



REPUBLIKA CRNA GORA  
VLADA REPUBLIKE CRNE GORE



DEKADA  
ROMSKE  
INKLUZIJE  
2005-2015

DECADE OF  
ROMA  
INCLUSION  
2005-2015

DEKADA KATAR  
ROMANI  
INKLUZIJA  
2005-2015

AKCIONI PLAN  
ACTION PLAN  
AKCIAKO PLANO



PODRŽANO OD



KANCELARIJA  
U PODGORICI

Januar 2005



THE GOVERNMENT OF THE REPUBLIC OF MONTENEGRO

**NATIONAL ACTION PLAN FOR THE  
" THE DECADE OF ROMAINCLUSION 2005 – 2015 "  
IN THE REPUBLIC OF MONTENEGRO"**

Podgorica, January, 2005





**Declaration of the Decade of Roma Inclusion, 2005-2015**

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

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

We invite other states to join our effort.

Sofia, Bulgaria, February 2, 2005

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## **I INTRODUCTION**

The National Action Plan of the Decade of Roma Inclusion in Montenegro is a document of the Government of Montenegro that was done in partnership with international and non-governmental organizations and represents a framework for activities directed toward the integration of Roma population within the Montenegrin society. It is based on the Poverty Reduction Strategy paper, that was adopted by the Montenegrin Government in November 2003, as well as on other strategic Government documents: Agenda of Economic Reforms (2002) and the National Action Plan for Children (2004).

According to this document, the Government of the Republic of Montenegro, also desires to give an actual contribute into carrying out the Decade in Montenegro, whereas at the same time wants to use the given possibilities within this regional project, that is supposed to mobilize the international support for a quality perception concerning the problems of Roma population and finding the possible and sustainable solutions to these problems in respective countries.

## **II BACKGROUND**

Regional conference “ Roma in an Expanding Europe: Challenges for the Future”, hosted by the Government of Hungary, was held in June 2003 in Budapest. The Conference was co- financed by the World Bank, Open Society Fund and the European Commission, and supported by the UNDP, the Council of Europe Development Bank and the Governments of Sweden and Finland.

Montenegrin delegation headed by the Prime Minister Milo Djukanovic participated at the Conference. Together with other participant countries, Montenegro made a commitment to carry out the project named “Decade of Roma Inclusion: 2005-2015” (further in text: Decade). Within the scope of this initiative, each participant country of the Conference has committed to develop, promote and implement the politics of Roma integration within its national economic and social politics, in order to break the circle of their poverty and exclusion from regular social trends.

The Decade National Action Plan of Montenegro represents a further step toward the integration of Roma population into Montenegrin society. It is a logical continuance of a long tradition of multiethnic and multiconfessional society in Montenegro, that wasn't perturbed neither by the conflicts in the Balkans during the passed decade. After the breakup of the former Yugoslavia, that had also influenced Roma population a lot, a great number of refugees and displaced persons from the republics of former Yugoslavia and Kosovo found their shelter in Montenegro. Almost one third of the Roma in Montenegro are refugees or Internally Displaced Persons (IDPs). This Action Plan includes the domicile Roma, as well as the refugees and IDPs. In his moment, a Strategy for finding permanent solution of issues concerning refugees and displaced persons of the Government of the Republic of Montenegro is being drafted and it is in the final stage of elaboration.

According to the official results of census held in November 2003<sup>1[1]</sup>, 2601 Roma live in Montenegro. According to the unofficial researches the number of Roma in Montenegro is around 20.000.

Montenegro, as a member state of Serbia and Montenegro, acknowledges the rights guaranteed by international documents on human rights, among the other:

- International Covenant on Civil and Political Rights;
- International Convention on Elimination of all Forms of Racial Discrimination;
- Convention on Elimination of all Forms of Discrimination against Women;
- Convention on the Rights of the Child;
- European Convention on human rights;
- Framework Convention for the Protection of National minorities.

In 2003, Montenegro submitted, within the State Union of Serbia and Montenegro, Initial Reports on implementation of the International Covenant on Civil and Political Rights and International Covenant on Economic, Social and Cultural Rights. Initial reports concerning the implementation of other four UN conventions on human rights are in procedure: The Convention on Elimination of all Forms of Racial Discrimination, Convention on Elimination of all Forms of Discrimination against Women, Convention on the rights of the child and Convention against Torture and other Cruel, Inhuman or degrading Treatment or Punishment.

**The Constitution of the Republic of Montenegro** under the Section “Freedoms and Rights”, regulates that all the citizens of the Republic of Montenegro are “free and equal, without taking into account any peculiarity or personal feature.” (Article 15); that “ every individual shall have the right on equal protection of his/her freedoms and rights by the legally established procedure” (Article 17); i.e. “everybody shall have the right on legal assistance” (Article 18). That these rights and freedoms are inviolable it is stated in Article 16 of the Constitution.

**The Charter on Human and Minority Rights and Civil Freedoms of the State Union of Serbia and Montenegro**, as a constituent part of the Constitutional Charter, guarantees the respect of human and minority rights, civil freedoms, as well as the rights of the individuals belonging to national minorities. Human dignity and freedom of personality development, prohibition of discrimination are guaranteed. Paragraph 3, Article 3 of the Charter on human and minority rights and civil freedoms of the State Union of Serbia and Montenegro, stipulates that “every direct or indirect discrimination, for any reason, for the

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<sup>1[1]</sup> Source: (1) Official Census of the population, households and accommodations in 2003, Statistics Institute of Republic of Montenegro, September 2004; (2) PRSP, Government of Republic of Montenegro, 2003; (3) Household Surevy on Roma, Ashkaelia and Egyptians, refugees and internally displaced persons, UNDP/ISSP, Montenegro, 2003

reason of race, color, gender, national affiliation, social background, birth or similar status, religion, political or other conviction, property, culture, language, age or psychical or physical invalidity is prohibited.” In General Provisions of the Charter regulate also the prohibitions and limitations and exception to human and minority rights.

At the moment in Montenegro it is in stage of elaboration a Law on Exercise of rights and freedoms of national and ethnic minorities by which, in accordance with international standards, the measures for further improvement of status of the national and ethnic group will be regulated, and additional mechanisms for protection of their rights and freedoms will be provided. It is expected that the Law will be finished and adopted until the end of 2004.

### **III METHODOLOGY**

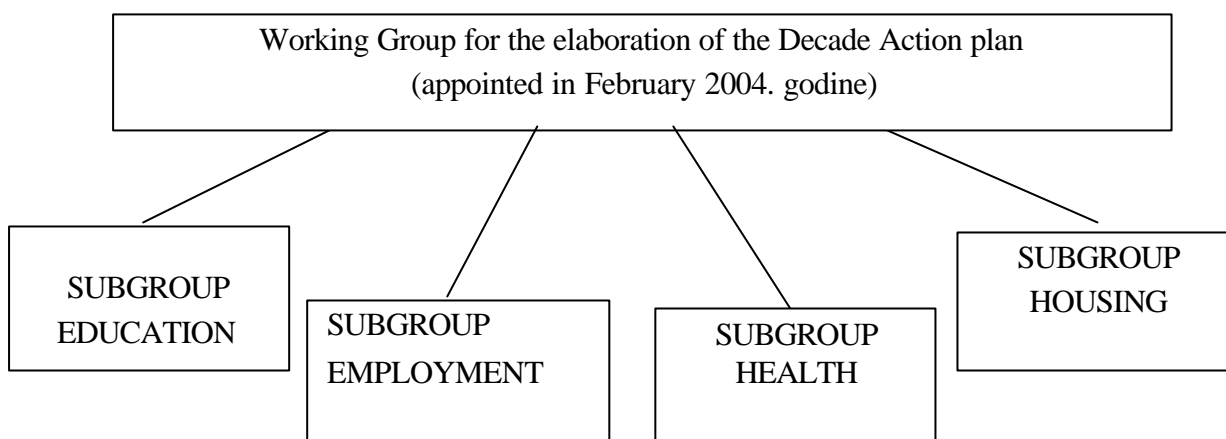
The methodology used for working on the National Action Plan for the Decade of Roma Inclusion was in accordance with the methodology agreed at the meetings of the Decade Steering Committee. For the purpose of elaboration of the Action Plan for the Decade of Roma Inclusion, the Government of the Republic of Montenegro appointed the Country Working Group<sup>2</sup>, consisting of the representatives of ministries, civil Roma sector, as well as of the representatives of international organizations present in Montenegro.

