group **56-60** also providing the **largest percentage of answers that the attitude has been significantly worsened**. Among the persons aged **41-45** there is **no significant worsening** of the attitude towards Roma noticed in the health sector.

With the increase in the education level of the interviewees the percentage of negative answers decreases, and increases the percentage of neutral answers. The largest percentage of positive answers is observed among the persons that have not completed any educational level and among those with tertiary education, but, at the same time, among those with tertiary education there are no any answers about significant improvement of the attitude towards Roma as users of health services.

Negative answers are most frequent among the interviewees who receive income from pension, and least present among the ones that use loans, among which, on the other hand, are predominant neutral answers. Most positive answers are detected among the persons that receive income from scholarships, and least among those who live on assistance provided by other persons.

The results received, taking into consideration the demographic characteristics of the interviewees and the specific groups that feel worsening of the attitude towards them, should be taken into consideration in the implementation of the measures for promotion and provision of equal access of Roma to health services.

It is interesting to note that negative answers are most common among the socially inactive interviewees, and most rare among the members of political parties. They, on the other hand, have the largest percentage of positive answers, which are absent among the interviewees with other social activity, among which are predominant neutral answers.

4. What is the status of health insurance of Roma ?

As regards the issue of the status of health insurance of Roma, almost half of the interviewees think that the situation has not been changed in the last five years. In addition, around one quarter of the interviewees think that the situation has worsened, while only about 15% of the interviewees think that the situation has improved.

These results show that, although health insurance is one of the most important priorities of the Decade of Roma Inclusion in the health sector, the activities undertaken so far are not sufficient and/ or are inefficient and it is of essential importance to

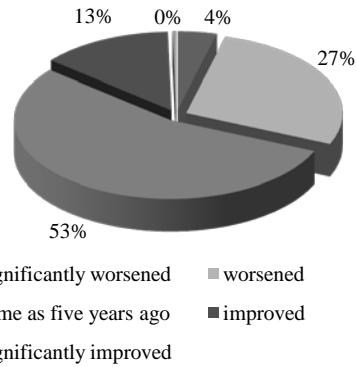


Figure 19. Attitude towards Roma in the health sector

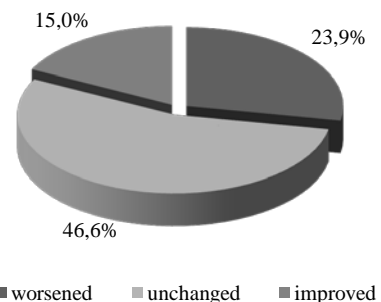


Figure 20. Trend of the health insurance situation of Roma

intensify them.

The highest percentage of **negative answers**, after **Pehcevo and Debar** (municipalities with less than 20 interviewees), is detected in **Bitola**, and the **lowest** in **Tetovo, Gostivar and Kicevo**. **Positive answers**, then again, are most present in **Kumanovo and Vinica**, and **least** in **Gjorce Petrov (4%)**. The largest percentage of neutral answers is registered in Gostivar.

Women interviewees have significantly **larger percentage** of answers referring to **worsening** of the situation of health insurance than **men**, who, in contrast, have more **neutral** and **positive** answers. In accordance with this, measures for provision of health insurance are primarily required for Roma women.

The greatest percentage of answers about **worsened situation** in health insurance appears among the interviewees **over 60 years old**, while the lowest among the interviewees aged 36-40 and 19-25. In addition, the greatest percentage of **positive answers** is observed among the interviewees aged **19-25**, and the lowest among those older than 60. This points to the fact that **the problem with health insurance should be primarily addressed considering the more senior persons**.

From the aspect of the education level, **neutral answers** dominate among **all groups**, except among the interviewees with completed **tertiary education** who have **more positive views**, and among them, compared with the others, there is smaller percentage of negative and larger percentage of positive answers. This, among others, could suggest that the higher educational level of the citizens makes easier their access to health insurance.

The **greatest percentage** of answers about **worsened situation of health insurance** appears among the interviewees who come from households with income from **pension**, and the **smallest** among those with income from **salary**. Also, the greatest percentage of answers about **worsened situation** have the **interviewees who work for fee** (without employment contributions, including health insurance), and therefore, to these groups, which are specific as regards health insurance, particular attention should be devoted.

The interviewees who are active in the civil society have the largest percentage of answers both about improvement and worsening of the situation of health insurance, compared with the interviewees with other social statuses.

5. Which are the most suitable measures for Roma to acquire health insurance?

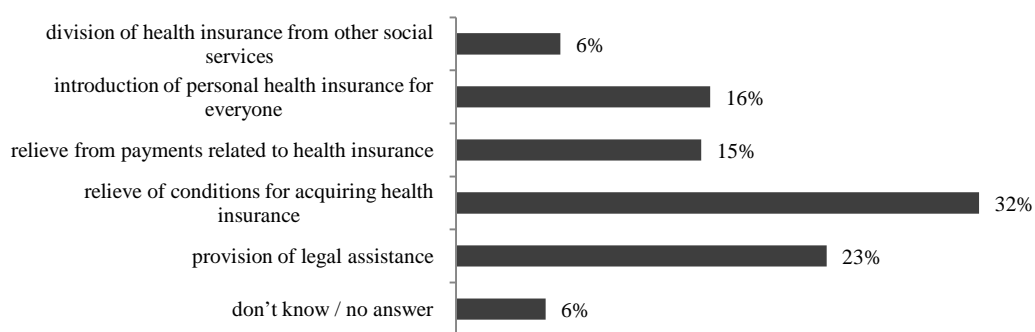


Figure 21. Suitable measures for improvement of the situation of health insurance

The majority of the interviewees (about one third) think that the problem with health insurance of Roma could be solved through relief of conditions (administrative procedures) for acquiring health insurance. Almost one quarter of the interviewees think that provision of legal/ administrative assistance is required, and by about 15% of the interviewees point out to introduction of personal health insurance that does not depend on other persons (for example, on the men or parents in the family, as it is the case now) and relief from payments related to acquiring health insurance. Only 6% of the interviewees consider as suitable measure the division of health insurance from other social

services. As regards this question, it is important to notice that the findings should not be compared with similar questions in other areas where multiple choice is allowed, as here the interviewees select only the most important priority for them (instead of three priorities), which enables much more specific prioritization of measures.

For solving the problem related to lack of health insurance of Roma, the priority measures would be overcoming of administrative barriers related to the complex administrative procedures, as well as the possibility for provision of personal health insurance regardless of family relations and relief from various payments for acquiring health insurance.

In the four **municipalities of Skopje**, as well as in **Kumanovo, Vinica and Debar**, the largest percentage of answers received the measure referring to **relief of conditions for acquiring health insurance**, while in **Bitola, Kocani, Kicevo and Stip** priority is given to the **provision of legal/ administrative assistance**. In **Prilep**, **relief from payments related to the procedure for obtaining health insurance** is considered as highest priority measure, while in **Delcevo**, in addition to this measure, **introduction of personal health insurance for everyone (independent from other persons)** is also proposed. In **Pehcevo** the measure for **introduction of personal health insurance for everyone** stands out, while in **Gradsko**, in addition, the measure referring to **division of health insurance from other social services** is also emphasized.

Both men and women give **greatest priority** to the measure for **relief of conditions for acquiring health insurance**, this measure being present among **women** by about 10% **more** than among **men**. Men, in contrast, in greater percentage than women highlight the measures referring to **provision of legal/ administrative assistance, introduction of personal health insurance for everyone and to division of health insurance from other social services**.

Relief of conditions for acquiring health insurance dominates among **all age groups**, except among the one from **26-30**, where priority is given to the **provision of legal/ administrative assistance**, as well as among the persons aged **31-35**, who assign **equal importance** to **introduction of personal health insurance for everyone and provision of legal assistance**.

From the aspect of the marital status of the interviewees, the measure for **relief of conditions for acquiring health insurance** appears as the most common answer among all groups, with the difference that, among the **divorced interviewees**, together with this measure, priority is also given to the **provision of legal assistance**, while among the **interviewees that live separated from their partners**, **equal importance** is assigned to **relief from payments related to the procedure for obtaining health insurance**.

Relief of conditions for acquiring health insurance is the most frequently required measure by the interviewees that **have not completed any education level** or have completed **secondary education**, while among the persons with **primary education**, **provision of legal assistance is also required**. The interviewees with tertiary education (although represented in small number) give the highest priority to the **provision of legal/ administrative assistance**.

Provision of legal assistance as proposed measure most frequently appears among the interviewees whose households receive income from **salaries and scholarships**. **Relief of conditions for acquiring health insurance**, then again, is most frequently required measure by the persons from households that receive income from **social assistance, support by others, from informal economic activity**, as well as by those that have income from **loans**, who, at the same time, also propose **relief from payments related to the procedure for obtaining health insurance**. The interviewees whose households receive income from **pensions** most often propose **introduction of personal health insurance for everyone**.

Relief of conditions for acquiring health insurance is most frequently proposed by housekeepers, the unemployed persons, and supported persons that do not receive scholarships, as well as those who receive scholarships (together with introduction of personal health insurance for everyone and relief from payments related to the procedure for obtaining health insurance), volunteers in the civil society sector (together with the provision of legal assistance and personal health insurance for everyone), and persons who work for fee in the public sector (that together with this also require introduction of

personal health insurance for everyone). Provision of legal assistance as most common answer occurs among the formally employed in the private sector, the persons who work for fee in the civil society sector and the volunteers in the private sector, while the formally employed in the public sector assign equal importance to the measure for introduction of personal health insurance for everyone. Relief from payments related to the procedure for obtaining health insurance is measure preferred by the pensioners and the volunteers in the public sector, while the formally employed in the civil society sector consider introduction of personal health insurance for everyone as most important measure.

From the aspect of the social activity, all groups give priority to relief of conditions for acquiring health insurance, the interviewees active in the civil society and the members of political parties assigning equal importance to the measure for introduction of personal health insurance for everyone.

6. What is the situation regarding the number of Roma employed in the health sector?

Over half of the interviewees think that the situation regarding the number of Roma employed in the health sector is not changed. In addition, about one third of the interviewees think that the situation is worsened, while only insignificant 4%, consider the situation improved.

These alarming findings suggest that the activities undertaken so far in relation to this priority of the health action plan of the Decade are not sufficient and do not yield the desired results, which imposes the necessity for more serious efforts regarding this issue.

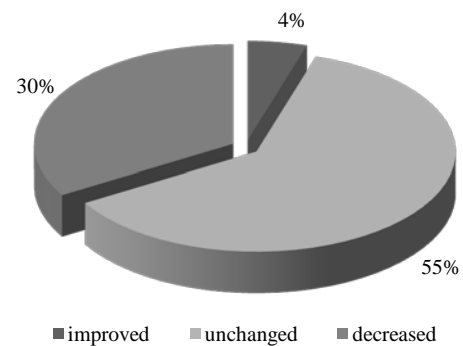


Figure 22. Trend of the situation regarding Roma employed in the health sector

From the aspect of municipalities (those with over 20 interviewees), **the largest percentages of negative answers** (over 50%) are detected in **Prilep and Kumanovo**, and the lowest percentages in **Kicevo and Gostivar**. **Positive answers** occur in highest percentages in **Cair and Tetovo**, while they are absent in **Gazi Baba, Kumanovo, Bitola, Stip, Kocani and Kicevo**. The greatest percentage of answers about unchanged situation (85%) is noticed in Gostivar.

Among **male and female interviewees** similar percentages of **neutral and negative answers** are noticed, with **men** providing somewhat **more positive answers than women** interviewees .

In accordance with the age of the interviewees, the greatest percentage of **negative answers** is noticed among the group **over 60 years old**, while **neutral** among the persons in the age group from **14 to 25 years of age**. **Positive answers** are most present among the interviewees aged **19-25 and 46-50**, while they are absent among the group from **36 to 40 years of age**.

From the aspect of the education level, the largest percentage of **negative answers** is noticed among the **interviewees without education**, while the lowest among the ones with **secondary education**, who, at the same time, have the largest percentage of **positive answers**. The interviewees with completed **tertiary education**, on the other hand, have, in general, neutral answers.

Considering the economic activity of the interviewees, positive views are most frequently noticed among the persons who receive scholarships, and negative among the volunteers in the private sector. The members of political parties have the highest percentage of negative answers, while the positive are more frequently present among the persons with other economic activity.

7. How much Roma themselves are trying to improve their health?

The majority of the interviewees think that own efforts of Roma to improve their health are **not changed** compared with the **period of five years ago**, and this applies to **all discussed aspects**. Somewhat **less than 20%** of the interviewees think that **Roma are trying more** to improve their health, but somewhat less regarding their compliance with the prescribed therapy and medicines, compared with the other aspects. About **16%**, on the other hand, are **more inclined to criticism, the**

most towards compliance with the prescribed therapy and medicines, and **least** in regard to provision of health insurance.

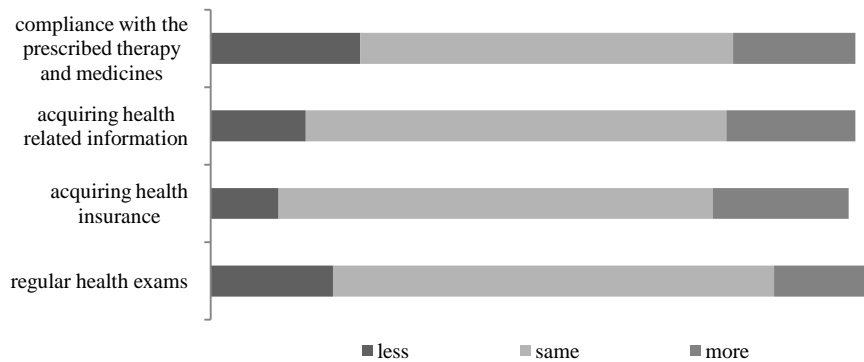


Figure 23. Trend of own efforts of Roma to improve their health condition

From the aspect of municipalities (those with over 20 interviewees), negative changes in the efforts of Roma related to regular health exams are noticed in the largest percentage in Prilep, where, at the same time, is detected the largest percentage of positive answers about this aspect of health care. As regards the efforts for provision of health insurance, most negative changes in own efforts of Roma are noticed in Gazi Baba and Kocani, while positive tendencies are observed in Prilep and Tetovo. As regards acquiring health related information, the greatest percentage of negative answers is observed in Kocani, and positive in Prilep and Stip, while as regards compliance with the prescribed therapy and medicines, the greatest percentage of negative answers is observed in Kocani, and of positive in Stip.

Men think that most negative changes have occurred in relation to compliance with the prescribed therapy and medicines, similar as women, but among them the percentage of such answers is smaller compared with men interviewees. Men perceive most positive changes as regards the efforts for acquiring health related information, while women for provision of health insurance.

From the aspect of the age of the interviewees, it is noticed that with the increase in age also increases the trend of negative answers as regards own efforts of Roma for acquiring health related information.

HOUSING – FINDINGS AND CONCLUSIONS

1. What is the general situation of Roma housing?

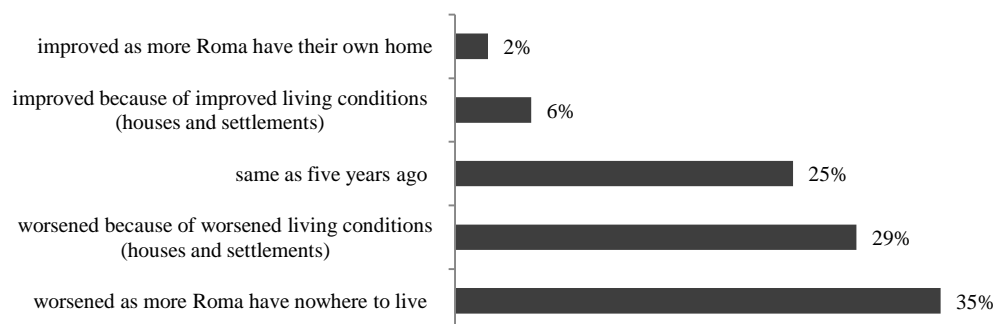


Figure 24. Trend of general situation of housing of Roma

Almost two thirds of the interviewees think that the situation of Roma housing is worsened, out of which 35% attribute this to the larger number of Roma who have nowhere to live, and the rest to the worsened conditions in houses and settlements inhabited by Roma. One quarter of the interviewees think that the situation is the same as five years ago. Only a small percentage of interviewees think that the situation is improved – a total of 8% of interviewees, out of which 6% think that the improvement is based on the improved living conditions in the houses and settlements inhabited by Roma, and 2% on the larger number of Roma who have their own home.

The policies that are dealing with Roma housing should primarily target provision of housing for Roma that have nowhere to live and overcoming of the risks of staying without a home, and then also target improvement of the living conditions in the houses and settlements inhabited by Roma. The analysis conducted points to lack of positive changes in the field of housing, and moreover, even to worsening of the situation.

In all municipalities, except Kumanovo, Bitola and Kocani, the worsened situation in housing is much more attributed to lack of housing for Roma, then to the worsened conditions in houses and settlements inhabited by Roma. In Prilep, Gjorce Petrov and Kicevo there are no answers whatsoever about improvement of the situation. To lack of any changes mostly refer the interviewees from Gostivar, where this answer was provided by 70% of the interviewees. More significant improvement (about 30% of the interviewees) is registered only in Kumanovo and the same is due to the improved conditions in houses and settlements inhabited by Roma.

Somewhat more men than women interviewees think that the worsening of situation in the field of housing is the result of the fact that more Roma have nowhere to live, while women interviewees somewhat more than men interpret the improvement of the situation by the fact that more Roma have their own home. Therefore, **in the policies for Roma housing, the problem with having nowhere to live should be given greater priority regarding Roma male population.**

To the **specific risk of having nowhere to live among Roma** point out **the interviewees aged over 50**. To **worsening of living conditions** point out **all age groups**, by about one third of the interviewees, **except the persons aged 51-55 and those over 60**. To **lack of or insignificant improvement of the situation** of Roma housing point out the **interviewees over 60 years of age, then those in the age groups 26-30 and 51-55 years of age**. **None of the interviewees** from among the ones aged **26-30, 41-45 and over 55** answered that the situation is **improved as more Roma have their own home**.

Regarding the number of members of the household, if the households with up to 5 members and those with more than 5 members are considered, the first have smaller number of answers about worsening of situation because of the conditions of the houses and settlements. This is expected because of the fact that the larger households are facing greater problems related to maintenance of the houses. The percentage of answers about worsened situation because of having nowhere to live is

larger among the group with more than 5 household members. The households with larger number of members also have less or do not have any positive answers, which clearly points out the target groups in the further housing policies.

Rather high percentages of negative answers are registered among all groups of interviewees according to their education level, which range from one half, of those with completed secondary education, to three quarters of the interviewees that have not completed any education level. Also, all groups of interviewees in larger percentage attribute the worsening of the situation to the larger number of Roma who have nowhere to live than to the worsened conditions of the houses. Exception is the group with completed tertiary education that attributes the worsening of the situation to both previously mentioned reasons in equal percentages. Also, there are no positive answers whatsoever by the group with completed tertiary education, but again it should be mentioned that there is a small number of interviewees in this group, and therefore the results should be approached with reserve. Among the other groups, the percentage of positive answers is very low (up to 13% among the interviewees with secondary education), while improvement is more attributed to the improved living conditions in the houses and settlements inhabited by Roma than to the increased number of Roma who have their own home. These findings suggest that **all education groups are exposed to the risk of having nowhere to live.**

Two thirds of the interviewees who live in households that receive social assistance think that the housing situation is worsened, and they see the reasons, almost in equal percentages, in having nowhere to live and the worsened living conditions in the houses and settlements. All interviewees who live on assistance from others answered that the situation is worsened, and this is because of the increased number of homeless Roma people. About 70% of the interviewees from households with income from informal activities have negative answers which, in somewhat greater percentage, are related to worsened living conditions in the houses and settlements. Two thirds of the interviewees whose households provide income from loans and credits point to worsening of the situation of Roma housing, much more because of worsened living conditions in the houses and settlements, with no positive answers by this group whatsoever. About a half of the interviewees who live in households that provide income from salary from employed member of the household think that the housing situation is worsened, more because of increased number of homeless people, while more than one third of these interviewees think that the situation is the same as five years ago. Regarding the pensioners, about 60% point to worsening of the situation of Roma housing, much more because of the increased number of homeless people. The persons that receive scholarships have the largest percentage of neutral answers, both within the group and compared with the other groups, while equal percentages of the rest of the interviewees of this group think that the situation is worsened, that is, improved and that, in both cases, this is a result of (not) having a place to live. From the above mentioned it can be concluded that the **measures for improving the living conditions in the houses and settlements should be focused on the households that provide income from informal economic activity and on those that have loans and credits, while regarding the households that provide income from the other listed sources, the risk of staying without a home should be addressed.**

2. What is the situation in relation to the conditions in the settlements mainly inhabited by Roma?

The interviewees notice the most significant improvement regarding the street light (about one quarter). Right after this, improvement is noticed in the maintenance of streets in the settlements inhabited by Roma (14%), and somewhat less in water supply (11%). Certain improvement is registered in the electricity system, and the smallest improvement is registered in relation to the sewage system, parks and greenery and public facilities (schools, sports courts, etc).

The majority of interviews think that the conditions have not been improved in the last five years, and moreover, they are even worsened. Worsening is primarily noticed regarding maintenance of streets and parks and greenery in the settlements mainly inhabited by Roma, according to the opinion of by one third of the interviewees. The least worsening of situation is registered in relation to the electricity system.

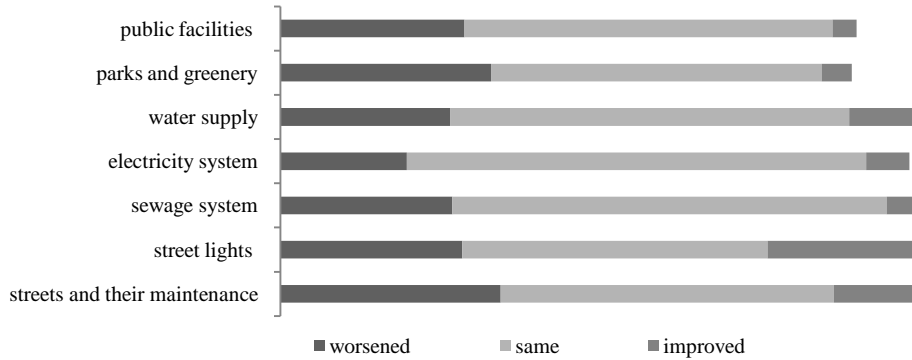


Figure 25. Trend of the situation regarding different aspects of conditions in the settlements

The need for improvement of conditions in the settlements inhabited by majority of Roma is still significantly present, particularly regarding the public facilities (including educational, health and other institutions, sports and recreational facilities etc.), parks and greenery, and the sewage system. Furthermore, of essential importance is further maintenance of streets and improvement of water supply in these settlements.

In the municipalities of Skopje, the highest priority should be given to the parks and greenery and the public facilities, while in Suto Orizari to the problem with water supply. In these municipalities the most significant improvements are registered regarding the street lights, while the conditions regarding the electricity system remain unchanged. In the other municipalities, in Prilep the greatest attention should be devoted to the sewage system, taking into account that as high as 90% of the interviewees think that the situation is worsened exactly in this regard. Interventions in the electricity system are required in Kicevo and Gostivar, while in Stip, Kocani and Debar efforts should be made regarding improvement of parks and greenery. In Kumanovo and Delcevo the street lights are mentioned as more significant problem, while in Bitola and Pehcevo – the maintenance of streets, and in Tetovo – the water supply and maintenance of streets. In Gradsko measures are required for improvement of the water supply, while in Vinica for the electricity system. **The findings should be taken into account in the planning of interventions for improving the conditions in the settlements inhabited by majority of Roma in the individual municipalities, apart from the other specific needs analyses regarding this matter.**

The analysis by the remaining demographic features of the interviewees does not have significant importance, because of the fact that the settlements are inhabited by population in varying structure as regards sex, education, age, etc.

