

REPUBLIC OF BULGARIA

**NATIONAL ACTION PLAN**

**ROMA INCLUSION DECADE 2005-2015**

| Goals  | Targets   | Activities  | Responsible authority | Timeline    | Financing                        |   | Indicators  |
|--|---|---|-----------------------|-------------|----------------------------------|---|---|
|  |   |   |                       |             | Funds                            | Sources                                       |   |
| <b>1. PRIORITY AREA: EDUCATION</b>   |   |   |                       |             |                                  |   |   |
| 1. Guarantee the right to equal access to quality education to children and pupils from the Roma ethnic minority | 1.1.Ensure legal guarantees for equal integration and institutional mechanism for the adequate integration of Roma children through amendments to the legal basis | 1.1.1. Review of the legal basis of the education system, as well as the national legislation as a whole; development of proposals for amendments.  | CoM; MES              | 2005 – 2006 | No additional funding necessary* | State budget                                  |   |
|  |   | 1.1.2. Review and amendments to the legal basis on municipal level  | Municipalities        | 2005-2006   | No additional funding necessary* | State budget                                  |   |
|  |   | 1.1.3. Setting up of a specialized department at the MES, in charge of the coordination, the ongoing monitoring and the evaluation of the implementation of the Strategy for integration of children and pupils from ethnic minorities and the Action plan, incl. the Action plan for the Decade. | MES                   | 2005        | No additional funding necessary* | State budget                                  |   |
|  |   | 1.1.4. Setting up of a Centre for educational integration of children and pupils from ethnic minorities   | MES                   | 2005        | BGN 1 000 000                    | State budget                                  | Number of schools and kindergartens in which educational integration is successfully realised |
|  |   | 1.1.5. Setting up of a Specialized fund for educational integration of children and pupils from ethnic minorities and preparation of a Regulation on its functioning.   | CoM, MES              | 2005-2006   |                                  | From the Republican budget and under projects | Adopted Law on a specialized fund and a Regulation on its application.                        |
|  |   | 1.1.6. Development and implementation of projects in line with the Decade National Action Plan  | MES                   | 2005-2015   |                                  | Under projects                                | Improved quality of the educational process   |

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|   |  | 1.1.7. Inclusion of provisions in the regulations of kindergartens, schools and supplementary units, as well as clauses in the job descriptions of school personnel, aimed at ensuring tolerance towards Roma children and creating appropriate school environment.  | Municipalities   | 2005-2006  | No additional funding necessary* | State budget |   |
|   |  | 1.1.8. Opening semi-boarding school forms of education in the receiving schools and supply with resources the semi-boarding school groups (SBSG) in compliance with the requirement for quality education provision.   | Municipalities   | 2005 –2008 |                                  | State budget | Number of semi-boarding school groups /SBSGs/ formed  |
| 1.2. Desegregation of schools and kindergartens in the detached Roma quarters |  | 1.2.1 Development of municipal programmes and action plans, incl. budgets, for educational integration of the children and pupils. Development of timetable for desegregation of schools and kindergartens in the detached Roma quarters.  | Regional Inspectorates on Education (RIE) in cooperation with municipalities | 2005-2007  | No additional funding necessary* | State budget | Number of developed municipal programmes and plans    |
|   |  | 1.2.2 Identification of receiving schools and kindergartens, to which the children from the desegregated schools will be directed.   | RIE in cooperation with municipalities                                       | 2005-2007  | No additional funding necessary* | State budget | Number of integrated kindergartens and schools        |
|   |  | 1.2.3. Desegregation of the detached kindergartens and schools through: <ul style="list-style-type: none"> <li>• Moving the children out of the Roma quarters and closing the segregated schools and kindergartens. The necessary transportation will be provided taking into consideration the parents' preferences.</li> <li>• Adequate integration and inclusion of Roma children in a multi-ethnic environment.</li> </ul> | MES, RIE in cooperation with municipalities                                  | 2005-2015  |                                  | State budget | Number of closed segregated kindergartens and schools |

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|   |   | 1.2.4. Delivery of textbooks and educational aids for preparatory, first, second and third grade, curriculum development, capacity building and improved material base in desegregated schools. | MES, NCCEDI in cooperation with the municipalities | 2006-2009                        | € 1 148 213    | Phare programme 2003, Multi-annual planning under Phare programme 2004-2006, State budget    | Improved quality of the educational process;<br>Improved material base in schools and kindergartens |
| 1.3. Creation of conditions for equality and adaptation of the Roma children and pupils within the new educational environment. | 1.3.1. Moving the children who do not meet the requirements for enrollment out of these schools. Provision of education to these children in mainstream or professional schools.            | MES, RIE in cooperation with municipalities   | 2005-2009  |                                  | State budget   | Number of pupils that were moved from segregated educational institutions to integrated ones |   |
|   | 1.3.2. Transformation of auxiliary schools  | MES, RIE in cooperation with municipalities   | 2005-2009  |                                  | State budget   | Number of transformed or closed schools and kindergartens                                    |   |
|   | 1.3.3. Exercise control on the enrollment process in the auxiliary schools in cooperation with NGOs with the aim to avoid the enrollment of children without disabilities.                  | MES, RIE in cooperation with municipalities   | 2005-2015  | No additional funding necessary* | State budget   |  |   |
|   | 1.3.4. Exercise control on the receiving kindergartens and schools to avoid segregated groups and classes.  | MES, RIE in cooperation with municipalities   | 2005-2015  | No additional funding necessary* | State budget   |  |   |
|   | 1.3.5. Specialized activities of the school psychologists and pedagogical advisors aimed at facilitating the adaptation of the Roma children and pupils to the new educational environment. | MES, RIE in cooperation with the directors of the kindergartens and schools   | 2005-2015  | No additional funding necessary* | State budget   |  |   |
|   | 1.3.6. Implementation of activities in the kindergartens and schools aimed at developing positive attitudes towards the educational integration of the Roma children.                       | MES, RIE in cooperation with directors, Boards of trustees and NGOs   | 2005-2015  |                                  | Under projects |  |   |