In order to provide an overall and broad support of the Roma civil sector, a Roma NGO network “Roma Circle” took an active part in the working group and contributed to the elaboration of the Action Plan. The network consists of 12 NGOs and has an important experience in data collection on Roma population, gained during the drafting of the Poverty Reduction Strategy Paper.

As a proof of a broad consensus in Montenegro that the issue of education is of utmost importance for a successful integration of Roma into Montenegrin society, the Ministry of Education of the Republic of Montenegro, UNICEF and the Open Society Fund (Office in Podgorica) in February 2003 signed a Memorandum of Understanding. This partnership is directed toward the creation of an educational model for Roma children and their inclusion within the official educational system, through the project of Roma Educational Initiative. The Project includes three Roma NGOs, one of which is a member of Decade Working Group.

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<sup>2</sup> The list of the Working Group’s members is given in Annex 1



Government of the Republic of Montenegro appointed the Decade Working Group in February 2004. Prior to the second meeting of the Decade Steering Committee, held from April, 1 - 2, Working Group had drafted a first draft of the Action Plan, in accordance with the basic goals and indicators within four priority areas: education, employment, health and housing.

After the presentation of the first version of the Action Plan for the Decade of Roma Inclusion, Working Group made the conclusion that the work should be divided by thematic subgroups. In order to elaborate the Action Plan, four subgroups were created for each of the priority areas. The Ministry of Education organized a subgroup for education, the Ministry of Health (Montenegrin Institute of Health) organized the subgroup for health, Montenegrin Employment Agency organized a subgroup for the field of employment, whereas the Ministry of Urban Planning and Environmental protection and the Ministry of Labor and Social Welfare are in charge for the organization of a subgroup regarding the area of housing.

The Ministry of Culture and Media of Montenegro is in charge for Decade Communication strategy drafting, as well as for preparing the campaign of the national Decade launching.

#### **IV PRIORITY AREAS OF THE ACTION PLAN**

##### **EDUCATION**

In the territory of Montenegro there are some 20 000 persons who belong to Roma (one per cent of Roma do not declare themselves as Roma) and their share in the total population is 3,3%. Roma population represents the largest individual population group that has not exercised in full their right to elementary education. The specifics of Roma family from the aspect of educational issues are the following: positive birth rate, small number of children who attend school and a large number of illiterate people - 76%.



The inclusion of Roma children into education system has been marked with the problems such as: illiterate parents, parents' poverty, inappropriate legislation, scarce living space and the lack of qualified teachers and particularly their mentality and traditional lifestyle. Due to strained financial circumstances, many parents live in extreme poverty, children who live in certain settlements do not have basic conditions for keeping hygiene and for normal psycho-physical development.

Out of 21 municipalities in Montenegro, Roma children go to elementary school in 18 municipalities. In the first grades of elementary school, number of children is considerably bigger as compared to more senior grades, where this number goes down. It is one of the reasons why secondary schools in Montenegro have only 35 Roma students enrolled and the university only seven. Roma children represent the largest group of those children who have not enrolled in the first grade. Also, Roma children most often drop out of school (particularly in senior grades of elementary school) and do represent the largest group among those pupils who fail to complete courses. They also account for the largest group of students enrolled in specialized schools. Regarding the status of Roma children, the Ministry of education and science, in cooperation with non-governmental organizations, has been trying to create a database containing precise indicators about their education. Additional problem is the fact that a number of Roma children, refugees and internally displaced persons do not speak well the local language in which the teaching is delivered.

## **2. IMPLEMENTATION OF THE GOALS AND OBJECTIVES OF THE STRATEGY**

### **2.1. INCREASING THE NUMBER OF ROMA CHILDREN IN PRESCHOOL INSTITUTIONS (Goal 1)**

#### **2.1.1. Creating systemic conditions for inclusion of Roma in preschool educational system**

##### *Activities:*

1. Creating a data base on number of preschool age children. It will be used for drawing up and improving a detailed action plan for strategy implementation, curriculum development for preschool age children.
2. Scanning and analysing present capacities and resources for improving the education of Roma preschool age children: data on teaching staff who work with Roma children and assessment of needs when intensive integration of children in preschool education starts; programs and trainings about Roma education which teachers have completed; current programs of institutions and non-governmental organizations being implemented; institution capacities in terms of equipment available, their problems and needs.
3. Developing inter-sectoral cooperation with competent ministries: Ministry of Labour and Social Welfare, Ministry of Health – launching the initiative for founding inter-sector body for improving the status of Roma families with children in preschool institutions.

4. Drawing up the recommendations for regional offices of the Ministry of Education and Science of the Republic of Montenegro (MoES) and professional training on integration processes, designing local education strategies and developing inter-sector cooperation.
5. Developing mechanisms of advanced supervision of preschool education institutions attended by Roma children to be conducted by the Educational Inspection and Unit for Quality Assessment and - training of their staff.

## **2.2. INCREASING THE NUMBER OF ROMA CHILDREN SUCCESSFULLY ENROLLING AND COMPLETING BASIC EDUCATION, HIGH SCHOOL AND UNIVERSITY ( Goal 2, 3, 4)**

### **2.1.2 Developing a specific enrolment policy for Roma children**

#### *Activities*

1. Standardization or developing of instruments for evaluation of children of school entrance age for assessing their real capacities and achievements and being sensitive to the specificities of the environment in which they live (specificities of Roma language, social and cultural environment etc.)
2. Drawing up recommendations for enrolment and school classes forming in elementary schools.
3. Training professionals who will work on the assessment of children's readiness for school so as to be able to understand the specificities of Roma children.
4. Unconditional enrolment of Roma children – enrolment of all children except for those with serious developmental problems into the first grade of elementary school with dynamic evaluation of that process during the first year.
5. Designing corrective programs for development stimulation of children who need it in order to be able to successfully join regular education; teacher trainings for implementation of these programs.
6. Double or postponed testing for school entrance capacity (one in April, the other in August) for Roma children along with intervention program (intensive program during the summer for preparing children for school) for children who have failed at the tests in April.
7. Introduction of measures of affirmative action in the enrolment policy of high schools and universities – quotas of 0.5%.

### **2.1.3. Creating systemic conditions for providing and controlling of the quality of education of Roma students**

#### *Activities:*

1. Expanding the activities of the National Centre for Evaluation on the following activities:
  - specific monitoring of education outcomes of Roma students,

- developing criteria for assessment and monitoring of quality of education provided by institutions in relation to the needs of Roma children,
- drawing up recommendations for institutions for improving education for Roma children and youth

#### **2.1.4 Transfer into regular schools of Roma children who have wrongfully been enrolled in special schools**

##### *Actions:*

1. Re-testing of Roma children and transferring into regular schools of those children who have wrongfully been placed in special schools.
2. Creating special short-term provisional programs after which children will qualify for transfer into appropriate grade of regular school.

#### **2.1.5 Fostering motivation for education**

##### *Activities:*

1. Introducing the strategy for improving Roma education to Roma community – publishing thematic brochures in Roma language and in national language.
2. Further development of system for continuous dissemination of information to Roma community on various aspects of educational integration. Organizing activities in cooperation with Roma organizations: presentations in Roma communities in Roma language.
3. Developing various working plans with family in order to support child education: literacy programs for parents, programs for improving parent competence (child health care, family upbringing and education, children play and other activities) and acquisition of general knowledge (psycho-social programs, health care programs, programs for education on child and women's rights).
4. Developing programs for preventing girls' dropout from school.
5. Providing scholarships for high school students (especially students of educational profiles - trainers, teachers, pedagogues, psychologists), through the creation of **Roma Education Fund**.
6. Introducing affirmative action measures regarding allocation of hospice facilities to Roma students.