3. Which measures for improving the housing of Roma are most suitable ?

As suitable measures for improving the housing of Roma 10 different measures were proposed: 1) Possibility to purchase house with favourable conditions; 2) Provision of accommodation for Roma in houses with low rent rates; 3) Free of charge accommodation of Roma in houses through agreements; 4) Investments for building housing block in exchange for the houses; 5) Assistance for renewal and reconstruction of Roma houses; 6) Assistance for maintenance of Roma houses, particularly payment of utilities; 7) Equipping houses of Roma with furniture and other household necessities (furniture, appliances, etc.); 8) Granting public owned building land for Roma to build houses; 9) Assistance for building houses for the Roma that own building land; and 10) Granting public owned houses in which Roma live in their ownership.

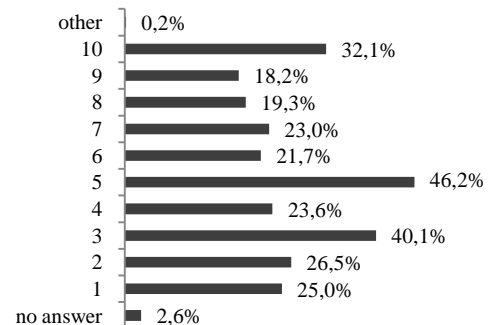


Figure 26. Suitable measures for improvement of situation of Roma housing

From among the measures that could be implemented for improving the situation of Roma housing, the interviewees most often choose assistance for renewal and reconstruction of Roma houses. As frequently proposed measure also appears free of charge accommodation of Roma in houses through agreements, and then also granting public owned houses in which Roma live in their ownership. Measures proposed by about quarter of the interviewees each include provision of accommodation for Roma in houses with low rent rates, provision of possibility to purchase house with favourable conditions (prices), investments for building housing block in exchange for the houses and assistance in equipping houses of Roma with furniture. Somewhat lower percentage of interviewees also selected as suitable measure assistance for maintenance of Roma houses by payment of utilities, then granting public owned building land for Roma to build houses and assistance for building houses for the Roma that own building land.

In accordance with the findings, it can be generally concluded that the measures for improving the situation of Roma housing should primarily be directed towards renewal and reconstruction of Roma houses, free of charge accommodation of Roma in houses through agreements and granting public owned houses in which Roma live in their ownership. Nevertheless, considering the relatively high percentage of selection, into account should also be taken all other measures which, for various end users, may contribute to more significant improvement of the housing situation.

In Suto Orizari none of the measures achieved percentage of answers above 50%. Nevertheless, with greater percentages stand out the measures referring to **free of charge accommodation of Roma in houses through agreements and assistance for renewal and reconstruction of Roma houses**. In **Cair** priority is given to **free of charge accommodation of Roma in houses**, possibility to **purchase house with favourable conditions**, and **granting public houses** in which Roma live in their ownership. The population in **Gazi Baba** primarily expects **assistance for renewal and reconstruction** of Roma houses, which is also the case in **Prilep, Bitola u Gostivar**. In **Gjorce Petrov** the greatest number of answers refers to **free of charge accommodation of Roma in houses through agreements**, the same as in **Tetovo, Stip, Debar and Delcevo**. In **Kumanovo** priority is given to **assistance for maintenance and equipping houses of Roma with furniture and other household necessities**, in **Pehcevo** to provision of **accommodation for Roma in houses with low rent rates**, while in **Vinica** to **investments for building housing block in exchange for the houses and free of charge accommodation of Roma in houses**.

Between men and women interviewees, there are certain differences of opinion, but they are expressed in low percentages. Thus, **women** more often propose **possibility to purchase house with favourable conditions, free of charge accommodation for Roma through agreements, granting public owned houses in which Roma live in their ownership and assistance in equipping houses of Roma**. The other measures, on the other hand, are more frequently selected by men.

Regarding age, **all age groups** give priority to **assistance for renewal and reconstruction of Roma houses**, except the age groups **21-25 and 46-50**, which give priority to **free of charge accommodation for Roma through agreements**, as well as the group of interviewees aged **56-60**, which most frequently select **granting public owned houses in which Roma live in their ownership** as priority measure.

As regards the number of members in the households of the interviewees, the **households with up to 5 members** give priority to **assistance for renewal and reconstruction of Roma houses**, as well as **to free of charge accommodation for Roma through agreements**. Similar is the situation regarding the households with larger number of members, which in addition also give priority to **granting public owned houses in which Roma live in their ownership**.

From the aspect of the **educational status** of the interviewees, **all age groups** select as their priority measure **assistance for renewal and reconstruction of Roma houses**.

The interviewees from households that receive **income from social assistance, assistance from others, and income from informal activities** select as priority measures **assistance for renewal and reconstruction of Roma houses and free of charge accommodation**. The interviewees from

households who receive income from **loans or credits** mostly expect **possibility to purchase house with favourable conditions, assistance for renewal and reconstruction of Roma houses and granting public houses in which Roma live in their ownership**. The persons with **income from salaries** most frequently point out **granting public owned houses in which Roma live in their ownership** as priority measure, the ones with **income from scholarship** emphasise the **assistance for renewal and reconstruction of Roma houses**, while the **pensioners – free of charge accommodation of Roma**.

Considering the social activity of the interviewees, **granting public owned houses in which Roma live in their ownership** is the measure selected as priority by the interviewees – **activists in the civil society sector and the political parties**, but also the interviewees that are **socially inactive**. The persons **with other social activity**, apart from the above mentioned measure, also propose **free of charge accommodation for Roma, assistance for renewal and reconstruction of Roma houses**, as well as **assistance for building houses for the Roma that own building land**.

4. How much Roma themselves are trying to improve the housing conditions?

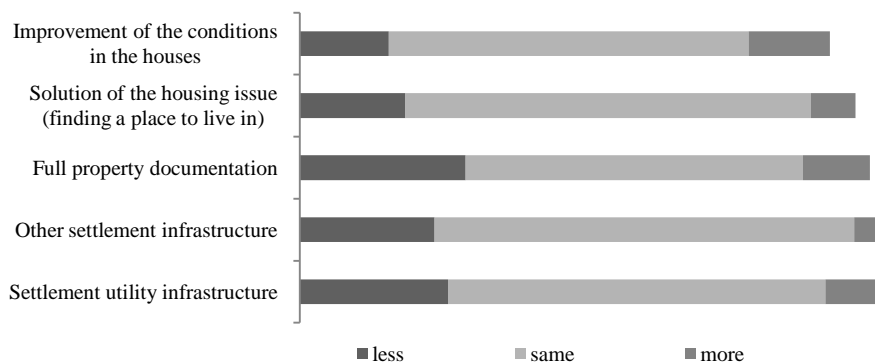


Figure 27. Trend of Roma own efforts to improve the housing conditions

Regarding the efforts of Roma in all aspects of housing, compared with the period of five years ago, two thirds of the interviewees think that there are no changes. About one quarter think that the efforts are decreased, while less than 10% answered that Roma themselves are trying more to improve their housing conditions.

The interviewees consider that Roma are **trying most to improve the conditions in the house** and find **solution of their housing issue** (finding a place to live in), while over 20% of the interviewees think that Roma are **trying less** to improve the conditions in relation to **provision of full property documentation**, as well as to improvement of **utility and other infrastructure** in the settlements. **These findings should be taken into consideration in the planning of the interventions in the field of housing.**

More significant percentages of interviewees who think that Roma are trying more to improve the conditions related to all aspects of housing are observed in Vinica. On the other hand, high percentage of the interviewees from Prilep think that Roma themselves are trying less to improve the conditions regarding utility and other infrastructure in the settlements they live, as well as regarding provision of full property documentation. A quarter of the interviewees in Suto Orizari, yet, think that Roma themselves are trying less to improve the conditions in the houses.

A more detailed analysis regarding this issue, similar to all the other questions of the type “what do Roma think about Roma“ will not be conducted because of the possible subjectivity of answers. These answers should serve solely as a direction and additional information in the planning of interventions.

5. What is the status of the issue of property documentation among Roma?

Regarding the issue of property documentation among Roma, the analysis shows that almost nothing or very little is done for overcoming of this issue, which indicates the need for undertaking urgent measures in this area.

Somewhat less than half of the interviewees think that the issue of property documentation among Roma is the same as five years ago, that is, that there are no changes. About one third, yet, think that this problem has been increased, while only 6,5%, think that the problem has been decreased.

In **Suto Orizari, Gostivar, Stip, Kocani, Debar and Gradsko** the percentage of interviewees who answered that the **issue of property documentation among Roma has been decreased** is higher than the general percentage, so it would be recommendable to examine examples of positive practices in these municipalities that could be applied in the municipalities where less is done to solve this issue. High percentage of the interviewees in **Kumanovo, Prilep, Vinica and Pehcevo** point out to **increase in the issue. Particular attention** should be devoted to **these municipalities, together with Stip** where about 77% of the interviewees think that the **situation is not changed**.

The answers of men and women interviewees regarding this question are very similar, although somewhat more women think that the issue of property documentation among Roma has been increased, and, on the contrary, somewhat more men think that there are no changes, or that the issue has been decreased. All age groups have smaller or similar percentage of answers about decreased issue of property documentation among Roma, except for the interviewees aged 56-60 and 31-35, where the percentage is somewhat higher.

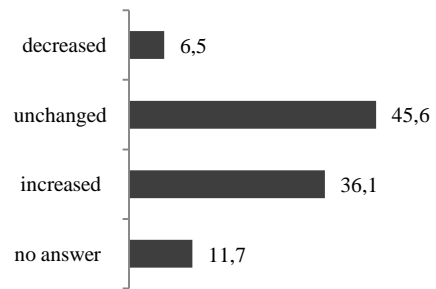


Figure 28. Trend of the status of the property documentation among Roma

6. Which way do you think that the Roma with property documentation problem could overcome this problem?

Relief from property taxes and other fees that are required in the process of obtaining property documentation is the most frequently proposed measure for overcoming the problem with property documentation of Roma, which is registered among over one third of the interviewees. Also, quite frequently (about 30%) are mentioned the measures referring to urban planning of the settlements and provision of legal assistance.

Relief from property taxes related to the process of obtaining property documentation is given the highest priority in **Gazi Baba and Kumanovo**, but also in **Delcevo and Debar** (although these two are municipalities with small number of interviewees).

Urban planning, following **Gradsko, Pehcevo and Vinica** (which have a small total number of interviewees), is **most frequently proposed in Prilep and Gostivar**. As most suitable measure, **legal assistance** is most often observed in **Bitola, Stip and Kocani**. In **Kicevo** the highest percentage of the interviewees **do not know/ do not have answer** which measure would be most suitable for overcoming the problem with property documentation.

Answers between men and women interviewees are similar, although women somewhat more often propose relief from taxes related to property documentation, and men more often propose urban planning.

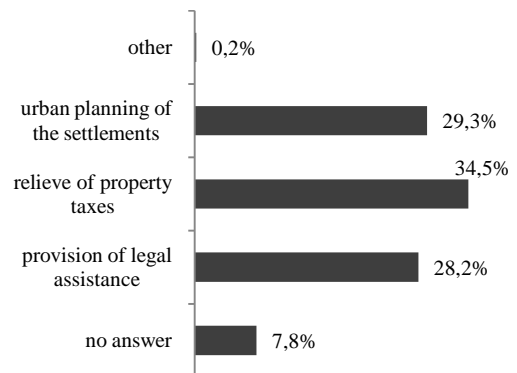


Figure 29. Suitable measures for solving the issue of property documentation

Provision of legal assistance for obtaining property documentation is observed as priority measure among the young interviewees up to 30 years old, while this measure is least proposed by the interviewees aged 56-60. Among the interviewees aged over 40 the selected priority measure for overcoming the problem with property documentation is relief from property taxes. Urban planning of settlements is most frequently proposed by the interviewees aged 31-35.

The interviewees without completed education most often propose relief from taxes related to property documentation, while the ones with primary education in addition attribute the same importance to the measure for provision of legal assistance. The interviewees with secondary education gave similar percentages of answers regarding all three measures, while among the ones with completed tertiary education relief from taxes related to property documentation is proposed most rarely both within the group and in comparison with the other groups.

The interviewees whose households have income from social assistance, salary, loans and particularly from scholarships and support by others most often select relief from taxes related to property documentation. Provision of legal assistance is more often proposed by the interviewees whose households provide income from salaries and social assistance, while urban planning is most frequently proposed measure by the pensioners and the persons with income from informal activities.

The received results in accordance with the demographic characteristics of the interviewees can be used for corresponding planning of measures for overcoming the problems with property documentation of Roma, particularly from the aspect of end users.

7. How much are Roma welcome in the neighbourhood of non-Roma ?

One important component of the measures related to the improvement of housing of Roma, as well as of other measures related to the policies for promotion of equality, should be the promotion of good neighbouring relations among Roma and non-Roma.

The majority of interviewees (almost two thirds) think that the attitude of non-Roma towards Roma as their neighbours is not changed compared with the period five years ago.

Nevertheless, not insignificant number of interviewees think that Roma are more welcomed as neighbours compared with five years ago, so, it would be recommendable to examine the reasons for such result and whether similar result would be achieved if non-Roma were asked as well. The percentage of negative answers is somewhat smaller than the percentage of positive answers.

The municipalities in which **more significant improvement of the attitude** towards Roma is registered are **Kumanovo** и **Tetovo**, as well as **Prilep**, where, as in **Pehcevo**, at the same time there are also more negative answers. In **Kicevo** all interviewees answered that the situation was **not changed**, while that the attitude of non-Roma towards Roma as their neighbours is not changed in more significant percentages answered the interviewees from Kocani, Bitola, Gostivar, Debar, as well as from the municipalities in Skopje.

There are not any significant differences among interviewed men and women, with the fact that the answers that the attitude of non-Roma is worsened are somewhat more represented among men, while neutral answers are somewhat more represented among women than among men.

Positive answers are most rare among the interviewees aged 51-55, and among those over 60 years of age.

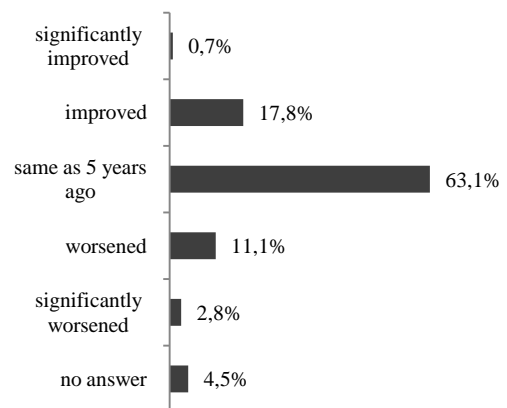


Figure 30. Attitude towards Roma as neighbours

GENERAL QUESTIONS RELATED TO STATE POLICIES TARGETING ROMA – FINDINGS AND CONCLUSIONS

1. How much is the state making efforts to improve the situation of Roma?

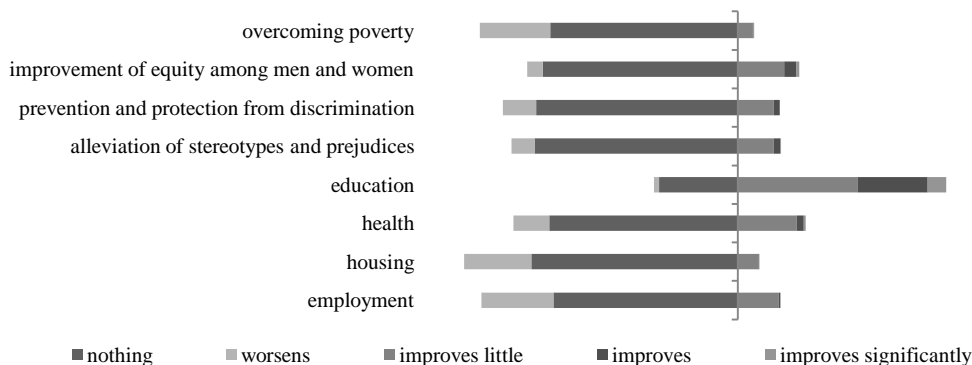


Figure 31. Efforts by the state to improve the situation of Roma in different areas

The analysis shows that, according to the interviewees, the state is making more significant efforts and improves the situation of Roma only in the field of education. The percentage of positive answers in relation to education equals to 70%, out of which 40% of the interviewees claim that the state improves the situation a little, about one quarter of the interviewees think that the state improves the situation, and only 6% of the interviewees think that the state significantly improves the situation in education. Other more important, although much lower, percentages about making efforts to improve the Roma situation (about 20%) are observed in the fields of health and equality among men and women.

The answers that point to passivity by the state in all areas, except education, are in excess of 60%, particularly in regard to housing, alleviation of stereotypes and prejudices towards Roma, and prevention and protection from discrimination (nearly 70%).

According to the interviewees' answers, the state is mostly worsening the situation of Roma in the field of employment, overcoming of poverty, and housing (over 20%). The lowest percentages of answers about worsening of Roma situation by the state are observed regarding the areas in which there are higher percentages of positive answers (education and gender equality).

The highest percentages on the negative side (passivity and worsening) of the axis are found for the areas: housing 91%, overcoming poverty 86%, employment 85% and prevention and protection from discrimination 78%.

In accordance with the above mentioned, it can be concluded that the state has to undertake more serious efforts for solving the problems of Roma community. The only area in which more serious efforts are being made and where the target group can see the results is education, and therefore it is recommended the foreseen measures and activities in this area to be further consistently implemented to maintain the positive perception of the citizens. Priority in solving the problems should be given to housing, overcoming of poverty, and employment, while more serious efforts are also required regarding prevention and protection from discrimination as well as regarding alleviation of stereotypes and prejudices towards Roma.

2. How much is the municipality making efforts to improve the situation of Roma?

The distribution of answers about the efforts by the municipality for resolving the situation of Roma in the different fields is similar to the distribution of answers about the efforts by the state, with the difference that here, regarding to education, there is higher percentage of answers about passivity of the municipality compared with the state, and also in the other areas somewhat lower percentages of positive answers are observed compared with the trends of the efforts by the state. **These findings suggest that the efforts for implementation of Roma-targeted public policies on local level are**

lagging behind the efforts on central level, and therefore, the need for decentralization of these policies is evident.

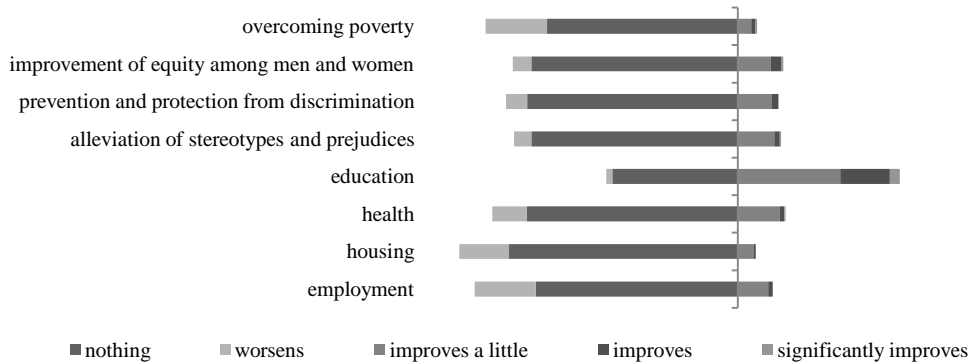


Figure 32. Efforts by the municipalities to improve the situation of Roma

Regarding this question it is particularly important to examine the distribution of answers by municipality, which could assist in the local planning of measures targeting Roma.

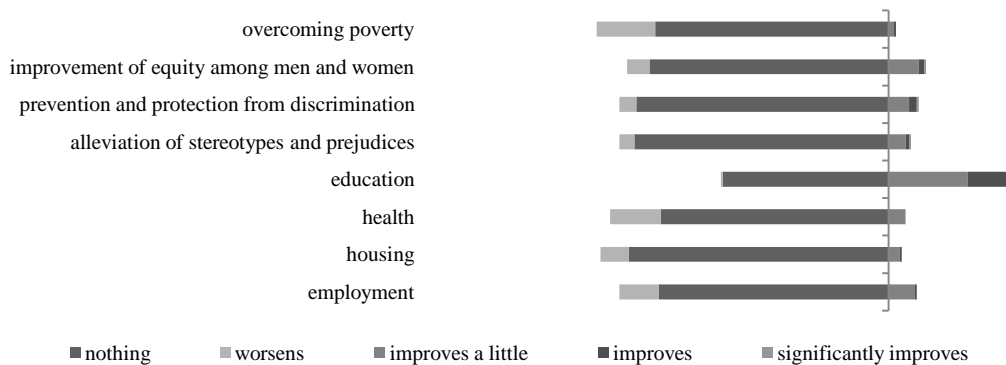


Figure 33. Efforts by the municipality of Suto Orizari to improve the situation of Roma

In **Suto Orizari** the highest percentage of answers about worsening of situation is observed regarding the efforts of the municipality for overcoming of poverty and for improvement of the situation in the field of health. As high as 85% of the interviewees answered that the municipality was doing nothing in relation to housing, prevention and protection from discrimination, and alleviation of stereotypes and prejudices, and therefore these areas, together with the ones where worsening of the situation is perceived, should be priorities in the efforts made by the municipality for improving the situation of Roma, starting with **overcoming of poverty** as the first, and then **housing** as the second priority. Positive changes are perceived in the efforts by the municipalities regarding education and gender equality, while regarding overcoming of poverty, only 3% of the answers are on the positive side of the axis, confirming the previously stated conclusion.

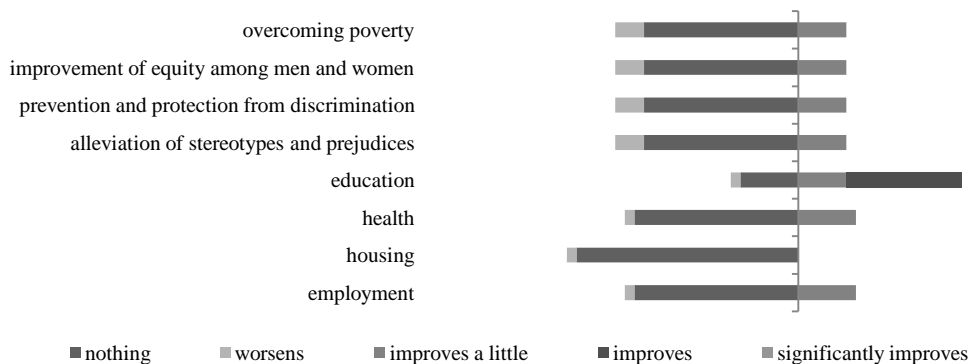


Figure 34. Efforts by Gazi Baba to improve the situation of Roma

In **Gazi Baba** worsening of the situation of Roma as consequence of the local management in the municipality is registered in relation to alleviation of stereotypes and prejudices and prevention and protection from discrimination, gender equality and overcoming of poverty. The majority of the interviewees (92%) claim that the municipality is doing nothing to improve the situation in the field of **housing**, in relation to which there are not any positive answers, that is, all answers are on the negative side of the axis, and therefore this area should be central in the municipality activities. Also in this municipality the most significant positive changes in the municipality efforts are perceived in the field of education.

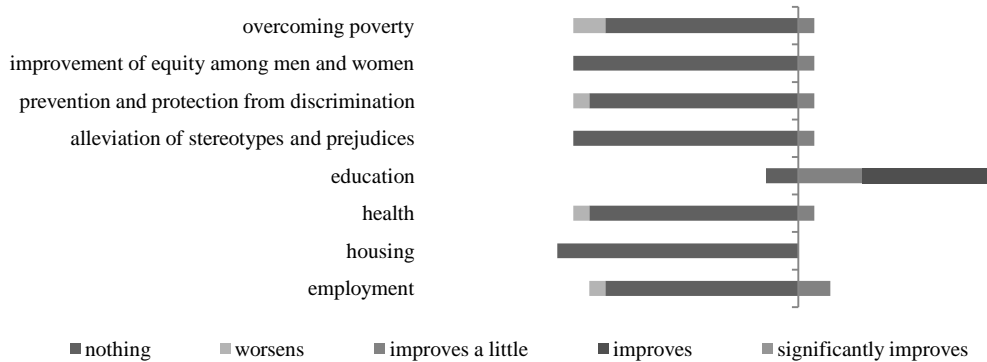


Figure 35. Efforts by Gjorce Petrov to improve the situation of Roma

In **Gjorce Petrov**, worsening of the situation of Roma as consequence of the municipality efforts is registered mainly in relation to overcoming of poverty, as well as in the field of employment, health and elimination of discrimination, and least worsening is noticed in the field of housing, education, alleviation of stereotypes and prejudices, and gender equality. The greatest passivity on the part of the municipality is pointed out in settling the problems related to housing, alleviation of stereotypes and prejudices and equality among men and women. In this municipality the focus of the municipality activities should again be on the issues related to **housing**. Except in education, the municipality is undertaking more significant efforts also in relation to employment, while there are not any positive changes in the efforts of the municipality related to housing.