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|  |  | 1.3.7. Organizing seminars and other training forms for parents with the aim to overcome negative stereotypes and develop tolerant interrelations.                                  | MES, RIE in cooperation with municipalities, schools and NGOs | 2005-2015 |  | From the Republican budget and under projects  | Number of seminars for teachers' adaptation to teach in integrated environments and for increase of sensitivity to diversities; other forms of further qualification held |
|  |  | 1.3.8. Training and employment of assistant teachers in the receiving kindergartens and schools with the aim to ensure better adaptation of the children and pupils of Roma origin. | MES, HEI in cooperation with municipalities                   | 2005-2015 |  | State budget<br>Phare programme 2003<br>Multi-annual planning under Phare programme 2004-2006, phase 1 | Number of assistant teachers employed.  |
|  |  | 1.3.9. Elaboration and establishment of a National Information and Monitoring System  | MES, NCCEDI   | 2007-2008 |  | Multi-annual planning under Phare programme 2004-2006, phase 3<br>State budget                         |   |
|  |  | 1.3.10 Create conditions for social integration of young Roma through supporting them to get higher education   | MES, NCCEDI   | 2006-2007 |  | Phare programme 2004-2006, phase 1;<br>National co-financing;<br>Under projects                        | Number of young Roma admitted at universities and colleges after attending preparatory targeted courses   |

|   |  |  |             |           |                                  |   |   |
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|   |  | 1.3.11 Development of a grant scheme to support the education of Roma students in the higher institutes  | MES, NCCEDI | 2006-2008 |                                  | Phare programme 2004-2006, phase 3; National co-financing | Number of young Roma receiving educational grants   |
| 2.Preservation and development of the cultural identity of the children and pupils from the Roma ethnic minority. | 2.1. Ensuring the educational conditions and resources, needed for the process of integration of the Roma children and pupils and for the development of their cultural identity.          | 2.1.1. Establishment of an electronic library and maintenance of an information database at the MES, including materials on intercultural learning, human rights, bilingual training and native language learning.                   | MES         | 2005-2015 | No additional funding necessary* | State budget  |   |
|   |  | 2.1.2. Ensuring appropriate conditions for learning Roma native language   | MES         | 2005-2007 | BGN 2 500                        | State budget  | Number of children, studying Roma language  |
|   |  | 2.1.3. Development of school curricula in Roma language.   | MES         | 2005-2006 | No additional funding necessary* | State budget  | Developed school curricula in Roma language   |
|   |  | 2.1.4. Development and endorsement by MES of textbooks and school aids in Roma language.   | MES         | 2005-2007 |                                  | State budget  | Approved textbooks in Roma language and other school aids for the two stages of the primary education |
|   | 2.2. Ensuring the necessary pedagogical and administrative staff for the implementation of programmes in intercultural learning, human rights, principles and values of the civil society. | 2.2.1. Development of a proposal for introduction and accreditation of a specialty "Romanology" at the level of the education-qualification degrees "Specialist", "Bachelor" and "Master" at the Higher Education Institutions (HEI) | HEI         | 2005-2009 | No additional funding necessary* |   | Number of HEIs, having introduced the specialty   |
|   |  | 2.2.2. Introduction of specializations in Roma language and culture into the specialties within the professional domains   | HEI         | 2005-2009 |                                  | State budget  | Number of specializations on "Roma language and culture" at HEI                                       |
|   |  | 2.2.3. Development and endorsement of school curricula and programmes for additional professional qualification of teachers in Roma language   | MES, HEI    | 2005-2009 |                                  | Under projects  |   |

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|   |  | .2.2.4. Organization of courses for acquisition of additional professional qualification in Roma language and culture by teachers.  | MES, HEI  | 2005-2008 | BGN 45 000 /BGN 11 250 per year/;<br>BGN132 000 | State budget<br><br>Municipal budgets | Courses on “Roma language and culture” held                    |
|   |  | 2.2.5. Organization of courses for professional qualification of pedagogical advisors and psychologists in work with Roma children and parents.   | MES, HEI  | 2005-2015 |   | State budget and under projects       | Courses held   |
|   |  | 2.2.6. Annual organization of forums on topical problems related to training in multicultural and bilingual environment   | MES, HEI  | 2005-2015 |   | State budget and under projects       |  |
| 3. Creation of pre-requisites for successful socialization of Roma children, pupils and youths.           | 3.1. Taking back to school and keeping in the educational system of drop-out pupils. | 3.1.1. Implementation of different forms of work with parents, keeping their children away from the kindergarten or the school. Development of a programme for joint work of the Municipalities and the institutions from the mainstream educational system with representatives of the Roma community. | MES, RIE, EA, SAPC in cooperation with municipalities, NGOs and Board of trustees | 2005-2009 |   | Under projects                        |  |
|   | 3.2. Professional realization and social integration of Roma youths                  | 3.2.1. Development and introduction into the professional schools of a programme “Second chance”, aimed at professional training and education of young people from Roma origin.  | MLSP, MES in cooperation with municipalities and NGOs                             | 2005-2015 |   | Under projects                        | Number of Roma youths, having received professional education. |
| 4. Transformation of the cultural diversity into a source of and a factor for knowledge of each other and | 4.1. Promotion of the Roma culture and traditions.                                   | 4.1.1. Activities, aimed at getting to know the different ethno cultures, etc. Organization of competitions on Roma topics.   | MES, RIE, MC, MYS in cooperation with NGOs, schools and municipalities            | 2005-2015 |   | State budget and under projects       |  |
|   |  | 4.1.2. Organizations of fests of the Roma traditions and folklore.  |   |           |   |                                       |  |

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| spiritual development of the young people. Establishment of an atmosphere of mutual respect, tolerance and understanding.                          |  | 4.1.3. Organization of multicultural schools for children and parents.   |                            |           |                                  |                                 |  |
|  |  | 4.1.4. Organising of seminars for 20 training teams, who will provide training for pedagogical staff in intercultural education and human rights   | MES, RIE                   | 2005-2006 | BGN 7 200                        | State budget                    | 20 training teams formed (20x2 trainers) |
| 5. Formation of appropriate social-psychological climate, favorable for the educational integration of children and pupils from the Roma minority. | 5.1. Improving the attitudes towards the Roma ethnos in the school community | 5.1.1. Review of the available textbooks and school aids for 4-12 grade and publication of new ones, in which the Roma culture is presented.   | MES                        | 2005-2009 | No additional funding necessary* | State budget                    |  |
|  |  | 5.1.2. Extracurricular and out-of-school activities:<br>1) Preparation of a calendar of the Roma ethno cultural holidays during the school year, in accordance with the specifics of the area;<br>2) Organization of discussion clubs on Roma and intercultural issues;<br>3) Organization of school newspapers, school radio or internet site on Roma and intercultural issues and tolerance;<br>4) Thematic excursions for getting acquainted with the Roma ethno culture;<br>5) Organization of competitions in native Roma language; | Schools and municipalities | 2005-2015 |                                  | State budget and under projects |  |