## **2.3. ENCOURAGING INSTITUTIONS TO IMPLEMENT TRAINING PROGRAMS AND PREPARING ROMA FOR WORK (Goal 5)**

### **2.3.1. Providing professional staff competent for working with Roma children**

*Activities:*

1. Integration of schools with large number of Roma children into the program of School Developmental Planning and professional training for developing good programs of educational integration.
2. Creation of educational programmes and vocational trainings within the professional education for less complex employment occupations. Vocational programs would be adjusted to Roma population (metal processing crafts, metal masterpiece production, raw material processing, wooden masterpiece production, musical instruments production, etc.).
3. Enabling teaching staff to work on the retraining / reeducation of young people with the aim of enabling them to adjust to the working process, give them the bigger possibility of choosing jobs, provide better adjustability in further gaining of knowledge and qualifications.

## **2.4 ELABORATION AND IMPLEMENTATION OF THE ADJUSTED LITERACY PROGRAMS FOR ROMA POPULATION AND CHILDREN WHO HAVE NOT STARTED THEIR EDUCATION ON TIME (Goal 6)**

### **2.4.1 Providing curricula that will meet the needs of Roma children and youth**

*Activities:*

1. Implementation of quality accredited education programs designed by Educational Institute in cooperation with non-governmental organizations.
2. Developing various models of assistance for children and youth in relation to doing schoolwork (compensatory lectures, additional lectures, work with mentors).
3. Designing various programs and models of work with groups with specific needs (girls who drop out of school to get married, children of seasonal workers, deported immigrants, IDPs from Kosovo, young people who are too old to enrol in elementary school, families without permanent residence, children beggars etc..)

### **2.4.2. Incorporation of elements of Roma culture in curricula for children**

#### *Activities:*

1. As a part of curricular reform, recommend to educational institutions to incorporate contents which promote Roma culture into compulsory part of the curriculum.
2. Incorporate criteria related to multiculturalism into the criteria for textbook writing.
3. Designing programs and delivering training on learning about origin, tradition and culture of Roma population for professionals working in pre-school and school institutions.
4. Designing a manual on Roma culture and history.
5. Initiating and supporting publishing literature relevant for education (picture books, folklore, contemporary literature) in Roma language and bilingually.

### **2.4.3. Support to developing cultural identity of children and youth**

#### *Activities:*

1. Examining the needs for teaching the Roma language and culture in schools.
2. Organizing extra-curricular classes in Roma language and culture in societies with large population of Roman children.
3. Publishing picture books, textbooks, manuals and didactic materials for extracurricular courses in Roman language and culture.

## **2.5 ADDITIONAL CONSTRUCTION AND ADJUSTMENT OF INFRASTRUCTURE INHABITED BY ROMA (Goal 7)**

### **2.5.1. Preparing educational institutions for Roma inclusion in education**

#### *Activities*

1. Developing necessary space in schools and kindergartens needed because of the increased number of enrolled children..
2. Providing didactic equipment, literature, toys etc. for education institutions.
3. Providing additional funding to institutions for development and implementation of regular and additional curricula for integration of Roma children in education system (for drawing up working plan, delivery of training and professional advancement, purchase of toys, didactic materials, monitoring and evaluation of the effects of the program).

## **2.6 UPGRADING PUBLIC AWARENESS ON THE NEED TO INCLUDE ROMA POPULATION IN REGULAR EDUCATION (Goal 8)**

### **2.6.1. Fostering sensitivity of professional and general public for educational needs of Roma population**

*Activities:*

1. Information dissemination and fostering sensitivity of general public for education needs of Roma population: media campaigns and other actions, pamphlets etc.
2. Designing an information bulletin for parents on equal rights to education.
3. Providing information and generating motivation among education professionals: conferences, seminars, round tables, brochures etc.

### **2.6.2. Fostering tolerance and inter-cultural values in educational environment**

*Activities:*

1. Integrating of present programs and developing new ones for education against prejudices, fostering tolerance and openness towards differences.
2. Training for administrative and teaching staff on respecting human rights, fighting prejudices, developing tolerance and openness towards differences and implementation of these programs in work with children.
3. Drawing up a manual for work with children on fostering tolerance.
4. Drawing up a manual on intercultural programs and educational environment.
5. Incorporate contents on Roma history and culture into curricula of appropriate social study courses or introducing courses on Roman history and culture.

### **2.6.3. Preventing segregations and de-segregations**

*Activities:*

1. Research on segregation in our education system and on its causes.
2. Developing criteria for enrolment policy based on the principles of de-segregation.
3. Designing the program of de-segregation for schools and pre-school institutions that enrol only or mostly Roma children.
4. Elaboration of criteria for segregation level evaluation in education within the monitoring of work quality in schools by National centre for evaluation.

#### **2.6.4. Implementation of anti-discrimination measures**

Activities:

1. Drafting of legislation-based protection mechanisms against discrimination;
2. Drafting of information handbooks for parents on forms and mechanisms of protection against discrimination;
3. Training of inspection services staff and services in charge of providing quality education in order to recognize concealed mechanisms of discrimination.

#### **2.7. PROVIDING ADEQUATE HUMAN RESOURCE BASE FOR WORK WITH ROMA CHILDREN ON THEIR MOTHER TONGUE (*Goal 9*)**

##### **2.7.1. Educating experts for Roma language and culture**

Activities:

1. Providing scholarships for young Roma studying Roma language and culture on one of the renowned world Universities;
2. Organizing additional training of the existing staff for teaching Roma language and culture through:
  - Training by international experts in Roma language in the country;
  - Study visits in the countries of the region (Romania);
  - Pedagogic training for work with children
3. Introducing Roma assistants and teachers in classes with large number of Roma children and creating new vacancies: assistant educator, assistant teacher and / or associate for Roma language and culture, coordinator for cooperation with families.
4. In areas without Roma with adequate level of education (minimum completed elementary school), additional educators/teachers may be included instead of assistants (for implementation of intensive programs introducing interactive educational methods and individualized approach to learning, additional working methods in cooperation with parents); depending on the number of Roma children in schools, engage certain number of teachers to work in classes or organize additional educational activities.
5. Developing of professional training programs and education of assistants in basic fields of development psychology, teaching and learning methods and specific areas for integration of Roma children into the educational system before they start working in schools. Assistant staff will continuously be trained for integration programs implementation, together with educators and teachers. Mentor work will also be organized with assistants in order to help them in solving problems arising during their work in practice.

## **2.8. PROVIDING REDUCED-PRICE TEXTBOOKS FOR ROMA STUDENTS (*Goal 10*)**

### **2.8.1. Material support for Roma education**

Activities:

1. Provide for poor Roma children and young people reduced - price:
  - i. Stay of preschool children in whole-day groups and preparatory pre-school programs;
  - ii. Textbooks and class material;
  - iii. School transportation;
  - iv. School lunch for pupils.
  
2. Development of various forms of free preparation programs for high school enrollment.

### **3. CONCLUSIONS:**

It is essential to include all children in the education system.

Certain categories of children continue to be left out of the elementary education. This is especially true for the ethnic groups such as Roma, but also for some children with special needs, children with development problems, and children of refugees and internally displaced persons.

In compliance with the declared goals and constitutional guarantees in Montenegro, and with certain international documents (e.g. Convention on the Rights of the Child, UNESCO / Education for All), one of the priorities of the education policy is to include all children into the process of education. This does not only include their enrolment into relevant education institutions, but also meeting the special needs of such children, guaranteeing the quality of the learning contents, quality of teaching environment (which implies creating children friendly environment), quality learning process and quality student achievements. In order to ensure this, it is necessary to train teachers adequately.

The best way to start resolving these problems is to provide a special section in the future national plan for the program Education for All for each of the abovementioned categories of the left out children.

In resolving these problems it is necessary to rely on international cooperation. The international cooperation will be important both as a source of foreign expertise and experience, on one hand, and as a source of financial assistance for the implementation of specific operational programs which will appear as a part of the process of resolving these problems, on the other.



