

**STRATEGY OF RNGO - ROMA 2002
FOR DEVELOPMENT OF THE ROMA COMMUNITY IN
REPUBLIC OF MACEDONIA
2005 - 2015**

MAY 2004

CONTENT

I. Introduction

II. Analysis of the environment

II.1.External environment

II.1.1.Social environment

II.1.2.Specific environment

II.2.Internal environment

II.2.1.Structure

II.2.2.Culture

II.2.3.Resources

III.Strategy

III.1.Vision

III.2.Mission

III.3.Strategic goals

III.4.Identified needs by strategic goals

III.5.Specific aims

IV. Methodology for implementation of the strategy

I. INTRODUCTION

The network of Roma organizations RNGO - Roma 2002 during its two-years existence continuously makes efforts to direct future plans on addressing Roma community needs. Considering the fact that all the problems are closely related to each other and that it's not possible to act in isolation only for one problem, the Network is strongly determined to build a process of strategic planning for future activities and to establish possible ways for efficient acting. The previous Strategy for development of Roma NGOs was the first document developed by the Roma organizations themselves and as it was it contained a huge part about the problems that were affecting wider Roma community. Following the development of the situation and recent initiatives for serious approach to solution of Roma problems by the European Commission and the World Bank, as well as the Government of Republic of Macedonia, RNGO - Roma 2002 have decided to make its contribution and views on how to act in order address the problems of the Roma community. The right on participation of Roma in all the stages of building future policies regarding Roma is unavoidable, and this imposes clear need for participation of all relevant organizational structures that Roma in Macedonia have. With this intention this document was developed, and it is making effort to help all the stakeholders in their actions for problems resolving and progress of the Roma in Macedonia.

II. ANALYSIS OF THE ENVIRONMENT

II.1 External environment

II.1.1. Social environment

As a result of the Ohrid Framework Agreement and the State's legal obligation, a census was carried out from 1st to 15th November 2002, in the Republic of Macedonia. The information presented here are the first results of the census issued on 1st December 2003, as the final results will be issued in June 2004. The chart below presents the structure of the population in the Republic of Macedonia in percentage by national background.

National background	1948	1953	1961	1971	1981	1991	1994	2002
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Macedonian	65.8	66.0	71.2	69.3	67.0	65.3	66.6	64.18
Albanian	17.1	12.5	13.0	17.0	19.8	21.7	22.7	25.17
Turkish	8.3	15.6	9.4	6.6	4.5	3.8	4.0	3.85
Roma	1.7	1.6	1.5	1.5	2.3	2.6	2.2	2.66
Serbian	2.6	2.7	3.0	2.8	2.3	2.1	2.1	1.78
Bosnian	-	-	-	-	-	-	-	0.84
Vlach	0.8	0.7	0.6	0.4	0.3	0.4	0.4	0.48
Other	1.0	1.0	1.4	2.3	3.8	4.1	2.0	1.04

From the chart above one can see that the results from the last census show a new listing of the Bosnian community. Opposition parties and leaders of ethnic communities have been critical of the way the census was conducted and the results presented. However, the parties of the government together with the international

community stood behind the whole process that guaranteed for the objectivity and the relevance of the obtained results.

The Republic of Macedonia ranks as a lower middle-income country with Gross National Income (GNI) per capita of around US\$1,700¹. This places the country in medium liability with a foreign debt of 1.6 billion US dollars.

Besides the recent crisis of Kosovo in 1999, and the armed conflict in Macedonia in 2001, we can say that there has been some progress in the economic reforms. This mainly refers to the privatisation of the public capital and market-oriented economy. Minority communities were almost completely excluded from these processes and there were no special efforts made for the minorities to get any benefit from this progress. However, the modest increase since independence and the relatively low degree of direct foreign investments show that there is a need for significant improvement of the business environment in order to create new employment in the private sector.