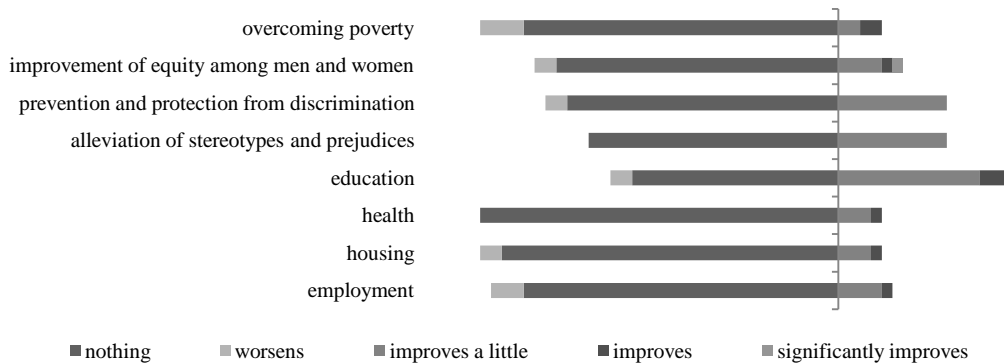


Figure 36. Efforts by Cair to improve the situation of Roma

In **Cair**, the highest percentage of answers about worsening of the situation as consequence of the municipality efforts is registered in relation to overcoming of poverty, but worsening of the situation is not perceived in relation to two fields: health and alleviation of stereotypes and prejudices. Most emphasized passivity on the part of the municipality is noticed in the field of health (about 90% of the interviewees). Positive trend in the municipality efforts is noticed in the field of education and prevention of discrimination and alleviation of prejudices, while it is least emphasized in the field of housing, health, and overcoming of poverty. In this municipality three areas require most significant attention: **overcoming of poverty, housing and health**.

In **Kumanovo**, the majority of the interviewees point out to improved situation as result of the municipality efforts in the field of health and employment, while least improvement is noticed in the

fields of alleviation of stereotypes and prejudices, elimination of discrimination, and gender equality. These are at the same time areas in which the municipality is neither worsening the situation, that is, the interviewees almost completely think that the municipality is doing nothing. Except in education, small positive changes in the municipality efforts are also noticed in the field of employment and health, but in the other areas there are almost no positive changes as a result of the municipality efforts. In Kumanovo, according to the percentage of answers on the negative side of the axis, priority attention should be dedicated to the fight against discrimination and gender equality, as well as to overcoming of poverty and housing.

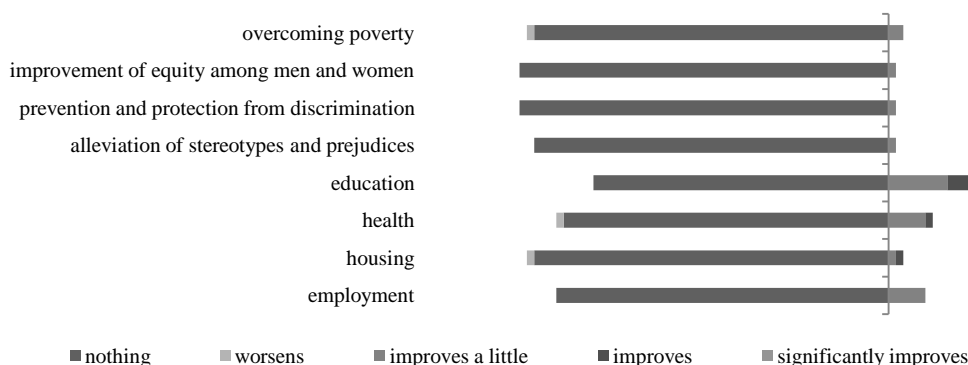


Figure 37. Efforts by Kumanovo to improve the situation of Roma

In **Prilep** it is important to notice that huge percentage of the interviewees did not provide any answers in relation to several fields: gender equality (96%), overcoming of poverty (92%), elimination of discrimination (87%) and alleviation of stereotypes and prejudices (75%). This means that the citizens in Prilep do not have any information about the policies of the municipality in these areas, which by itself means that the municipality is not active at all in these areas, or that the citizens belonging to the Roma community are not targeted by such policies. Based on the information the interviewees are acquainted with, the municipality has positive results in the field of education, and somewhat less in the field of health, although in this area also with significant percentage of answers on the positive side of the axis (about 50%). In contrast, absolutely all answers of the interviewees are on the negative side in the field of **employment**, as well as a huge percentage (over 90%) in the field of **housing**, which makes these two priority areas for improvement in Prilep.

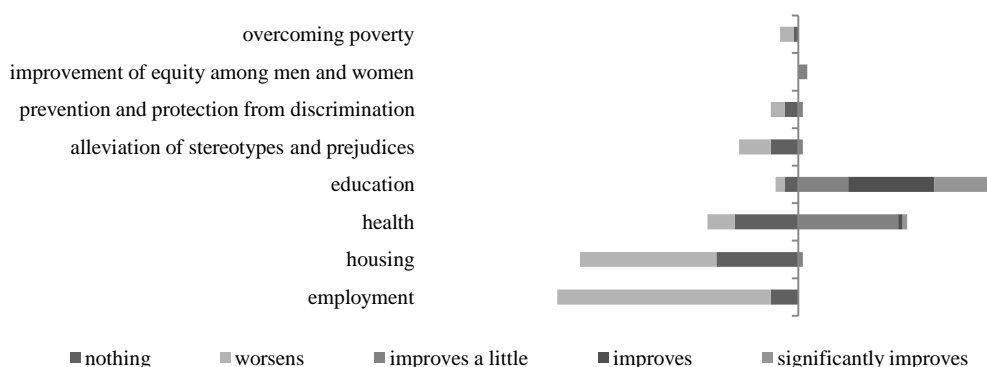


Figure 38. Efforts by Prilep to improve the situation of Roma

In **Tetovo** there is significantly higher percentage of answers on the positive side of the axis in all areas, which makes this municipality interesting for analysis, especially from the aspect of finding good practices that can be applied in the other municipalities, too. Apart from positive changes as a result of the municipality efforts in the field of education, in Tetovo about 40% positive answers are noticed also in the field of employment, health and fight against discrimination. Consequently, negative answers appear in smaller percentages in all areas, compared with other municipalities. In Tetovo the highest percentages on the negative side of the axis, pointing out to worsening of the situation, or passivity of the municipality, appear in the fields of **overcoming of poverty and**

housing, which at the same time should be priority areas for improvement by the municipality regarding Roma-related issues.

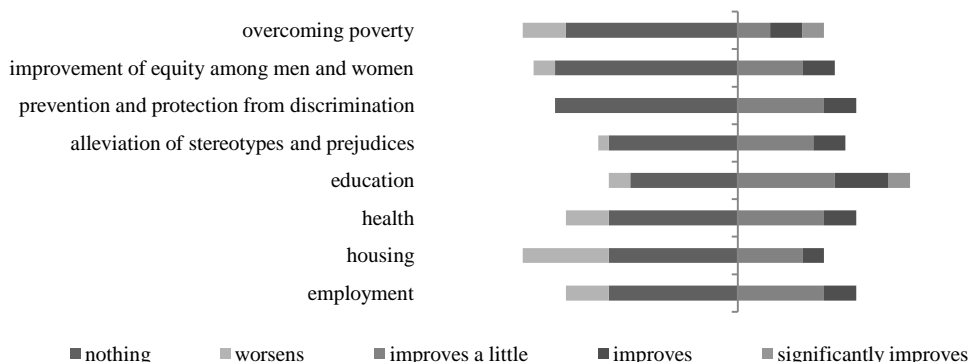


Figure 39. Efforts by Tetovo to improve the situation of Roma

The interviewees from **Bitola** gave completely negative answers (worsening or passivity by the municipality) in the fields of **overcoming of poverty and employment**, which undoubtedly are areas on which the municipality must focus in the following period. Also in the fields of health and housing this municipality is worsening the situation of Roma community, while in the remaining areas it is mainly passive or has certain positive results, primarily in the field of education, but also in relation to gender equality and health.

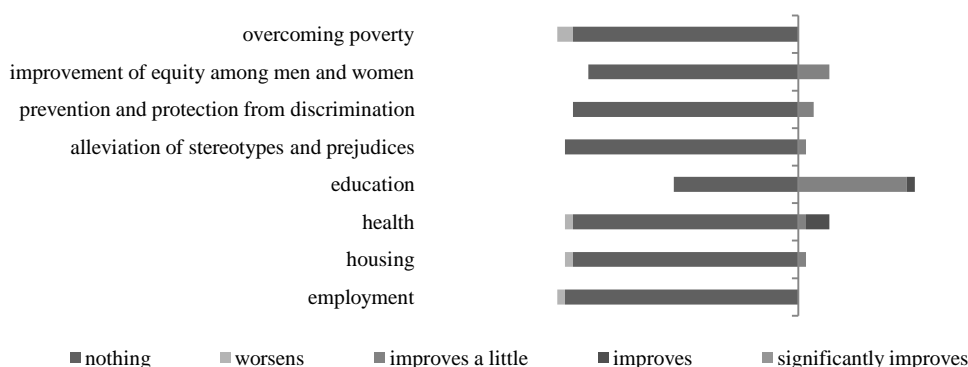


Figure 40. Efforts by Bitola to improve the situation of Roma

On the negative side of the axis, the answers of the interviewees from **Gostivar** point out to worsening of the situation as a result of the municipality efforts in the field of **overcoming of poverty**, and together with passivity of the municipality, apart from this area, negative answers appear in significant percentage also in relation to **gender equality**. These two areas should be in the focus of the attention of the municipality of Gostivar. In addition, health and housing also have significant percentages on the negative side of the axis, while positive answers are noticed mainly in relation to education.

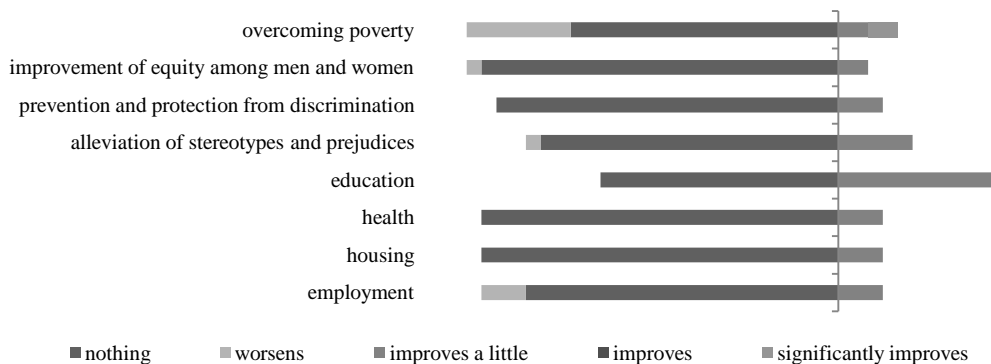


Figure 41. Efforts by Gostivar to improve the situation of Roma

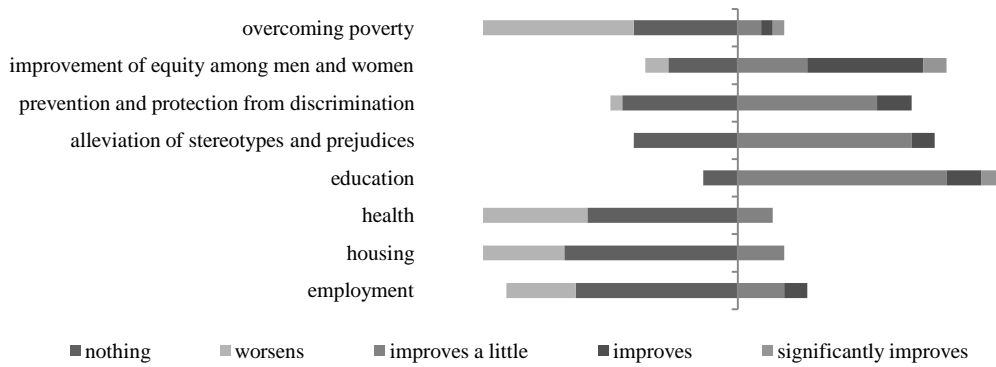


Figure 42. Efforts by Stip to improve the situation of Roma

In **Stip** there is a surprisingly high percentage of answers about improvement of the situation of Roma by the municipality in several areas apart from education (gender equality, alleviation of stereotypes and prejudices towards Roma and prevention and protection from discrimination), which is not the case with the other municipalities. In the other areas there are also higher percentages of positive answers compared with the majority of the other municipalities, but significantly less than in the above mentioned areas. Similar to the situation in Tetovo, it would be necessary to determine the good practices in the municipality of Stip and adjust them for application in the other municipalities. On the negative side of the axis the highest percentages of answers appear in the field of **overcoming of poverty, housing and health**, on which the municipality of Stip should focus its efforts.

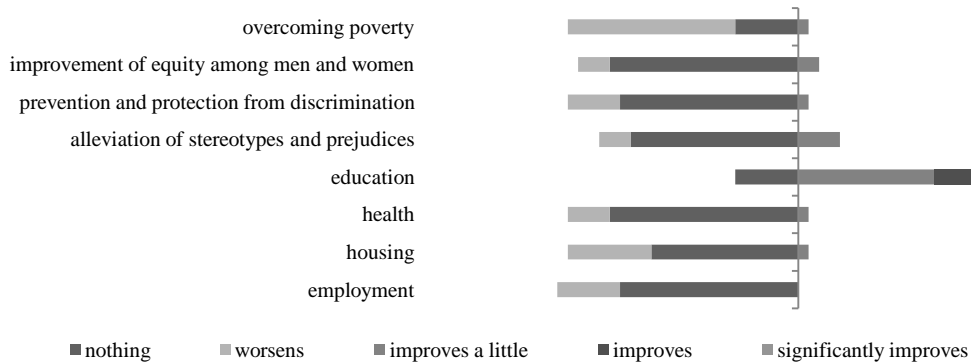


Figure 43. Efforts by Kocani to improve the situation of Roma

In **Kocani** as well as in some of the previously discussed municipalities, all answers in the field of **employment** are on the negative side of the axis, that is, show that the municipality is in the best case passive, but, also that it is worsening the situation of Roma. Unquestionably, employment should be the highest priority of this municipality. Over 95% answers on the negative side of the axis are also noticed in relation to overcoming poverty, housing, prevention and protection from discrimination and health. Positive answers appear in significant percentage in the field of education.

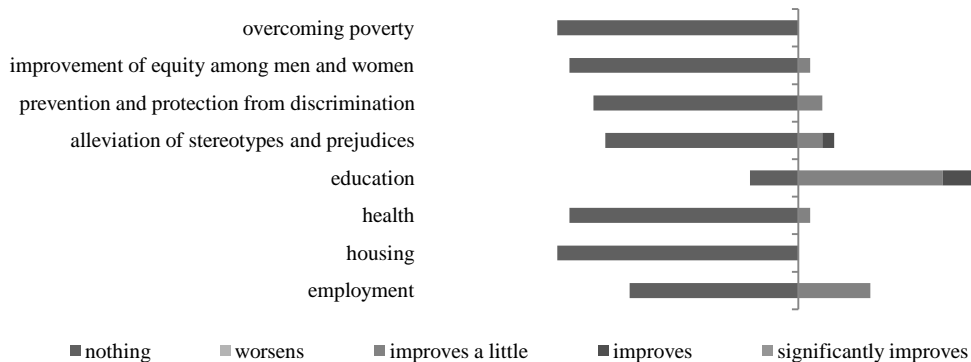


Figure 44. Efforts by Kicevo to improve the situation of Roma

Apart from education, in **Kicevo** positive results are also noticed in the field of **employment**, with about one third of the interviewees who provided positive answers, so it would be recommended to examine the examples of good practice in this field in Kicevo. Areas with 100% negative answers that point to passivity of the municipality, and even to worsening of the situation of Roma as a result of the municipality efforts, are **overcoming of poverty and housing**. These, certainly, should be the priority areas for improvement in Kicevo.

In the municipalities where the number of interviewees is lower than 15, more precisely, in **Debar, Vinica and Delcevo**, worsening of the situation of Roma as a result of the municipality activities is noticed mainly in relation to overcoming of poverty. In **Pehcevo** negative changes are not noticed in any area, while in **Gradsko** 100% of the interviewees point out to worsening of the situation in housing as a result of the municipality activities. In contrast, positive changes in these municipalities are mainly perceived in the field of education and health, while in Debar in the field of education and alleviation of stereotypes and prejudices.

The field that should be set as priority in the efforts for improvement of the situation is overcoming of poverty, and this applies to almost all municipalities. There is a Strategy for poverty reduction in the country, yet, taking into consideration the answers of the interviewees, it seems that the Strategy is not achieving the desired results, particularly when such central level policy should be implemented on local level.

3. Are Roma informed about Roma-targeted policies?

The analysis shows that about the Decade of Roma Inclusion 2005 – 2015 have heard about three quarters of the interviewees. About the activities undertaken by the state for solving the problems of Roma community have heard 40% of the interviewees. Somewhat over one third of the interviewees have heard about the National Roma Strategy, and about 30% about the activities undertaken by the municipality. In addition to the analysis regarding the previous question, this represents an additional indicator of the passivity of the municipalities in relation to Roma-targeted policies. Moreover, apart from improvement of the information flow within the municipalities, it is essential to pay greater attention to the promotion of the National Roma Strategy.

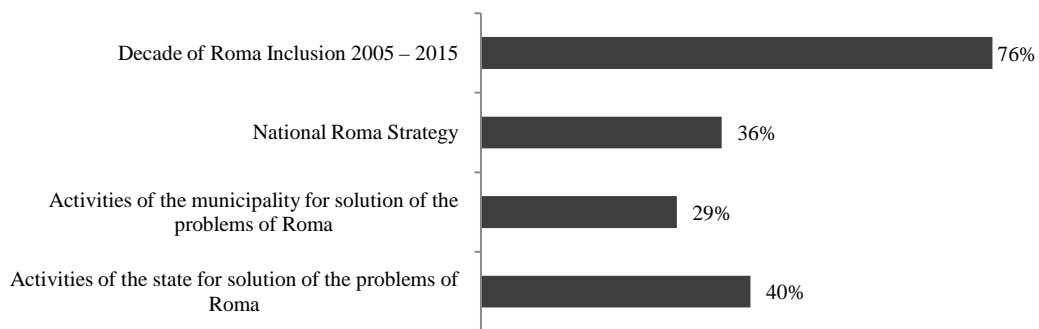


Figure 45. Information of Roma about Roma-targeted policies

From the aspect of the municipalities, about the **activities of the state** for solution of the problems of Roma in **significantly high percentage** are informed the interviewees in **Prilep (100%), Stip (96%) and Kocani (91%)**, in contrast to **Gradsko**, where there is none such answer, and **Gazi Baba with only 8%**. About the **activities of the municipality** for solution of the problems of Roma, also, in highest percentages are informed the citizens in **Prilep, Stip and Kocani**, and in lowest in **Gradsko, Gjorce Petrov, Vinica, Tetovo and Suto Orizari**. **Prilep and Stip** are again the municipalities with **highest percentage** of interviewees who are informed about the **National Roma Strategy** (in contrast to Kumanovo with only 9%), that is, about the **Decade of Roma Inclusion 2005 – 2015** (together with Pehcevo and with 100% of the interviewees).

According to the percentage of the interviewees' answers to this question, **women are less informed than men about all listed policy aspects** that refer to Roma, with 15-20% difference in the answers.

From the aspect of the age of the interviewees, as well as the number of members in the households of the interviewees, some more characteristic findings cannot be derived.

Increase in the educational level of the interviewees is accompanied by considerable **increase in their awareness**, including that 100% of the interviewees with completed tertiary education answered that they had heard both about the National Roma Strategy and the Decade of Roma Inclusion.

Regarding the economic activity of the interviewees, it can be concluded that the **economically active interviewees are more informed**, while regarding the social activity of the interviewees, the **activists in the civil society sector are more informed** than the inactive interviewees. The activists in the civil society sector have generally greater percentages of answers that they have heard of the policies and activities than the activists in the political sector.

4. Where do Roma obtain information intended for them?

The interviewees who have information about any policy or activity intended for Roma, obtain the information in greatest percentage (over 80%) through the media, and as second most important source of information are considered the civil society organizations (45%). With about 20% of answers as sources of information are also considered Roma Information Centres and political parties, while out of the proposed sources the least selected are written documents (6%).

Taking into consideration the sources through which the target group obtains information about Roma-targeted policies, it is recommended measures to be undertaken that will enable Roma Information Centres to fulfil their purpose more efficiently, and at the same time, greater attention should be dedicated to the role that is played in this context by the institutions included in the process in general.

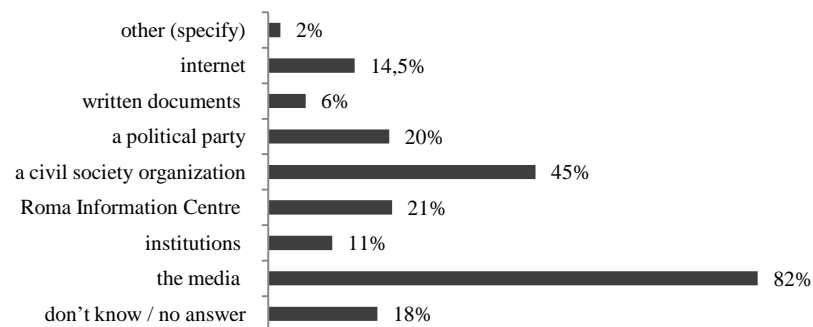


Figure 46. Sources of information about Roma-targeted activities and policies

From the aspect of the municipalities, the media are predominant source of information in all municipalities, noticed in higher percentages in Bitola, Vinica, Delcevo and Gradsko. In Kumanovo with about 90% is also present the answer that the civil society organizations are used as source of information, while in larger percentage (50%) Roma Information Centres are used in Prilep. In higher percentages the political parties are stated as source of information in Kicevo and Gjorce Petrov, and the institutions in Pehcevo, Delcevo, Kumanovo, Cair and Suto Orizari, while the Internet, as a source of information, in higher percentage is observed in Stip.

In accordance with the gender, it can be underlined that men, by 10% more than women, state the media and Roma Information Centres as sources of information, and also by 7% more the political parties.

5. How much are Roma informed about the Decade of Roma Inclusion?

The majority of the interviewees (57,5%) think that the Decade of Roma Inclusion 2005 – 2015 is funds / money for Roma projects, which, unfortunately is incorrect information. About 40% of the interviewees think that it is a plan of activities for solution of Roma problems, and for 35% of the interviewees the Decade represents statement of the state committing to solution of Roma problems, which is correct information. That the Decade is a state policy consider 22% of Roma, and this is also

correct information. From the other incorrect information, with about 20% are present the answers that the Decade is funds / money for division among Roma and something similar to the Ohrid Framework Agreement, but for Roma, and with about 15% are present the answers that in question is programme of a political party or a civil society organization. In addition, it should be mentioned that about 16% of the interviewees who have heard about the Decade of Roma Inclusion 2005 – 2015 do not have answers what the Decade actually is.