## **IMPLEMENTATION OF GOALS AND TASKS OF THE STRATEGY IN THE AREA OF EMPLOYMENT**

### **1. Increasing quality of services to the unemployed Roma in their search of a job aimed to raising Roma employment rate**

Employment Agency of the Republic of Montenegro (hereafter referred to as Agency), within its program of Active Employment Policy (AEP) carries out a great number of activities which include members of Roma population. The problem is, that according to the present data, no ethnic group is separately singled out, and on the basis of that criterion it is not possible neither to search through the applications of the Agency, nor to statistically process the data. For the needs of the “Decade of Roma Inclusion” project, the Agency has made changes in applications and made identification and registration possible for Roma population, in order to make possible their inclusion into special programs which will be created for them in the future. Concurrently, the advisors of the Agency for Advising and Mediation were introduced to the project, during 4 seminars held in May and June 2004, and the significance of identification on the criteria of ethnicity in case of Roma population was explained to them, as well as the significance of working with this kind of category of the unemployed persons.

In the course of 2005, through regular interviews performed with all the unemployed, the interest of Roma to be included in the current programs of AEP and programs that are currently being prepared will be examined. The results will be inserted into an application of a personal file of the unemployed person, as well as in other documents, so that later, once the programs are created, it would be possible to find quickly and easily people interested in certain activities.

Roma people live mainly in social isolation and information regarding changes in the labor market, programs on active policy of employment and ongoing projects, simply do not get to them. For all the planned activities, it is necessary to motivate the unemployed through the activities they find appealing enough using channels of communication that will bring to them the information they need. In doing so, methods and channels to inform and motivate other unemployed persons can be utilized (TV show “Get Yourself Stared”, informative talks that are compulsory for all the newly applied unemployed, information boards in the agencies and labor offices, etc.) but it is necessary to find new media and methods, adapted to the population the information is intended for (lectures in Roma settlements, billboards in visible places, leaflets, etc.).

When we speak about creating new programs meant exclusively for RAE population, it is first necessary to conduct analyses on which programs would be most appropriate - taking into account the population characteristics, and most efficient – taking into account the final goal: increased employment and employability. The analyses can be conducted by following the successfulness of current AEP programs,

taking into account the differences of this population, or by special research on: motivation, interests, plans and intentions of potential program participants.

Although a number of Roma is employed in public and other state companies, the majority of them depend on the proceeds coming from the chain of gray economy, in which they find themselves in the last place. By further restructuring from informal into a formal economy, Roma people can lose even their meager sources of earnings coming from this sector, and face unprepared the changes transition brings. Hence, an affirmative action should be taken in preparing Roma population for legalization of their small business, education in business plan development, training in new skills, promotion of tax exemption and accessible loans and grants. Concurrently, Roma should be encouraged to form Roma associations in different entrepreneurship forms, such as: professional associations, unions, partnerships, etc.

When it comes to stimulating employment measures, one of the most efficient programs the Agency implements is allocation of self-employment loans. The loans allocation to Roma nationals is rendered difficult by the lack in guarantees for reimbursement (real-estate mortgages, for example, which they usually do not have in their possession). Loans for this population will also have to be allocated under more favorable conditions (smaller interest rates, longer deadlines, etc).

Training for labor market, which is carried out as part of the preparation employment program, is mainly directed at individuals with at least elementary school certificate. Training for some handicraft sought after in the labor market (e.g. in the construction work, or providing personal services) is possible to organize for the uneducated as well, but the preparation in that case is more complex and more expensive. The Agency has the infrastructure, programs and human resource, as well as the legal obligation to work on the preparation for employment of all individuals from their list, but the funds to implement the programs oftentimes represent an obstacle. If the donors provided the funds for the implementation, trainings could be organized in many areas of craft where there is shortage in laborers for RAE population.

## **2. Providing higher level and quality of social partnership**

Social partnership is a principle that none of the activities aimed at enhancing Roma population employment could be organized without. The “Decade” Action plan introduces various partners in all activities, both on local and on national level. Due to the insignificantly small number of official contacts with Roma representatives and their associations, initial activities must be aimed at getting together, understanding each other, recognizing common needs and areas of action, as well as at establishing trust among partners and common coordination bodies and operative action. Partners must be different in all levels: Ministry of Labor and Social Security, Ministry of Education and Science, Union of employers, Roma associations, the University, school, individual employers, etc. Joint meetings with relevant social partners are planned to take place in 2005, in order to examine the needs of this population on all levels. Following the meetings with representatives of different institutions on the national level, and defining

policies of joint action, it is necessary to determine the needs on the local level, with the representatives of Roma associations and individuals identified as chief target group.

Majority of Roma people belong to the category of non-qualified and low-qualified laborers who are most frequent in the registration of the unemployed, and they are the ones to wait the longest time for an employment (for several years), and, as such, they fall into the category of difficultly employable persons. According to the Agency's Work Doctrine, persons who fall into the category of difficultly employable persons have such obstacles in getting employment so that no mediation is done until the problems are resolved. For resolving their problems it is necessary to draft special long-term programs, whether in the Agency's bureaus or in cooperation with other institutions. Programs must be directed at resolving various problems: addiction, acquisition of knowledge and skills one lacks in, change in behavior, personality features and attitudes that require a longer treatment, etc. In June 2004 a team was formed in the Agency with the goal to offer an organization project and work contents with difficultly employable categories of the unemployed. Different work programs with Roma population (because neither they can be put into the same group according to the employability degree) will be integral part of the project. The draft of the project ought to define the following activities: identification of difficultly employable persons, who are on the list of the Agency (Roma will be especially singled out, because of the uniqueness of working with them and special programs foreseen for them); establishing organization and technology for expert treatment of these persons; education of coworkers (both in and out of the Agency) to work with these categories; drafting and implementation of programs for expert treatment of these persons; support to forming of specialized agencies for work with difficultly employable persons; defining legislation as a basis necessary to work with these individuals; establishing partnership cooperation with relevant institutions; providing funds to finance the program.

The discrimination phenomenon is oftentimes present in Roma employment. The research results show that discrimination is more common in the approach to employment than in the workplace. For that reason, in order to influence employability, it is also necessary to direct a significant part of the activities on motivating employers to hire this population. It is necessary to foresee a set of different measures to stimulate employers: public opinion surveys, round table discussions, TV/radio shows, newspaper articles, brochures, etc; subventions for employing RAE (tax exemptions, etc.). The Agency plans to conduct a survey on the needs in human resources in the coming period with all the employers in Montenegro by the end of 2004. A set of questions in the survey list will be dedicated to the employers' motivation to hire Roma people, and will be asked to provide Pros and Cons.

### **3. Implementation of institutional reform and quality implementation of labor market regulations**

In order to be able to implement the foreseen working methods, all the associates of the Agency who deal directly with consulting and providing guidelines to the unemployed, were obliged to go through intense training in the last 4 – 5 years. The program efficiency with the unemployed, according to the new concept, is to a great extent relied on high awareness of expert workers and on their capability to direct

their clients in a clear, careful and acceptable manner so that they can adopt new knowledge and forms of behavior, which could help them in resolving their problem – finding an appropriate employment. In that sense, during the training the accent was placed on change in the awareness of the unemployed, the way they could realize the need of lifelong learning, acquiring social skills and raising of motivation and making them capable of troubleshooting.

One of the basic principles adopted with the new Agency Doctrine, the principle of expert treatment of individual needs, stipulates that more intense forms of assistance are provided for the persons who have been waiting to get a job for a longer time and who have more trouble getting it. Long-term forms of assistance call for even longer and more expensive training of human resources who are supposed to implement the programs. The project of organizing work with difficultly employable persons is implemented in phases and is being developed in several directions: developing ideas and putting new service-providing technologies into practice, training the personnel for new work forms, methods, and contents, providing space and technical equipment for applying new forms of work, providing legislative/normative and informatics support to the implementation of new forms of work, etc.