The donors granted Macedonia US\$275 million to support its balance of payments, the implementation of the Ohrid Framework Agreement and the reconstruction of the damaged infrastructure. The donors have also declared their promptness to provide additional US\$244 million to support development programs focusing on: supporting reforms in public administration, promoting new employments in the private sector, developing human resources and protecting vulnerable groups with investment for supporting and providing advisory public policy in the area of the public health, education and the social sector.

Despite these achievements, there has not been any new employment, i.e. from the results of 31.10.2003 the number of unemployed persons is 383,693. The percentage varies by ethnicity with considerably higher percentage of unemployment among most minority groups than among ethnic Macedonians, which can be seen from the following table:

		Total	Macedo nians	Albanians	Turks	Roma	Vlachs	Serbs	Others
1998	Work force	823.825	643.689	112.190	22.600	16.280	2.443	11.590	15.033
	Employed	539.761	455.946	50.915	12.564	4.165	1.845	7.350	6.976
	Unemployed	284.064	187.743	61.275	10.036	12.115	598	4.240	8.057
1999	Work force	806.674	636.306	101.913	20.176	15.796	3.292	13.995	15.196
	Employed	545.224	460.009	49.131	10.676	4.459	2.759	9.879	8.311
	Unemployed	261.450	176.297	52.782	9.500	11.337	533	4.116	6.885
2000	Work force	811.556	639.364	105.928	20.307	13.364	2.289	11.693	18.611
	Employed	549.846	459.200	53.866	12.474	3.588	1.555	7.416	11.747
	Unemployed	261.710	180.164	52.062	7.833	9.776	734	4.277	6.864

According to the newest official data from the State statistical bureau for November and December 2003 only 1.500 MKD are left to one four-member family that is living on one average salary, which is 11.870 MKD, after buying monthly food supplies. So more then 50.000 families have only 1.500 MKD per month to pay for water, electricity, phone, to buy hygiene means, cloths, etc. According to the official data, the average family with a single monthly salary has enough money for food only. So far, successive government have made attempts, individually or in cooperation with the World Bank to prepare programs to fight the poverty, however, it is obvious that there are no results.

¹ Source: The Report of the World Bank on the Republic of Macedonia for 2003

During its existence, Republic of Macedonia had four parliamentary elections, the last of which were held on September 15, 2002.

The Ohrid Framework Agreement resulted in changes of the Constitution of Republic of Macedonia, that provided a legal frame for reform in the public administration, the Law on decentralization and a new territorial division of the state. Also, a step ahead in this context was made with the legalization of the Tetovo University as a third national university, that meant an effort in the solution of the issue on high education of the Albanian population in Republic of Macedonia.

In the period from 2001-2004 the problems in the area of education are constantly increasing in terms of quality, ethnic division and intolerance in the educational process, as well as organized strikes of the employees in educational, scientific and cultural institutions. The attempts to change the educational system did not show positive results, so there is more and more segregation, primarily between the Macedonians and Albanians. The political processes and their influence have a deep impact on the educational system and are related to the ethnic stereotypes and prejudices created in the students' surrounding, which results in deterioration of the conditions in the overall educational process.

II.1.2. Specific environment

Roma in Republic of Macedonia, according to the newest census results (2002) are 2,66% of the population, or a total number of 53 879 Roma. The most of the Roma in Republic of Macedonia are living in cities (95%), and the number of Roma living in rural areas is inconsiderable. Roma are organized through political parties, NGOs, cultural-artistic societies, etc. There are 4 Roma political parties in RM, which participated three times with one and once with two representatives in the Parliament of the Republic of Macedonia. The non-governmental sector is represented with over 100 associations of citizens that are mostly working locally, and mostly on humanitarian activities, after which are following human rights associations, and associations devoted to specific groups of people (women, children, youth), etc.

From economic aspect the employment, or rather the unemployment of Roma is shown on the table above, where the official state data are presenting a percentage of 73,1% unemployment among Roma. Considering the number of Roma that are not even registered at the Employment Bureaus, or are not registering regularly, estimations among Roma NGOs are that the unemployment of Roma is about 95%.