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|  | 5.2. Promotion of the ideas and the priorities of the Roma Inclusion Decade among the general public through the media, through national and regional forums. |  | NCCEDI, DEDI at CoM; MES | 2005-2015 |  | State budget and under projects |  |
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\*The necessary funding for salaries and additional personnel costs allocated in the MES budget are not indicated here.

| Goals   | Targets  | Activities   | Responsible authority  | Timeline    | Financing |   | Indicators  |
|---|--|--|--|-------------|-----------|---|---|
|   |  |  |  |             | Funds     | Sources   |   |
| <b>2. PRIORITY AREA: HEALTH CARE</b>  |  |  |  |             |           |   |   |
| <b>Strategic goal:</b> Reduction of mortality and morbidity and suspension of negative trend in the health status of the Roma population. |  |  |  |             |           |   |   |
| 1. Reduction of infant mortality  | 1.1. Early registration and observation of pregnant women throughout the pregnancy period and timely hospitalization of lying-in women | 1.1.1. Mediators active support for General Practitioner's efforts in screening women within the fourth month pregnancy by registering, obstetrician consultation and timely hospital entry for delivery     | General practitioners  | 2005 – 2015 |           |   | Pregnant women screening through examination and consultation with gynecologist within the fourth month of pregnancy and timely hospitalization of lying-in women as minimum 75% of women |
|   |  | 1.1.2. Realization of gynaecological examinations and consultations in health centers (incl. in mobile ones) functioning near areas with compact Roma population.  | National Health Insurance Fund /NHIF/, experts in obstetrics and gynecology, GPs | 2005 – 2008 |           | PHARE Multi-annual Programme 2004 – 2006, phase 1                   | Number of factual examinations and consultations  |
|   |  | 1.1.3. Provision of possibilities for ambulance access to houses of women in labour for their timely transportation to the specialized medical institution.  | MRDPW in cooperation with municipalities   | 2005 – 2015 |           |   | % of women in labour, transported to medical institutions by ambulances   |
|   | 1.2. Reduction of pregnancy cases amidst teenagers and kindred marriages   | 1.2.1. Conduct of lectures targeted to young people and their parents regarding the preventive methods from unwanted and early pregnancy, early pregnancy risks for the mother and child, kindred marriages. | Mediators, SACP, GPs   | 2005 – 2015 |           | Donor programmes, PHARE Multi-annual Programme 2004 – 2006, phase 1 | Number of cases of early birth giving;<br>Number of cases of kindred marriages;<br>Number of early age abortions  |

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|   |   | 1.2.2. Conduct of genetic and selective screening and prenatal diagnostics – after getting an informed agreement and adhering to the principle of confidentiality.                           | MH and NHIF, GPs                                | 2005 – 2015 |             | State budget and Donor programmes                               | Frequency of genetic diseases; Number of prenatal diagnostic analyses                      |  |
|   |   | 1.2.3. Organization of consulting offices in the areas of predominating Roma population on the issues of family planning, ways of prevention of sexually transmitted infections.             | MH in cooperation with municipalities and NGOs  | 2005 – 2015 |             | State budget, PHARE Multi-annual Programme 2004 – 2006, phase 1 | Number of operational consulting rooms opened  |  |
|   |   | 1.2.4. Carry out lectures, discussions, film shows regarding the specificity of puberty and the sexually transmitted infections for 5-8 grade students and youths, dropped off school        | MH, Hygiene Epidemiologic Inspection, GPs       | 2005 - 2015 |             | State budget, Multi-annual Programme 2004 – 2006, phase 1       | Number of early age pregnancies; Number of people affected by sexually transmitted disease |  |
| 2. Improvement of health care of newborns and children under school age | 2.1. Timely registration of newborn babies and children at the General Practitioner   | 2.1.1. Accelerate the activity of the mediators for tracing children unregistered at the General Practitioner and clarifying the importance of their registration before the parents.        | Mediators                                       | 2005 - 2015 |             | Donor programmes  | % of children, registered at the General Practitioner                                      |  |
|   | 2.2. Broaden the vaccination range as per the National Immunization Calendar for newborn and children under age of 7 years. | 2.2.1. Carry out discussion and lectures with young mothers on the importance of immunization and their motivation for its regular implementation as per the National Immunization Calendar. | MH, Hygiene Epidemiologic Inspection, mediators | 2005 - 2015 |             | State budget, Donor programmes                                  | % of immunized out of liable to immunization   |  |
|   |   | 2.2.2. Demonstration of audio and video clips on the importance of immunizations   | MH, Hygiene Epidemiologic Inspection            |             | 2005 – 2015 |   | State budget   | % of immunized out of the liable to immunization |
|   |   | 2.2.3. General Practitioner's active tracing back of newborn babies in domestic conditions and immunization with vaccines appropriate for their age.   | General practitioners, mediators                |             | 2005 – 2015 |   |  | % of immunized out of liable to immunization     |

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| 3. Improvement of preventive activities amidst Roma population | 3.1. Widen the vaccination range of Roma population as per the National Immunization Calendar | 3.1. Carry out educational campaigns on the necessity of vaccination of the population by compulsory immunizations as per the National Immunization Calendar   | MH, Hygiene Epidemiologic Inspection, GPs, mediators                     |                               |  | State budget, Donor programmes  | Achievement of the country average range of immunization for the Roma population  |
|  |   | 3.1.2. Disseminate information on the activities of HEI immunization offices via electronic media  | MH - Hygiene Epidemiologic Inspection                                    | 2005 - 2015                   |  | State budget  | Share of immunized children (as percentage of those liable to immunization)   |
|  |   | 3.1.3. Carry out population immunization campaigns focused on children of incomplete immunization status   | MH - Hygiene Epidemiologic Inspection, Regional Health Center /RHC/, GPs | 2005 – 2015                   |  | State budget, Donor programmes  | Share of immunized children (as percentage of those liable to immunization)   |
|  |   | 3.1.4. Carry out immunization against hepatitis A and hepatitis B aimed at Roma population risk groups (for people born before 1992.).   | MH, RHC, NCCEDI, GPs   | 2005 – 2015                   |  | Donor programmes<br>Phare programme 2003  | Number of individuals vaccinated with antihepatitis vaccine   |
|  |   | 3.1.5. Carry out epidemiologic researches of immunization coverage of Roma children in line with the internationally adopted methodology (Research of nidus under the methodology 7X7)   | MH – Hygiene Epidemiologic Inspection, mediators                         | 2005 г.<br>2010 г.<br>2015 г. |  | State budget, Donor programmes  | % of immunized out of those liable to immunization  |
|  | 3.2. Better coverage of Roma population with preventive examination                           | 3.2.1. Conduct of screening researches in areas with predominating Roma population aiming at prevention and diagnostics and timely treatment of tuberculosis, mammary gland cancer, cervix cancer, cardiovascular diseases and other disease characteristic of the settlement. | MH, GPs, Mobile units  | 2005 – 2015                   |  | State budget, Donor programmes, Multi-annual Phare Programme 2004 – 2006, phase 2 | Number of people covered by screening research; Level of tuberculosis morbidity, oncological diseases, cardiovascular diseases amidst Roma population |