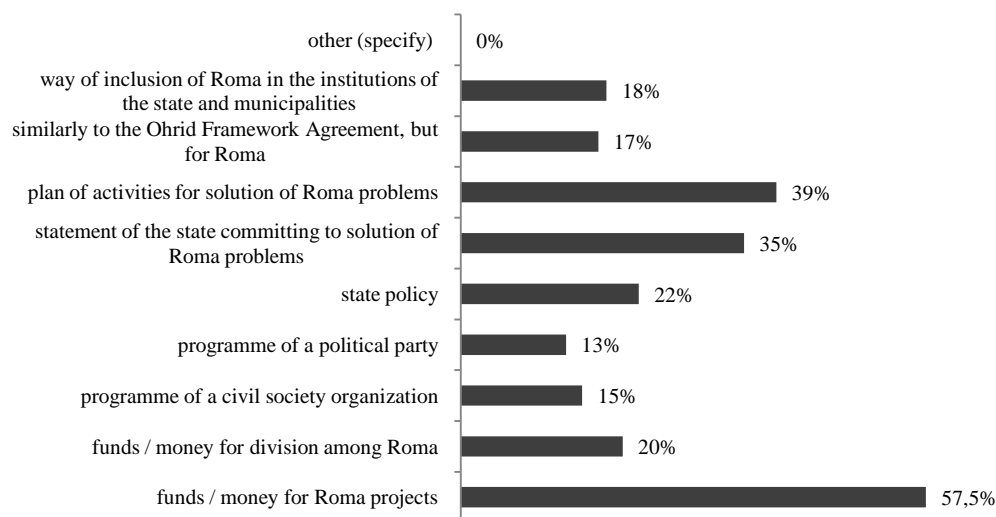


Figure 47. What is the Decade of Roma Inclusion 2005 – 2015, according to Roma?

Taking into consideration the high percentage of incorrect information and opinions of Roma about what exactly the Decade of Roma Inclusion 2005 – 2015 represents, as well as the ones that do not know what it actually is, serious efforts by the state and the municipalities are required for more efficient information of the Roma community about this issue, because on it, to a large extent, depend the expectations of the target group.

The highest percentage of the interviewees without answer to this question, over 50%, are present in Gjorce Petrov. That the Decade is funds for Roma projects is the answer that is observed in highest percentage in Debar, Kocani, Stip, Kicevo, but also in the municipalities of Skopje, and in lowest percentage in Prilep. There, on the other hand, compared with the other municipalities, in highest percentage is observed the interpretation that the Decade is funds/money for division among Roma – an answer that is not noticed in Kumanovo at all. In this municipality there are highest percentages of answers that the Decade is a statement of the state committing to solution of Roma problems and a plan of activities for solution of Roma problems. If we relate these findings to the previous question, where it is shown that the citizens of Kumanovo obtain their information from the civil society organizations, it can be generalized that the civil society organizations can represent a useful and reliable source of information that can be used for dissemination of information among the citizens. In Gostivar and Stip are observed the highest percentages of answers that the Decade is a state policy. That the Decade is a programme of a civil society organization most frequently consider the interviewees in Debar, and that it is a programme of a political party – in Kicevo and Kocani.

From the aspect of the gender, women more frequently than men did not provide answer about what the Decade is, while men, in higher percentage than women interviewees gave answers that the Decade is funds / money for Roma projects and for division among Roma, a programme of a civil society organization or a political party, but also that the Decade is a state policy, statement of the state or a plan of activities for solution of Roma problems.

Also, it is worth noticing the surprising fact that all groups of interviewees according to social activity, including the activists in civil society organizations and in political parties, consider that the Decade represents funds / money for Roma projects. This, then again, from the aspect of the above

mentioned about the civil society organizations as possible disseminator of information, suggests that still caution is required regarding the selection and procedures of the organization that could be involved in dissemination of information to the citizens.

6. What should the Decade change in the lives of Roma (content)?

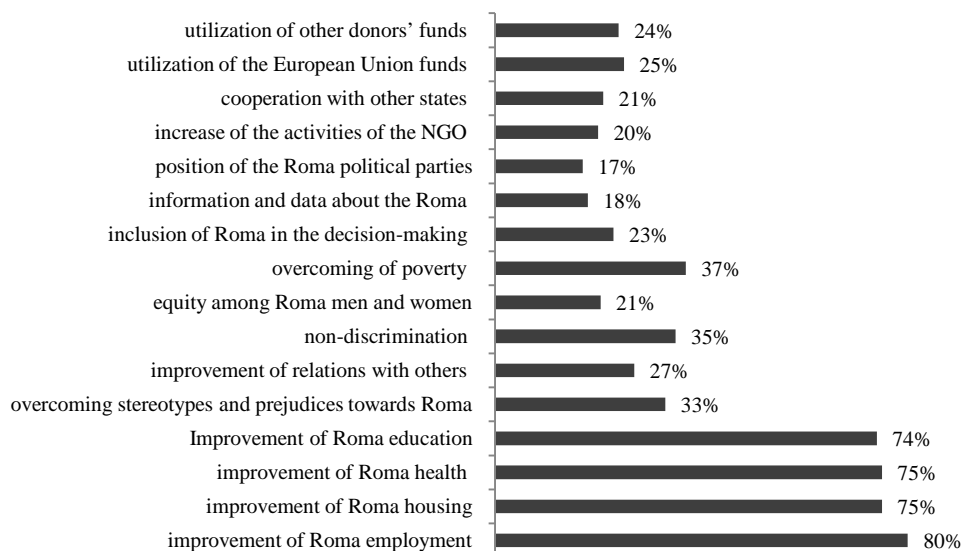


Figure 48. Which are the priority areas of the Decade for Roma Inclusion, according to Roma

The highest percentage of interviewees answered that the Decade of Roma Inclusion 2005 – 2015 should contribute towards improvement of employment (80%), housing, health and education of Roma (by about 75% of the interviewees), which suggests that the interviewees are well informed about the priorities of the Decade. Regarding the cross-cutting topics of the Decade, the interviewees are significantly less informed. By one third think that the Decade should contribute to overcoming of poverty, prevention and protection of Roma from discrimination and overcoming of stereotypes and prejudices towards Roma. By over 20% of the interviewees also consider that the Decade should contribute to the improvement of the relations among Roma and non-Roma, utilization of the European Union funds and other donors' funds for the benefit of Roma, inclusion of Roma in the decision-making processes in the state/municipality, improvement of the equity among Roma men and women, cooperation with other states for solution of the issues/problems of Roma and increase in the activities of the civil society organizations working with Roma. The lowest percentage of answers received collecting information and data about the Roma community, although this is one of the principles of the Decade, as well as improvement of the position of the Roma political parties. In addition, it is worth mentioning that about 15% of the interviewees do not have answer to the question what the Decade should contribute to.

In general, the Roma community as a target group is not sufficiently informed about the essence of the Decade of Roma Inclusion, that is, it is not very clear to them what the Decade represents, nevertheless, there is wider awareness about the areas that should be addressed, that is, about the priorities of the Decade of Roma Inclusion.

From the aspect of the municipalities, in Gjorce Petrov and Kumanovo are observed highest percentages of interviewees that did not have answers to this question. Other interesting results are that in Kumanovo there are no any interviewees that answered that the Decade should contribute to overcoming of stereotypes and prejudices towards Roma, improvement of the relations among Roma and non-Roma and improvement of the position of the Roma political parties, and there is lower percentage of answers that one of the priorities is overcoming of poverty. In Gjorce Petrov, on the other hand, there are no answers that the Decade should contribute to improvement of the activities of

the civil society organizations, the position of political parties, the relations among Roma and non-Roma and gender equality, and there is also a lower percentage of answers about the contribution to the inclusion of Roma in the decision-making processes. In contrast, in Stip and Kocani there are higher percentages of answers that the contribution of the Decade should be directed exactly towards those areas that in the municipalities mentioned before are present in lowest percentages or are not present at all.

From the aspect of the gender, on the other hand, among women is observed higher percentage of interviewees that do not have an answer, compared with men. There are answers in all areas, provided both by men and women, with the difference that among women interviewees they are expressed in somewhat lower percentages than among men.

7. How much has the Decade contributed to change in the lives of Roma?

Significant percentage of the interviewees (over 70%) consider that the Decade of Roma Inclusion 2005 – 2015 has contributed to improvement of education in the last five years. All other areas have significantly lower percentages of answers (below 20%). Thus, regarding the other areas, highest percentages of answers, expressed in percentages, received **employment of Roma** and **improvement of health** (16,9%), and then also **collecting information and data about the Roma community** (14,3%). **About 10% of answers** about contribution of the Decade for improvement of the situation are noticed also regarding the **activities of civil society organizations, housing, prevention and protection of Roma from discrimination and utilization of other donors' funds** for the benefit of Roma. **The other areas received under 10% of answers**, among which the least (2,6%) – contribution of the Decade to the cooperation with other states for solution of the issues/problems of Roma. In addition, it is worth mentioning that **about 20% of the interviewees do not know, that is, do not have answer towards what the Decade for Roma Inclusion has contributed** in the last five years.

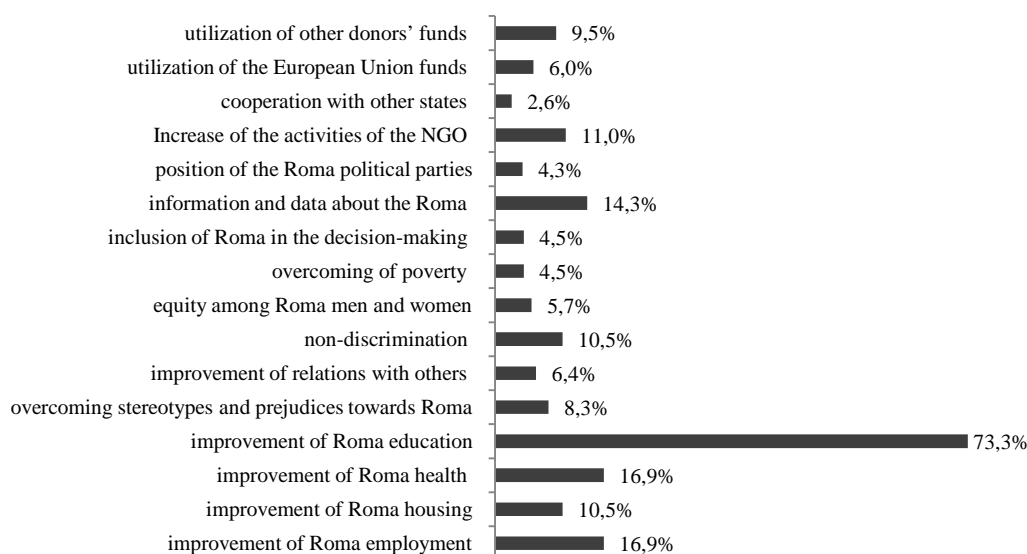


Figure 49. Trend of improvement as a result of the Decade of Roma Inclusion

RECOMMENDATIONS

The assessment of the implementation of Decade of Roma Inclusion 2005 – 2015 and the achieved results, five years after the start of its implementation, is that the activities and measures undertaken lead to positive changes in certain areas, primarily in education, nevertheless, the general impression is that more serious efforts and approach of the state, both on central and on local levels, are required for solving the problems of Roma community in the Republic of Macedonia.

Evident positive changes in the situation are noticed only in the field of education, which should remain among the priorities in future, until the achievement of full integration and equity of Roma.

Roma can observe least efforts by the state in relation to poverty reduction, so that overcoming of this problem is imposed as the highest priority. Undoubtedly, the Strategy for Poverty Reduction does not produce the desired results as far as Roma are concerned, and therefore, the strategy should be revised and then accordingly implemented.

The next priorities should be housing and employment, in which areas Roma perceive worsening of the situation compared with the period of five years ago, and not less important is the solution of the problems in the field of employment, where Roma community perceives stagnation and passive attitude on the part of the state.

Prevention and protection from discrimination, as well as alleviation of stereotypes and prejudices about Roma are gaining ever greater importance by the Roma community itself. On the other hand, the analysis shows that there is passive attitude towards these issues, both on central and on local level. Therefore, it is essential the solution of these issues to be given a higher priority and to ensure consistent application of the adopted Law against discrimination and the other relevant policies in practice.

Taking into account the high percentage of incorrect information and opinions of Roma about what the Decade of Roma Inclusion 2005-2015 actually is, as well as of the ones who do not know what the same contributes to, serious efforts are required for more efficient information of the Roma community about this issue, because on it, to a large extent, depend the expectations of the target group. Also, it is important to work on raising the awareness about the activities undertaken by the municipalities in order to improve the situation, as well as regarding the National Roma Strategy, as an important document on which are based the efforts by the state for achieving full integration of Roma community. Awareness raising is particularly important from two aspects: 1) awareness about the policies and measures is a basic precondition for inclusion of Roma in the same, and thus, also for the possibility of achieving success, and 2) one of the principles of the Decade is inclusion of Roma in all processes, phases and aspects of the policies and measures intended for them, for which, again, awareness appears as a basic precondition.

EDUCATION – RECOMMENDATIONS

Education is the area in which evident positive changes are observed, and therefore the initiated trends should continue in future, with consistent implementation of the planned policies and established positive practices. This gains even greater importance taking into consideration the fact that in question is a field, which can, to a large extent, encourage changes and contribute to the achievement of desired results also in the other fields. Regarding positive changes in education, it is important to emphasise the need for institutionalization of good practices that are implemented in the form of projects. Certainly, the need for continuation of these positive trends shall be of vital importance until the goal of the Decade of Roma Inclusion has been achieved, that is, until the situation of Roma is made equal or at least drawn nearer to the situation of the rest in the society.

Preschool education (early child development)

The project of the Ministry of Labour and Social Policy for inclusion of Roma children in public preschool institutions is achieving the desired effects, and the need for its continuation in future is evident. In addition, the municipalities should undertake more important role in its implementation,

taking into consideration the efforts by the Roma Education Fund, which provides the largest share of the funds, for continuation of the project with complete financial support by the state.

Also, in account should be taken the readiness of a significant number of parents to pay part of the participation for enrolment in preschool education. As measures for increasing the coverage of Roma children in preschool education, social measures, interaction among Roma and non-Roma children, and employment of Roma teachers in kindergartens, should also be implemented.

Primary and secondary education

To continue with the positive trends in primary and secondary education, it is of fundamental importance to continue with maximum utilization of the effects of both general and specific measures. Material support, by provision of scholarships and social measures, should be set as priority measure for increased inclusion of Roma. In addition, attention should also be devoted to the interaction among Roma and non-Roma in primary and secondary education, both from the aspect of the teaching staff and the students. Among the measures that should also be implemented are provision of support to Roma students for learning the educational material, and organizing activities with parents. Certainly, introduction of specific programs for work with Roma, as well as content for learning Roma language, culture and history, should also not be neglected.

The problem that remains is the high rate of Roma children included in special education, which, although insufficiently recognized by the Roma community, requires more serious efforts.

Tertiary education

The priority measures for inclusion of Roma students in tertiary education should be student scholarships, and then also social measures (accommodation, transportation, meals etc.). Without doubt, among the important measures are also included provision of support for learning of the educational content, introduction of subjects in Roma language, culture and history, opening of study groups in Roma language and provision of preparatory education for enrolment in tertiary education.

EMPLOYMENT – RECOMMENDATIONS

Employment is area in which Roma perceive passive attitude of the state in the improvement of the unfavourable situation. Having in mind that employment is also one of the most challenging problems faced by the Roma community, the need for developing an adequate approach and its consistent implementation is more than evident.

Acquiring job qualifications

The provision of possibilities for acquiring job qualifications by Roma should be planned and implemented based on general and specific measures. Particular attention should be devoted to the provision of additional possibilities for acquiring job qualifications by Roma women. Above all, the possibilities provided in the frames of the formal vocational education should be utilized, while regarding the persons that are out of the education process, but also in general, inclusion in public institutions and utilization of the potential of the private sector is essential. At the same time, also both the civil society sector and the political parties must play a more important role in the creation of such possibilities and informing the target group on the same.

The starting point of this approach, undoubtedly, should be corresponding labour market assessment, both of the domestic, and the foreign markets. In the planning activities, in consideration must be taken the age, individual capacities, interests and affinities of the end users, but also, ensuring the required motivation. In the next phase, then again, a very important element is promotion of the qualified workers on the labour market, combined with measures for elimination of stereotypes and prejudices, as well as discrimination of Roma in employment.

Employment measures

The low level of education and job qualifications of Roma, their psychology of depending upon social assistance and assistance by other persons, as well as the fear from staying without the minimum

income for living, lack of understanding and experience in active searching for a job, as well as still present discrimination of Roma in employment, are the basic reasons for the limited employment opportunities, and at the same time, the main problems that should be addressed in order to improve the situation of the Roma community in the area of employment.

On the other hand, the implementation of the established measures for Roma employment should also continue in future, among which, the following:

- employment of Roma in the public sector in accordance with the Strategy for proportional and fair representation of the representatives of the minority ethnic groups;
- subventions for employment of Roma in the private sector;
- self-employment; and
- organized temporary employment abroad.

HEALTH – RECOMMENDATIONS

In the field of health, too, the Roma community points out to significant worsening of the conditions, and therefore, this field should also receive a higher priority in the efforts for overcoming of negative trends.

Health insurance

Health insurance is the greatest problem of Roma in the field of health. In order to solve the problem with lack of health insurance of Roma, of major importance is overcoming of administrative barriers related to the complex administrative procedures, in the sense of relief from various fees related to the procedures, as well as provision of free legal assistance. Not less important are the possibility for obtaining individual health insurance for each user, regardless of the family relations, as well as relief from various fees related to acquiring of health insurance.

Access to health services

The access to health services for Roma should be provided by several means, such as:

- opening of health institutions in or near Roma settlements;
- improvement of treatment of Roma as health services users, in which health mediators should play a major role;
- provision of free of charge, or health services at lower prices;
- increase availability of prescribed medicines and therapy, by relief of payment for the same.

In addition, to improve the health condition of the Roma community, it is necessary to provide regular health examinations for all, with special focus on women and children, and make efforts to increase the coverage of Roma children in vaccination. Also, efforts should be made to provide for increased awareness, education, and health enlightening of Roma, and not less important measure is employment of Roma in the health sector.

Attitude of Roma towards health

To improve the attitude of Roma themselves towards health, it is crucial to provide for increased awareness, education, and enlightening of Roma, that will further contribute to understanding of the importance of regular health exams, compliance with prescribed therapy and medicines, as well as increased individual efforts for acquiring health insurance. The realization of this need should be supported by the efforts of health and educational institutions, as well as by increased cooperation with the civil society sector.

HOUSING – RECOMMENDATIONS

Housing is the area in which the Roma are perceiving the greatest worsening of the situation, which, by itself imposes urgency and complex approach to dealing with the problems. This, in combination with the fact that many other aspects of the citizens' lives depend on their home (permanent home address, for example, is a prerequisite for a number of public services, that is, exercising of various rights; having a home in which the student/ worker can rest for the next working day is also a

prerequisite for their productiveness and performance; etc.), makes the solution of the problems related to housing even more urgent and important.

Provision of housing/ improvement of conditions in the houses of Roma

Provision of accommodation for Roma is the highest priority in the field of housing. At the same time, it is essential to work on elimination of risks of staying without a home, as, otherwise, the housing measures would prove as unsuccessful in the total results, because new homeless people would emerge in the meantime.

In the direction of finding a solution to this problem, it is of essential importance to increase the possibilities for social housing, by free of charge accommodation of Roma, or provision of accommodation for rent, at low prices.

In addition, attention should be paid also to the improvement of substandard housing conditions, by:

- provision of assistance for renovation and reconstruction of substandard houses (as for example grants or loans for this cause that are available to Roma through civil society organizations and foundations);
- provision of assistance for maintenance and equipping of the houses in accordance with minimum housing standards;
- possibility for social accommodation for Roma households whose existing houses cannot be improved to the level of minimum housing standards.

In addition, greater efforts are required for solving the problems of Roma that are temporarily accommodated in shelter centres, as well as of those who have received approval for temporary use of land or buildings.

Improvement of living conditions in settlements inhabited by Roma

One important aspect for improving the situation of Roma housing is also the improvement of the conditions in the settlements inhabited by Roma. As priority in this regard appear the public facilities (educational, health, and other facilities, sports-recreational grounds etc.), maintenance of parks and greenery and interventions in the sewage system. Also is required further improvement of the streets and street lights, as well as improvement of water supply and electricity in the settlements inhabited by Roma. In this regard, and taking into consideration that such infrastructure projects are rather expensive, a greater share of funds should be allocated for this use both from state and the municipal budgets, and also foreign funds available for this use should be sought, primarily from the budget of the European Union. Taking into account that such infrastructure projects are closely related to a number of human rights, as well as to human existence and dignity, such projects should be given priority in the field of infrastructure.

Provision of full property documentation

First of all, it is necessary the responsible institutions in cooperation with the civil society organizations to undertake a comprehensive assessment of the situation related to property documentation of Roma and accordingly plan the required interventions. Taking into consideration the problem with sub-standard accommodation of Roma, as regards such accommodation, first it should be assessed whether it would be possible to improve the housing conditions to meet the minimum housing standards, and if yes, provide property documentation for these houses, or if not, seek alternative solution for the accommodation that cannot meet the minimum housing standards. Also, the assessment should cover the individual status of each property regarding its compliance with the law. On the other hand, in the process of providing property documentation for Roma, certain relief should be provided in relation to the fees related to the procedure, as well as simplification of the procedure by making available free of charge legal assistance.

ANNEX 1: MONITORING AND EVALUATION METHODOLOGY

The methodology is developed under the project “Inclusion of Roma in monitoring and communication with the key actors of the Decade Macedonia 2”, implemented before the “Decade Watch Macedonia: On the half way of the Roma Decade”, under which this publication was implemented. The focus of this methodology is limited to the Roma community perspective. The methodology itself should be considered as part of a comprehensive methodology comprised of all the aspects of the monitoring and evaluation of the Decade, discussed in the description of the methodological approach below. The methodology is prepared through a two day workshop facilitated by Zoran Stojkovski / CIRa, with participation of the Working Group – Nadir Redzepi, Samet Skenderi, Alexandra Bojadzieva and Shejla Fidani.

KEY ISSUE OF THE MONITORING AND EVALUATION

The key issue posed against the implementation of the Decade of Roma Inclusion 2005 – 2015, as a regional policy, is:

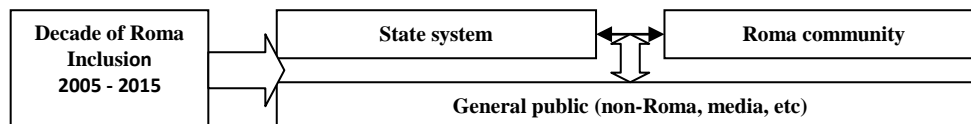
To which extent are Roma included in the society?

This is an obvious question, having in mind that the policy itself bares the word “inclusion” in the title and represents the objective of the Decade of Roma Inclusion 2005 – 2015. Besides this, the Declaration⁴ of the Decade of Roma Inclusion 2005 – 2015, besides the definition of the priority areas and the implementation method, contains one of the basic implementation principles of this regional policy, which is: “noting for Roma without Roma”. This principle again contains in it the inclusion and the participation of the Roma as a basic postulate for all the processes connected with the Decade.

Monitoring and evaluation of the Decade necessarily have to measure the inclusion of the Roma before 2005 when the Decade started, periodically during its implementation, as well as after the closure of the Decade in 2015. Only this approach of the monitoring and evaluation methodology could answer the questions related to the successful implementation of the Decade of Roma Inclusion 2005 – 2015.

Having in mind the specific priority areas of the Decade, the inclusion of Roma needs to be measured primarily within the framework of these priority areas: education, employment, housing and health. Additionally, monitoring and evaluation of the inclusion of Roma within these priority areas need to take into account the three elements that are cutting across all the priority areas of the Decade, that is gender equality, human rights and non-discrimination and fight against poverty.

The Decade itself is devised in such a way to change the state system in relation to the inclusion of Roma and Roma related issues, to change the situation of the Roma community and to initiate change in the general public.