Information that Roma non-governmental organizations are presenting out of their field analysis is that more then 85% of Roma are social aid beneficiaries. Also, several decisions made by the Ministry of labour and social policy about the way of obtaining social aid provision, even more included Roma as the most marginalized and poor in Republic of Macedonia.

In Republic of Macedonia there are still Roma ghettos where the basic infrastructure needs are not meet (water, sewage, paved roads, street lights, etc.). In the second half of 2003 there were occurs of collective turn offs of whole Roma settlements from utilities nets regardless on whether all the people were not paying their bills or it was only because some of them.

When it comes to education, the situation can be easily explained with the official state figures, which are referring to the period by 2001 (there are not newer data announced yet). According to this figures, the number of Roma students out of the total number in the basic education is as follows:

Year	Total	Roma
1998/1999	255.150	7.602
1999/2000	252.212	7.757
2000/2001	246.490	7.970

Students in regular secondary schools:

Year	Total	Roma
1998/1999	87.420	450
1999/2000	89.775	447
2000/2001	90.990	499

The situation with the university education for students in state supported universities:

Year	Total	Roma
1998/1999	34.850	48
1999/2000	36.679	71
2000/2001	40.075	108

In the official data that are referring to the participation of the ethnic communities with their own staff in educational institutions there is no part about Roma, which says that they are not included in this at all. In this moment optional classes for learning of Roma language are held only in one basic school in the Suto Orizari municipality.

The state is putting insignificant efforts for creation of conditions for introducing the wider population with the culture, history and traditions of Roma and when it does, it is usually wrong and it's showing the dark side of the Roma life and culture, which opens space for negative stereotypes and gaining prejudices against Roma among the whole population.

In the social life, Roma in Republic of Macedonia are still treated unequally. Their illiteracy is being abused. There are still prejudices and stereotypes existing.

There are no examples of researches for the Roma culture and history. In the period by now there are none significant publications from the state about the Roma life and tradition, while we have a number of examples of foreign researches, publications, studies about the life, origin and tradition of Roma in Republic of Macedonia. This shows that foreign interest for the Roma in Macedonia is bigger then the interest of the state itself.

Roma are nearly not participating at all in the state institutions and public administration. They are not involved in the process of decision making for issues that are of their concern and interest.

Roma community is showing special interest in the process of building National strategy for integration of Roma in Republic of Macedonia. The Government of Republic of Macedonia accepted the initiatives from the World Bank and it is expected for the next period broad inclusion of Roma organizational structures and their fair involvement in the preparation.

In the moment there are a number of initiatives regarding the integration of Roma in the state and the region, among which:

- Decade of Roma Inclusion 2005 - 2015
 - World Bank
 - Open Society Institute

- European Commission
- UN Development Programme (data base)
- Action plan for improvement of the situation of Roma 2003 - 2018
 - Organization for Security and Cooperation of Europe
- Educational fund
 - World Bank
 - Open Society Institute
- Programs of international agencies and foundations
 - USAID
 - ECMI
 - CRS - education program
- National Strategy for Roma Integration
 - Government of the Republic of Macedonia
- MCIC

II.2. Internal environment

II.2.1 Structure

The coordination of Roma non-governmental organizations Roma 2002, or short RNGO - Roma 2002 is comprised of Roma non-governmental organizations from Republic of Macedonia that are freely joining together for realization and coordination of their common interests and for realization of joint activities with an aim improve the social, economic and social status of the Roma community in Republic of Macedonia.

The work of the coordination is public. This is ensured by regular informing of the members for all the forms of working. To inform the wider membership and wider public means for public informing, web sites, newsletters, brochures and other printed materials will be used.