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|   |   | 3.2.2. Conduct of chemoprophylaxis for people sociable with tuberculosis ill people   | MH, GPs  | 2005 – 2015 |                               | State budget<br>Donor<br>programmes   | Share of sociable<br>people treated with<br>chemoprophylaxis   |
|   |   | 3.2.3. Delivery of: 5 mobile units for preventive healthcare services, 2 mobile flourographs, 2 preventive care units equipped with mobile digital X-ray devices, 2 mammography units, 2 ultrasounds units (cancer screening), 4 paediatric and 4 genecology units, and other specialized healthcare devices. | MH, NCCEDI   | 2006-2008   | € 5 156 070<br><br>€1 712 565 | 2003 Phare<br>project and<br>Multi-annual<br>Phare<br>Programme<br>2004 – 2006,<br>phase 1,2&3<br>national co-<br>financing |  |
|   |   | 3.2.4. Conduct of preventive examination on the spot in the areas predominantly inhabited by Roma population by mobile units with specialized equipment.  | MH, mediators,<br>GPs, NHIF                                  | 2005 – 2015 |                               | State budget,<br>2003 Phare<br>programme<br>Multi-annual<br>Phare<br>Programme<br>2004 – 2006,<br>phase 2&3                 | Number of people<br>covered by<br>prophylactic<br>examination  |
|   |   | 3.2.5. Conduct of educational campaign on the importance of the preventive examination amidst Roma population   | MH – RHC, GPs<br>in cooperation<br>with NGO and<br>mediators | 2005 – 2015 |                               |   | Reduction of<br>morbidity rate<br>among Roma<br>population   |
|   |   | 3.2.6. Conduct of purposeful preventive activities for Roma population being a risk group as per the national and regional preventive programmes  | MH, GPs, NHIF  | 2005 – 2015 |                               | State budget,<br>Donor<br>programmes  | Reduction of<br>morbidity among<br>Roma population   |
| 4. Increase of health awareness and level of information of the Roma population | 4.1. Education of the Roma population about their rights and obligation as patients | 4.1.1. Providing information to the Roma population on their health insurance rights and obligations as patients  | Mediators, GPs   | 2005 – 2015 |                               | Donor<br>programmes   | % Roma people,<br>observing their<br>obligations in their<br>capacity of health<br>insured individuals |
|   |   | 4.1.2. Organization and conduct of health and informational events at detached Roma quarters on specific issues   | GPs  | 2005 – 2015 | BGN 5 000<br>per year         | State budget,<br>Donor<br>programmes  |  |

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| 4.2. Training of the Roma population on prevention from the most frequent diseases | 4.2.1. Organization and conduct of campaigns for the introduction of prevention methods against most widely spread contagious and non-contagious diseases (with focus on cardiovascular diseases)  | MH – RHC, mediators and GPs                            | 2005 – 2015 | BGN 10 000 per year | State budget, Donor programmes | Reduction of infectious and non-contagious diseases frequency among Roma population       |
|  | 4.2.2. Increased number of radio and TV health programmes focused on prophylactics   | MH – RHC, in cooperation with public and private media | 2005 – 2015 | BGN 5 000 per year  | State budget, Donor programmes |   |
|  | 4.2.3. Development and broadcasting of audio and video clips on health subjects addressed to Roma population   | MH – RHC, in cooperation with public and private media | 2005 – 2015 | BGN 5 000 per year  | State budget, Donor programmes |   |
|  | 4.2.4. Periodical conduct of lectures, carried out by health experts and mediators dealing with the harm of the most widely- spread risk factors – smoking, alcohol abuse, drug abuse, hypertonia and the advantages of healthy life style | MH – RHC, in cooperation with public and private media | 2005 – 2015 |                     |                                | Decreased frequency of risk factors   |
|  | 4.2.5. Purposeful introduction of health education in schools of predominant Roma population areas in the Period of the class or introduction of a special Free Choice Subject or Obligatory Choice Subject.                               | MES, MH  | 2005 – 2015 |                     | State budget, Donor programmes | Share of Roma youth aware of the health issues, following healthy lifestyle behaviour     |
|  | 4.2.6. Stimulation of extra curriculum activity focused on health education of Roma children- clubs, scout groups, sports sections   | MYS in cooperation with municipalities and NGOs        |             |                     | State budget, Donor programmes | Number of students involved in extra curriculum activities of health education and sports |

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|   | 4.3. Training of mediators focused on the most frequent diseases amidst Roma population              | 4.3.1. Periodical conduct of mediators' training carried out by qualified medical experts  | MH-RHC in cooperation with mediators and GPs   | 2005 – 2015 |             | State budget Donor programmes, Phare programme 2003, Multi-annual Phare Programme 2004- 2006, phase 2&3 | Number of health mediators trained                                   |  |
|   |  | 4.3.2. Implementation of curriculum for mediators' training and its introducing it in the medical colleges   | MH in cooperation with the medical colleges  | 2005-2015   |             | State budget Donor programmes   | Number of mediators trained in the new curriculum                    |  |
|   |  | 4.3.3. Providing of professional realization to the mediators  | MLSP, MH in cooperation with municipalities  | 2005 – 2015 |             | State budget Donor programmes   | Number of health mediators employed                                  |  |
| 5. Improvement of access to health services | 5.1. Bringing the practices of primary and specialized aid to areas with predominant Roma population | 5.1.1. Opening and equipping primary health care centres in areas predominantly inhabited by Roma. Provision of condition for attracting cardiologists, pediatricians and specialists in pulmonary diseases for scheduled work in the health centers | Municipalities, NGOs   | 2005 – 2015 |             | State budget Donor programmes   | Number of practices opened in areas with predominant Roma population |  |
|   |  | 5.2. Increase the number of ambulances with high road ability in Emergency Medicine Centres  | 5.2.1. Investigation of the need in ambulances of high road ability for certain areas          | MH          | 2005        |   | State budget, Donor programmes                                       | Defined needs of ambulances of high road ability |
|   |  |  | 5.2.2. Purchase of equipment for ambulances of high road ability in Emergency Medicine Centres | MH          | 2005 - 2010 |   | State budget, Donor programmes                                       | Number of purchased ambulances                   |
|   | 5.3. Effective communication training of the personnel working with Roma population aiming           | 5.3.1. Inclusion in the educational programmes of the medical universities and colleges by attending specialized classes /courses/ forming capabilities for work with the Roma community   | Medical universities and colleges  | 2005 – 2015 |             | State budget Donor programmes PHARE programme 2003  | Number of students trained and capable to work with Roma population  |  |