STATE SYSTEM

One of the inclusion aspects that create basis for the inclusion of Roma in all the priority areas is the inclusion of Roma and Roma related issues in the very system of the state, particularly those subsystems relevant for the priority areas. These systems include political determinations (laws, legislation, policies, programmes, projects, processes), institutions (central and local governance and central and local public administration, with a focus on the specific institutions responsible for inclusion) and resources (financial before all, but also human resources, capacities in terms of knowledge and skills, experience from the country and on regional level and institutional memory). This perspective of the monitoring and evaluation answers the question on the application of the principle “nothing for Roma without the Roma”, as well as on the question on the level of efforts that the state puts for the Roma.

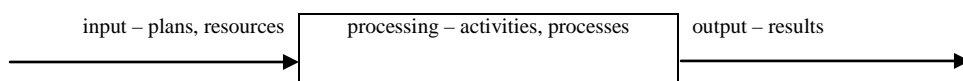
⁴ Declaration of the Decade of Roma Inclusion 2005 – 2015, signed by 9 heads of states, including the Prime Minister of Republic of Macedonia at that time (more on the Decade is available on <http://www.romadecade.org/index.php>):

Building on the momentum of the 2003 conference, “Roma in an Expanding Europe: Challenges for the Future,” we pledge that our governments will work toward eliminating discrimination and closing the unacceptable gaps between Roma and the rest of society, as identified in our Decade Action Plans.

We declare the years 2005 – 2015 to be the Decade of Roma Inclusion and we commit to support the full participation and involvement of national Roma communities in achieving the Decade’s objectives and to demonstrate progress by measuring outcomes and reviewing experiences in the implementation of the Decade’s Action Plans.

We invite other states to join our effort.
Sofia, Bulgaria, February 2, 2005.

Monitoring and evaluation of the inclusion of Roma and the Roma related issues within the system of the state, according to the previous explanation, contains three elements similar to the elements of any other process:



Good example for external monitoring and evaluation of the input of the Decade is the DecadeWatch.⁵ This evaluation attempt focuses exactly on the inputs of the Decade made available by the states, in terms of policies (plans, programmes, projects, laws), institutional setup for the implementation of the Decade and financial resources. DecadeWatch partially uses the information made available by the state, but it also uses a method for verification of the information through additional researches. As a tool for advocacy, the DecadeWatch also incorporates other methods and techniques for monitoring and evaluation, particularly from the aspect of analysis and formulation of the findings and their distribution.

The state system in Republic of Macedonia focuses primarily on the processing of the input and partially on the results. This means that state institutions implementing Decade Action Plans report to the Government of the Republic of Macedonia on the implemented activities. For some of the activities, institutions report on the number of involved beneficiaries. For instance, the Ministry of Labour and Social Policy reports on the conducted activities for job qualification of the unqualified Roma and reports on the number of unemployed Roma that took part in those activities.⁶ On the other side, as an opposite example, the Ministry of Education and Science informs on conducted activities for desegregation of Roma in education, without including information on the type of these activities, or on the number of participants in such activities.⁷ Some of the information from responsible institutions contains information on other type of outputs related to the creation of conditions for inclusion of Roma in the system (plans, documents, laws, etc). For example, the report from the Ministry of Transport and Connections provides information on prepared and adopted urban plans for the settlements mostly inhabited by Roma,⁸ which is a precondition for achievement of the housing objective of the Decade, but not an achievement as such. This way of informing is not comprehensive, as it does not comply with the model of processes. It does not contain information on the input in each activity (plan, resources), detailed description of the activities and data on the number of participants / beneficiaries for each activity, preferably disaggregated by demographic and other categories relevant for the priority areas, or detailed description of other types of direct results from the activities. The Government of Republic of Macedonia from its side, has the complete information on the input, processing and output / result from the Decade, but misses practice of sublimation of such information and periodical reporting, through which one of the aspects of monitoring and evaluation of the Decade of Roma Inclusion 2005 – 2015 would be completed, namely the aspect related to the process of the Decade in the framework of the state system (institutions).

Additionally, there is no information and data management system for the processes within the Decade or connected with the Decade or generally with Roma, which are conducted by non-state structures, such as non-governmental organizations, foundations, international agencies, etc. This aspect is also important because of the complementary processes within the framework of the general policy – the Decade of Roma Inclusion 2005 – 2015, as well as because of the need for institutional memory and learning, utilization of existing experiences and practices, etc. Non-state actors inform on the processes related to Roma in terms of input, processing and output, according to their standards and principles of accountability and transparency. This information are not collected at one place, are not systematized and because of this are rarely included/ considered part of the general efforts for inclusion of the Roma as part of the Decade.

Started practice of collecting information on the process of the Decade within the institutions of the state system needs to be systematized, devised in details, and extended throughout the whole process (input-process-output) and the processes conducted outside the institutions of the system.

ROMA COMMUNITY

Monitoring and evaluation of the process of the Decade of Roma Inclusion 2005 – 2015 is not sufficient for comprehensive monitoring and evaluation of the Decade, as it only answers the question on what has been done, but not also on what has been achieved or changed. The later is the key question. In order to measure the achievements, changes and influences made by the Decade of Roma Inclusion 2005 – 2015 need to be measured.

⁵ DecadeWatch report for 2005/2006 is available in English language on:
[http://demo.itent.hu/roma/portal/downloads/DecadeWatch/DecadeWatch%20-%20Complete%20\(English;%20Final\).pdf](http://demo.itent.hu/roma/portal/downloads/DecadeWatch/DecadeWatch%20-%20Complete%20(English;%20Final).pdf)
 while the update for 2007 is available in English language on:
[http://demo.itent.hu/roma/portal/downloads/DecadeWatch/DecadeWatch%202007%20Update%20-%20Final%20\(30-07-08\).pdf](http://demo.itent.hu/roma/portal/downloads/DecadeWatch/DecadeWatch%202007%20Update%20-%20Final%20(30-07-08).pdf)

⁶ Information received on request by RIMCAD Macedonia and RIMCAD Macedonia II, RINGO Roma 2002, from the Ministry of Labour and Social Policy. The information is used for the first DecadeWatch report and is the only document titled “Information of Previous Activities for Implementation of the Decade of Roma Inclusion 2005 – 2015,” from the MLSP, Skopje, September 2005, while information used for the second report is received in a form of four separate documents, representing information prepared by the responsible ministries (MLSP, MES, MH and MTC to the Minister of Labour and Social Policy – the National Coordinator of the Decade).

⁷ Ibid.

⁸ Ibid.

The change within the state system is done on the level of process, and therefore it should be monitored and evaluated according to the previously described approach of monitoring and evaluation of the process of the Decade. Besides this, the attitudes and behaviours of the state system towards Roma also need to be measured. This is only partially incorporated in the assessment of the process of the Decade, as the attitude and behaviour of the state towards Roma is determined by the policies targeting Roma. However, the question of attitudes and behaviours on individual level within the state system, namely the attitudes and behaviours of the people directly involved in the system as part of the governance or public services provision (authorities and public administration) towards Roma and their issues, remains unanswered. If the system was functioning perfectly, attitudes and behaviours of authorities and public administration would be in accordance with the state policies towards Roma – the aspects measured with the monitoring and evaluation of the process.

Changes within the Roma community are the key element of a comprehensive monitoring and evaluation methodology of the Decade of Roma Inclusion 2005 – 2015.

Changes within the Roma community can be monitored from the aspect of objective indicators, particularly in regards to the priority areas. This simply means that it should be measured how many Roma have job that brings them sufficient income, or how many don't have job; how many Roma are healthy/ill; how many Roma are housed/houseless; how many Roma are literate/illiterate. Normally, this simple monitoring of the situation should provide a basis for the measuring of the success of the Decade. However, it should be supplemented by additional indicators for each of the priority areas, in order to monitor the actual progress and to provide for adequate planning of the Decade process. It is particularly important that such monitoring should provide for comparison between the Roma and non-Roma community, as well as for comparison within the Roma community in regards to different demographic categories.

Such monitoring should be enabled through the methodology that is currently being prepared in the Republic of Macedonia, with a support by the UNDP (United Nations Development Programme). Global methodology for measuring the changes is being prepared also on regional level. Again the support is from UNDP and this methodology should devise the basic indicators and methods for monitoring and evaluation. The national methodology should be adjusted to the context and besides incorporating the basic indicators and methods for monitoring, it should additionally formulate subordinated indicators and concrete action plans for monitoring and evaluation with concretely defined responsibilities, resources and timeframe.

AIM OF THE ASSESSMENT METHODOLOGY

Objective indicators are sufficient for the monitoring of a state policy attempting to change the situation. However, these indicators are not also fundamental. They simply provide a picture of the situation presented in numbers, but do not incorporate qualitative indicators. Such methodology could not answer question such as “why and how.” Essentially, this means that a policy could plan “adequate and logical” measures to change particular situation, it could implement the plans, but the situation could remain the same or in worse case could be worsened, which would be a result of the exclusion of the target group of the given policy. If information are not collected from the target group, it is possible that all efforts remain vain. If, however, the target group is considered, extremely important contribution could be made to the policy from the aspect of planning adequate interventions, as well as from the aspect of the ownership and interest for inclusion of the target group in the whole policy, which is often the key to the achievement of changes.

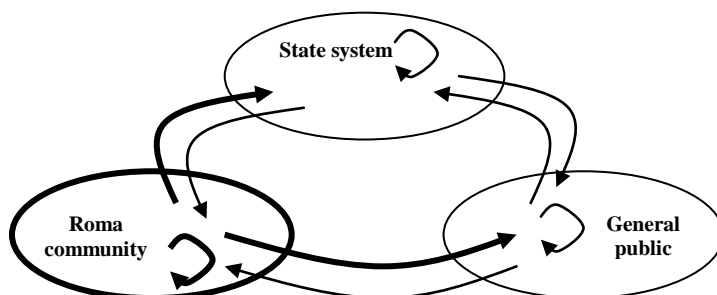
Because of this, besides the monitoring and evaluation methodology of the Decade that is being prepared by the states participating in the Decade with the efforts of UNDP and other involved actors, RNGO Roma 2002 – a network of civil society organizations in Republic of Macedonia – prepares and implements a methodology for qualitative assessment of the Decade of Roma Inclusion 2005 – 2015. This methodology **is implemented by Roma and provides a picture on the perception of the Roma community** towards the Decade of Roma Inclusion 2005 – 2015. Besides it represents application of the basic postulate of the Decade for inclusion of the Roma in everything related to them, it also represents a qualitative contribution to the Decade in terms of the questions of “why and how,” e.g. why some interventions result in changes and other do not, and how some changes could be planned in accordance to the attitude of the target group that should ultimately feel and be directly the target of those changes.

The aim of the RNGO Roma 2002 assessment methodology within the RIMCAD Macedonia II project is to ensure:

Qualitative assessment of the changes caused by the Decade of Roma Inclusion 2005 – 2015, within the state system, the Roma community and the non-Roma community, from the perspective of the Roma community.

Qualitative assessment of the changes caused by the Decade of Roma Inclusion 2005 – 2015 could be made through the perspective of the state system, the Roma community and the general public. The most comprehensive methodology should incorporate the state system perspective of the changes of the Decade caused within the state system, the Roma community and the general public; the perspective of the Roma community towards the changes within the state system, the Roma community and the general public; and the perspective of the general public towards the changes caused by the Decade within the state system, the Roma community and the general public.

While the national methodology focuses primarily on quantitative (and some qualitative) monitoring and evaluation of the state system and the Roma community from the perspective of the state system, **the methodology of the Roma civil society sector focuses on qualitative monitoring and evaluation of the state system, Roma community and general public from the perspective of the Roma community.**



GENERAL PUBLIC

The perception of the general public regarding the changes caused by the Decade of Roma Inclusion 2005 – 2015 at the moment is left outside the focus of monitoring and evaluation. This means that the aspect of the general public is not included in the national methodology that covers the assessment of the process and qualitative changes within the Roma community, as well as qualitative assessment from the perspective of the Roma community conducted by the Roma civil society.

Although this is an obvious indication of the large extent of introversion of the Decade of Roma Inclusion 2005 – 2015, it is necessary to note that the monitoring and evaluation methodology of the Decade needs coverage of this component, through which the changes and influences on the general public could be measured, including the non-Roma community on individual and collective level, media, private sector, as well as other societal actors that actually bare essential importance of the inclusion of the Roma in the society. This is because of the fact that inclusion of one group is not single direction process and that besides the group that is to be included, essential role has also the other group – the group to/in which the inclusion is made.

For the Decade of Roma Inclusion 2005 – 2015 as a regional and national policy, the aspect of the general public is particularly important, because of the traditional attitudes towards the policy's target group, mainly characterized with negative stereotypes and prejudices. Without a tendency to qualify the attitudes of the general public, the practice shows that policies, including interventions and resources, aimed at groups such children, disabled, and similar, cause sympathetic feelings, feelings of solidarity, and by that justification. However, policies targeting Roma (and other ethnic communities), as well as addicts, and even women, often are faced with condemnation, feeling of revulsion, and by that also judgment by the general public. This tendency asserts he need not only to devise and implement actions that would lead to change of the public attitude and behaviour, but also intervention that would contribute to the general understanding of the policy and the need from it, the importance of such a policy for the general public, and finally – mobilization of the general public for the interests of the policy. Accordingly, continuous awareness of the attitude and behaviour of the general public towards the Decade is necessary, and this could be made by incorporation of a component related to qualitative (and quantitative) assessment of the general public perspective within the comprehensive Decade monitoring and evaluation methodology.

It is clear that limited resources and capacities within the Decade of Roma Inclusion 2005 – 2015, as well as the fact that this policy and generally the policies towards Roma are in their beginning phase – phase of establishment of the system, present limitations in regards to the monitoring and evaluation methodology. Regretfully, this limitation is reflected exactly in the component of monitoring and evaluation of the changes within the general public, which at the same time are also crucial for the whole policy, regarding the fact that the inclusion could not happen without the acceptance from the side where the inclusion should happen.

It remains that Decade of Roma Inclusion 2005 – 2015 monitoring and evaluation methodology in time include the perspective of the general public.

METHODOLOGICAL APPROACH

Chosen assessment methodology is combination of internal and external assessment, as it is conducted by the Roma civil society. The Roma civil society is not directly responsible for the Decade of Roma Inclusion 2005 – 2015, as it is a state policy, although it is part of the processes within the Decade, meaning it is involved in the decision making, implementation, monitoring, etc. The methodology is also combination of formative and summative, as it is done during the Decade, but

could be also applied after the closure of the Decade. Moreover, the methodology focuses on measuring the progress, changes and influences of the Decade.

As it has been already highlighted, this assessment is a:

Qualitative assessment of the changes caused by the Decade of Roma Inclusion 2005 – 2015 within the state system, the Roma community and the non-Roma community, from the perspective of the Roma community.

The key question this assessment strives to answer is the following:

What dimension and type are the changes and influences of the Decade of Roma Inclusion 2005 – 2015 on the state system, Roma community and general public, according to the Roma community?

The assessment should answer questions in relation to the changes in the society, particularly within the Roma community, caused with the implementation of the Decade of Roma Inclusion 2005 – 2015. The tendency is to assess the nature of issues and challenges faced by the Decade of Roma Inclusion 2005 – 2015, through the assessment of the changes, and according to the Roma community. This approach should assist addressing the gaps in the policy and ensure improvement of the implementation of the Decade in order to ensure successful achievement of its objectives. The results of the assessment should be used to advocate changes in all the stages of the Decade in order to ensure its success.

The first cycle of the implementation of this assessment of the perception of Roma towards the Decade of Roma Inclusion 2005-2015⁹ methodology measures changes occurred from the start of the Decade, meaning the situation **now** compared with the situation before 2005. Following cycles of the implementation of this methodology should measure the changes from the last cycle till **now**. Accordingly, the methodology, and particularly the assessment instruments, should be updated each following cycle. After the end of the Decade, it would be convenient to conduct an assessment related to the period from the beginning till the end of the Decade of Roma Inclusion 2005 – 2015, so that assessment of the success of the whole policy from the perspective of the Roma community is ensured.

THEMATIC APPROACH; INDICATORS

Having in mind that the methodology should provide for qualitative assessment of the changes caused by the Decade of Roma Inclusion 2005 – 2015, it is focused on the measuring of the attitudes and behaviours of the state system, the Roma community and the general public, according to the perception of the Roma community. This practically means that Roma are asked about their attitude towards the state, the Roma community, and non-Roma community. The thematic areas, that is, the questions in relation to which the perception/ attitude of Roma community is asked, represents a list of **indicators**. The list is the following:

EMPLOYMENT	
-	general situation in the area
	<ul style="list-style-type: none"> ▪ what are the possibilities of Roma for acquiring job qualifications ▪ what are the possibilities for actual employment
-	system
	<ul style="list-style-type: none"> ▪ what is the attitude of the state/ municipality towards employment of Roma
-	Roma community
	<ul style="list-style-type: none"> ▪ which policies for acquiring job qualifications are suitable ▪ which policies for actual employment are suitable ▪ how much Roma themselves are making efforts to change the situation
-	non-Roma community
	<ul style="list-style-type: none"> ▪ what is the attitude of non-Roma towards Roma in employment
HOUSING	
-	general situation in the area
	<ul style="list-style-type: none"> ▪ what is the general situation of Roma housing ▪ what is the situation in the settlements inhabited by majority of Roma ▪ what is the status of the issue of property documentation
-	system
	<ul style="list-style-type: none"> ▪ what is the attitude of the state/ municipality towards housing of Roma
-	Roma community
	<ul style="list-style-type: none"> ▪ which policies for housing are suitable ▪ which policies for acquiring property documentation are suitable ▪ how much Roma themselves are making efforts to change the situation
-	non-Roma community
	<ul style="list-style-type: none"> ▪ what is the attitude of non-Roma towards Roma in their neighbourhood

⁹ See: Alexandra Bojadzieva et al., *MK DecadeWatch 2008, 2010*, RINGO Roma 2002: Skopje.

HEALTH	
-	general situation in the area
	<ul style="list-style-type: none"> ▪ level of general change in the health condition of Roma ▪ level of change in health insurance of Roma ▪ level of change in the number of Roma employed in the health sector
-	system
	<ul style="list-style-type: none"> ▪ what is the attitude of the state/ municipality towards health condition of Roma
-	Roma community
	<ul style="list-style-type: none"> ▪ view about suitable policies for health condition ▪ view about suitable policies for health insurance ▪ own attitude towards health condition
-	non-Roma community
	<ul style="list-style-type: none"> ▪ attitude of non-Roma towards Roma in the public health sector
EDUCATION	
-	general situation in the area
	<ul style="list-style-type: none"> ▪ what is the inclusion of Roma in preschool education ▪ what is the inclusion of Roma in primary and secondary education ▪ what is the inclusion of Roma in tertiary education
-	system
	<ul style="list-style-type: none"> ▪ what is the attitude of the state/ municipality towards education of Roma
-	Roma community
	<ul style="list-style-type: none"> ▪ which policies for inclusion of Roma in preschool education are suitable ▪ which policies for inclusion of Roma in primary and secondary education are suitable ▪ which policies for inclusion of Roma in tertiary education are suitable ▪ which policies for improvement of the relations among Roma and non-Roma students are suitable ▪ how much Roma themselves are making efforts to improve the situation in education
-	non-Roma community
	<ul style="list-style-type: none"> ▪ what is the attitude among Roma and non-Roma students in education ▪ what is the attitude of non-Roma (teachers, administration) towards Roma in education
GENERAL AND ADDITIONAL QUESTIONS	
	<ul style="list-style-type: none"> ▪ how much are Roma informed about public policies intended for them ▪ how are Roma informed about the public policies ▪ what is the Decade according to Roma ▪ has the Decade changed anything, and, if yes, what exactly

ASSESSMENT TECHNIQUE

As most appropriate technique for data collection combination of questionnaire and interview was selected. The tool for data collection is a questionnaire (provided as an annex to this methodology). Members of the Monitoring Team are collecting data from field by identification of interviewees, asking the question from the questionnaire and noting the answers. The questionnaire is consisted of semi-open questions, meaning they tend to exhaust all the alternatives for the answer of the question, leaving space for other eventual alternatives. Besides these, significant number of questions is questions for assessment of attitudes and behaviours, providing for certain ranging (scaling) which represents the alternative answers. Part of the questions is formulated as statements to which the interviewee agrees to certain extent or disagrees. The questionnaire also contains demographic part that serves for to define the covered sample and analysis.

Additionally, for the needs of the analysis and for additional explanation of the results of the assessment, the Working Group could additionally collect data through desk research of documents and study cases.

SELECTION OF SAMPLE

The **planned sample** in accordance with the assessment methodology is derived from the data of the official census of population in Republic of Macedonia from 2002, conducted by the State Statistical Office of Republic of Macedonia. According this census, there are 53,879 Roma, representing 2.66% of the population in Republic of Macedonia, distributed in several municipalities.

In the City of Skopje, where almost half of the overall population of Roma in Macedonia is concentrated, four municipalities are chosen where the number of Roma is largest. Besides Skopje, large number of Roma (over 1500) are located in Prilep, Kumanovo, Bitola, Tetovo, Gostivar, Shtip, Kocani and Kicevo. Additionally, the methodology covers five more municipalities where the percentage of Roma from the overall population in the municipality is significant, although the percentage of Roma in those municipalities is smaller in relation to the overall number of Roma in Macedonia. These are Vinica, Debar, Delcevo, Pehcevo and Gradsko.

	Total	Roma	% of Roma from Total	% of Roma from total Roma	Sample
R. Macedonia	2022547	53879	2.66%	100.00%	539
Skopje	506926	23475	4.63%	43.57%	237
Suto Orizari	22017	13342	60.60%	24.76%	160
Cair	64773	3083	4.76%	5.72%	37
Gazi Baba	72617	2082	2.87%	3.86%	25
Gjorce Petrov	41634	1249	3.00%	2.32%	15
Prilep	76768	4433	5.77%	8.23%	53
Kumanovo	105484	4256	4.03%	7.90%	51
Bitola	95385	2613	2.74%	4.85%	31
Tetovo	86580	2357	2.72%	4.37%	28
Gostivar	81042	2237	2.76%	4.15%	27
Stip	47796	2195	4.59%	4.07%	26
Kocani	38092	1951	5.12%	3.62%	23
Kicevo	30138	1630	5.41%	3.03%	20
Vinica	19938	1230	6.17%	2.28%	15
Debar	19542	1080	5.53%	2.00%	13
Delcevo	17505	651	3.72%	1.21%	8
Pehcevo	5517	390	7.07%	0.72%	5
Gradsko	3760	127	3.38%	0.24%	2

The sample in each municipality is defined as 1.2% of the overall number of Roma living in the given municipality. This way, on state level in Republic of Macedonia, the sample is consisted of 539 interviewees, representing 1% of the overall number of Roma in Republic of Macedonia. Representativeness of the sample is ensured by random selection of each individual interviewee.

The Monitoring Team has the task to collect data through the questionnaire, each member of the MT beginning to identify interviewees from the beginning of a settlement mainly inhabited by Roma that is determined as the field for the given member of MT. The MT member enters each second home, where the interviewee is identified as member of the household from all the present household members that has birthday most recently (principle of random choice). If the member of the household is not Roma, the next member complying with the criteria is interviewed. If none of the members of the household is Roma or the house is empty, the interviewee is identified in the first house right from the current, and if the criteria here are also not complied, than the first house left from the current. If interviewee cannot be identified this way, the MT member goes to the next house according to the plan. The home (house) could be any type of dwelling including house, apartment, improvised home (tent, improvisation made by any material, etc).

Random selection is achieved by the chosen way of identification of interviewees, and aims at ensuring representative sample from the aspect of age and gender structure, as well as other categories of the structure of the population relevant to the Decade (employed/ unemployed, various levels of education, etc).