Members of RNGO - Roma 2002 are Roma non-governmental organizations that are freely accepting the program, the Statute, the Memorandum of Cooperation and the Code of Ethics agreed on the foundation meeting of the Assembly of RNGO - Roma 2002. Members of RNGO - Roma 2002 can become all the organizations that are registered under the Law on Associations of Citizens and Foundations that are complying the following criteria:

- Are transparent in their work and are open to new members
- Have developed infrastructure according to the Law on Associations of Citizens and Foundations
- During their work they haven't break the Law on Association of Citizens and Foundations
- From their existence by the time of their acceptance in the Coordination they have realized at least 3 projects
- They don't have political background and they don't participate (directly or indirectly) in political campaigns
- In their program they mostly have provisions that are for the interest of the development of the Roma community in Republic of Macedonia

The acceptance of organizations in RNGO - Roma 2002 is done based on a recommendation by one of the RNGOs-members of the Coordination and support by at least three more RNGOs-members of the Coordination, followed by submission of

an application for getting a member organization in the RNGO - Roma 2002. The organization is becoming legitimate member of RNGO - Roma 2002 with a decision by the Assembly of RNGO - Roma 2002.

In the moment, the following Roma non-governmental organizations are members of RNGO - Roma 2002:

- ⊙ HCAR "Moon" - Gostivar
- ⊙ HARM "Sun" - Tetovo
- ⊙ RKC "Darhija" – Skopje
- ⊙ RAWM "Luludi" – Skopje
- ⊙ OYR "Anglunipe" – Skopje
- ⊙ CRZ "Drom" – Kumanovo
- ⊙ ROWM "Daja" – Kumanovo
- ⊙ FPR "Arka" – Kumanovo
- ⊙ AHRPR - Stip
- ⊙ HCAR "Phurt" – Delcevo

All the members of RNGO - Roma 2002, signatories of the Memorandum of Cooperation, comprise the Assembly, which is the highest body of RNGO - Roma 2002. This body meets at least once a year when it accepts new members and elects other bodies of RNGO - Roma 2002.

Between two Assemblies RNGO - Roma 2002 is managed by a Coordinative Body comprised of 9 to 11 members elected by the Assembly, representatives of all the working pillars covered by the coordination. The Coordinative Body is an executive body of the coordination. The Coordinative Body is making most of the decisions between two Assembly meetings and is preparing the most of the documents needed for the work of RNGO - Roma 2002. Also, the Coordinative Body represents the coordination before other organizations and individuals. The Coordinative Body has its Coordinator, which, besides is the legal representative of the coordination, is also leading the work of the Coordinative Body. The Coordinator has a deputy that is officiating the function of the Coordinator in his/her absence.

RNGO - Roma 2002 has a Secretariat as a separate body that has administrative-technical role within the coordination. The coordination also has a Spokesman responsible for the communication with the public and representation of RNGO - Roma 2002 before the wider public.

The Monitoring Board is another body of RNGO - Roma 2002 elected by the Assembly and comprised of representatives of RNGO - Roma 2002 or external persons and it has a controlling function for the work of the coordination and all its bodies.

General aims of RNGO - Roma 2002

With the help of this coordination the capacity of RNGO members will be improved in aspect of joint approach, development and implementation of joint programs and projects. The coordination will also support development of joint projects and will represent them before donors.

The coordination will work on different ways for emphasising of the strong contribution that RNGO - Roma 2002 can make in the development of the Roma non-governmental movement. This includes joint lobbying and performance before state institutions, domestic and foreign potential collaborators and donors.

Specific aims of RNGO - Roma 2002:

- Clearly defined vision and mission

- Establishment of common focused tasks, objectives, responsibilities and information
- Identification of the main problems and needs for acting on national level
- Preparation of middle term and long term program plans as an integral part of the Strategy of RNGO - Roma 2002

With the working of the network its members are not intending to act isolated or in parallel with domestic or foreign institutions, but through maximal and transparent cooperation with all the stakeholders to address the real priority needs of Roma towards their better integration in the society. This network will mainly lobby and advocate, report and inform, educate, create capacities, attract and finance funds for the overall progress of Roma and all the citizens in RM.

II.2.2. Culture

The right on association, cooperation and achieving common interests that contribute to the capability for better working on specific aims and objectives defined is a general indicator of the associations of Roma citizens of Republic of Macedonia.

This document is only setting up certain values, standards and norms which are to be respected by all the members without any reservations and are in direction of gaining an opinion among others that is worthwhile being a member of this form of association.