|  |  |  |   |             |  |   |  |
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|  | at strengthening the mutual trust  | 5.3.2. Conduct of seminars introducing the ethnic and cultural peculiarities of the Roma population aimed at the medical personnel | Medical universities and colleges   | 2005 – 2015 |  | State budget Donor programmes PHARE programme 2003; | Number of medical experts trained and capable to work with Roma population |
| 6. Assessment and monitoring of the health status of the Roma population | 6.1. Development and implementation of mechanisms of monitoring and assessment of the health status of the Roma population | 6.1.1. Conduct of purposeful sociological research in area of predominant Roma population.   | MH in cooperation with NGOs   | 2005 – 2015 |  | State budget Donor programmes                       | Number of Roma health status monitoring researches and surveys implemented |
|  |  | 6.1.2. Conduct of qualitative research with focus groups.  | MH in cooperation with NGOs   |             |  |   | Number of researches carried out   |
|  |  | 6.1.3. Elaboration of monitoring mechanisms and development of information and monitoring system.                                  | MH  | 2007-2009   |  | Multi-annual Programme 2004- 2006                   | Roma health status monitoring system established and operational           |
|  |  | 6.1.4. Monitoring the efficiency of the effected measures for mortality and morbidity reduction amidst the Roma population.        | MH in cooperation with NGOs   |             |  |   |  |
|  |  | 6.1.5. Monitoring the objective health status of the Roma population   | MH in cooperation with NGOs   |             |  |   |  |
|  |  | 6.1.6. Provision of conditions of data collection about the morbidity and mortality rate amidst Roma population                    | MH National Statistic Institute /NSI/ National Center for Health Information /NCHI/ | 2006        |  | State budget, Donor programmes                      | Roma health status system of data collection established and operational   |



| Goals   | Targets   | Activities   | Responsible authority | Timeline    | Financing |              | Indicators                                    |
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|   |   |  |                       |             | Funds     | Sources      |   |
| <b>3. PRIORITY AREA: HOUSING</b>  |   |  |                       |             |           |              |   |
| <b>Strategic goal:</b> Sustainable improvement of the living conditions for Roma population in the Republic of Bulgaria.  |   |  |                       |             |           |              |   |
| <b>Challenges:</b>  |   |  |                       |             |           |              |   |
| <ul style="list-style-type: none"> <li>✚ Cooperation and coordination of the activities implemented by all participant – at state and municipal level and Roma NGOs in all the stages of the National Action Plan;</li> <li>✚ Effective coordination and cooperation between the governmental, non-governmental and municipal administrations and organizations;</li> <li>✚ Dissemination of information to the public incl. to all the stakeholders on the progress in the implementation of the National Action Plan;</li> <li>✚ Implementation of information and popularization programs for the opportunities for access to houses or/and housing credit among the Roma population</li> <li>✚ Providing of employment opportunities for Roma – short and long-term – in all the stages of the National Action Plan’s implementation</li> </ul> |   |  |                       |             |           |              |   |
| 1.Providing of opportunities for access to houses in compliance with the state standards in areas with predominant Roma population  | 1.1.Synchronizing the Decade Action Plan targets with the goals and priorities of the National Housing Strategy, National Regional Strategy and the National Development Plan | 1.1.1.Revision of enforced legislation on housing policy and its alignment with the set goal | MRDPW                 | 2005-2006r. |           | State budget | Revised and newly adopted acts of legislation |

|  |  |   |  |           |  |   |   |
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|  | 1.2. Inclusion of measures for the housing needs satisfaction and improvement of the housing conditions for Roma population as an integral part of the municipal development plans | 1.2.1. Implementation of programs related to the improvement of the living conditions of Roma population              | Municipalities                           | 2005г.    |  | Municipal budgets                                     | Number of development municipal plans elaborated, incl. in areas with predominant Roma population;<br>Number of programs explicitly targeting Roma population included in the municipal development plans |
|  |  | 1.2.2. Development and setting up of a National Information System for disadvantaged ethnic minorities housing issues | MRDPW in cooperation with municipalities | 2006-2008 |  | State budget, Phare programme 2002, Municipal budgets | An established National Information System for disadvantaged ethnic minorities housing issues   |
|  |  | 1.2.3. Zoning maps implementation and upgrading, elaboration of cadastral and urbanization plans                      | MRDPW in cooperation with municipalities | 2005-2010 |  | State budget, Phare programme 2002, Municipal budgets | Number of cadastral maps and plans developed and filed;<br>Number of detailed zoning maps elaborated.   |

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|  | 1.3. Improvement of existing and building of new adequate technical and social infrastructure for Roma | 1.3.1. Preparation of reports on the results from the completed evaluation on the existing houses and adjoining infrastructure in regions with predominant Roma population. These reports can be used for the elaborations of terms of reference to the detailed zoning maps projects. | Municipalities                                   | 2005-2007г. |  | Municipal budgets  | Number of elaborated and submitted reports on the conditions of the houses and their adjoining infrastructure in areas predominantly inhabited by Roma population |
|  |  | 1.3.2. Finding of solutions to the land ownership and illegal construction issues in areas with high concentration of Roma population based on the amendments in the respective legislation  | MJ, MRDPW, MF                                    | 2006-2012г. |  | State budget, Municipal budgets  | Number of legalized Roma houses which cover the respective technical and legal standards  |
|  |  | 1.3.3. Reconstruction and further building of existing technical and social infrastructure, and building of new one in areas inhabited by Roma population  | MRDPW, NCCEDI in cooperation with municipalities | 2005-2015г. |  | State budget, Municipal budgets, donor programs, Phare programme 2002, MAP Phare programme 2004-2006 | Reconstructed or rebuilt existing or/and new technical and social infrastructure in municipalities inhabited by Roma population, measured by specific indicators  |

