

**Decade of Roma Inclusion
- Republic of Macedonia**

Action Plans

Contents

1.	HEALTHCARE ACTION PLAN	3
1.1	Healthcare	4
1.3.	Information	7
1.4.	Healthcare regulation and administration	8
1.5.	Access to healthcare.....	9
2.	EDUCATION ACTION PLAN.....	10
3.	HOUSING ACTION PLAN.....	15
3.1.	Laws, regulations and advocacy	16
3.2.	Urban planning.....	17
3.3.	Quality of living.....	18
3.4.	Education	20
4.	EMPLOYMENT ACTION PLAN	21
4.1.	Information	22
4.2.	Education	23
4.3.	Opportunities and the legal regulations	25
4.4.	Economy	27

1. HEALTHCARE ACTION PLAN

1.1 Healthcare

Improving Living Conditions					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data-	Cross-cutting issues	Deadline/Time Frame
<p><i>On-going implementation of legal obligations:</i></p> <p><i>1.1. Water control once a month, even more frequently if necessary</i></p> <p><i>1.2. Sanitary and epidemiological control once a month or more frequently if necessary</i></p> <p><i>1.3. Air pollution control, daily monitoring</i></p> <p><i>1.4. Radioactivity control – daily</i></p> <p><i>1.5. Desinfection and insect cleansing – annually or when necessary</i></p>	<p>1.1. Number of conducted controls, reports, information published in local and national media.</p> <p>1.2. Number of conducted controls, reports, information published in local and national media.</p> <p>1.3. Number of conducted controls, reports, information published in local and national media</p> <p>1.4. Number of conducted controls, reports, information published in local and national media</p> <p>1.5. Number of conducted controls, reports, information published in local and national media</p>				On-going 2005-2015

1.2. Healthcare Training

1. Improving the quality of healthcare training in the educational process					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data	Cross-cutting issues	Deadline/Time Frame
<p><i>Improving the quality of healthcare education in 30 places with increased involvement of Roma students</i></p> <p><i>1.1. Establishing 10 medical teams</i></p> <p><i>1.2. Developing 4 programmes for additional healthcare education</i></p>	<p>1.1. Number of teams actively involved in healthcare education</p> <p>1.2. Number of healthcare education programmes regularly delivered</p> <p>1.2.1. Number of schools where healthcare education is regularly delivered by the teams</p> <p>1.2.2. Decreased number of children suffering from infectious diseases and addictions</p>				On-going 2005-2015
2. Additional healthcare training for people outside the education system					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data	Cross cutting issues	Deadline/Time Frame
<p><i>Improving the quality of healthcare education in 20 places with increased involvement of Roma population</i></p> <p><i>2.1. Opening of 5 healthcare-education centres</i></p> <p><i>2.2. Developing 5 specific healthcare education programmes</i></p> <p><i>2.3. Lectures once a month on given programmes in 20 places with increased involvement of Roma population</i></p>	<p>2.1. Number of operational education centres</p> <p>2.2. Number of specific healthcare education programmes delivered</p> <p>2.3. Number of places where healthcare education is delivered once a month on regular basis</p>				On-going 2005-2015

HEALTHCARE ACTION PLAN

3. Promoting preventive healthcare measures to improve the health of Roma					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data	Cross cutting issues	Deadline/Time Frame
Decreasing the risk factor of infectious diseases and addictions by 10% 3.1. Establishing expert teams within the Ministry of Health to develop, publish and disseminate healthcare education promotional material 3.2. Developing a programme with methodology to promote healthcare education by the expert team 3.3. Dissemination of promotional material	Decreased number of specific infectious diseases and addictions 3.1. Expert teams operate regularly/number of meetings, adopted decisions, conclusions				On-going 2005-20015
4. Affirmative approach towards Roma students in medical schools and faculties					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data	Cross cutting issues	Deadline/Time Frame
4.1. Establishing a group within the Ministry of Education to determine the enrolment quota 4.2. Promotion of entry criteria, quotas and enrolment policies for secondary schools and faculties by means of informative sessions in 20 places with greater concentration of Romas	4.1. Regular meetings of the group – adopted decisions and conclusions 4.2. Number of NGOs promoting the conclusions, quota decisions and enrolment policies				On-going 2005-20015