During its work within the coordination general principles, ethic norms, vision and mission of the member NGO and the Law on Association of Citizens and Foundations of Republic of Macedonia should lead the NGO.

It should give contribution to the analysis and advocacy for the truth regarding the interests of the association, without being led by local, personal or own interests.

It is not allowed for a member NGO to do advocacy for, to represent or to support any of the political parties or to be directly involved into a political campaign of any of the political parties for any reason.

Member NGO is obliged to express the truth, to be balanced, proofed and with arguments in the statements. It has right to state the source of information, but defrays material and moral responsibility for that.

All the NGOs have right and responsibility to espouse free flow of information.

Member NGO has a right on access to all the information, as well as to recheck certain information independently, but is obliged to inform the group about that.

Member NGO has a right to react and to ask for information about any event of inaccessibility to the information. It should inform the group about that and should ask for explanation (verbal or written).

During realization of their activities, member NGOs are obliged to be maximally transparent and to work in accordance with the previously set up tasks and plans for the work on projects, as well as in accordance with the law and contracts for the projects.

The work of member NGOs is exposed for critics by the group and the NGO is obliged to act according to the recommendations and conclusions from the group and also to inform the group about that.

Each member NGO respects the copyrights of other NGOs and member NGOs. In its articles it states the names of others from which it borrows information and in certain cases when its needed it asks for permission for usage.

Member NGO is not allowed to conduct activities by which it imperils the interests of other NGOs or member NGOs.

Most reprimands will be taken against NGOs that are accepting bribery or are involved in corruption actions.

Each member NGO is obliged to defend the interest of RNGO and without common agreement or permission from other member NGOs it is not allowed to undertake anything in regard to RNGO.

II.2.3. Resources

Member RNGOs of RNGO - Roma 2002 have the following capacities and resources as a result of their previous work:

- a. Venues
- b. Equipment
 - computer equipment
 - equipment for presentations
 - vehicles
 - sewing machines
 - other (specific)
- c. Trainings
 - training materials
 - trainers
- d. Knowledge and skills
 - information about beneficiaries needs
 - bulletins and internet sites
 - trained staff
 - organizational expertise
- e. Volunteers
 - potential for new leaders
- f. Relationships with donors
- g. Authority
 - before the donors
 - before the beneficiaries
 - before other NGOs
 - before institutions
- h. Media relations
 - on local level
 - on national level
- i. Flexibility
- j. Motivation

Member RNGOs of RNGO - Roma 2002 have cooperation or are part of the following networks, foundations and agencies dealing with Roma issues:

- A) ECMI NGO Network for improvement of interethnic relations in RM
- B) NGO Parliament
- C) Civic platform
- D) It's enough
- E) Roma Delegation of the World Bank
- F) Women Union
- G) MCIC

- H) NGOSCs
- I) UNHCR Legal network
- J) OSCE – All for fair trials
- K) USAID
- L) ISC
- M) ERRC
- N) Caritas
- O) FOSIM
- P) IOO Budapest

III. STRATEGY OF RNGO - ROMA 2002

III.1. Vision:

General effective development and participation of Roma in all the segments of the society Republic of Macedonia.

III.2 Mission:

We want to develop better quality of life for the Roma community in Republic of Macedonia through cooperation and participation in joint initiatives.

III.3. Strategic goals - working pillars

Strategic goals were defined by extensive discussion among the members of RNGO - Roma 2002 on basis of their experience and expertise. Although Roma community is facing a lot of problems that are closely connected, Roma non-governmental organization agreed upon the priorities of the strategic goals to work on in the coming up period. The priority list of strategic goals is as follows:

- II Employment
- III Housing
- IV Education
- V Civic society, human rights and women issues
- VI Health
- VII NGO management (development)
- VIII Discrimination
- IX Culture, science and media
- X Sport, youth and ecology

III.4. Identified needs by strategic goals (prioritised)