The Action plan must include the area of professional training for labor market, and retraining. Also, an affirmative action should be carried out regarding preparing Roma people for being educators, who would run motivation seminars aimed at raising interest in various AEP programs in their local environment. They would be the Agency's associates for the program implementation, as well as implementers of certain activities in their communities.

A number of European countries (Hungary, Slovakia, Check Republic, Slovenia, etc.) have significant experience in their work with Roma people, and it would be useful to gather information on their solutions and programs, and possibly adapt some of them to the necessities and possibilities of action in Montenegro. The legal regulation in our country does not have adequate legal solutions in fighting discrimination. There is no widely spread and attainable network of free legal assistance to the victims of discrimination during their employment, which is owed to the unfavorable legal procedure in proving discrimination, especially in employment, which is most often indirect.

For all the abovementioned, the relevant authorities should adopt the law against discrimination and establish an efficient system of institutions of control and protection.

## **IMPLEMENTATION OF GOALS AND TASKS OF THE STRATEGY IN THE AREA OF HEALTH PROTECTION**

**1. Health preservation and improvement and disease prevention in Roma population** In order to preserve and improve Roma health, since they are almost continually in unfavorable conditions, it is necessary to work on the National Program for these risk groups. The Program would make possible increase in knowledge in the area of health promotion, with a special accent on the health of women and children. It would also enable the establishment of the health education system, by organizing campaigns in Roma communities regarding the issue of health education (especially in the area of women and children health, prevention of infective diseases with special focus on TBC, HIV-AIDS, breast and uterus cancer, as well as addiction diseases).

A team especially formed to follow the Program implementation, with obligatory participation of Roma representatives, would perform monitoring and evaluation and, also, a continuing monitoring in the Center for Promotion of Health of the Public Health Institute would be provided.

The basic problem in the implementation of this Program is nonexistence of data of services provided in the area of health promotion. In Roma population there are no continued health education programs, and the necessities in that area are evident.

**2. Integrating programs for Roma health protection and improvement in the activities of health providing services**, in the first place of primary health service, means that it is necessary to provide participation of Roma in the activities which define their rights in the area of health protection and improvement, especially on the primary level of health protection. Reform of the health protection system on the primary level is based on the concept of diseases prevention and public health, which ought to be also provided for the entire Roma population, and particularly for the vulnerable groups, such are women and children. Roma, as well as other parts of the population, must be provided access to services including elementary set of health protections in all levels of health protection, and especially on the primary one. The measures for diseases prevention and raising the quality of life related to health, must be included into obligatory services which will be available to Roma in the system of health protection on the primary level.

Provisions which regulate mentioned rights in the field of health protection of Roma population represent a model for monitoring this area of protection and improvement of Roma health conditions. There are no data available in this moment on achieving rights in domain of Roma health protection or about encompassment of this population by measures for health protection.

**3. Health Survey on the Health Condition of Roma Population and recognition of mortality and illness causes among Roma population** are activities which should precede all other tasks of the Action Plan. Namely, this Survey would provide for data analyses on Roma health conditions, and at the same time would monitor variations of the basic health indicators (specific percentages of Roma illness and mortality). Lack of data on Roma health conditions is evident and there is no available health statistics concerning ethnicity. Accordingly, it is necessary to convey a special field survey referring to health condition indicators. This survey should enable the possibilities for regular monitoring of Roma population health conditions indicators and its comparison with the same indicators for the rest of population and indicators for Roma in other countries, in which the similar surveys are being carried out.

**4. Decrease of the value of mortality and morbidity indicators, especially of those with preventive character.** After conducting analyses of health conditions of Roma population that identified the most frequent causes of diseases and death, it is necessary to work on reducing the percentage of mentioned causes. To achieve this task, it is necessary to develop Health Programmes for Food, Nutrition and Satisfactory Alimentation of children, which refers to general population, and will also include Roma population.

It is clear that Reproductive Health is one of the main problematic areas regarding health conditions of Roma population. Therefore it is important to develop Programmes for Reproductive Health Protection, which will provide conditions for healthy posterity.

Epidemic surveillance for development of Roma hygienic conditions and permanent immunisation, which has been until now provided in Roma settlements, are related to the first activity envisaged by the Decade Action Plan.

A Program for development of health control system of entire population, especially children and other vulnerable groups would enable permanent monitoring of implementation of all measures for improvement and protection, that influence Roma health conditions.

Strengthening the connection between health professionals and local representatives of Roma population in order to identify specific Roma needs is an activity of great importance and should be treated as such in the future. Namely, Principle of home doctor, which represents the basis for the reform of primary level health protection, will secure the continuous connection between health system representatives and Roma and will also fulfil the preconditions for identifying the needs of this population and, at the same time will be able to solve above mentioned problems.

Indicators for monitoring the improvement of Roma health conditions are:

- Percentage of children with adequate birth weight; eradication of deaths caused by diarrhoea;
- Number of children born alive in hospitals;
- Number of women in childbed under 18;
- Percentage of households with proper water supply and adequate waste materials disposal;
- Percentage of children included in Program of Immunisation;
- Percentage of children included in Program for System Control of Vulnerable Groups Health;
- Number of health professionals who have contacts with Roma.

## HOUSING

### IMPLEMENTATION OF HOUSING STRATEGY GOALS AND TARGETS

Recent examinations carried out for the needs of PRSP and Household Survey of Roma, Ashkelia and Egyptians, Refugees and IDPs in Montenegro (ISSP, UNDP, 2003) have shown that the greatest poverty rate could be found among RAE population. The fact that these households are multitudes makes already difficult social and economic situation even worse. Domestic RAE receive social help and live in temporary objects, while refugees and displaced persons often live in residential objects without basic living conditions.

Housing issue has been included in the Action Plan for Decade of Roma Inclusion as one of the main tasks in improvement of RAE living conditions. At the same time, it is necessary to plan the education of population on all issues covered by Action Plan (education, health, employment and housing).

1. The first goal envisaged by the Action Plan for Decade of Roma Inclusion in housing sector is to increase the accessibility to drinking water for RAE population. In order to achieve this it has been agreed upon:

- Preparing a plan for building and restructuring sanitary knots in objects;
- Incorporating the water installations in objects as soon as possible;
- Protection of drinking water springs, especially regarding rural area;
- Restructuring and making new temporary connections to infrastructure in existing, although illegal, settlements in town zones;

2. Having in mind the fact that RAE population live in illegal settlements in town suburbs, often close to dumps, it is necessary, in cooperation with local units, to provide the location for building an object for their needs. This process is not possible to accomplish in shorter period, thus it is necessary to renovate existing housing objects and, if possible, provide the water supply.

In towns the RAE population is living in is necessary to refurbish existing sanitary knots, and, depending on the number of inhabitants, to build new ones, on a specific position.

Strategy Paper on Housing Policy and Country Profile on Housing Sector are being developed in Montenegro, and these two documents will also have influence on the RAE population housing conditions.

Strategy Paper on Housing Policy, which will identify guidelines for development of housing sector in Montenegro, is being prepared in cooperation with Stability Pact/MARRI experts on housing. Realisation of this project has started with Round table, organised in July 2004, and finalisation of the document draft has been planned for the end of 2004. The representatives of public service, municipalities, private sector, non-governmental organisations, University, professional associations and other segments of civil society are involved in preparation of the document. The main tasks that want to be achieved by the realisation of this project are establishment of quality preconditions for overcoming existing problems in housing policy and identifying the direction of future activities in compliance with European standards and our specific needs and possibilities.

Country Profile on the Housing Sector is being developed, as strategic analyses of this sector in SEM. It includes following segments:

- Housing sector in transition;
- Existing and planned housing units;
- Financial framework;
- Legislative framework;
- Institutional framework;

Each of the segments will be comprised of three parts: (1) conditions and problems analyses; (2) existing national, regional and local strategic guidelines for this sector and (3) feasibility estimation.

The most important parts of the document are the recommendations for each segment separately and for the document as a whole, referring to condition and measures needed for housing sector improvement. Process includes monitoring of the study implementation, in phases after its creation, which in general could be seen as the harmonisation of our housing system with the systems of European countries.