HEALTHCARE ACTION PLAN

1.4. Healthcare regulation and administration

1. Improving legal regulations					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data	Cross cutting issues	Deadline/Time Frame
Amending part of the legal regulations 1.1. Assessment of the current state of affairs 1.2. Financial effect estimate	Amended legal regulations 1.1. Amendments done 1.2. Assessment done 1.3. Conformity with the Constitution assessed				2005-2006
2. Improving administrative procedures					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data	Cross cutting issues	Deadline/Time Frame
2.1. Technical equipment for 30 regional units 2.2 Training 70 employees 2.2.2. Linking the MoH with MLSP and the Health Fund 2.3. Introducing healthcare cards 2.3.1. Technical preparation 2.3.2. Training 70 employees	2.1. Number of equipped regional units 2.2. Number of persons trained 2.2.1. Signed Memoranda of Understanding 2.2.2. Frequency of communication and information exchanged 2.3. Electronic healthcare card introduced 2.3.1. Technical preparation completed 2.3.2. Number of staff trained				2005 – 2011 2005-2007 2005-2007 2005-2015 2005-2007 2005-2007 2005-2007
3. Affirmative approach of employing Roma in the Healthcare sector					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data	Cross cutting issues	Deadline/Time Frame
Implementing equal representation 3.1. Roma employment in healthcare planned at 420 3.2. Coordination between education and employment	3.1. Number of newly employed Roma in healthcare 3.2. Achieved coordination between the Ministry of Education, Employment Agency and Ministry of Health				2005-2015

2. EDUCATION ACTION PLAN

EDUCATION ACTION PLAN

1. Greater inclusion of Roma population in all levels of the education system					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data	Cross cutting issues	Deadline/Time Frame
1.1. Consistent implementation of legal provisions (including compulsory primary education)	1.1. Rate of inclusion of Roma and non-Roma children and young people on all levels of the education system	National working group	Necessary data accessible to the Ministry of Education and the State Statistical Office	Gender data on inclusion/boys/men and girls/women	2005-2015
1.2. Creating conditions and promotion of adult education (including primary education for adults)	1.2. Number of adult Romas who completed primary education or other forms of adult education	National working group	As above	As above	2005-2015
1.3. On-going information activities on education targeting Roma parents (on enrolment of children in primary education, campaigns etc.)	1.3. Rate of enrolment of Roma children in first grade	National working group	As above, plus reports from relevant NGOs	As above	2005-2015
1.4. Establishing a combined gymnasium and VET secondary school of appropriate quality in Suto Orizari	1.4. Opened secondary school in Suto Orizari; Number of students enrolled (Roma and non-Roma)	National working group	As above	As above	2005-2015
1.5. Enabling access to secondary education for young Roma students (meeting minimum standards)	1.5. Number of young Roma enrolled in secondary education; Number of young Roma who complete secondary education	National working group	As above	As above	2005-2010
1.6. Enabling access to higher education for young Roma students (meeting minimum standards, including quotas)	1.6. Number of young Roma enrolled in higher education; Number of young Roma who complete higher education	National working group	As above	As above	2005-2015
1.7. Enabling access to scholarships for Roma secondary and higher education students	1.7. Number of Roma students receiving scholarships	National working group			2005-2015
		National working group			2005-2015