1. Employment

- (1) Access to information / equal possibilities
- (2) Lobby group on business
- (3) Education for adults
 - ◆ Literacy
 - ◆ Working qualification
 - ◆ Re-qualification
- (4) Establishment of advisory business centres
- (5) Access to favourable credits
- (6) Trainings, skills developing and preparation of manuals
- (7) Cooperation between businesses and NGOs

2. Housing

- (1) Improvement of the infrastructure in the Roma settlements
 - ◆ Urbanization of Roma settlements
 - ◆ Legalization of illegal properties (houses)
 - ◆ Connection to the water and sewage system

- ◆ Legalization of electrical connections
 - ◆ Street lights
 - ◆ Paved roads
- (2) Building of social apartments for homeless, social cases, young couples
 - (3) Dislocation of Roma settlements that are affected by natural disasters (Veles - lend sliding, Kumanovo - lend sliding and flood etc.)
 - (4) Provision of accessible credits for buying own apartments
 - (5) The Ministry for transport and connections to prepare a study about the conditions of housing of Roma which includes recommendations for improvement of the situation
 - (6) Inclusion of Roma in institutions that are dealing with the issue on housing

3. Education

- (1) Measures for prevention of the dissipation of children from basic school
- (2) Scholarship funds (for all ages of students)
- (3) Mentoring
- (4) Compulsory pre-schooling education
- (5) Establishment of clear and objective criteria for grading of students
- (6) Admission of secondary and university students at schools
- (7) The problem of Roma children in special schools (qualification)
- (8) Books, school equipment and other school needs and tools
- (9) Responsibility of the parents towards education of their children
- (10) Learning of Roma/Macedonian language according to needs
- (11) Organized and well use of the spare time of youngsters
- (12) Participation of Roma staff at schools (from assistants to teachers)
- (13) Education of the school staff for working with Roma
- (14) Education on Roma language (depending on regional needs)
- (15) More school facilities according to regional needs
- (16) Pressure for realization of defined programs and plans at schools

4. Civic society, human rights and women issues

- (1) Participation and proportional involvement of Roma in state institutions
- (2) Lobby group for realization of the human rights of Roma
- (3) Inclusion of Roma women in all spheres of public life
- (4) Roma without complete citizenship
- (5) Education of Roma about registration of newborns and the process of obtaining citizenship
- (6) Information of donors about working with Roma (problems and needs)
- (7) Awareness raising and education of Roma about human rights
- (8) Documentation, statistics, data, researches, analysis
- (9) Promotion of the public opinion (RNGOs)
- (10) Inclusion of Roma in the monitoring of the judicial and legal system
- (11) Comparing domestic with international legislation

5. Health

- (1) Full basic health protection for all the residents
- (2) Discrimination in the health institutions
- (3) Education about reproductive health and sex
- (4) Compulsory vaccination during the period from birth to basic school (after that the school is taking care)

- (5) Each child to be included in the state health system (without regard of the number of children in the family)
- (6) Health education (especially on topics: addictions, culture of healthy life etc.)
- (7) Special emphasis on the health protection during pregnancy and care for newborns and children
- (8) Health protection of Roma women
- (9) Review of the categorization of Roma children as children with special needs
- (10) Health insurance for women (on their names)
- (11) Newborns registration
- (12) Regular systematic health exams of Roma

6. NGO management (development)

- (1) Lobby groups
- (2) Building the capacity of the RNGOs
- (3) Initiation of volunteers exchange in and out of the country
- (4) Benchmarking of RNGOs/ audits of RNGOs with aim of better competitiveness
- (5) Training of Roma leaders, trainers and campaign leaders
- (6) Establishment of formal and informal coordination and networks of RNGO on national and international level
- (7) Development of economy, employment and business sector within the NGO sector

7. Discrimination

- (1) Legal representation of cases of discrimination before the court bodies
- (2) Advocacy and lobbying
- (3) Education on discrimination recognition
- (4) Continuous following of the situation with the Roma rights
- (5) Regular informing of domestic and international public about Roma rights in RM
- (6) Gender equality
- (7) Promotion and encouragement of respect for the differences