|  |  |   |                           |             |  |                                      |   |
|--|--|---|---------------------------|-------------|--|--------------------------------------|---|
|  |  | 1.3.4. Defining of new terrains for house construction by the municipalities; implementation of cadastral maps, incl. on the basis of existing cadastral plans, land plans, etc.;<br>Implementation of detailed urbanization plans for them and building of technical and social infrastructure as a ground for housing construction. | Municipalities            | 2005-2012г. |  | Municipal budgets,<br>Donor programs | Number of Roma families which have been provided with the opportunity to build their own houses in regulated municipal plots which have the necessary infrastructure. |
|  |  | 1.3.5. Adoption and implementation of municipal housing programs and instruments for socially disadvantaged Roma families with an active participation of the Roma community.   | Municipalities            | 2005-2015г. |  | Municipal budgets                    | Number of Roma families covered by the social assistance programs   |
|  |  | 1.3.6. Organizing of information and educational campaigns among the Roma population on the opportunities for access to good quality houses and living environment.   | Roma NGOs, municipalities | 2005-2015г. |  | Donor programs,<br>Municipal budgets |   |

| Goals   | Targets   | Activities   | Responsible authority  | Timeline  | Financing |   | Indicators   |
|---|---|--|--|-----------|-----------|---|--|
|   |   |  |  |           | Funds     | Sources                                 |  |
| <b>4. PRIORITY AREA: EMPLOYMENT</b>   |   |  |  |           |           |   |  |
| 1. Improvement of the competitiveness of Roma population on the labour market, incl. in modern spheres of labour activity | 1.1. Improvement of the qualification and employability of unemployed Roma people | 1.1.1. Organizing of training courses for unemployed people such as:<br>a) motivation for active seeking of job opportunities;<br>b) professional orientation;<br>c) literacy;<br>d) professional qualification;<br>within the annual qualification programmes under the National Action Plan for Employment /NAPE/ and other plans. | MLSP, EA, ASA, MAF, MEW, MES in cooperation with the municipalities. | 2005-2015 |           | State budget, Donor programmes          | Number of Roma people who attended courses in:<br>1. In the period 2005-2007:<br>a) motivation-3 000;<br>b) professional orientation-3 000<br>c) literacy-1 000;<br>d)professional qualification - 4000;<br>2. In the period 2005-2010:<br>a) motivation-5 000;<br>b) professional orientation-4 000<br>c) literacy-2 000;<br>d)professional qualification - 6000;<br>3. In the period 2005-2015:<br>a) motivation-8 000;<br>b) professional orientation-6 000<br>c) literacy-3 000;<br>d)professional qualification – 10 000; |
|   |   | 1.1.2. Organizing of vocational training of Roma in construction skills  | NCCEDI, DEDI, UNDP, MLSP in cooperation with municipalities and      | 2004-2007 |           | 2002 Phare project, MAP Phare programme | Number of trained Roma who passed re-qualification programs – 1 000  |

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|  |   |   | NGOs   |           |  | 2004-2006   |  |
|  | 1.2. Providing of employment opportunities for those Roma people actively seeking for work                            | 1.2.1. Employment promotion through programs and measures employment in line with the Employment Promotion Act within the annual qualification programmes under NAPE and other plans. | MLSP, EA, MES, regional administrations in cooperation with municipalities and potential employers | 2005-2015 |  | State budget, Donor programmes                      | Number of Roma people employed:<br>1. In the period 2005-2007: 15 000;<br>2. In the period 2005-2010: 25 000;<br>3. In the period 2005-2015: 35 000.                                   |
|  |   | 1.2.2. Implementation of temporary employment programmes in the electricity distribution companies where debtors can pay off their debt through repair and construction works.        | MEER   | 2005-2006 |  | State budget  | Number of Roma people employed   |
|  | 1.3. Creation and providing of opportunities for retaining and improving the employment rates and carrier development | 1.3.1. Encouragement of employers to improve the qualification level of the labour force (within the annual qualification programmes under NAPE and other plans)                      | MLSP, EA, MES, municipal and regional administrations  | 2005-2015 |  | state budget, domestic and foreign donor programmes | Number of employed Roma, who attended on the job training courses:<br>1. In the period 2005-2007: 3 000;<br>2. In the period 2005-2010: 4 000;<br>3. In the period 2005-2015: 6 000.   |
| 2. Encouragement of entrepreneurship, start-up and management of own business activities | 2.1. Improvement of the entrepreneurship culture of Roma people   | 2.1.1. Organizing of motivation courses. (within the annual qualification programmes under NAPE and other plans)  | MLSP, EA, ME in cooperation with municipalities  | 2005-2015 |  | State budget, Donor programmes                      | Number of Roma who attended courses for business skills development:<br>1. In the period 2005-2007: 1 000;<br>2. In the period 2005-2010: 2 000;<br>3. In the period 2005-2015: 5 000. |
|  | 2.2.Supporting Roma   | 2.2.1. Training in  | MLSP, EA, ME,  | 2005-2015 |  | State budget,                                       | Number of Roma,  |

|  |   |   |  |           |           |                      |   |
|--|---|---|--|-----------|-----------|----------------------|---|
|  | individuals to start up their own family business | business management   | SIDA   |           |           | Donor programmes     | who attended the courses:<br>1. In the period 2005-2007: 1 000;<br>2. In the period 2005-2010: 2 000;<br>3. In the period 2005-2015: 5 000  |
|  |   | 2.2.2. Providing of business training and opportunities for the starting up of own business within the 'Business Support' component of the Phare Project Urbanisation and Social Development of areas with disadvantaged minority populations | NCCEDI, MLSP in cooperation with municipalities and UNDP | 2003-2006 | € 220 000 | Phare programme 2002 | Number of trainees involved in courses for business skills development;<br>Number of leasing contracts with Roma start-up businesses<br>Number of bank loans disbursed to Roma businesses |
|  |   | 2.2.3. Implementation of a joint programme by the Agriculture and Forestry municipal units for providing of consultant services to the small business in the field of agriculture and forestry  | MAF  | 2005-2006 |           | State budget         | Number and scope of implemented projects targeting the improvement of Roma businesses competitiveness and employment opportunities  |
|  |   | 2.2.4. Preparation of list of Roma who wish to receive land and to cultivate it; free of charge renting of land.  | MAF in cooperation with municipalities                   | 2005-2006 |           | State budget         | Number of Roma who were granted land for developing own agricultural production   |
|  |   | 2.2.5. Establishment of experimental pilot Roma farm co-operations and unions   | MAF in cooperation with municipalities                   | 2005-2006 |           | State budget         | Number of co-operations and unions established,<br>Number of Roma employed in them  |
|  |   | 2.2.6. Establishment of small family farms  | MAF in cooperation with municipalities                   | 2005-2006 |           | State budget         | Number of established farms,  |