EDUCATION ACTION PLAN

2. Reduced drop-out rate of Roma children on all levels of the education system					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data	Cross-cutting issues	Deadline/ Time Frame
2.1. Providing assistance and support for on-going quality monitoring with available resources of the community	Drop-out rates of Roma and non-Roma children at all levels of the education system	National working group	Necessary data accessible to the Ministry of Education and the State Statistical Office	Gender data on inclusion/boys/men and girls/women	2005-2015
2.2. Providing conditions for inclusion of all Roma children in the (future) compulsory pre-school education	Number of Roma students involved in assistance and support programmes for monitoring the education process	National working group	As above, plus reports from relevant NGOs	As above	2005-2015
2.3. Increasing the number of Roma parents in Parent's Boards in the schools	Enrolment rate of Roma and non-Roma children in pre-school education	National working group	As above	As above	2005-2015
2.4. Introducing compulsory annual school programmes for cooperation with Roma parents	Percentage of Roma parents in Parent Boards of schools (in relations to the Roma students in those schools)	National working group	As above	As above	2007-2015
2.5. Introducing compulsory annual school programmes to decrease stereotyping, overcome prejudices and improve mutual respect between the students of different ethnic communities	Number of schools that plan and implement annual programmes for cooperation with Roma parents	National working group	As above	As above	2005-2015
2.6. Providing assistance and support for Roma students in the learning process	Number of schools that plan and implement annual programmes to improve mutual respect between students from different ethnic communities	National working group	As above		2005-2015
	Number of Roma students supported	National working group			2005-2015

3. Strengthening the capacity of teaching staff and school management to identify and manage conflict situations provoked by lack of understanding culture-sensitive differences					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data	Cross-cutting issues	Deadline/Time Frame
3.1. Training of teachers on intercultural learning and respecting differences	Rate of success of Roma and non-Roma children in the schools (comparison of the average) Number of teachers trained in intercultural learning and respecting differences	National working group	Necessary data accessible to the Ministry of Education and the State Statistical Office	Gender data on inclusion/boys/ men and girls/women	2005-2015
3.2. Defining and implementing systems and mechanisms for: - motivating teachers from schools to take up a proactive and constructive approach towards differences and conflict situations that resultat from stereotypes and prejudices about the Roma population; - punishing and rejecting inappropriate behaviour and responses of teachers in schools resulting from stereotyping and prejudices about the Roma	Number of motivated (rewarded) teachers and school managements for proactive and constructive relations as referred to in activity 3.2 Number of punished (reprimanded) teachers and school managements for inappropriate behaviour and responses in terms of activity 3.2	National working group	As above	As above	2005-2015
3.3. Establishing a body within the Ministry of Education and Science to deal with interethnic intolerance and conflicts	Established body dealing with interethnic intolerance and conflicts; Number of cases processed by the body	National working group	Necessary data accessible to the Ministry of Education and the State Statistical Office	Gender data on inclusion/boys/ men and girls/women	2005-2015
3.4. Recommendation by the Ministry of Education and Science to introduce teaching material about Roma culture, tradition and history at the Pedagogical Faculty and other faculties involved in pre-service teacher training	Recommendation sent out	National working group	Ministry of Education and Science		2005

4. Increased number of appropriately educated Roma teachers					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data	Cross-cutting issues	Deadline/Time Frame
4.1. Establishing a study group in Roma language at the Pedagogical Faculties	Number of Roma teachers (graduated and employed) Study group operational; Number of enrolled Roma students at the Roma language groups	National working group	Necessary data accessible to the Ministry of Education and the State Statistical Office	Gender data on inclusion/boys/men and girls/women	2008
4.2. Providing access to scholarships for Roma students at Pedagogical faculties in the country as well as for students abroad studying at universities that do not exist in Macedonia (in line with the previous activity 4.1)	Number of Roma students on the Pedagogical faculties in the country receiving scholarships; Number of Roma students studying abroad at universities that do not exist in Macedonia (in line with the previous activity 4.1)	National working group	As above	As above	2005-2015
4.3. On-going in-service teacher training for Roma about the use of Roma language in the teaching process	Number of Roma teachers trained to use Roma language in the teaching process	National working group	As above	As above	2005-2015
4.4. Establishing a Department for Roma Studies	Roma Studies Department established; Number of students enrolled in Roma Studies	National working group	As above		2005-2015