8. Culture, science and media

- (1) Inclusion of Roma in the Commission for culture of the ethnic communities in RM
- (2) Researches about Roma culture, history, tradition and language
- (3) Raising the quality of existing written and electronic Roma media
- (4) Presence of Roma in the media
- (5) Better inclusion of Roma in institutions dealing with culture and science
- (6) Extension of the Roma programs on state national and local media
- (7) Promotion and presentation of Roma language and culture
- (8) Encouragement of initiatives for formation of institutions for promotion of Roma language and culture
- (9) Financing Roma weekly newspapers from the state

9. Sport, youth and ecology

- (1) Awareness raising among young Roma and their engagement in the field of education
- (2) Projects and programs for creative engagement of young Roma
- (3) Initiating and opening of youth organizations and cooperation with existing organizations, as well as inclusion of young girls in NGOs
- (4) Improvement of the fun, cultural and sport spirit among young Roma
- (5) Initiatives for opening of sport clubs
- (6) Initiative for establishment of Roma Youth Informative Centre
- (7) Establishment of ecological-educative centres for healthy and clean living environment

III.5. Specific aims

1. Employment

Long-term objective:

By 2015 in cooperation of RNGO - Roma 2002, Government of RM and business sector, programs for employment will be provided to decrease the unemployment of Roma by 25%, and for 50% of the rest work-able unemployed people trainings for work qualification and re-qualification, as well as access to information for opening own businesses will be provided.

Short-term objectives:

By the end of 2005 RNGO - Roma 2002 will create a data base of all the available reports, recommendations and surveys about the economic situation of the Roma population on which basis it will be able to prepare tangible programs and actions for realization in order to solve the situation.

At least 3 NGOs from RNGO - Roma 2002 by the end of 2006 to have established advisory business centres that would offer consultative services for the Roma population about starting, managing, analysis of businesses, preparation of business plans.

Members of RNGO - Roma 2002 by the end of 2006 will develop a program for regular trainings for the employees in the business sector in the Roma community for efficient and sustainable production of goods.

2. Housing

Long-term objective:

From 2005 by the end of 2015 the number of Roma settlements that lack basic infrastructure (water, electricity, sewage, paved roads) will be decreased by 50%. This will be realised in cooperation between governmental and non-governmental domestic and international institutions, organizations and foundations.

Short-term objectives:

The NGO sector will prepare projects and programs in the period from 2005 to 2009 for the 60% of the families living in lend-sliding settlements to be dislocated at secured location for living.

By the end of the first half of 2005 a lobby group will be formed for continuous advocacy and lobbying before the Government of Republic of Macedonia for solving of the urban planning problems of the Roma community that are referring to the illegal settlements and poor infrastructure, and special accent will be placed on sheltering homeless people.

3. Education

Long-term objectives:

By the end of the Decade of Roma Inclusion conditions will be secured (legal frame, awareness and responsibility) for complete inclusion of Roma children that will certainly complete basic school.

By 2015 the number of Roma women included in the university education will be increased by 50% compared with 2004, through government program for support of the education of Roma, and the number of employed Roma women out of the existing educational and suitable staff will be increased for 40% compared with 2004.

Short-term objectives:

A team of 100 volunteers will be formed within RNGO - Roma 2002 by the end of 2005 that will continuously work to help Roma students in the basic education for understanding programs within the curriculum.

A lobby group will be formed by the end of the first half of 2005 within the RNGO - Roma 2002, which will lobby donors that are providing scholarships for Roma students in order to form an independent fund of whose bank interest latter on independent funds will be provided for scholarships for Roma students.

By the end of 2005 a program will be completely developed for establishment of a network of informal educational centres across Republic of Macedonia for additional classes and organized activities out of school for the Roma children, as well as for sheltering of preschool age children.

By the end of 2005, in cooperation with the Ministry for Education clear and objective criteria for grading of the knowledge of students from primary (basic) and secondary (high) school will be built.