## **V FINANCING**

Financial framework for Decade of Roma Inclusion Action Plan has been developed in cooperation with the Ministry of Finance of the Republic of Montenegro, which has been incharged by the Government to provide the means for the projects regarding the Decade of Roma Inclusion within the 2005 budget.

Action Plan includes the means estimated by National budget for 2005, which are in compliance with PRSP expenses, as well as the means needed for project activities that are expected to be provided from international donors.

By the end of 2004, after adoption of Decade of Roma Inclusion Action Plan, the exact amount of directly or indirectly ensured means for realisation of Decade priorities would be known.

## **VI MONITORING / EVALUATION**

Within monitoring/evaluation activities on the implementation of Decade of Roma Inclusion Action Plan it has been envisaged for the existing Decade Working Group to be in charge for monitoring of its implementation. Having that in mind, the following activities are envisaged:

- To hold a monitoring process of the Action Plan implementation every three months including public informing;
- To carry out an evaluation of activities every six months, by monitoring the realisation of the main goals of Action Plan using indicators mentioned within the framework of the four priority issues, in accordance with Government strategic documents (PRSP, NAP for children).

## **USED SOURCES:**

- Poverty Reduction Strategy Paper, Government of the Republic of Montenegro, November 2003.
- National Action Plan for Children, Government of the Republic of Montenegro, 2004.
- Economic Reforms Agenda, Government of the Republic of Montenegro, March 2003.
- Household Survey of Roma, Ashkelia and Egyptians, Refugees and IDPs in Montenegro, ISSP, UNDP, 2003.
- Millennium Development Goals, UN, 2000.

**PARTNERS**

OSCE
UNICEF
Council of Europe
UNDP
Foundation Open Society Institute, Representative office Montenegro
Association of Municipalities in Montenegro
NGO Roma Circle

**Annex 1**

1. It is planned for the members of existing Working Group on Decade of Roma Inclusion Action Plan development to be in charge for monitoring/evaluation of its implementation.

<b>NAME</b>	<b>ORGANISATION</b>
Dubravka <b>LALOVĀ</b>	The Ministry of Foreign Affairs
Sabahudin <b>DELIĀ</b>	The Ministry for National Minorities and Ethnic Groups
Nermin <b>HAJDARPAŠĀ</b>	The Ministry of Education and Science
Remzija <b>ADEMOVIĀ</b>	The Ministry of Labour and Social Welfare
Agima <b>LJAJEVIĀ</b>	The Ministry of Health
Rajko <b>MARKUŠ</b>	The Ministry of Culture
Sandra <b>ŠIPKA</b>	Employment Institute
Snež ana <b>REMIKOVIĀ</b>	Statistics Institute
Rajko <b>GOLUBOVIĀ</b>	Deputy Major of Pljevlja, Association of Municipalities of Montenegro
Rada <b>GAVRILOVIĀ</b>	OSCE
Branka <b>KOVAĀEVIĀ</b>	UNICEF
Ana <b>ZEC</b>	CoE
Miodrag <b>DRAGIŠĀ</b>	UNDP
Tamara <b>SRZENTIĀ</b>	Institute for Open Society Foundation, Montenegro office
Veselj <b>BEGANAJ</b>	NGO Roma Circle

## Annex 2 - Action Plans on Priority Areas

<b>Area:</b>	<b>EDUCATION</b>						
<b>Goal 1</b>	<b>Increase the number of enrolments of Roma children in preschool education by rate of 2,5% per year</b>						
	<b>Indicator</b>	<b>Activities / Monitoring</b>	<b>Data: Availability and Needs</b>	<b>Budget 2005</b>	<b>Cross cutting themes<sup>3</sup></b>	<b>Time frame</b>	
	Enrolment rate of Roma children in preschool education	Create a data base, Programs with children and parents	Improve the quality of available data  Provide a permanent updating of data	Goals 1-4 Total: 0,60 Budget: 0,12 Donations: 0,48	PRSP NAP for children	2010	
<b>Goal 2</b>	<b>Increase the number of enrolments and successful completion of elementary school education of Roma children (compulsory education for all children)</b>						
	Enrolment rate of Roma children in elementary school  Percentage of Roma children who have reached the fifth grade  Percentage of children who have completed a elementary school	Identification of children in the age for starting elementary education  Enrolment action for all the children into the elementary school education	Communicate with local community in order to identify a number of children ready for the enrolment into the first grade		PRSP NAP for children	2010	
<b>Goal 3</b>	<b>Increase the number of Roma children who successfully attend and complete high school (vocational and general) by AFFIRMATIVE ACTION principle</b>						
	Enrolment rate of Roma children in high schools ( number of Roma children enrolled in high schools)  Percentage of Roma children who have completed high school	Motivate Roma children to enrol to high schools  Advice in terms of professional orientation	Data base for high schools must consist of information on the number of Roma children	PRSP NAP for children	2010		

<sup>3</sup> Measures against discrimination, poverty and for equality of gender

	Indicator	Activities / Monitoring	Data: Availability and Needs	Budget 2005	Cross cutting themes <sup>4</sup>	Time frame
<b>Goal 4</b>	<b>Increase the number of Roma/REA holding university degrees (particularly for teacher/ training vocation) by AFFIRMATIVE ACTION principle</b>					
	Number of students of Roma nationality	Through the principle of affirmative action, motivate Roma children to enrol to universities	Data base of universities ( check out if the information on ethnicity is being given)		PRSP NAP for children	2015
<b>Goal 5</b>	<b>Support the institutions to perform training and vocational advancement of Roma</b>					
	Number of institutions supported in order to carry out training programs for Roma. Number of adjusted educational vocational training programs. Number of schools prepared for programs of reeducation and retraining.	Include the schools with Roma children into the "School developing planning".  Teaching staff trainings for reeducation / retraining programs Creating vocational training programs lasting 6-24 months.	Provide data base through institutions which perform the training.	Total: 0,50 Budget: 0,10 Donations:0,4 0	PRSP NAP for children	2010
<b>Goal 6</b>	<b>Prepare and implementation of the adapted literacy programs for Roma population and children who have not enrolled to school in time</b>					
	Number of Roma children and adult who have not started elementary school in time	Implementation of quality programs developed by Institute for Education in cooperation with NGOs. Actions carried out in order to include children and adults in literacy programs.	Data base MoE (Ministry of Education) must consist of information on Roma population and children who have not started the elementary school on time	Total: 0,40 Budget: 0,08 Donations: 0,32	PRSP NAP for children	2010
<b>Goal 7</b>	<b>Additional construction and adaptation of infrastructure in the areas inhabited by Roma population</b>					
	Indicator	Activities / Monitoring	Data: Availability and Needs	Budget 2005	Cross cutting themes <sup>5</sup>	Time frame

<sup>4</sup> Measures against discrimination, poverty and for equality of gender

	Additional construction of facilities, classrooms, etc.	Additional construction of infrastructure in schools in areas where Roma population mainly lives.	Accessible data about the settlements mostly inhabited by Roma population	Total: 3,60 Budget: 0,74 Donations: 2,86		2010
<b>Goal 8</b>	<b>Media campaigns and promotion of projects for inclusion of Roma children in kindergartens and elementary schools</b>					
	Number of presentations, media campaigns, as well as video -clips, brochures about Roma history and culture.	Study on the local communities opinion on inclusion of Roma children into regular school system. Prevent segregation and de-segregation.  Anti-discrimination measures enforcement.	Make a research on public opinion regarding the inclusion of Roma children into regular school system.	Total: 0,20 Budget: 0,04 Donations: 0,16	PRSP NAP for children	2005
<b>Goal 9</b>	<b>Providing adequate teaching staff for work with Roma children</b>					
	Teaching staff provided. Number of teachers trained to work with Roma children have attended the seminars for work with Roma children Number of Roma teachers/assistents	Teaching staff provided through education of teachers for work with Roma children. Identification of teachers trained to work with Roma children. Training of Roma assistents for inclusion in the teaching process.	Keeping the records in the Institute for Education on teachers who have completed training	Total: 0,62 Budget: 0,13 Donations:0,49	PRSP NAP for children	2005
	<b>Indicator</b>	<b>Activities / Monitoring</b>	<b>Data: Availability and Needs</b>	<b>Budget 2005</b>	<b>Cross cutting themes<sup>6</sup></b>	<b>Time frame</b>
<b>Goal 10</b>	<b>Providing textbooks at discounted price for Roma pupils</b>					