3. HOUSING ACTION PLAN

3.1. Laws, regulations and advocacy

<i>Adopting laws and regulations to setup mechanisms to consult relevant communities affected by decisions.</i>					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data	Cross-cutting issues	Deadline/Time Frame
<p>1.1. <i>Analysis of regulations on civic participation in decision-making on local level and proposals for their amendments.</i></p> <p>1.2. <i>Respective harmonization of identified laws and regulations</i></p>	<p>1.1. To what extent were Romas, on the basis of the new regulations and mechanisms, addressed requests or were consulted as a community on national and local level.</p> <p>1.2. Percentage of Romas who clearly understand and apply laws</p>				<p>2005</p> <p>2005</p>
1. Affirmative action regulation					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data	Cross-cutting issues	Deadline/Time Frame
<p>2.1. <i>Identification of international and national legislation related to housing</i></p> <p>2.2. <i>Ratification of international regulations</i></p> <p>2.3. <i>Drafting regulations and their adoption</i></p>	<p>2.1. Amended or adopted housing laws</p> <p>2.2. Comparative study of the laws in other European countries.</p> <p>2.3. Number of resolved requests in relations to the newly adopted laws and regulations</p>				<p>2005</p> <p>2005</p> <p>2006</p> <p>in continuity</p>
2. Resolving the issue of illegal houses					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data	Cross-cutting issues	Deadline/Time Frame
<p>3.1. <i>Identification of laws and bylaws</i></p> <p>3.2. <i>Harmonization of laws and other regulations in the attempt to solve the issue of illegal houses</i></p>	<p>3.1. Harmonized laws and opportunity to legalize illegal houses</p> <p>3.2. Number of legalized illegal houses</p>				<p>2005 – 2015 in continuity</p>

3.2. Urban planning

3. Urban-planning of settlements predominantly inhabited by Roma					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data	Cross-cutting issues	Deadline/Time Frame
1.1. Screening current situation 1.2. Adopting urban plans in settlements predominantly inhabited by Roma 1.3. Continuous information provided to Roma communities about the adoption of urban plans	1.1. Number of reports from the screening 1.2. Number of urban plans adopted 1.3. Number of public announcements, submitted requests and positively resolved cases				2005 – 2015 in continuity
4. Legalization of illegal buildings where the conditions allow that					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data	Cross-cutting issues	Deadline/Time Frame
2.1. Support from the Government and the local authorities for lobby groups from Roma communities where Roma are not politically represented	2.1. Number of reports, prepared technical documentation and implemented projects for legalizing illegal buildings				2005 – 2015

3.3. Quality of living

1. Making it easier for Roma population to solve their housing problems					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data	Cross-cutting issues	Deadline/Time Frame
<p><i>1.1. Encouraging local authorities to solve housing problems of Romas</i></p> <p><i>1.2. Creating a special fund for solving Roma housing problems.</i></p> <p><i>1.3. Encouraging the construction of collective flats for social housing of Roma.</i></p> <p><i>1.4. Improving hygienic living conditions in Roma settlements</i></p> <p><i>1.5. Locating illegal dumps and cleaning up the area</i></p> <p><i>1.6. Organizing collection, transport and management of municipal waste.</i></p>	<p>1.1. Number of municipalities that implemented actions to resolve Roma housing problems</p> <p>1.2. Number of Romas who use funds from the special fund</p> <p>1.3. Number of Romas who received social flats.</p> <p>1.4. Number of actions, together with the municipal utilities, to improve the living conditions in Roma settlements</p> <p>1.5. Number of cleaned up dumps</p> <p>1.6. Regular collection of waste from Roma settlements</p>				2005 – 2015

HOUSING ACTION PLAN

2. Improving infrastructure in Roma settlements					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data	Cross-cutting issues	Deadline/Time Frame
2.1. Reconstruction of the current water-supply and sewage system in Roma settlements 2.2. Improving the quality of drinking water in the water-supply system 2.3. Planning and building a new water-supply and sewage system in Roma settlements 2.4. Reconstruction of the current road networks in Roma settlements 2.5. Planning and building a new road network in Roma settlements 2.6. Reconstruction of the current power supply and postal network in Roma settlements	2.1. Number of completed reconstructions of water-supply network in Roma settlements 2.2. Number of constructed drinking water-supply systems in Roma settlements 2.3. Number of constructed water-supply and sewage systems in Roma settlements 2.4. Length of reconstructed road network in Roma settlements 2.5. Constructed new street network in Roma settlements 2.6. The extent to which Roma can have access to the postal network so that they can use it				2005 -2010
3. Substandards - Decreasing the number of substandard homes					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data	Cross-cutting issues	Deadline/Time Frame
3.1. Identifying inappropriate housing conditions in Roma settlements. 3.2. Amendments of detailed urban plans in Roma settlements 3.3. Amendments of the Master Plan for Roma settlements. 3.4. Planning and building collective and individual social flats 3.5. Granting land for the construction of collective social flats for Roma	3.1. Adoption of legal regulations on minimum standards for living and identification of Roma settlements below minimum standards. 3.2. Number of adopted detailed urban plans 3.3. Number of adopted Master plans 3.4. Number of built collective and individual buildings. 3.5. Awarded locations for collective housing				2008 – 2010 2005 - 2015 2005 – 2015