|  |   |  |                                   |           |  |                                |  |
|--|---|--|-----------------------------------|-----------|--|--------------------------------|--|
|  |   |  |                                   |           |  |                                | employing Roma and/or belonging to Roma;<br>Number of Roma people employed in the established farms  |
|  | 2.3. Encouragement of the traditional Roma crafts development   | 2.3.1. Implementation of special programmes.   | MLSP, EA in cooperation with UNDP | 2005-2015 |  | State budget, Donor programmes | Number of Roma supported:<br>1. In the period 2005-2007: 500;<br>2. In the period 2005-2010: 1 000;<br>3. In the period 2005-2015: 1500                  |
| 3. Capacity building for Roma employment promotion.                            | 3.1. Improvement of the administrative services delivered to job-seekers and potential employers.   | 3.1.1. Organization of training courses in intercultural communication targeted to the labour offices employees.       | EA                                | 2005-2015 |  | State budget                   | Number of state employees trained in specific skills necessary to manage cultural and ethnic diversity challenges  |
|  |   | 3.1.2. Employment of Roma community representatives in the EA local structures in regions with compact Roma population | MLSP, EA                          | 2005-2015 |  | State budget                   | Number of employed Roma in the EA at local and national level  |
| 4. Fostering of the social and public dialogue in relation to Roma employment. | 4.1. Providing of support to Roma organizations who wish to implement initiatives and campaigns fostering the public dialogue in relation to Roma employment. | 4.1.1. Organizing of seminars, meetings, round tables, discussions, media campaigns.                                   | MLSP, EA                          | 2005-2015 |  | Donor programmes               | Number of implemented initiatives at local and national level fostering the public dialogue in relation to Roma employment<br>Coverage of the initiative |
|  | 4.2. Opening of NGOs cooperation and partnership centres.   | 4.2.1. Implementation of centre establishment projects   | MLSP, EA                          | 2005-2015 |  | Donor programmes               | Number of cooperation and partnership centres established  |



| Goals   | Targets  | Activities   | Responsible authority        | Timeline   | Financing  |                            | Indicators   |
|---|--|--|------------------------------|------------|------------|----------------------------|--|
|   |  |  |                              |            | Funds      | Sources                    |  |
| <b>5. PRIORITY AREA: PROTECTION AGAINST DISCRIMINATION AND GUARANTEEING OF EQUAL OPPORTUNITIES</b>  |  |  |                              |            |            |                            |  |
| 1. Improvement of the police officers work effectiveness in a multi-cultural environment, adhering to standards and regulations on human rights protections | 1.1.Improvement of police officers qualifications for working in a multi-ethnic environment  | 1.1.1. Organization of 20 one-week training courses with the topic 'Police officers work with people belonging to ethnic minorities'(1140 police officers will attend the training)  | MI                           | 2005       | BGL 36 460 | State budget               | Number of officers who attended the training for skills necessary for working in a multi-ethnic environment  |
|   |  |  |                              | 2006       | BGL 36 460 |                            |  |
|   |  | 1.1.2.On the job training of police officers in human rights protection and ethnic issues  | MI                           | 2005-2015  |            | State budget               | Number of conducted training events;<br>Number of trained officers possessing the skills necessary for working in a multi-ethnic environment               |
| 2. Encouragement of tolerant interethnic relation through sport initiatives   | 2.1. Implementation of programmes and projects aimed to the encouragement of tolerant interethnic relation between Roma and non-Roma young people      | 2.1.1. Organizing of a campaign called 'I want to be' in order to provoke sympathy towards young Roma people; Involving of prominent sportsmen to participate in the media campaign. | MYS in cooperation with UNDP | 2005 -2004 | BGN 15 000 | State budget and a project | Number of children – Roma and non-Roma, who participated in tolerance and interethnic relations campaign<br>Number of organized events within the campaign |
| 3. Increase of Roma people presence at all levels of the public administration  | 3.1. Increasing the number of employed Roma people in the public administration at a national and local level and improvement of the qualifications of | 3.1.1.Periodical training courses for the regional and municipal experts on ethnic and demographic issues  | CoM, NCCEDI                  | 2005-2015  |            | State budget               | Number of training courses preparing Roma for public administration employment   |

|   |  |  |                  |           |                              |              |  |
|---|--|--|------------------|-----------|------------------------------|--------------|--|
|   | those who are already employed.  |  |                  |           |                              |              |  |
|   |  | 3.1.2. Set-up and support of a database providing information on young Roma interested to work in Public Administration and open positions | NCCEDI, EA       | 2005-2015 |                              | State budget | Number of Roma people employed in the PA                         |
|   |  | 3.1.3. Implementation of active internship programme in government institutions and/or the NCCEDI for young Roma university graduates      | NCCEDI, MLSP, EA | 2005-2015 |                              | State budget | Number of Roma who worked under internships programmes in the PA |
| 4. Higher effectiveness of the social assistance system achieved through improvement of the social workers qualification to work in a multi-ethnic environment. | 4.1. Improvement of the skills and qualifications of social workers necessary to work in a multi-ethnic environment. | 4.1.1. Providing of training targeted to employees of the Social Assistance Directorates.  | MLSP, EA         | 2005-2015 | BGN 10 000 for the year 2005 | State budget | Number of courses held;<br>Number of social workers trained      |

| Goals  | Targets   | Activities   | Responsible authority  | Timeline  | Financing |                               | Indicators   |
|--|---|--|--|-----------|-----------|-------------------------------|--|
|  |   |  |  |           | Funds     | Sources                       |  |
| <b>6 PRIORITY AREA: CULTURE</b>  |   |  |  |           |           |                               |  |
| <b>Strategic goal:</b><br>Providing of conditions for the preservation of the Roma cultural identity and its developments as an intrinsic element of the national cultural identity. |   |  |  |           |           |                               |  |
| 1. Ensuring of sustainability and steadiness of the cultural integration   | 1.1. Gradual achievement of targets stipulated in the Culture section of The Framework Programme for Equal Integration of Roma in the Bulgarian Society (FPEIRBS) | 1.1.1. Amendments to the adopted by the MC strategy for implementation of the state policy on equal integration of Roma in the Bulgarian national culture in accordance with the FPEIRBS | MC, NGOs, RPCCD  | 2005-2015 |           | State budget                  | Adoption of the amended Strategy   |
|  |   | 1.1.2. Elaboration and implementation of programmes and projects for cultural and social integration of Roma people at a local level   | MC in cooperation with NGOs and the National Association of the Municipalities in the Republic of Bulgaria /NAMRB/ | 2005-2015 |           | State budget donor programmes | Number of projects implemented<br>Average budget of the projects implemented |
| 2. Development of ethnic minorities' cultures as a specific ones and as a part of the national one   | 2.1. Establishment of cultural and educational centres for artistic activities and additional education   | 2.1.1. Opening of new libraries, Internet clubs, artistic groups/clubs, courses and schools.   | MC in cooperation with NGOs  | 2005-2015 |           | State budget                  | Number of newly-established structures for cultural activities               |
|  | 2.2. Institution building of community centres and providing of new opportunities in support of the spiritual and cultural development of the                     | 2.2.1. Building, maintaining and supporting the community centres in the Roma quarters.  | MC in cooperation with NGOs  | 2005-2015 |           | State budget                  | Number of community centres  |