INSTRUMENT – QUESTIONNAIRE

INTRODUCTION

In your own words present the following:

1. Introduction of the interviewer: name and surname, member of the Monitoring Team
2. Description of the interview:
 - a. Aim: to understand the Roma community opinion on the issues important for them
 - b. Approach: interview that lasts around one hour, done in a way that I (interviewer) ask the questions and if necessary explain them, and the interviewee answers; answers are noted by the interviewer on paper (this questionnaire)
 - c. Interviewee: household member present at the house that has most recent birthday (at least 14 years old) – question – from all of you, who has the most recent birthday? (this also helps to break the formal atmosphere) – this is necessary for the random choice of the sample – so not always the same member of the household is interviewed
3. Description of the use of collected data:
 - a. Data will be used to make an analysis from which general conclusions will be drawn (for example, how many of the interviewees think that the education has been improved)
 - b. The report will not contain any personal data of the interviewees (only summary data)
 - c. Data will be dealt with consideration and confidentiality, without revealing any personal data about the interviewee
 - d. The report will be published and will be used to insist on improvement of the Roma situation in front of the responsible authorities
4. Building trust with the interviewee
 - a. Opinions and views of each individual of the Roma community are very important for the following work and for solving problems faced by Roma – each opinion is important
 - b. Interviewee has the possibility through the questionnaire to initiate positive changes

- c. Besides the pressure to the authorities, we can't promise more, but we hope that through our work and the expression of the views of the Roma community, positive changes can start

(The interviewer reads each question – the text of the questions is bold. The text in brackets should not be read – it is for the interviewer. Answer alternatives are read except if noted differently, and except the alternative “I don't know / no answer.” Answers are noted by rounding the number in the appropriate box or by leaving empty if there is no answer or the interviewee doesn't know, and such options is not foreseen; or by writing on the line foreseen for this purpose)

DATA ON CONDUCTED INTERVIEW

Interviewer	
Municipality	
Date	
Starting time	
Ending time	

DEMOGRAPHIC QUESTIONS

These data are personal about the interviewee and are needed for the organization to get back and contact the interviewee in case there is a need for additional information (for example if a good idea to solve a problem is provided and there is a need to discuss it further with the person that provided the idea). However, none of these data shall be published in the report or any other document by the organization. Data shall be handled with care and confidentiality.

1. Name and Surname

2. Address

3. Contacts (phone, cell-phone, e-mail, etc)

4. Sex (round the number in front of the answer)

- male female

5. Age group (how old are you?)

- | | |
|--|--|
| <input type="text" value="1"/> 14 – 18 | <input type="text" value="2"/> 19 – 25 |
| <input type="text" value="3"/> 26 – 30 | <input type="text" value="4"/> 31 – 35 |
| <input type="text" value="5"/> 36 – 40 | <input type="text" value="6"/> 41 – 45 |
| <input type="text" value="7"/> 46 – 50 | <input type="text" value="8"/> 51 – 55 |
| <input type="text" value="9"/> 56 – 60 | <input type="text" value="10"/> over 0 |

6. Ethnic affiliation

- Roma other

7. Marital status

- | | |
|---|--|
| <input type="text" value="1"/> Single | <input type="text" value="2"/> Married |
| <input type="text" value="3"/> Community with partner | <input type="text" value="4"/> Lives separately from partner |
| <input type="text" value="5"/> Divorced | <input type="text" value="6"/> Widowed |

8. Household status

- | | |
|---|----------------------|
| 1. Number of members of the household | <input type="text"/> |
| 2. Number of children in the household (last generation members) | <input type="text"/> |
| 3. Number of adults (parents, siblings of parents) in the household | <input type="text"/> |
| 4. Number of elderly (grandparents and over) in the household | <input type="text"/> |

9. **Educational status** (in the “last year” column round the number of the last completely finished year of education; in the “finished” column if the education is not in process yes or no is rounded which depends on whether the person finished the schooling or not, and “studying” is rounded if the education is still in process and in this case, the previous row should also completed – the last completely finished education level)

Education	Last year								Finished			Profession
	1	2	3	4	5	6	7	8	Yes	No	Studying	
1. Primary									Yes	No	Studying	n/a
2. Secondary	1	2			3			4	Yes	No	Studying	
3. Tertiary	1	2			3			4	Yes	No	Studying	
4. MA					n/a				Yes	No	Studying	
5. PHD					n/a				Yes	No	Studying	

10. **How the household is providing income at the moment?** (read all the possibilities and round those stated by the interviewee)

0.	Don't know / no answer
1.	Social assistance (including unemployment or any other social assistance)
2.	Assistance from others (humanitarian, begging, relatives abroad, etc)
3.	Salary from employed member in the household
4.	Scholarship
5.	Loans, credits
6.	Activities of unemployed (trade, cleaning, helping, collecting waste, etc)
7.	Pension
8.	Other (specify) _____

11. **What is your economic activity?** (do not read possibilities – explain and round all the stated by the interviewee)

0.	Don't know / no answer
1.	Supported member – child, student (without scholarship)
2.	Supported member – child, student (with scholarship)
3.	Housekeeper (daily engaged in household activities)
4.	Unemployed (without any economic activity)
5.	Formally employed (with paid taxes) in the private sector
6.	Formally employed (with paid taxes) in the public sector
7.	Formally employed (with paid taxes) in the civil society sector
8.	Works for fee (temporary/without paid taxes) in the private sector
9.	Works for fee (temporary/without paid taxes) in the public sector
10.	Works for fee (temporary/without paid taxes) in the civil society sector
11.	Voluntary work (without fee) in the private sector (internship, on job training)
12.	Voluntary work (without fee) in the public sector (internship, on job training)
13.	Voluntary work (without fee) in the civil society sector (internship, on job training)
14.	Pensioner

12. **What is your activity in the society?** (read the possibilities and round all stated by the interviewee)

0.	Don't know / no answer
1.	Member of civil society organization
2.	Member of political party
3.	Inactive
4.	Other (specify) _____

QUESTIONS RELATED TO EMPLOYMENT

13. **According to you, possibilities for Roma for acquiring job qualification in the last three years are:** (round 1 answer)
(if there is a need for explanation on ‘acquiring job qualification’, that means that a person acquires skills and ability to do a certain job, for example to use foreign language, to work on a computer, to fix household machines, etc; these skills could be acquired through various activities – training organized by someone, on job training, through life experience – from relatives and similar, etc)

0.	Don't know / no answer
1.	Considerable lessened
2.	Lessened
3.	Same as three years ago
4.	Increased
5.	Considerable increased

14. **Which way do you think Roma could most appropriately acquire job qualification?** (round 1 answer)

0.	Don't know / no answer
1.	Formal vocational education
2.	Training organized by the public employment agency
3.	Training organized by a civil society organization
4.	On-job-training in a firm, internship, etc
5.	Other (specify) _____

15. For each of the following employment opportunities for Roma, provide your opinion on whether it has been reduced, same or increased during the last three years: (round the adequate field or do not round anything if “don’t know / no answer”)

1. Possibility for employment in the public sector
2. Possibility for employment in the private sector
3. Possibility for employment in the civil society sector
4. Possibility for work on public works
5. Possibility for temporary/seasonal work
6. Possibility for establishment own company
7. Possibility for family business/ home based work
8. Possibility for work abroad
9. Possibility for other paid activity (trade, cleaning, etc)

reduced	same	increased
1.	2.	3.
1.	2.	3.
1.	2.	3.
1.	2.	3.
1.	2.	3.
1.	2.	3.
1.	2.	3.
1.	2.	3.
1.	2.	3.

16. Choose not more than three ways that could significantly help the employment of Roma.

0.	Don't know / no answer
1.	Employment in the public sector through political negotiations
2.	Financial subsidies from the state for the employers for each Roma employee
3.	Assistance for establishment of own business
4.	Assistance for the work/management of existing businesses
5.	Programmes for job qualification of Roma
6.	Programmes for employing workers abroad
7.	Attraction of foreign investments in/near settlements inhabited with majority of Roma
8.	Sanctioning employers that unfoundedly reject to employ Roma
9.	Other (specify) _____

17. The attitude of non-Roma employers and co-workers towards Roma workers in the last three years, according to you is: (round 1 answer)

0.	Don't know / no answer
1.	Significantly worsened
2.	Worsened
3.	Same as three years ago
4.	Improved
5.	Significantly improved

18. To which extent work-able Roma themselves are making efforts to find job, compared with three years ago: (round 1 answer)

0.	Don't know / no answer
1.	Much less
2.	Less
3.	Same as three years ago
4.	More
5.	Much more

QUESTIONS RELATED TO HOUSING

19. According to you, how is the situation of Roma housing changed in the last three years? (round 1 answer)

0.	Don't know / no answer
1.	Worsened as more Roma have nowhere to live
2.	Worsened as the conditions of the houses are worsened
3.	The situation is the same as three years ago
4.	Improved because of the improved living conditions in the houses
5.	Improved as more Roma have their own home

20. For each of the following aspects of settlements mainly inhabited by Roma provide your opinion on whether the situation has been worsened, same or improved in the last three years: (round in the adequate field or don't round anything if “don't know / no answer”)

1. Streets and their maintenance
2. Street light
3. Sewage system
4. Electricity system
5. Water supply
6. Parks and greenery
7. Public facilities (schools, cultural facilities, etc)

worsened	same	improved
1.	2.	3.
1.	2.	3.
1.	2.	3.
1.	2.	3.
1.	2.	3.
1.	2.	3.
1.	2.	3.

21. Choose at most three ways that could significantly improve the housing of Roma.

- | | |
|-----|--|
| 0. | Don't know / no answer |
| 1. | Possibility to purchase house with favourable conditions (low prices) |
| 2. | Provision of accommodation for Roma in houses with low rent rates |
| 3. | Free of charge accommodation of Roma in houses through agreements |
| 4. | Investments for building housing block in exchange for the houses |
| 5. | Assistance for renewal and reconstruction of Roma houses |
| 6. | Assistance for maintenance of Roma houses (such as payment of utilities) |
| 7. | Equipping houses of Roma with furniture and other household necessities |
| 8. | Granting public owned building land for Roma to build houses |
| 9. | Assistance for building houses for the Roma that own building land |
| 10. | Granting public owned houses in which Roma live in their ownership |
| 11. | Other (specify) _____ |

22. Compared with three years ago, Roma try less, same or more to improve the following housing conditions: (round the adequate field or don't round if "don't know / no answer")

1. Settlement utility infrastructure
2. Other settlement infrastructure
3. Full property documentation
4. Solution of the housing issue (finding a place to live in)
5. Improvement of the conditions in the house

less	same	more
1.	2.	3.
1.	2.	3.
1.	2.	3.
1.	2.	3.

23. According to you, the issue of property documentation among Roma in the last three years has been: (round 1 answer)

- | | |
|----|------------------------|
| 0. | Don't know / no answer |
| 1. | Increased |
| 2. | Unchanged |
| 3. | Decreased |

24. Which way you think the Roma with property documentation problem could overcome this problem? (round 1 answer)

- | | |
|----|---|
| 0. | Don't know / no answer |
| 1. | By provision of legal assistance |
| 2. | By relieve of property taxes |
| 3. | Through urban planning of the settlements |
| 4. | Other (specify) _____ |

25. According to you, the opinion of non-Roma towards Roma in their neighbourhood, compared with three years ago is: (round 1 answer)

- | | |
|----|------------------------|
| 0. | Don't know / no answer |
| 1. | Significantly worsened |
| 2. | Worsened |
| 3. | Same |
| 4. | Improved |
| 5. | Significantly improved |

QUESTIONS RELATED TO HEALTH

26. What is your opinion about the general health situation among Roma compared with the period three years ago? (round 1 answer)

- | | |
|----|-------------------------|
| 0. | Don't know / no answer |
| 1. | Significantly worsened |
| 2. | Worsened |
| 3. | Same as three years ago |
| 4. | Improved |
| 5. | Significantly improved |

27. Choose at most three ways that could significantly improve the health situation among Roma?

- | | |
|----|--|
| 0. | Don't know / no answer |
| 1. | Vaccination of all the children |
| 2. | Regular systematic health exams of children |
| 3. | Regular health exams of women |
| 4. | Regular health exams of all Roma |
| 5. | Lowering the prices of health services (exams, diagnoses, etc) |
| 6. | Certain health services to be free of charge |

- 7. Informing Roma about health and prevention of diseases
- 8. Sanctioning of doctors that unfoundedly refuse to provide service to Roma
- 9. Assistance for payment of the prescribed therapy and medicines
- 10. Other (specify) _____

28. According to you, how is the attitude of non-Roma in the health sector towards Roma health service clients changed in the last three years: (round 1 answer)

- 0. Don't know / no answer
- 1. Significantly worsened
- 2. Worsened
- 3. Same as three years ago
- 4. Improved
- 5. Significantly improved

29. Do you think that the number of health insured Roma in the last three years is: (round 1 answer)

- 0. Don't know
- 1. Increased
- 2. Unchanged
- 3. Reduced

30. Which way you think those Roma that have no health insurance could get one? (round 1 answer)

- 0. Don't know / no answer
- 1. Through legal assistance
- 2. Through relieve of conditions for acquiring health insurance
- 3. Through relieve from payments related to health insurance
- 4. Through introduction of personal health insurance for everyone
- 5. Through division of health insurance from other social services
- 6. Other (specify) _____

31. The number of Roma employed in the health sector compared to three years ago is: (round 1 answer)

- 0. Don't know / no answer
- 1. Increased
- 2. Unchanged
- 3. Decreased

32. Compared to three years ago, provide your opinion on the level to which Roma themselves are trying to improve their health: (round the adequate field or don't round anything if "don't know / no answer")

- 1. Through regular health exams
- 2. Through acquiring health insurance
- 3. Through acquiring health related information
- 4. Through compliance with the prescribed therapy

lower	same	upper
1.	2.	3.
1.	2.	3.
1.	2.	3.

QUESTION RELATED TO EDUCATION

33. The inclusion of Roma children in preschool and preparation education compared with three years ago, according to you is: (round 1 answer)

- 0. Don't know / no answer
- 1. Increased
- 2. Unchanged
- 3. Decreased

34. Choose at most three ways that could significantly improve inclusion of Roma in preschool and preparatory education.

- 0. Don't know / no answer
- 1. Free of charge daily stay in kindergarten
- 2. Free of charge inclusion in short preparatory education programmes
- 3. Support for and organization of activities with parents
- 4. Mixing Roma and non-Roma children in preschool / preparatory education
- 5. Provision of preparatory education at home
- 6. Assistance for payment of preschool education
- 7. Introduction of specific programmes for work with Roma (for example language)
- 8. Provision of supplementary needs, such as clothes, materials, transport, etc.
- 9. Employment of Roma in preschool facilities
- 10. Introduction of content with Roma language and culture in the preschool education
- 11. Other (specify) _____

35. **The inclusion of Roma children in primary and secondary education, compared with three years ago, according to you is:** (round 1 answer)

0.	Don't know / no answer
1.	Increased
2.	Unchanged
3.	Decreased

36. **Choose at most three ways that could significantly improve the Roma in primary and secondary education.**

0.	Don't know / no answer
1.	Provision of scholarships for Roma students
2.	Provision of support and organization of activities with parents
3.	Mixing Roma and non-Roma students in primary and secondary education
4.	Provision of assistance to Roma for learning the educational material
5.	Introduction of specific programmes for work with Roma (for example language)
6.	Provision of supplementary needs, such as clothing, materials, transport, etc
7.	Employment of Roma teachers in primary and secondary education
8.	Introduction of content of Roma language and culture in the education
9.	Reintegration of Roma children from special into regular education
10.	Other (specify) _____

37. **The number of Roma students in tertiary education, compared with three years ago, according to you is:** (round 1 answer)

0.	Don't know / no answer
1.	Increased
2.	Unchanged
3.	Decreased

38. **Choose at most three ways that could significantly assist Roma in tertiary education.**

0.	Don't know / no answer
1.	Provision of scholarships for Roma
2.	Introduction of subjects on Roma language, history, culture at appropriate study groups
3.	Organization of additional joint activities for Roma and non-Roma students
4.	Provision of support for Roma students for learning of the educational material
5.	Provision of supplementary needs, such as clothes, accommodation, transport, etc
6.	Provision of preparatory education for enrolment in tertiary education
7.	Opening of study groups on Roma language at some universities (such as teacher training)
8.	Support of the organization of Roma students (in student unions and similar)
9.	Other (specify) _____

39. **According to you, during the last three years, joint education and friendship among Roma and non-Roma students is decreased, same or increased in:** (round the adequate field or don't round if "don't know / no answer")

1. Preschool education
2. Primary education
3. Secondary education
4. Tertiary education
5. Special schools

decreased	same	increased
1.	2.	3.
1.	2.	3.
1.	2.	3.
1.	2.	3.
1.	2.	3.

40. **Choose at most three ways that could significantly contribute to the joint learning and friendship among Roma and non-Roma students.**

0.	Don't know / no answer
1.	Sanction of educational institution that segregate Roma children
2.	Introduction of compulsory standards for mixing children from mixed settlements
3.	Introduction of bilingual or multilingual education
4.	Introduction of content for learning different cultures
5.	Introduction of activities and content that promote tolerance and understanding
6.	Change of the conditions for enrolment of children in special schools
7.	Encouraging cooperation among schools from Roma and non-Roma settlements
8.	Other (specify) _____

41. **According to you, how is the attitude of non-Roma towards Roma in education changed in the last three years:** (round 1 answer)

0.	Don't know / no answer
1.	Significantly worsened
2.	Worsened

3.	Same as three years ago
4.	Improved
5.	Significantly improved

42. To which extent you agree with the following statement: “Roma themselves are making more efforts to get involved in the education during the last three years”: (round 1 answer)

0.	Don't know / no answer
1.	Strongly disagree
2.	Disagree
3.	Neutral opinion
4.	Agree
5.	Strongly agree

GENERAL QUESTIONS RELATED TO STATE POLICIES TARGETING ROMA

43. Assess the attitude of the state towards Roma in the following fields: (having the scale “worsens the situation”, “does nothing”, “improves the situation a little”, “improves the situation”, “significantly improves the situation”; round the adequate field and do not round if “don't know / no answer”):

1. employment	1.	2.	3.	4.	5.
2. housing	1.	2.	3.	4.	5.
3. health	1.	2.	3.	4.	5.
4. education	1.	2.	3.	4.	5.
5. alleviation of stereotypes and prejudices	1.	2.	3.	4.	5.
6. prevention and protection from discrimination	1.	2.	3.	4.	5.
7. improvement of the equity among men and women	1.	2.	3.	4.	5.
8. overcoming poverty	1.	2.	3.	4.	5.

44. Assess the attitude of the municipality towards Roma in the following fields: (having the scale “worsens the situation”, “does nothing”, “improves the situation a little”, “improves the situation”, “significantly improves the situation”; round the adequate field and do not round if “don't know / no answer”):

	worsens	nothing	improves lit.	improves	improves m.
1. employment	1.	2.	3.	4.	5.
2. housing	1.	2.	3.	4.	5.
3. health	1.	2.	3.	4.	5.
4. education	1.	2.	3.	4.	5.
5. alleviation of stereotypes and prejudices	1.	2.	3.	4.	5.
6. prevention and protection from discrimination	1.	2.	3.	4.	5.
7. improvement of the equity among men and women	1.	2.	3.	4.	5.
8. overcoming poverty	1.	2.	3.	4.	5.

45. With which of the following statements you agree? (round appropriate field or don't round if “don't know / no answer”):

Statement	YES	NO
I know / I have heard of some activities of the state for solution of the problems of Roma	1.	2.
I know / I have heard of some activities of the municipality for solution of the problems of Roma	1.	2.
I know / I have heard of the National Roma Strategy	1.	2.
I know / I have heard of the Decade of Roma Inclusion 2005 – 2015	1.	2.

46. (If the answer is “YES” to at least one of the statements of the previous question) Where did you obtained the information from? (multiple answer possible)

0.	Don't know / no answer
1.	Through media (television, radio, newspapers)
2.	Through institutions (schools, social centres, etc)
3.	Through the Roma Information Centre in the municipality
4.	Through a civil society organization
5.	Through a political party
6.	Through a written document (reports, laws, studies, books, etc)
7.	Through internet
8.	Other (specify) _____

47. (If the last statement of 45th question is “YES”) What is the Decade of Roma Inclusion in your opinion? (multiple answer possible)

0.	Don't know / no answer
1.	Funds / money for Roma projects
2.	Funds / money for division among Roma
3.	Programme of a civil society organization
4.	Programme of a political party
5.	State policy

6.	Statement of the state committing to solution of Roma problems
7.	Plan of activities for solution of Roma problems
8.	Similarly to the Ohrid Framework Agreement, but for Roma
9.	Way of inclusion of Roma in the institutions of the state and municipalities
10.	Other (specify) _____

48. (If the last statement of 45th question is "YES") **To which of the following the Decade of Roma Inclusion should contribute?** (multiple answer possible)

0.	Don't know / no answer
1.	Improvement of Roma employment
2.	Improvement of Roma housing
3.	Improvement of Roma health
4.	Improvement of Roma education
5.	Overcoming stereotypes and prejudices towards Roma
6.	Improvement of the relations among Roma and non-Roma
7.	Prevention and protection of Roma from discrimination
8.	Improvement of the equity among Roma men and women
9.	Overcoming poverty among Roma
10.	Inclusion of Roma in the decision-making in the state/municipality
11.	Collecting information and data about the Roma community
12.	Improvement of the position of the Roma political parties
13.	Increase of the activities of the civil society organizations working with Roma
14.	Cooperation with other states for solution of the issues/problems of Roma
15.	Utilization of the European Union funds for the benefit of Roma
16.	Utilization of other donors' funds for the benefit of Roma
17.	Other (specify) _____

49. (If the last statement of 45th question is "YES") **To which of the following the Decade of Roma Inclusion contributed during the last three years?** (multiple answer possible)

0.	Don't know / no answer
1.	Improvement of Roma employment
2.	Improvement of Roma housing
3.	Improvement of Roma health
4.	Improvement of Roma education
5.	Overcoming stereotypes and prejudices towards Roma
6.	Improvement of the relations among Roma and non-Roma
7.	Prevention and protection of Roma from discrimination
8.	Improvement of the equity among Roma men and women
9.	Overcoming poverty among Roma
10.	Inclusion of Roma in the decision-making in the state/municipality
11.	Collecting information and data about the Roma community
12.	Improvement of the position of the Roma political parties
13.	Increase of the activities of the civil society organizations working with Roma
14.	Cooperation with other states for solution of the issues/problems of Roma
15.	Utilization of the European Union funds for the benefit of Roma
16.	Utilization of other donors' funds for the benefit of Roma
17.	Other (specify) _____

50. **Is there anything that we did not ask you and you would like to share?**

THANK YOU FOR YOUR COOPERATION

51. **Remarks**

ANNEX 2: IMPLEMENTED SAMPLE – DEMOGRAPHIC DATA

Demographic data in relation to the interviewees include municipality, gender, age, marital status, total number of members of the household, and number of members of different generations (children, adults, elderly), last completed education level and if the interviewee is still in process of education, current year and education level, way(s) in which the household is providing income, economic and social activity of the interviewee.

The total number of interviewees included in the survey is 539. The number and distribution of the interviewees by municipalities is presented in Figure 50. Taking into account the small number of interviewees, for certain smaller towns, it is not possible to draw and generalize conclusions, or where this is done, it is recommended such conclusions to be taken with reserve and serve solely as a possible direction. Out of the total number of interviewees 41% are women, and 59% men. The number and distribution of the interviewees by age is presented in Figure 51.

The majority of interviewees, almost two thirds, are married. One fifth are single, while 12% of the interviewees are with other **marital status**. The percentage of interviewees according to their marital status is presented in Figure 52. Almost three quarters of the interviewees aged up to 25 are single.

According to the number of members of the household, the greatest percentage of the interviewees, almost 80%, live in households with 3 – 7 members, with the greatest concentration of the households with 4 members. This distribution is presented in Figure 53. It should be taken into account that in each household only one household member was interviewed.

The households of the interviewees most often have 2 children (35%), 2 adults (64%) and do not have elderly persons (72%). The households with 1 – 3 children make about 70% of the total number of households. About 15% are households in which there are 4-10 children. There is less than 1% of households with more than 2 elderly persons.