3.4. Education

1. Using, adjusting or opening information centres					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data	Cross-cutting issues	Deadline/Time Frame
<i>1.1. Identifying the need for opening or using the current information centres</i>	Percentage of Romaa who use the services of the information centres in the field of housing.				2005 - 2006
<i>1.2. Equipping information centres</i>	Percentage of information provided				
<i>1.3. Training staff in information centres</i>					
2. Organizing information media campaigns following the adoption of new laws					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data	Cross-cutting issues	Deadline/Time Frame
<i>2.1. Every legislator-body should provide within its plans information campaigns</i>	Number of public debates on new laws of vital interest for Roma communities				2007 - 2015
<i>2.2. Determining adequate forms of informing according to local conditions</i>	Level of knowledge about the new regulations that rae directly related to Roma communities				
<i>2.3. Training and technical assistance to get the necessary documentation for building</i>	Number of Romas who managed to compile a set of documents on their own and who are informed about the way these documents can be obtained.				on-going

4. EMPLOYMENT ACTION PLAN

EMPLOYMENT ACTION PLAN

4.1. Information

1. Improving the level of information of Roma population from the field of employment					
Short-term goals/activities	Indicator Number of completed reconstructions of water-supply network in Roma settlements	Monitoring	Data -current and need for new data	Cross-cutting issues	Deadline/Time Frame
<p><u>1. Regular increase of coverage of Roma in programmes for counselling and preparing for employment</u></p> <p>1.1. Training staff for the Employment centres 1.2. Training on the rights and obligations of unemployed and employed persons 1.3. Practical training for unemployed 1.4. Cooperation with the business sector/mediation 1.5. Training on setting up own businesses</p> <p><u>2. Establishing local teams in municipalities with more than 500 unemplyed Romas to promote, inform and mediate their employment</u></p> <p>2. 1. Needs assessments: types of information and methodology 2.2. Preparing an approach towards unemployment Romas and appropriate measures 2.3. Developing promotional material on working opportunities 2.4. Establishing 7 local teams 2.5. Training local teams</p> <p><u>3. Enabling greater access to information by using new forms that are adequate for the needs and reality of the Roma communities</u></p> <p>3.1. Organizing direct meetings 3.2. Organizing Labour Force Fair</p>	<p>- Number of trained staff in Employment centres working with Roma related programmes</p> <p>- How many Romas faced problems in exerizing their rights and the rights of others:</p> <ul style="list-style-type: none"> - number of requests - number of compaints - regular registration <p>- Number of Romas who made use of training</p> <p>- Number of sucessful mediation for jobs (employed Romas)</p> <p>- Number of newly setup businesses and number of employments</p> <p>- Already developed methodology</p> <p>- Developed information strategy:</p> <ul style="list-style-type: none"> - measures - procedures <p>- Amount of available informative material for Roma communities</p> <p>- Number of local teams established</p> <p>- Number of trained members of local teams involved in programmes</p> <p>- Number of employed Romas</p> <p>- Number of new employments,</p> <p>- New businesses and concluded partnerships</p>	<p>National working group to transform itself into a Monitoring and Evaluation Team for the implementation of the Action Plan for Employment. The team's first activity will be to choose relevant methodology and draft a M&E Plan. Evaluation will also be done by an external evaluator</p>	<p>Ministry of Labour and Social Policy of RM</p> <p>Employment Agency of RM</p> <p>Ministry of Economy</p> <p>(using existing databases and creating new ones)</p>	<p>All proposed activities are based on the gender aspects, decreasing and eliminating negative discrimination, and poverty reduction of Romas in the Republic of Macedonia</p>	<p>2005 - 2006</p> <p>2005 -2015</p> <p>2005 -2015</p> <p>2008 - 2015</p> <p>2007 - 2015</p> <p>2006</p> <p>2006 - 2007</p> <p>2006 - 2015</p> <p>2008 - 2015</p> <p>2008</p> <p>2005 - 2015</p> <p>2010, 2012, 2014</p>