<sup>5</sup> Measures against discrimination, poverty and for equality of gender

<sup>6</sup> Measures against discrimination, poverty and for equality of gender

	Number of textbooks and school material provided for Roma children	Provide textbooks and school material	Keeping the records in schools on pupils who recieved textbooks free of charge and textbooks at discounted price	Total: 0,50 Budget: 0,10 Donations: 0,40	PRSP NAP for children	2005
<b>TOTAL</b>				<b>Total: 6,42</b> <b>Budget: 1,31</b> <b>Donations: 5,11</b>		

Area:	<b>EMPLOYMENT</b>					
Goal 1	<b>Raising qualitative services for unemployed Roma in order to increase Roma employment rate</b>					
	Indicator	Activities / Monitoring	Data: availability of the existing and the need for the new data acquisition	Budget 2005	Cross cutting themes <sup>7</sup>	Timeline framework
	<ol style="list-style-type: none"> <li>1. Selection of the unemployed persons according to the employment ability criteria carried out, in favor of differential rendering of services ;</li> <li>2. Register keeping of Roma interested in Active Employment Policy (AEP) programs carried out;</li> <li>3. Activities aimed to the popularization of the AEP programs among Roma carried out;</li> <li>4. Special programs designed for Roma created and performed.</li> </ol>	<ol style="list-style-type: none"> <li>1. Standardization of the UPE (unemployed persons evidence) and the UPE application cartons with the project requirements;</li> <li>2. Campaign on AEP programs within which RAE could be included;</li> <li>3. Training of Roma population on the AEP programs, aimed to attract more Roma to participate in the activities of the Employment Agency;</li> </ol> <p>Authorized institution for monitoring: Employment Agency of Montenegro (EAM)</p>	<p>The UP Evidence did not envisage a special registration of the RAE, but for purpose of project requirements the application was changed and a search based on different criteria was made possible (education, special knowledge and skills, interests...)</p> <p>Change of application – September 2004.</p>	<p>Regular funds of the Employment Agency for 2005</p> <p>20,000 - 50,000 Euro</p>	<p>PRSP</p>	<ol style="list-style-type: none"> <li>1. Annual updating</li> <li>2. annual updating</li> <li>3. permanently</li> <li>4. when needed</li> </ol>

<sup>7[1]</sup> Mesures against discrimination, poverty and in favor of gender equality

Goal 2:	Providing a higher level and improved quality of social partnership					
	Indicator	Activities / Monitoring	Data: availability of the existing and the need for the new data acquisition	Budget 2005	Cross cutting themes*	Timeline framework
	<p>1. Partnership between EAM, Roma associations and employers achieved (at least 5 meetings of social partners held annually).</p> <p>2. A working group and project for dealing with people that have difficulties in finding employment established.</p> <p>3. Joint projects and actions of the above mentioned social partners organized (min 1 joint action performed with 3 soc. partners annually).</p> <p>4. Action of getting employers motivated to work with Roma performed (surveys, round tables, TV/radio programs, newspapers, pamphlets and similar);</p> <p>1. Subsidies for the employers in order to provide employment for Roma</p>	<p>1. Create a working group and make a project for dealing with people that have difficulties in finding employment (from the evidence) and, within it deal with Roma population;</p> <p>2. Include Roma population in activity planning;</p> <p>3. Include EAM advisors for employers in the project for dealing with people that have difficulties in finding employment</p> <p>Authorized institution for monitoring : Employment Agency of Montenegro (EAM)</p>	<p>The Employment Agency did not have a network of collaborators from the Roma population; it is necessary to include Roma in teams of collaborators within all organizational units of Employment Agency; it is necessary to make a data base of employers and other subjects interested in the project.</p>	<p>Needed funds for 2005 10.000 Euro</p>	<p><b>PRSP</b></p>	<p>1. 1. the end of 2005</p> <p>2. 2. permanently</p> <p>3. 3. the end of 2005</p>



Goal 3:	Institutional reform and a qualitative implementation of the labor market regulatory rules					
	Indicator	Activities / Monitoring	Data: availability of the existing and the need for the new data acquisition	Budget 2005	Zajedničke teme*	Timeline framework
	<p>1. Education of EAM collaborators performed (Employment Agency collaborators trained for dealing with people that have difficulties in finding employment);</p> <p>2. Education of Roma activists performed (Roma activists trained for participating in some of the A EP programs);</p> <p>3. Legal acts changed in order to provide positive discrimination (affirmative action) and stimulate the employment of Roma</p> <p>4. Agencies for dealing with people that have difficulties in finding employment established</p>	<p>1. Inform and educate all the EAM advisers with the project in all stages and with aspects of work with this population;</p> <p>2. Encourage the establishment of private agencies for dealing with people that have difficulties in finding employment;</p> <p>3. Analyse the methods of work and programs of the countries in the region regarding Roma employment issues;</p> <p>4. Be informed on the legislation regarding this area</p> <p>Authorized institution for monitoring: Employment Agency of Montenegro (EAM)</p>		<p>Funds needed 100.000 Euro (estimation)</p> <p>Funds needed 100.000 Euro (estimation)</p>	<p><b>PRSP</b></p>	<p>1. til the end of 2006.</p> <p>2. til the end of 2006.</p> <p>3. permanently</p> <p>4. permanently</p>

Goal 4:	Raising the employment rate of Roma					
	1. Employment rate of Roma known 2. Employment rate of Roma from the EAM evidence increased by 10%	1. Confirm the initial RAE employment rates, in order to follow the trends.  Authorized institution for monitoring: ZZZ;			PRSP	1. 2005  2. end of 2008.

Area:	<b>HEALTH</b>					
Goal 1	<b>Preservation and improvement of health conditions of Roma population and disease prevention</b>					
	Indicator	Activities / Monitoring	Data: Availability and Needs	Budget 2005	Links to related issues <sup>8</sup>	Timeline
	1. Structure and issue framework for permanent education 2. Number of seminars, campaigns and other activities: - Two campaigns per year; - Two workshops and two lectures per year including pamphlets printing - Structure and number of seminar participants in one year 3. Level of knowledge in the field of health protection, with emphasis on children and women health, infections prevention, and special attention on TBC HIV/AIDS, breast and uterus cancer, as well as on addiction diseases	1 Organize the Team for monitoring of Program implementation, with participation of Roma representatives in Centre for Health Promotion of Institute for Public Health 2 Establish health education system in Roma communities. 3 Organize the campaigns in Roma communities on health education, with emphasis on children and women health, infections prevention, and special attention on TBC HIV/AIDS, breast and uterus cancer, as well as on addiction diseases	There is no data on Roma knowledge, standpoint and attitude towards health; these activities should be monitored and examined among Roma population, mainly on the subject of dealing with health issue, which will enable gaining of relevant data in this field.	For 2005 33.000 €  Total from 2005-2015 165.000 €	PRSP  Children NAP	2005-2010

<sup>8</sup> Measures against discrimination, poverty and for gender equality

<b>Goal 2</b>						
<b>Integration of the Program for Protection and Improvement of Roma Health Conditions within the Health Service activities, especially within the Primary Health Service</b>						
	<b>Indicator</b>	<b>Activities / Monitoring</b>	<b>Data: Availability and Needs</b>	<b>Budget 2005</b>	<b>Cross cutting themes<sup>9</sup></b>	<b>Timeline</b>
	1. Number and percentage of Roma population included in Programmes of protection and improvement of living conditions in Health Services, especially in Primary Health Service Institutions.	1. Follow-up on the respecting of rights on health protection. 2. Include Roma in the activities of identifying their rights in the field of protection and improvement of Roma living conditions, especially in health protection on primary level.	Percentage of the regulations on organising Roma involvement in health system.	10.000 €		2005-2015
<b>Goal 3</b>						
<b>Health Survey on Roma Population Health Condition and recognition of mortality and illness causes in Roma population</b>						
	<b>Indicator</b>	<b>Activities / Monitoring</b>	<b>Data: Availability and Needs</b>	<b>Budget 2005</b>	<b>Cross cutting themes<sup>10</sup></b>	<b>Timeline</b>
	1. Data on Roma population health condition	1. Monitoring will be conducted by the auditors (experts) from the Institute for Public Health throughout the duration of the Project. 2. Gaining of the health indicators within Roma population	There is no data available on the moment	20.000 €		2005