The majority of interviewees, almost 40%, have completed primary education. One quarter of the interviewees have completed secondary education. Only 2% of the interviewees have completed tertiary education (Figure 54). More than one third have not completed any educational level. Between men and women interviewees there is no significant difference in the percentage of those who completed primary education, yet, the percentage of women with tertiary education is three times lower that the percentage of

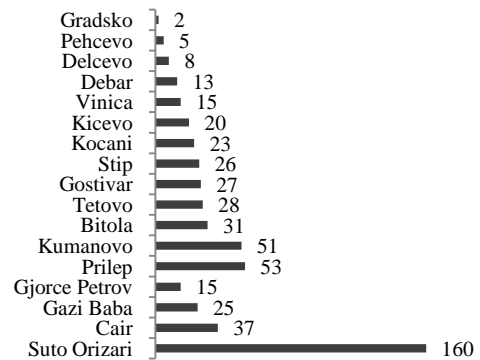


Figure 50. Interviewees according to municipality

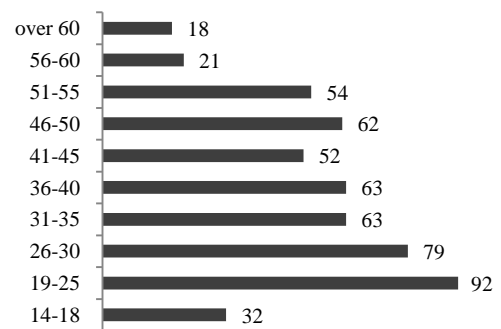


Figure 51. Interviewees according to age

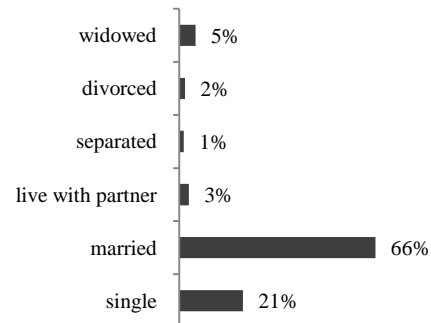


Figure 52. Interviewees according to marital status

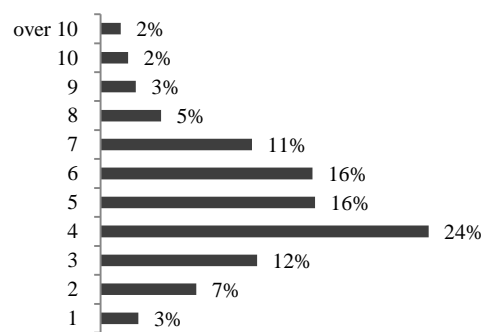


Figure 53. Interviewees according to number of members in the household

men, and the percentage of women with secondary education is also lower than the percentage of men. On the other side, among the women interviewees there is higher percentage without completed education, compared with men (Figure 55).

Typically, the data about educational status of the interviewees is in accordance with the last completely finished education level. About 10% of the total number of the interviewees are still in process of education, out of which one third are currently in secondary education and, about one quarter are in tertiary education. Generally, the percentage of persons in process of primary education is expected to be higher, but, taking into account the youngest age of the interviewees of 14 years, taken into consideration in accordance with the assessment methodology, in the data results this percentage is smaller.

The majority of the interviewees (about 40%) are from households that provide income from social or other type of assistance, including unemployment assistance, redundancy assistance or any other social assistance by the state/ municipality, as well as humanitarian aid, support from relatives and friends, etc. About one third of the interviewees live in households that provide income from informal economic activities. Somewhat less than one fifth receive salaries of formally employed persons. About 7% of the households provide income from pensions. The percentage of interviewees that live in households that provide income from loans and credits, and also from student scholarships is very small (by 1% each group). This information is presented in Figure 56.

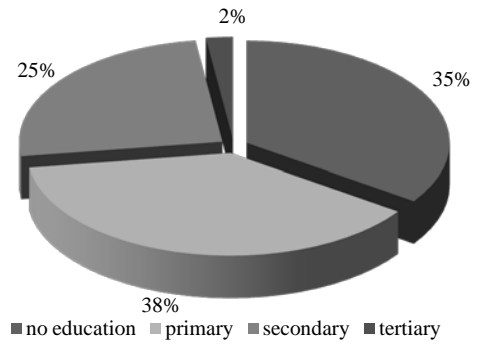


Figure 55. Interviewees according to education

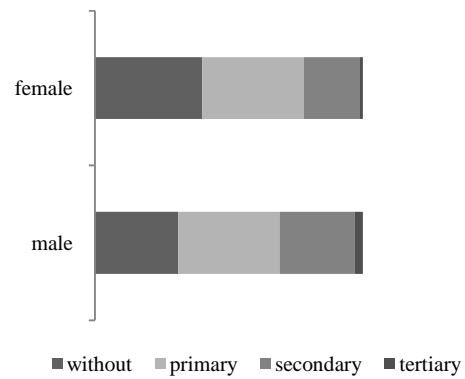


Figure 54. Education of interviewees according to gender

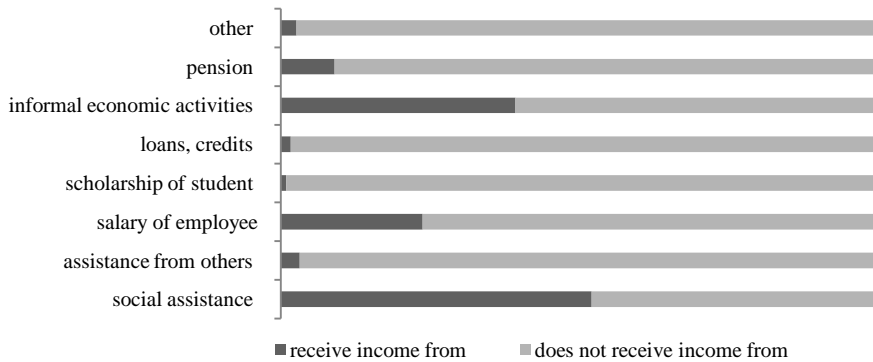


Figure 56. Interviewees according to household income

Regarding the economic activity of the interviewees, the majority of them – about three quarters are inactive, which includes unemployed persons, housekeepers, pensioners and supported persons, together with children with or without scholarships. By somewhat over 15% of the total number of the interviewees are formally employed or work informally for a fee, while only 1% work without fee. About 63,5% of the interviewees are economically active in the private, 24,1% in the public, and 12,4% in the civil sector. Figure 57 below provides visual presentation of the distribution of the interviewees in accordance with their economic activity.

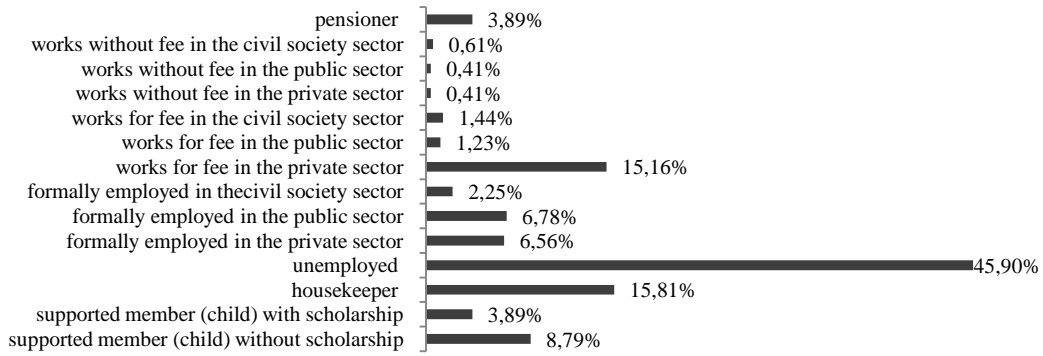


Figure 57. Interviewees according to economic activity

Regarding the social activity of the interviewees (Figure 58), the majority of them are inactive in the society. About 82,5% of the interviewees are not included in any type of structures through which they could influence the decision-making processes etc. Only about 11% are members of civil society organizations, while half of this percentage are members of political parties.

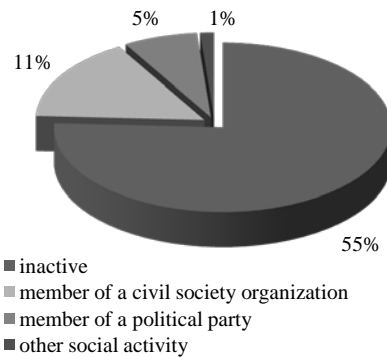


Figure 58. Interviewees according to social activity

In the analysis of the survey data it should be taken into account that for certain questions multiple answers were allowed. Thus, the income in the household could be provided from several sources, and the interviewee can have more than one economic or social activity. Owing to this, the percentages in the analysis were calculated based on the positive as opposed to the negative answers for each choice as an answer to a given question.

ANNEX 3: OVERVIEW OF THE PROGRESS OF DECADE OF ROMA INCLUSION 2005–2015 IN MACEDONIA BASED ON REGIONAL METHODOLOGY AND INDICATORS OF DECADEWATCH¹⁰

METHODOLOGY

The overview of the progress of the Decade of Roma Inclusion 2005-2015 in Macedonia is made based on the regional methodology and the indicators of DecadeWatch. The methodology applied includes:

1. Quantitative assessment, implemented applying the technique of an interview and a standard international questionnaire¹¹ as an instrument. The questions contained in the interview are divided into 6 thematic units that refer to the priority areas of the Decade, which are the following:

- General
- Education
- Employment
- Housing
- Health
- Political participation

The interview in Macedonia is implemented on a sample of a total of 25 participants: Roma and non-Roma, both genders being almost equally represented (12 females and 13 males), representatives of five different groups of persons acquainted with the situation as regards Roma integration, including the following:

- 5 municipal leaders: 2 mayors and 1 chairman of the Municipality Council, an advisor and a director
- 5 scientists/ researchers with expertise in Roma issues
- 5 experts on Roma issues from political parties: 1 president of a political party, 3 members of the Parliament and 1 activist
- 5 Roma citizen leaders: members of Roma non-governmental organization
- 5 government representatives: representatives of responsible ministries (education, labour and social policy, health, transport and communications) and the Decade coordinator.

The quantitative assessment provides general picture of the performance of the Decade in the country, as well as of the results achieved in the priority areas, based on the expert interpretation.

2. Desk-research, or, in other words, qualitative assessment of the existing documentation related to the Decade (including consultation with key informers for those issues for which there is no ready information available) in order to determine the manner in which the state (the Government and the Parliament) act regarding the Decade and the Roma-related policies in general, in the sense of political discussion for the corresponding policies, provision of financial resources, monitoring, evaluation, and possible revision of the Action plans of the Decade of Roma Inclusion 2005-2015.

1. EXPERT INTERPRETATION OF THE STATUS OF ROMA INTEGRATION IN MACEDONIA

This part presents the results of the analysis of the interpretations by persons that are well acquainted with the circumstances regarding the status of Roma inclusion in the Republic of Macedonia; political participation; the priority issues in the fields of education, housing, employment and health, the influence of the corresponding programmes and their contribution to changes in the listed areas and achievement of the goals set in the Action plans; the level of integration and discrimination in each of the four priority areas of the Decade, as well as the analysis of gender equality.

¹⁰ For detailed information regarding the DecadeWatch (in English language) please visit the web site: http://www.romadecade.org/decade_watch, where also are available previous reports of the DecadeWatch (for 2005/6 and the annex for 2007).

¹¹ The Questionnaire used in all countries included in the Decade is previously constructed, and for the needs of the assessment in our country, it was only translated into Macedonian language.

GENERAL ISSUES**General views about the Roma situation**

Based on the results achieved it can be concluded that the persons acquainted with the situation think that apart from **certain positive changes, Roma integration in the country is not achieved yet**, while **discrimination** of Roma is still an existing **issue**.

	No. of answers	Average value
Assessment of the level of overall integration in the country 1= very low... 5= very high	25	1,92
In the last five years the level of integration has been... 1= very reduced... 5= very increased	25	3,64
Assessment of the level of discrimination of Roma in RM 1= very high... 5= very low	25	2,60
In the last five years the level of discrimination has been... 1= very increased... 5= very reduced	25	3,63

The persons acquainted with the situation think that **the level of overall integration is low** (1,9), although they estimate that in the last five years there has been **a tendency for it to increase** (3,6). As regards **discrimination of Roma**, the participants think that it is **medium high** (2,6), estimating that the same, in the last five years, has been in general **kept on the same level** (3,4).

Key sources of information of the government in creating Roma-related policies

As **key sources of information of the government in creating Roma-related policies**, the persons acquainted with the situation first of all point the **responsible ministries and the national documents** that refer to Roma, that is, the Decade, as well as EU reports and other international documents, statistical data, political parties, non-governmental organizations and activists and the media.

Assessment of the influence of the Decade on Roma inclusion in the country

The analysis of the results shows that as high as three quarters of the participants estimate the influence of the Decade as positive or very positive. Based on this it can be concluded that **the Decade has a tendency of positive influence** in the country (3,7).

	No. of answers	Average value
Assessment of the influence of the Decade in the country 1= very negative... 5= very positive	24	3,71

Assessment of Government priorities for Roma integration

The persons acquainted with the situation think that the area to which **the Government gives the greatest priority is education**. Also, a high priority is given to political participation and employment. The results generated show that gender equality, and particularly violence speech based on hate are areas which, in the opinion of the persons acquainted with the situation, are not given an adequate priority by the Government.

(1= highest priority ... 9 = lowest priority)	No of answers	Average values
Education	25	2,04
Political participation	25	3,24
Employment	25	3,60
Health	25	4,12
Housing	25	4,64
Non-discrimination	25	5,12
Poverty reduction	25	5,16
Gender equality	25	5,92
Speech and violence based on hate	24	6,75

Assessment of the success of the Decade's Actions by priority areas

The Decade's Actions are undeniably **most successful** in the field of **education**. The actions in the field of **employment** have also achieved a **good rate of success**. **The least success** is achieved in the field of **poverty reduction and** particularly regarding **speech and violence based on hate**.

(1= most success... 9 = least success)	No. of answers	Average value
Education	24	1,45
Employment	23	3,43
Gender equality	19	4,63
Non-discrimination	20	4,65
Housing	20	4,75
Health	24	4,79
Poverty reduction	20	5,3
Speech and violence based on hate	19	6,68

POLITICAL PARTICIPATION

Efficiency of consultations between Roma representatives and the Government

very high	0%
high	12,5%
low	62,5%
very low	12,5%
no consultations	0%
I don't know	12,5%

The persons acquainted with the situation think that the **consultations between the Roma representatives and the Government are not efficient**. This can be concluded based on the fact that three quarters of the participants assess the efficiency of consultations as low (62,5%) or very low (12,5%). The previous conclusions gain even greater importance if we take into consideration the fact that the assessment referring to low efficiency of the consultations between the Roma representatives and the Government is shared more or less by the representatives of all five groups of persons acquainted with the situation regarding Roma integration.

Inclusion of Roma organizations in creating Roma-related policies

The analysis of the participants' answers shows that the **inclusion of Roma organizations in the creation of Roma-related policies is low** (2,7).

Degree of inclusion of Roma organizations in creating Roma-related policies	No. of answers	Average value
1= very low... 5= very high	25	2,68

Namely, almost one third of the participants in the interview think that the degree of inclusion of Roma organizations in creating Roma-related policies is low or very low, while about one quarter of the participants think that there is a high degree of inclusion of Roma organizations. The high level of inclusion is considered to be a result of the high awareness and activity of the Roma NGOs and intellectuals, while those that consider the inclusion lower, consider that the reasons for this are the lack of adequately and formally determined role of the Roma NGOs and the political parties, the lack of desire for inclusion in policy development on the part of Roma NGOs and political parties and their lack of organization (absence of common approach), as well as the insufficient exchange of information between the parties involved in the policy development process.

The role of Roma organizations in the implementation of Roma policies

Similar to the previous question, the persons acquainted with the situation also assess the **role of Roma organizations in the implementation of Roma-related policies as very limited** (2,7).

	No. of answers	Average value
Degree of involvement of Roma organizations in the implementation of Roma-related policies 1= very low... 5= very high	25	2,72

The reason for the high degree of involvement of Roma organizations in the implementation of public Roma-related policies is again the high degree of awareness and activity of Roma organizations and intellectuals. The interviewees who consider that there is a low level of involvement, state as reasons for this the following: the official responsibility for the implementation (placed with the institutions), insufficiently active coordination body and lack of coordination, inadequate and bureaucratic administration and insufficient commitment to cooperation. Apart from this, there are answers that refer to the relations with the Roma NGOs and political parties, in which regard it is emphasized that the institutions are more inclined to cooperate with the NGOs than with the political parties, but also that the NGOs are more active than the political parties. Also, there are views that there is an inadequate treatment of the Roma political parties as a coalition partner in the Government (unlike the other coalition partners).

Participation of Roma women among the influential Roma politicians in the country

	No. of answers	Average value
Participation of Roma women among the most renowned influential Roma politicians in the country (average value is expressed in percentages)	11	3,50

Less than half of the interviewed persons acquainted with the situation regarding Roma integration provided their assessments of the participation of Roma women among the most influential Roma politicians in the country. They assess the **participation of Roma women** as equalling to **only 3,5%**. At the same time, the highest grades are given by researchers with expertise in Roma-related issues, while the lowest by Government representatives and municipality leaders. The average grade is almost identically represented among male and female interviewees.

EDUCATION

The analysis of the situation and the results received in the field of education are based on the responses by 22 participants in the interview that consider themselves qualified to discuss this subject.

Assessment of the priority of Roma-related issues in the field of education

(1= highest priority... 7 = lowest priority)	No. of answers	Average value
Primary and secondary education	22	1,91
Early child development and pre-school education	22	2,09
Tertiary education	22	3,14
Adult education	20	4,45
Desegregation	22	4,50
Promotion of Roma employment in the field of education	21	4,57
Promotion of Roma language, culture, history and identity	22	4,95

The analysis of results shows that **the highest priority** is given to **primary and secondary education** (1,9) and **early child development and pre-school education** (2,1). Significant priority is also given to tertiary education (3,1), while **the least priority** issue for the Roma in the field of education is the **promotion of Roma language, culture, history and identity** (4,9).

Assessment of the influence of individual programmes in the field of education

(0= no programmes, 1=very negative... 5=very positive)	No. of answers	Average value
Primary and secondary education	22	4,04
Early child development and pre-school education	22	4,00
Tertiary education	22	3,77
Promotion of Roma language, culture, history and identity	22	2,68
Promotion of Roma employment in the field of education	22	2,52

Adult education	22	2,36
Desegregation	21	1,57

Positive influence have the programmes for **primary and secondary education** (4,04) and the ones for early child development and pre-school education (4,0). A tendency to positive influence also show the programmes for higher education (3,77). As regards desegregation programmes, even one third of the persons acquainted with the situation think that there are no adequate desegregation programmes in the country, which also affects the average value of the influence of these programmes. On the other hand, the majority of the interviewees think that the existing desegregation programmes have more or less positive influence. Similar conclusion can be drawn as regards the programmes for promotion of Roma employment in the education sector and the programmes for adult education.

Degree of contribution of education programmes to desired changes

very	10%
somewhat	70%
not at all	5%
no programmes	5%
I don't know	10%

In accordance with the persons acquainted with the situation it can be concluded that **the education programmes have only partial and limited contribution to the desired changes** in this area.

Degree of contribution of education programmes towards the Action plan goals

very	4,54%
somewhat	72,73%
not at all	9,09%
no programmes	0%
I don't know	13,64%

Almost three quarters of the persons acquainted with the situation answered that the **education programmes** contributed only "to some extent", which points out to the conclusion that these programmes have **partial and limited contribution to the achievement of the Action plans goals** in the country.

Changes in integration of Roma in education in the last five years

Based on the opinion of the persons acquainted with the situation it can be concluded that **integration of Roma in education in the last five years** is absolutely increased.

very increased	4,54%
increased	95,45%
decreased	0%
very decreased	0%
no changes	0%
I don't know	0%

Monitoring and evaluation of education programmes and their efficiency

The state **has established a monitoring and evaluation system in the field of education, but it is efficient only to some degree**. This is shown by the analysis of the received data, in which 63,6% of the interviewees answered that there was a monitoring and evaluation system established, out of which near 93% think that the system is efficient only "to some degree".

Degree to which education programmes are treating gender issues

More than half of the interviewees think that the **education programmes are treating gender issues only to some degree**, while 22,7% answered that these programmes are not addressing gender issues at all.

Changes in discrimination in the field of education in the last five years

very increased	0%
increased	9,09%
decreased	36,36%
very decreased	4,55%
no changes	45,45%
I don't know	4,55%

Based on the results received it can be concluded that **discrimination in the field of education has been kept on the same level in the last five years**, still, with a tendency to decrease.

EMPLOYMENT

The analysis of the situation and the results generated in the field of employment are based on the responses by 18 participants in the interview that consider themselves qualified to discuss this subject.

Assessment of priority of Roma-related issues in the field of employment

In accordance with the participants' responses, it can be concluded that **the highest priority** in the field of employment is given to the **issues about creation of new jobs and actual employment in the private and public sector**, as well as training and re-qualification. The issues about self-employment and entrepreneurship and particularly ensuring equal treatment on the labour market are given somewhat lower priority.

(1= highest priority... 4 = lowest priority)	No. of answers	Average value
Creation of jobs and actual employment	18	2,00
Training and re-qualification	18	2,06
Self-employment and entrepreneurship	18	2,61
Ensuring equal treatment on the labour market	18	3,11

Assessment of the influence of individual programmes in the field of employment

(0= no programme, 1=very negative... 5=very positive)	No. of answers	Average value
Creation of jobs and actual employment	18	3,56
Self-employment and entrepreneurship	18	3,22
Training and re-qualification	17	2,47
Ensuring equal treatment on the labour market	17	2,47

In general, **tendency for positive influence** have **the programmes for creation of jobs and actual employment in the private and public sector** and to some extent also the programmes for self-employment and entrepreneurship. On the other hand, in consideration should be taken the fact that nearly one third of the interviewees consider that there are no adequate programmes for training and re-qualification, as well as for ensuring equal treatment on the labour market, which, all things considered, is reflected on the average grade of the influence of these programmes. In addition, the interviewees also considered that these programmes had positive influence, wherever they existed.

Degree of contribution of employment programmes to desired changes

Two thirds of the persons acquainted with the situation think that **employment programmes** "to some extent" contribute to changes, and therefore it can be concluded that these programmes have a **limited contribution to the desired changes** in the field of employment.

very	5,55%
somewhat	66,67%
not at all	16,67%
no programmes	0%
I don't know	11,11%

Degree of contribution of employment programmes towards the Action plan goals

The conclusion about the **limited contribution of the employment programmes** also applies to the **achievement of the Action plan goals** in the country.

very	5,55%
somewhat	66,67%
not at all	16,67%
no changes	0%
I don't know	11,11%

Changes in Roma integration in the field of employment in the last 5 years

very increased	0%
increased	61,10%
decreased	0%
very decreased	5,56%
no changes	27,78%
I don't know	4,55%

The analysis of the data received points to **increased integration in the field of employment in the last five years**.

Monitoring and evaluation of employment programmes and their efficiency

Over one third of the interviewees **do not know** whether the state has established monitoring and evaluation system in the field of employment. Significantly **greater part** of the remaining interviewees think that the state has **such system in place**. Also, the majority of the interviewees think that this system is **efficient only to "somewhat extent"**.

Degree to which employment programmes are treating gender issues

Half of the interviewees **do not know** whether the employment programmes deal with gender issues, while the remaining half think that this is only to somewhat degree or it is not the case at all.

Changes in discrimination in the field of employment in the last five years

very increased	11,10%
increased	5,56%
decreased	38,89%
very decreased	5,56%
no changes	38,89%
I don't know	0%

Based on the results received, it can be concluded that **discrimination in the field of employment has been kept on the same level in the last five years**, with a tendency to decrease.

HEALTH

The analysis of the situation and the results generated in the field of health are based on the responses by 19 participants in the interview that consider themselves qualified to discuss this subject.

Assessment of the priority of Roma-related issues in the field of health

In the field of health **the highest priority** is given to the **access to primary health care**. High priority is also given to the **access to health insurance and children health**. The lowest priority, on the other side, is given to the promotion of Roma employment in the health sector and the access to specialized treatments.