4.2. Education

1. Raising the level of education of Roma population and increasing their opportunities on the labour market					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data	Cross-cutting issues	Deadline/Time Frame
<p><u>1. Creating legal opportunities for completing primary education</u></p> <p>1.1. Registering Romas who haven't completed primary education</p> <p>1.2. Developing programmes for completing primary education</p> <p>1.3. Organizing teaching activities</p>	<p>Drafted document with the official number of Romas with incomplete primary education</p> <p>Drafted document /ANALYSIS/ on the conditions and opportunities within the existing legal framework and operational programme of the Ministry of Education</p> <ul style="list-style-type: none"> - Secured conditions, opportunities, premises and human resources - Number of lessons delivered 				<p>2005 - new balance every 2 years</p> <p>2005- 2006</p> <p>2006</p>
<p><u>2. Establishing regional education centres</u></p> <p>2.1. Informing unemployed Romas on the opportunities and benefits of acquiring certain qualifications</p> <p>2.2. Re-qualification programmes</p> <p>2.3. Specialized programmes</p>	<p>Number of Romas interested in re-qualification programmes</p> <p>Number of Romas re-qualified who are employed</p> <p>Number of developed and implemented re-qualification programmes for Roma</p> <p>Number of developed and implemented specialized re-qualification programmes for Roma</p>				<p>2006 - 2015</p> <p>2005- 2006</p> <p>2005- 2006</p>

EMPLOYMENT ACTION PLAN

2. Raising the level of knowledge and skills of the Roma population					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data	Cross-cutting issues	Deadline/Time Frame
<u>1. Establishing counselling business centres</u>	Number of Roma businesses registered as SMEs				2005 - 2015
1.1. Assistance in registering small and medium-sized businesses	Number of Romas who use credit lines				2005 - 2015
1.2. Information on conditions and means of using loans	Increased number (comparison of data) of successful Roma businessmen				2005 - 2015
1.3. Counselling services and seminars on successful management of companies	Drafted document /paper/ on the opportunities available within the existing legal framework as well as the current and future projects				
<u>2. Including Romas in existing and future projects as implementors</u>	Number of Romas trained in project management				2005, 2010
2.1. Taking stock on the available capacity	Number of lobby groups established				2006, 2008, 2010
2.2. Training selected persons					
2.3. Establishing lobby groups					2006 - 2015

4.3. Opportunities and the legal regulations

1. Implementation of legal provisions on equal representation of Roma (Framework Agreement)					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data	Cross-cutting issues	Deadline/Time Frame
<p><u>1. Monitoring on annual basis Roma employment in Public Administration</u></p> <p>a. Report on the number of Romas employed /research and analysis</p>	Drafting precise and comprehensive reports				2005-2015
2. Creating national programmes and regulations to increase Roma employment and involvement					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data	Cross-cutting issues	Deadline/Time Frame
<p><u>A. Benefits for employers:</u></p> <p>a.a) Overview of the existing legal framework for tax exemptions</p> <p>a.b) Creating new legal solutions</p> <p><u>B. Programmes for NGOs with an obligation to work on outreach activities for 5 years:</u></p> <p>b.a) Identifying relevant NGOs</p> <p>b.b) Determining regions</p> <p>b.v) Drafting 5-year programmes</p> <p>b.g) Creating databases</p> <p>b.d) Providing funds</p> <p>b.l) Coordination with all relevant organizations and institutions</p>	<p>Determining criteria on the basis of the overview</p> <p>Drafted legal solutions</p> <p>Selected NGOs, implementors and partners in implementation</p> <p>Selected 3 regions</p> <p>Drafted and adopted programme</p> <p>Operational databases and accessibility</p> <p>Secured 70% of the funds from donations, 30% national funds</p> <p>Network established</p>				<p>2005</p> <p>2006 - 2007</p> <p>2005 -2006</p> <p>2005 - 2006</p> <p>2005</p> <p>2006 - 2011</p> <p>2005</p>