<sup>9</sup> Measures against discrimination, poverty and for gender equality

<sup>10</sup> Measures against discrimination, poverty and for gender equality

Goal 4	Decrease of the value of mortality and morbidity indicators, especially on those of prevention character					
	Indicator	Activities / Monitoring	Data: Availability and Needs	Budget 2005	Cross cutting themes <sup>11</sup>	Timeline
	<p>1. Percentage of children with reciprocal birth weight; eradication of dying caused by diarrhoea; number of children born alive in hospitals and number of women in childbed under 18.</p> <p>2. Percentage of households with proper water supply and adequate waste materials disposal.</p> <p>3. Percentage of children included in Program of Immunisation and Program for System Control of Vulnerable Groups Health.</p> <p>4. Number of health professionals who have contacts with Roma.</p>	<p>1. Close monitoring of all activities related to health promotion.</p> <p>2. Developing Food, Nutrition, Satisfactory Alimentation, as well as Reproductive Health Programmes.</p> <p>3. Epidemic surveillance for development of Roma hygienic conditions.</p> <p>4. Permanent immunisation</p> <p>5. Developed health control system of entire population, especially children and other vulnerable groups.</p> <p>6. Stimulation of formal relations between health professionals and local representatives of Roma population in order to identify specific Roma needs.</p>	<p>Developed permanent monitoring of data that influence Roma health conditions and of the changes aroused from the Action Plan activities.</p>	<p>1. 200.000 €</p> <p>2. 10.000 €</p> <p>4. 5.000 € per year Total from 2005-2015: 50.000 €</p> <p>6. 10.000 € Total from 2005-2015: 100.000 €</p>		<p><b>2005-2015</b></p>

<sup>11</sup> Measures against discrimination, poverty and for gender equality

<b>Area:</b>	<b>HOUSING</b>					
<b>Goal 1</b>	<b>Increase accessibility of healthy drinking water for RAE population</b>					
	<b>Indicator</b>	<b>Activities / Monitoring</b>	<b>Data: Availability and Needs</b>	<b>Budget 2005<sup>12</sup></b>	<b>Cross cutting themes<sup>13</sup></b>	<b>Timeframe</b>

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<sup>12</sup> In millions of €€Eur

<sup>13</sup> Measures against discrimination and poverty, and in favor of gender equality

	<p>1. Degree of increased accessibility of healthy drinking water for RAE population.</p> <p>2. Increase rate of RAE who live in conditions where they have plumbing installations in their households from 54,7% to 73,6%.</p> <p>3. Degree of protection of available water springs, as well as potential springs of drinking water in rural areas</p> <p>4. Enhancing watersupply in locations inhabited by marginalized social groups, such as RAE, and in non-regulated settlements</p>	<p>1. Increase accessibility of healthy drinking water for RAE population by constructing of new and adapting of old infrastructure.</p> <p>2. Implement the measures to protect springs of utilized water, as well as potential springs of drinking water in rural areas</p> <p>3. Creation and implementation of measures to enhance watersupply in locations inhabited by marginalized social groups, such as RAE, and in non-regulated settlements</p> <p>Implementors: Municipalities Public Communal Company of Municipality Regional Public Community Company Ministry for Forestry and Water Industry Ministry of Environmental Protection and Urban Planning</p>		<p>1,25</p> <p>1,35</p> <p>1,25</p>	<p>PRSP NAP for children</p>	<p>1.2005-2006</p> <p>2.2005-2006</p> <p>3.2005-2006</p>
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<b>Goal 2</b>	<b>Improve living conditions of RAE</b>					
	<b>Indicator</b>	<b>Activities / Monitoring</b>	<b>Data: Availability and Needs</b>	<b>Budget 2005<sup>2</sup></b>	<b>Cross cutting themes<sup>14</sup></b>	<b>Timeframe</b>
	1. Improved living conditions of RAE due to the planned construction of new and reconstruction of old infrastructure	Construction of new and reconstruction of old dwellings for RAE		<b>0,15</b>	PRSP NAP for children	1.2006
	2. Percentage of population living in shacks reduced to 10%	Monitoring: Municipalities Relevant Ministry		<b>0,15</b>		2.2008
	3. Increased accommodation area from 36m <sup>2</sup> in 10%					3.2008
<b>Goal 3</b>	<b>Increase the rate of RAE living in households with bathrooms</b>					
	<b>Indicator</b>	<b>Activities / Monitoring</b>	<b>Data: availability of the existing and the need for collecting of new</b>	<b>Budget 2005</b>	<b>Common issues<sup>15</sup></b>	<b>Timr frame</b>
	1. The rate of RAE living in houses with bathrooms is increased from 31,6% to 70%	Construction of new or reconstruction of the existing objects			PRSP NAP for children	1.2005-2015
	2. Increased number of newly constructed or old repaired common bathrooms in the non-regulated urban settlements.					

<sup>2</sup> In millions of €Eur

<sup>14</sup> Measures against discrimination and poverty, and in favor of gender equality



Goal 4	Increase participation of the population whose waste waters are treated before remittance into natural receivers					
	Indicator	Activities / Monitoring	Data: Availability and Needs	Budget 2005	Cross cutting themes <sup>16</sup>	Timeframe
	<p>1. Participation of population in urban settlements whose waste waters are treated before remittance into natural receivers increased from 11% to 25%.</p> <p>2. Increased number of household units attached to the city sewage system.</p> <p>3. Increased number of constructed / reconstructed major sewage systems in RAE settlements.</p>	<p>1. Construction of new and reconstruction of the existing objects in urban settlements whose waste waters are processed prior to releasing them into natural containers , which are attached to the city sewage system.</p> <p>2. Construction / reconstruction of major sewage system in RAE settlements.</p> <p><b>Monitoring:</b> Municipalities Public Communal Company Ministry of Environmental Protection and Urban Planning</p>			PRSP NAP for children	<p>1.2006</p> <p>2. 2006</p>

<sup>16</sup> Measures against discrimination and poverty, and in favor of gender equality

<b>CROSS CUTTING THEMES</b>			
<b>Goal 1</b>	<b>Increase the percentage of registered RAE children</b>		
	<b>Indicator</b>	<b>Timeframe</b>	<b>Source</b>
	Percentage of RAE children aged 0-59 months whose birth has been registered	<b>2010</b>	NAP for children
	Percentage of registered RAE children, aged 0-18 years (overall, male, female)	<b>2010</b>	NAP for children
<b>Goal 2</b>	<b>Increase the assistance to socially vulnerable RAE families</b>		
	Decreased rate of RAE children living in conditions of poverty	<b>2010</b>	NAP for children
	Number of RAE beneficiaries of social assistance programs	<b>2007</b>	PRSP
<b>Goal 3</b>	<b>Setting and implementation of instruments for prevention and elimination of discrimination towards Roma</b>		
	Instruments for prevention and elimination of discrimination towards Roma are set and in process of implementing	<b>2010</b>	
<b>Goal 4</b>	<b>Decade of Roma inclusion'' promoted in time and presented to the public, to the interested parties and to the donors</b>		
	Media and PR campaigns designed and implementation started	<b>2005</b>	
	Public opinion familiar with Decade aims	<b>2005 cont.</b>	
	Civil society actively involved in Decade projects	<b>2005 cont.</b>	
	Domestic and foreign public opinion informed in time about results, achievements or problems in realisation of Decade or its concrete projects	<b>2005 cont.</b>	