(1= highest priority... 8 = lowest priority)	No. of answers	Average value
Access to primary health care	19	1,68
Access to health insurance	19	2,47

Health of children	19	2,89
Health of women	19	3,84
Access to medicines and treatment	19	4,32
Promotion of healthy life habits	19	4,74
Promotion of Roma employment in the health sector	19	5,58
Access to specialized treatments	19	5,68

Assessment of the influence of individual programmes in the field of health

(0= no programmes, 1=very negative... 5=very positive)	No. of answers	Average value
Access to health insurance	19	4,16
Health of children	19	3,89
Health of women	19	3,63
Promotion of healthy life habits	19	3,58
Access to primary health care	19	3,37
Access to medicines and treatment	18	3,17
Promotion of Roma employment in the health sector	19	2,79
Access to specialized treatments	18	2,72

The influence of the programmes for access to health insurance is assessed as **very positive**. A tendency to positive influence also show the programmes about health of women and children, as well as the promotion of healthy life habits and the access to primary health care. The weakest influence have the programmes for access to specialized treatments and for promotion of Roma employment in the health sector.

Degree of contribution of health programmes to desired changes

Over half of the persons acquainted with the situation think that the **health programmes** contribute to changes “to some extent”, and therefore it can be concluded that these programmes have a **limited contribution to the desired changes** in the field of health. In addition, it should be pointed out that as much as one quarter of the interviewees think that there are no health programmes at all.

very	10,53%
somewhat	57,89%
not at all	0%
no programmes	26,32%
I don't know	5,26%

Degree of contribution of health programmes towards the Action plan goals

The conclusion about the **limited contribution of health programmes** also applies to the **achievement of the Action plan goals** in the country.

very	5,56%
somewhat	66,67%
not at all	16,67%
no programmes	5,55%
I don't know	5,55%

Changes in Roma integration in the field of health in the last five years

very increased	0%
increased	36,84%
decreased	10,53%
very decreased	5,26%
no changes	47,37%
I don't know	0%

Based on the results received it can be concluded that **in the last five years there are no changes in the level of Roma integration in the field of health**, but also, it should be mentioned that a significant part of the interviewees (over one third) think that the integration is increased.

Monitoring and evaluation of health programmes and their efficiency

More than half of the persons acquainted with the situation think that the state has **established monitoring and evaluation system** in the field of health, but we must also emphasise the fact that one third of them do not know whether the state has established such system. Also, the majority of interviewees think that monitoring and evaluation in the field of health are **efficient only “to some degree”**.

Degree to which health programmes are treating gender issues

The majority of the interviewees (52,6%) think that the **health programmes are treating gender issues only to some degree**.

Changes in discrimination in the field of health in the last five years

very increased	5,26%
increased	5,26%
decreased	31,58%
very decreased	0%
no changes	57,88%
I don't know	0%

Based on the results received it can be concluded that **discrimination in the field of health has been kept on the same level in the last five years**, yet, with a tendency to decrease.

HOUSING

The analysis of the situation and the results generated in the field of housing are based on the responses by 21 participants in the interview that consider themselves qualified to discuss this subject.

Assessment of the priority of Roma-related issues in the field of housing

(1= highest priority... 5 = lowest priority)	No. of answers	Average value
Formalization of non-formal settlements	20	2,55
Utility services and infrastructure	20	2,55
Access to quality social housing	20	2,85
Improvement of current condition of Roma homes	20	2,95
Prevention and fighting homelessness	20	3,10

The analysis of the results shows that **the highest priority issues are formalization of non-formal settlements and utility services and infrastructure** (2,55). The other issues in the field of housing are given somewhat lesser, yet significant priority (2,85-3,1). It should be emphasized that prevention and fighting homelessness has the lowest priority, although homelessness reduces the total result in the field of housing, regardless of the efforts in the other programmes.

Assessment of the influence of individual programmes in the field of housing

(0= no programme, 1=very negative... 5=very positive)	No. of answers	Average value
Formalization of non-formal settlements	21	3,19
Utility services and infrastructure	21	2,81
Access to quality social housing	21	2,71
Improvement of current condition of Roma homes	21	2,62
Prevention and fighting homelessness	21	2,57

In general, **none of the programmes in the field of housing has a positive influence**. Only the programme for access to quality social housing is assessed as neutral with a slight tendency to

positive influence (3,2), while the assessment of the influence of all other programmes is negative with a tendency to neutral.

Degree to which housing programmes contribute to desired changes

very	0%
somewhat	47,62%
not at all	47,62%
no programmes	0%
I don't know	4,76%

The results achieved point to the conclusion that the **housing programmes have not at all or very little contributed to the desired changes** in this area.

Degree of contribution of housing programmes towards the Action plan goals

very	9,52%
somewhat	28,57%
not at all	42,86%
no programmes	4,76%
I don't know	14,29%

The results achieved point to the conclusion that the **housing programmes have not at all or very little contributed to the achievement of the goals set in the Action plan.**

Changes in Roma integration in the field of housing in the last five years

very increased	0%
increased	14,29%
decreased	9,52%
very decreased	4,76%
no changes	71,43%
I don't know	0%

The analysis of the results achieved clearly shows that **in the last five years there are no changes in the level of Roma integration in the field of housing.**

Monitoring and evaluation of housing programmes and their efficiency

Almost half of the interviewees **do not know** whether the state has established monitoring and evaluation system in the field of housing. The opinions of the others about the existence of monitoring and evaluation system are **divided**. As regards the efficiency of this system, the interviewees that think that such system exists think that the same has, mostly, **limited efficiency**.

Degree to which housing programmes are treating gender issues

Somewhat half of the interviewees **do not know** whether the housing programmes are treating gender issues, while the remaining half think that this is only to somewhat degree or it is not the case at all.

Changes in discrimination in the field of housing in the last five years

very increased	0%
increased	19,05%
decreased	19,05%
very decreased	4,76%
no changes	52,38%
I don't know	4,76%

Based on the results received it can be concluded that **discrimination in the field of housing has been kept on the same level in the last five years**, with a tendency to a very slight decrease.

2. DESK RESEARCH AND INTERVIEWS WITH KEY INFORMERS

This part summarizes the information received by qualitative review of the existing documentation related to the Decade and the Action plans and interviews with key informers.

As relevant sources of information were used the Ministry of Labour and Social Policy (MLSP) and the Minister without Portfolio (and National Coordinator of the Decade), including the notes from the continual monitoring of the situation by InSoC (DecadeWatch Macedonia). This overview enables insight into the way in which the state treats the Decade and Roma-targeted policies in general, in the light of political discussion about corresponding policies, provision of funds, monitoring, evaluation and possible audit of the Action Plans of the Decade of Roma Inclusion 2005-2015.

Action Plans of the Decade

The Action Plans of the Decade of Roma Inclusion 2005-2015 were **adopted** by the Government of the Republic of Macedonia in 2005, without prior opening of public discussion about the same in the Parliament, where this policy has actually never been discussed, although Roma-related issues are discussed occasionally and most often in the frames of other discussions. The Action Plans were **revised** in 2009 in order to provide for improved efficiency in their implementation and alignment with the national policies. The revised plans were adopted by the Government six months following their preparation.

Since the adoption of the Action plans, **evaluation has not been carried out**. There is a foreseen mechanism (methodology) for monitoring and evaluation of their implementation, introduced by the end of 2008, but the same is not implemented in practice. The methodology includes a comprehensive list of monitoring indicators, their definitions, proposed methods etc., but not actual tasks, institutions responsible for implementation, and baseline data to compare the situation in a given moment to the initial situation and to measure the progress and performance of the Decade of Roma Inclusion 2005-2015. The MLSP prepares reports about the implementation of the Action plans, based on the information received from the state institutions responsible for implementation (regardless of the quality of such reports), yet, these reports have never been published by the Government to this point.

Until now completely **finished** are exceptionally **small number of the activities** foreseen in the Action plans of the country (8%). The highest percentage of completed activities are found in the field of gender equality (15%) and employment (14%). There are no any completed activities in the field of health. Regarding all priority areas of the Decade it can be said that there aren't any more significant efforts made for their consistent implementation, with the fact that certain activities have been undertaken in some areas, which only partially (education, employment, gender equality) or not at all (housing) achieve the established goals, while in the other areas, there are hardly any activities at all. The general conclusion is that the Government implements the projects related to the Decade only to a certain, very limited, degree.

Best and worst practices

As **best practices** of the Government related to the Decade implementation can be mentioned the following:

- Inclusion of Roma children in public pre-school institutions 2008/09
- Informing the representatives of Roma community about the achievement of the specific requirements for integration in the priority areas 2008/09 (Roma Information Centres)
- Activities for inclusion of unemployed Roma in the active employment measures and programmes 2008/09
- Preparation of local action plans for housing and employment 2009
- Memorandum for cooperation with municipalities
- Scholarships for Roma students.

As **worst practices** of the Government related the Decade implementation can be pointed out the following:

- The institutional arrangements for the implementation of the Decade and the Roma Strategy

- Applying the approach of “pilot projects” with financial support from donors, but without subsequent adequate institutional changes
- Lack of sustainability (primarily institutional, but also in the sense of maintenance of achieved changes) of the projects (including the ones listed under the “best practices”)
- Lack of mechanisms for elimination of negative influence of the projects that are being implemented
- Considering ALL Roma as “one and the same thing”, in the frames of all projects, regardless of the different categories and groups which exist and which should be taken into consideration
- Not taking into consideration the adopted policies related to Roma in the preparation of anti-discrimination legislative.

The issues that are still not, and should be adequately addressed in the Action plans are **fight against discrimination** of Roma and **reintegration of Roma students from special into regular schools**, as well as segregation of Roma in general, particularly in education.

Inclusion in the Parliament

The Parliament does not have any particular responsibilities regarding the policies related to Roma and the responsibility for these policies is on the Government of the Republic of Macedonia.

Apart from the discussion about the National Roma Strategy, in the Parliament are **not separately discussed other issues** and policies related to Roma (neither based on decisions about them, nor for reasons of monitoring and evaluation). Certain issues related to the Roma community are discussed in the frames of the issues of general interest (state budget, guaranteed seats in the Parliament for the minor ethnic communities etc.). In addition, a member of the European Parliament, together with the Roma civil society organizations in the Republic of Macedonia has held a public discussion at the Assembly of the Republic of Macedonia related to Roma issues. In accordance with the institutions responsible for implementation of Roma-targeted policies, the members of the Parliament sometimes put MP’s questions about the implementation of Roma-targeted policies to the responsible institutions, but the information about these activities is not shared in the public.

Within the Parliament, there is established and operational **Committee on inter-ethnic relations**, the activities of which also include **discussion of issues** related to Roma, as one of the minority ethnic communities, yet, the Committee has so far held discussions about Roma-specific issues only on two occasions, in 2005 and 2007. The Committee on inter-ethnic relations has not proposed so far any specific initiative aimed to improving the position of the Roma community in the country.

It is worth mentioning that on one occasion the **Standing inquiry committee for protection of civil freedoms and rights** within the Assembly of the Republic of Macedonia held a specific session about Roma issues, also including representatives of the civil society sector.

Government activities

Action plans and policies related to Roma are **regularly discussed** by the Government, including the obligation of the **National coordinator** for submitting quarterly progress reports about the implementation of the Decade.

The institutional arrangements for implementation of Roma-targeted policies also include a **National coordination body** within the Government of the Republic of Macedonia. The National coordination body is responsible for monitoring the implementation of the Action plans, providing efficient coordination among the institutions and the civil sector and advising the National coordinator about the priorities in the implementation of the Decade. While in the first three years this body had regularly met and discussed the issues under its competence, in 2008 and 2009 only two meetings of the National coordination body were held.

The Government has not submitted an official report about the progress of the Decade of Roma Inclusion 2005-2015 to the Assembly of the Republic of Macedonia, although Government

representatives sometimes discuss the questions submitted by the Parliament members in relation to Roma-targeted policies.

The general conclusion is that the **Government does not show sufficient interest and care** about the Roma-related issues, does not take them into account in the development of general policies (and even sometimes are developed policies that cause detriment to the Roma-targeted policies and objectives), nor undertakes any actual measures and activities specific for the needs and problems of the Roma community.

The **institutional setting** regarding the Roma-targeted policies is **neither fully functional and well established, nor effective and coordinated**. The Government employs Roma on different levels in the public administration – but individuals do not have sufficient capacity to implement the policies – and the public administration and the local governments, for the most part, are not informed about and involved in the implementation.

Financial matters

The funds required for the implementation of the Action plans of the Decade are provided from the state budget, although these funds are minimal in relation to the goals that are to be achieved. In the period 2005-2010 for this use were allocated a total of 1.046.780 Euro, which represents about 0,009% of the total budget of the country¹². It should be mentioned that the annual planned and allocated funds from the budget dedicated to the implementation of the Decade are not spent completely.

EUR	MKD	Ministry of Labour and Social Policy	Ministry of Transport and Communications	Ministry of Education and Science	Ministry of Health	Ministry of Culture	Total budget for Roma integration	Total budget of R. Macedonia	% for Roma integration of the total budget of the country
1	61,5								
2005	MKD	0	0	0	0	0	0	56.501.999.000	0,000%
	EUR	0	0	0	0	0	0	918.731.691	0,000%
2006	MKD	1.000.000	0	0	0	0	1.000.000	103.197.984.000	0,001%
	EUR	16.260	0	0	0	0	16.260	1.678.016.000	0,001%
2007	MKD	4.203.000	0	0	0	0	4.203.000	108.634.894.000	0,004%
	EUR	68.341	0	0	0	0	68.341	1.766.421.041	0,004%
2008	MKD	8.500.000	0	6.000.000	0	0	14.500.000	128.739.888.000	0,011%
	EUR	138.211	0	97.561	0	0	235.772	2.093.331.512	0,011%
2009	MKD	13.034.000	5.000.000	4.000.000	1.000.000	1.000.000	24.034.000	153.215.000.000	0,016%
	EUR	211.935	81.301	65.041	16.260	16.260	390.797	2.491.300.813	0,016%
2010	MKD	9.340.000	5.000.000	5.500.000	300.000	500.000	20.640.000	143.334.000.000	0,014%
	EUR	151.870	81.301	89.431	4.878	8.130	335.610	2.330.634.146	0,014%
2005-2010	MKD	36.077.000	10.000.000	15.500.000	1.300.000	1.500.000	64.377.000	693.623.765.000	0,009%
	EUR	586.618	162.602	252.033	21.138	24.390	1.046.780	11.278.435.203	0,009%

Gender equality

Republic of Macedonia has adopted a Strategy for Gender Equality that addresses, among others, the situation of Roma women, as well as Law on equal opportunities for men and women. In addition, there is a specific **Action plan for Roma women**.

¹² Source: Official Gazette of the Republic of Macedonia

There are certain projects or activities implemented in the country, specifically targeting Roma women.

Political participation and representation of Roma

The Cabinet of the Minister without Portfolio (at the same time also National Coordinator of the Decade and the National Roma Strategy), the **Unit for implementation of the Decade** and inclusion of Roma and the **National coordination body** are formal, legal, and national bodies that represent the Roma and their matters in the country. Part of the members of these bodies are nominated by the Government, and part are elected by Roma people. Their mandate includes consultations and a limited role in the decision-making processes.

The Government coordination body for the Decade and the DecadeWatch, generally speaking, have established official relations and their communication and share of information is realized relatively well.

There is an umbrella organization of Roma non-governmental organizations in the country.

On average, the meetings of the government representatives and the Roma civil society representatives are held every two months. **Roma civil society organizations were consulted** by the Government during the development of the Roma-targeted policies and the Action plans, and the same are also partially consulted in relation to the Decade implementation. Roma civil society sector is not formally included in the monitoring and evaluation of the implementation of the Decade.

At the time being, in the Parliament there is one Roma political party represented, and **one Roma member of parliament**, elected by Roma political party in coalition with a national party.

On a local level, there are a total of **22 elected Roma – advisors** (members of Municipality councils).

There is no official or estimated information about the turnout of Roma voters at the general parliamentary elections in the country. The turnout of Roma women is lower compared with men, in accordance with the opinion of the Coordinator of the Decade.

RECOMMENDATIONS

General issues about the Roma status and the Decade implementation

In general, the Government as a whole, and not only several Government structures, should show greater interest and care for the issues concerning the Roma, not only declaratively, but with actual engagement in practice. At the same time, the issues concerning Roma should be taken into account in the general policy making activities, on the basis of the need for ensuring equality among citizens. Still, the Roma-targeted specific programs should not be neglected as they are concerned with the specific circumstances of the Roma.

Apart from the positive changes during the implementation of the Decade, the integration of the Roma community in Macedonia is still on a low level, which, to a great extent, is due to the exceptionally low starting position. Therefore, it is necessary the initiated activities and measures to continue and to be additionally strengthened, so that the registered tendency of improvement of the level of integration could be further strengthened.

Concerning discrimination, which, generally, is maintained on the same – medium high level, it would be necessary to ensure consistent implementation of the adopted Law and the other relevant anti-discrimination policies.

The adopted action plans should be consistently implemented, and in this context, also the financial resources that are allocated from the state budget for this use should be increased correspondingly to the established goals and used more effectively. The planned monitoring and evaluation mechanisms should be implemented in practice which should result in regular collection of data for monitoring of the progress and relevant evaluation of the Action plans and publishing of official report by the Government on the progress in their implementation. Consequently, this will enable detection of the best and the worst practices, strengths and weaknesses, and with this, also adjustment of the approach and the future activities in accordance with the needs and problems of the Roma community, as a target group.

As regards the Decade implementation, it is recommended the initiated activities to be further continued, based on the fact that they show positive influence. This especially refers to education, which is assessed as the most successful area and the area given the greatest priority by the Government. As regards the other priority areas, political participation, employment, housing and health should be kept as high priorities on the Government's list, but at the same time, the efforts should be strengthened and the effectiveness of the measures being implemented should be increased, taking into account that the performance in these areas is not on a satisfactory level. Particular attention should be dedicated to gender equality, poverty reduction, and particularly to speech and violence based on hate, based on the fact that the same for the time being are given lower priority, and the progress achieved is insignificant. Therefore, it would be necessary the Government to give these areas a greater priority, as well as initiate, implement and support efficient projects which will address the most challenging problems in these areas.

Political participation and representation of Roma

Apart from the declarative recognition of the Roma civil society sector as an important entity and partner in the implementation of the Decade, nevertheless, in practice, the role of Roma civil society organizations in the development and implementation of the Roma-targeted policies is rather limited. Thus, the required activities for overcoming this situation could include organizing meetings of government representatives with the Roma civil sector on a regular basis, intensifying the mutual consultations, but also reviewing the approach that is applied in order to increase the effectiveness.

In addition, the possibilities should be assessed and adequate models found, in relation to the formal inclusion of Roma organizations not only in the implementation of the Decade, but also in the mechanisms for planning, management, monitoring and evaluation of the same.

Regarding the political representation of Roma, it is of vital importance to work on the improvement of the same, both from qualitative and quantitative aspect, as well as on the different levels of

government: legislature, by Roma political parties and members of the Parliament; executive, by formal, legal and national Government bodies that represent Roma and their matters in the country; and local, by Roma members of Municipality Councils. The representation of Roma in public administration shall not only contribute to the implementation of the commitments of the Ohrid framework agreement, but shall also facilitate the access of Roma to public services and at the same time shall contribute to the increase in the general Roma employment rate.

In the context of the political representation of Roma, particular attention should be devoted to gender equality, by increased inclusion and engagement of Roma women in the political life and participation in the country.

Education

Primary and secondary education, early child development, and tertiary education should keep their high position on the list of priority issues in the field of education, and the initiated activities should continue to be implemented, extended and upgraded, in order to ensure further evident progress in these areas, in which it is considered that the greatest success has been achieved until now.

The need for a more serious approach is identified in relation to the issues referring to desegregation in education, adult education, promotion of Roma language, culture, history and identity, as well as promotion of employment of Roma in the education sector, taking into account that the importance that is assigned to them, and the influence that these programmes have, are not satisfactory. Also, adequate measures should be undertaken in relation to the reintegration of Roma students from special into regular schools.

At the same time, gender equality should also be taken into consideration, because the current programmes address gender issues hardly ever or not at all.

As regards monitoring and evaluation of the efficiency of education programmes, it is necessary to revise the approach and methods that are applied in order to achieve greater efficiency of the monitoring and evaluation system that is in place.

As another recommendation in the field of the education should also be underlined the consistent continuation of the initiated efforts that in the recent period have led to absolute increase in integration, as well as intensifying the activities for ensuring even more significant decrease in discrimination in this priority area of the Decade.

Employment

In the field of employment, the issues of job creation and specific employment, as well as of training and re-qualification, should be preserved as high priorities in future, while self-employment and entrepreneurship, and particularly the assurance of equal treatment on the labour market, should be dedicated additional attention and care.

Taking into account the more or less positive influence of the employment programmes, it is recommended to continue and intensify the initiated activities related to job creation and specific employment in the public and private sector, as well as the self-employment and entrepreneurship. On the other hand, a need has been identified for development of additional and efficient programmes for training and re-qualification and for assurance of equal treatment on the labour market.

At the same time, efforts should be made in relation to the improvement of the system for monitoring and evaluation of the individual programmes.

The implementation of the above mentioned recommendations shall also provide for greater efficacy of the programmes in the field of employment, in the light of their contribution to the achievement of desired changes and the goals set in the Action plan, as well as continuation of the identified positive tendencies in relation to integration and the level of discrimination in the field of employment.

Health

The access to primary health care and to health insurance, as well as health of women and children, are the issues that have the highest priority in the field of health, and it is recommended their priority to be further ensured, all the more because the programmes related to these issues show some positive influence.

On the other hand, the promotion of employment of Roma in the health sector and the access to specialist treatments are issues that are given the least importance, and consequently, the influence of these programmes is not on satisfactory level. Thus, logically, the need arises for increased and more efficient efforts for addressing these issues. In addition, to the health programmes also applies the recommendation for more serious consideration of gender issues.

In general, it is important all programmes in the field of health to be exposed to strengthened and more efficient monitoring and evaluation process, as a prerequisite for increased contribution of the same to the achievement of the desired changes and the Action plan goals. This recommendation gains even greater significance taking into consideration the fact that integration and discrimination in the field of health have maintained the same level in the last five years, although certain positive changes have been perceived.

Housing

Taking into account the identified situation and the problems that are related to housing, all matters in this area, without exception, should be given high priority for finding solutions, with special accent on the formalization of informal settlements and the communal utilities and infrastructure. In the context of the before said, it is essential as soon as possible to revise and adjust the existing programmes, in accordance with the priority problems and needs of the Roma community in this area, as well as prevention and sanctioning of violation of the rights of Roma in the field of housing (as for example forced expulsion from the homes) taking into consideration that, in general, the same prove as passive, and even with negative influence.

The stated recommendations are imposed as an imperative, taking into consideration that the housing programmes have very little or hardly any contribution to the achievement of the desired changes in this area, and also to the achievement of the Action plans goals, and, perhaps even more important, because of the fact that there are no positive changes and progress observed in the achieved level of integration and elimination of discrimination in the field of housing.

Gender equality

Another important aspect in the implementation of the Action plans is undoubtedly the achievement of gender equality. In this direction, as important recommendation could be mentioned the consistent implementation of the Strategy for gender equality, the Law on equal opportunities of men and women, and particularly the Action plan for Roma women.

In addition, the need has been identified for more serious analysis and incorporation of gender issues in the individual programmes for political participation, education, housing, employment and health, as well as for initiating a greater number of relevant projects whose primary target group shall be specifically Roma women, and which shall contribute to positive changes of the social status and the role of Roma women.

MK DecadeWatch 2010 is initiative in Republic of Macedonia within the regional DecadeWatch initiative implemented in all the countries participating in the Decade of Roma Inclusion 2005-2015.

MK DecadeWatch 2010 is a report of a research conducted in Republic of Macedonia during 2010, with a focus on the perceptions of the Roma community in Republic of Macedonia. The research is conducted by a network of Roma monitors from Republic of Macedonia, coordinated by the DecadeWatch team from Republic of Macedonia.

MK DecadeWatch 2010 is an attempt for qualitative assessment of the changes caused by the Decade of Roma Inclusion 2005-2015 within the state system, the Roma community and the non-Roma population, from the viewpoint of the Roma community, aiming to contribute to improved implementation of the Decade of Roma Inclusion 2005-2015 in Republic of Macedonia.