EMPLOYMENT ACTION PLAN

3. Promoting Romas with limited chances on the local labour market within the local AP for employment and territorial employment agreements					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data	Cross-cutting issues	Deadline/Time Frame
<u>A. Benefits for employers at local level:</u>	Minimum 30% of the involved are Roma (on annual level)				2005 -2012
a.a) Involving unqualified Romas					
a.b) Involving Romas in agriculture	20% Roma involved in agricultural activities (on annual level)				2005 - 2015
a.c). Creating foreign investment programmes	Designed and adopted programme				2007
<u>B. Implementing measures for transforming unregistered businesses on local level:</u>					
a.a) Ovierview of transformation measures implemented up to date	Developed document - basis for further transformation of businesses of Roma				2005
a.b) Assessment of the effects on Roma	Drafted document - analysis of the effects				
a.c) Creating new legal souldtions	Drafted and adopted legal solutions				2005 - 2006
					2006 - 2007

EMPLOYMENT ACTION PLAN

4.4. Economy

1. Transformation of grey economy in Romas into a legal form of working					
Short-term goals/activities	Indicator	Monitoring	Data -current and need for new data	Cross-cutting issues	Deadline/Time Frame
<p><u>1. Providing programmes and projects for grant awards for employing Romas and Roma self-employment as an incentive for employers:</u> a.a) drafting projects from employers, NGOs, institutions, civic groups a.b.) lobbying donors and advocating for grants a.c.) On-going communication with World Bank and other donors</p>	<p>Number of employed Romas following the implementation of such projects</p> <p>Number of persons employed, number of approved projects, amount of funds</p>	<p>National working group to transform itself into a Monitoring and Evaluation Team for the implementation of the Action Plan for Employment. The team's first activity will be to choose relevant methodology and draft a M&E Plan. Evaluation will also be done by an external evaluator</p>	<p>Ministry of Labour and Social Policy of RM</p> <p>Employment Agency of RM</p> <p>Ministry of Economy</p> <p>(using existing databases and creating new ones)</p>	<p>All proposed activities are based on the gender aspects, decreasing and eliminating negative discrimination, and poverty reduction of Romas in the Republic of Macedonia</p>	2005 - 2015
<p><u>2. Overall support of SMEs and family businesses by means of financial, educational and information activities:</u> a.a) organizing debates on family businesses and SMEs in towns</p>	<p>Number of debates, participants, family businesses and SMEs</p>				2005 - 2015
<p><u>3. Employing one Roma person in local Employment agencies</u> a.a) raising funds from donors for a test period of 1 year a.b.) interviews to identify potential candidates</p>	<p>Number of employed in local Employment Agencies</p> <p>- Number of interviews</p> <p>- Number of candidates</p> <p>Number of AP and employed Romas</p>				2007 - 2015
<p><u>4. Developing Decade Action Plans for Employment</u> a.a) Discussions with local authorities a.b) establishing a team to participate in planning, implementation and monitoring of the local Action</p>	<p>Quality and quantity of the activists who participate in the team</p>				2006
					2005 - 2015

DECADE OF ROMA INCLUSION – REPUBLIC OF MACEDONIA

<p>Plan</p> <p><u>5. Establishing a business lobby group:</u> a.a) regular meetings with Roma businessmen</p> <p>a.b) establishing structure of the business lobby group</p> <p>a.c) activities of the business lobby group</p>	<p>Results from the meetings, number of participants</p> <p>Number of established structures of the lobby group</p> <p>Number and recordkeeping of lobbying activities, meetings with donors and banks</p>				<p>2005 - 2006</p> <p>2005</p> <p>2006 - 2007</p> <p>2005 - 2015</p>
--	--	--	--	--	--