|  |  |   |  |              |            |              |  |
|--|--|---|--|--------------|------------|--------------|--|
|  | Roma community.  |   |  |              |            |              |  |
|  |  | 2.2.2. Establishment of a Roma resource centre in Sofia, which can provide an opportunity for the development of a Roma community centre network and offering of consultations services, training, and exchange of information. | MC in cooperation with 'Nevo Drom' community centre, Sofia and other community centres | 2005-2007    |            |              | Roma resource centre centre at 'Nevo Drom' community centre in Sofia established;<br>Number of people who benefit from the community centres services          |
|  | 2.3. Research activities focused on preservation and popularization of the Roma culture and folklore | 2.3.1. Establishment and strengthening of the Roma musical theatre  | MC, NCCEDI   | 2005-2006 r. | BGN 50 000 | State budget | Number of performances staged by the Roma community centres and/or other institutions supporting Roma culture;<br>Average number of spectators per performance |
|  |  | 2.3.2. Create a collection of audio-visual records of prominent Roma talents performances and works in the field of Roma musical, singing and dancing arts and set up a database for traditional skills and crafts              | MC, Folklore Institute at BSA, community centres, NGOs                                 | 2005-2015    |            | State budget | Genuine Roma music and other oral culture artefacts records collection created<br>A database for traditional Roma skills and crafts set-up and operational     |
|  |  | 2.3.3. Recognition of key cultural events related to Roma culture and identity presentation within the national cultural calendar   | MC, RPCCD, NCCEDI, NGOs  | 2005-2015    |            | State budget | Number of cultural events organized and held   |
|  |  | 2.3.4. Organizing of meetings, seminars, conferences, symposiums  | MC, RPCCD, NCCEDI, NGOs  | 2005-2015    |            | State budget |  |

|  |   |  |                         |              |  |                |   |
|--|---|--|-------------------------|--------------|--|----------------|---|
|  |   | on cultural diversity issues, Roma culture, art and education  |                         |              |  |                |   |
|  |   | 2.3.5.Presentation and advertising of successfully implemented models and practices related to Roma culture and cultural opportunities for social inclusion of Roma                              | MC, RPCCD, NCCEDI, NGOs | 2005-2015    |  | State budget   |   |
|  |   | 2.3.6. Design and support of a Internet site for Roma culture  | MC, NGOs,               | 2005-2006 г. |  | Under projects | Number of web-site visitors   |
|  | 2.4. Providing support to talented young Roma people.                                   | 2.4.1. Establishment of a Roma Culture Fund  | MC, NCCEDI              | 2005-2006 г. |  | State budget   | Number of supported by the Fund projects  |
|  |   | 2.4.2. Promotion of the cultural exchange with international and foreign similar organizations aimed at popularization of the artistic achievements and works of young Roma artists and authors. | MC, RPCCD, NGOs         | 2005-2015    |  | State budget   |   |
| 3. Improvement of the Roma public image in the society esp. in the media | 3.1. Providing of better opportunities for Roma culture presentation and popularization | 3.1.1. Ensuring of opportunities and support to enlarge the frequency of prominent Roma experts, authors and artists appearances and publications in the national media                          | MC, NCCEDI              | 2005-2015 г. |  | State budget   | Roma cultural events reflected and covered in the media;<br>Roma cultural events aired through national and regional electronic media |

**General remarks:**

1. The necessary financial funds for each of the stipulated in the Decade Action Plan activity will be planned within the annual planning procedure for the State Budget Act, which is adopted every year by the Parliament.
2. The monitoring and controlling mechanism will be established by the National Council on Ethnic and Demographic Issues at the Council of Ministers with the help of its the regional experts on ethnic and demographic issues.
3. The specific anti-discriminative activities related to the functions of the Commission for Protection against Discrimination will be included in the 5<sup>th</sup> priority section of the Decade Action Plan 2005-2015 after the establishment of the Commission.

**Abbreviations:**

|               |  |
|---------------|--|
| <b>AE</b>     | <b>Agency for Employment</b>                             |
| <b>CoM</b>    | <b>Council of Ministers</b>                              |
| <b>DEDI</b>   | <b>Directorate ‘Ethnic and Demographic Issues’</b>       |
| <b>HEI</b>    | <b>Higher Education Institutions</b>                     |
| <b>ME</b>     | <b>Ministry of Economy</b>                               |
| <b>MES</b>    | <b>Ministry of Education and Science</b>                 |
| <b>MF</b>     | <b>Ministry of Finance</b>                               |
| <b>MH</b>     | <b>Ministry of Health</b>                                |
| <b>MJ</b>     | <b>Ministry of Justice</b>                               |
| <b>MLSP</b>   | <b>Ministry of Labour and Social Policy</b>              |
| <b>MI</b>     | <b>Ministry of Interior</b>                              |
| <b>MRDPW</b>  | <b>Ministry of Regional Development and Public works</b> |
| <b>MYS</b>    | <b>Ministry of Youth and Sports</b>                      |
| <b>NCCEDI</b> | <b>National Council on Ethnic and Demographic Issues</b> |
| <b>NHIF</b>   | <b>National Health Insurance Fund</b>                    |
| <b>NGO</b>    | <b>Non-governmental organization</b>                     |
| <b>NSI</b>    | <b>National Statistical Institute</b>                    |
| <b>RIE</b>    | <b>Regional Inspectorates on Education</b>               |
| <b>RPCCD</b>  | <b>Roma Public Counsel on Cultural Diversity</b>         |
| <b>SAPC</b>   | <b>State Agency for the Protection of Children</b>       |
| <b>UNDP</b>   | <b>United Nations Development Programme</b>              |