4. Civil society, human rights and women issues

Long-term objective:

By 2015 from the capacities of Roma non-governmental organizations that are working on the field of civic society and human rights a Centre for Roma Rights of

Republic of Macedonia will be formed that will create and maintain database about the rights of Roma, will offer information about Roma rights to all the interested parties and will lobby and legally represent Roma rights before domestic institutions and courts, as well as before the European Court for Human Rights.

Short-term objectives:

A lobby group of representatives of RNGO - Roma 2002 and well known people from the Roma community will be formed by 2008, which will contribute for better participation of Roma in the state institutions.

By 2010 members of RNGO - Roma 2002 that work on the issue of citizenship will contribute through advisory work, information and education of the Roma population, for the number of Roma without citizenship or stateless Roma to be decreased to less than 2%.

By the end of 2005 a team of Roma leaders from the participants in RNGO - Roma 2002 will be formed and trained and it will continuously work on encouragement of Roma women for participation in the social life.

RNGO - Roma 2002 in cooperation with other organizations and institutions will edit annual reports and monitoring publications about the conditions with the Roma rights in Republic of Macedonia.

5. Health

Long-term objective:

By 2015 for 75% of the members of the Roma community in RM that for any reason lack health insurance and primary health protection, primary health protection will be provided through health programs of the institutions. RNGO - Roma 2002 will participate in the whole process of implementation.

Short-term objectives:

By the end of 2007 a survey will be made about the health needs of the Roma population and recommendations, suggestions and actions will be prepared for the Government of Republic of Macedonia, the international community and the Roma community to undertake in order to improve the situation.

All the Roma children will be vaccinated and a practice of continuous health protection of children will be introduced, by the end of 2008. The Ministry of Health will achieve this objective.

Advisory based organizations of RNGO - Roma 2002 will continuously quarterly conduct programs for educational workshops for the Roma population, especially for women, on topics of women health, health care during pregnancy, reproductive and sex health, babies and children health, etc.

6. NGO management (development)

Long-term objective:

By the end of 2012 all the member organizations of RNGO - Roma 2002 will be programmatically and financially sustainable and will successfully conduct and manage defined organizational aims.

Short-term objectives:

By the end of 2005 RNGO - Roma 2002 will form two lobby groups - one for national and one for international representation of the interests of the network.

By the end of 2006, RNGO - Roma 2002 will identify 10 foreign organizations that are dealing with Roma problems and will prepare a program for volunteers exchange with these organizations aimed to experience exchange and organizational capacities building.

7. Discrimination

Long-term objective:

By 2015 the NGO sector, the Government of RM and the Court will establish common group for transparent informing about the situation with the discrimination.

Short-term objectives:

By 2006 a group for promotion, lobbying and advocacy for gender equality within out of the Roma community will be formed.

By 2007 a team comprised of low degree students will be formed and its education will start on theme of discrimination recognition and protection from discrimination.

By 2008 members of RNGO - Roma 2002 working on protection from discrimination will form an expert group that will monitor and report to the domestic and foreign public about the situation of Roma community.

8. Culture, science and media

Long-term objective:

By 2015 in cooperation with the Ministry of Culture and the representatives from the Roma community that work on the promotion of Roma culture will prepare a special strategy for development of the Roma culture and will start its realization.

By 2015 a desk for Roma language and culture within the University of Ciril and Methodius will be opened.

Short-term objectives:

By 2008 in each town that has minimum conditions (15 students) a class for learning Roma language will be opened.

By 2010 the number of local media established by Roma representatives will be increased by three times.

By 2010 a concession will be obtained for one electronic media and one newspaper will be started that will be managed by representatives of the Roma community.

9. Sport, youth and ecology

Long-term objective:

By 2015 RNGO - Roma 2002 will develop an annex to the national ecological plan for the Roma communities and will lobby to the Ministry for transport and connections for its realization.

By 2015 Youth Information Centre will be formed whose administrative costs will be covered by the Agency for sports and youth of Republic of Macedonia.

Short-term objectives:

Ecological and youth association that will exclusively treat the problem of young Roma to be formed immediately.

IV. METHODOLOGY FOR IMPLEMENTATION OF THE STRATEGY