

FORUM ZA PRAVATA NA ROMITE
ROMA RIGHTS FORUM



European Commission



ACCESSING DEMOCRATIC INSTITUTIONS FOR ROMA

**Accessing Democratic Institutions for Roma
In Kumanovo and Kriva Palanka
Recommendation for the period
2009-2012**

September 2008, Kumanovo

Roma Rights Forum “ARKA”, Kumanovo has implemented the project “Accessing Democratic Institutions for Roma”. Within the frame of the project Professional Advisory Board has been formed which has participated in the preparation of the “Accessing Democratic Institutions for Roma in Kumanovo and Kriva Palanka Recommendation for the period 2009-2012”.

Members of the Advisory Board are:

1. Blage Jakimovski Agency of Employment
2. Olivera Stojanovska Principal in Primary School “H.T Karposh ”
3. Stojan Arsovski Inspector in MOI Kumanovo
4. Vasil Ramadanov Roma Rights Forum “ARKA ”
5. Sevdjan Sulejmanovski An intellectual from Roma Community
6. Isni Amedovski Representative of the Target Group

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Introduction

The project « Accessing Democratic Institutions for Roma » has been initiated from the Roma Rights Forum « ARKA », Kumanovo, in partnership with DAJA and Roma Progress, founded by European Commission within the frame of the Campaign 2, of the European Initiative for Democracy and Human Rights (EIDHR).

For the needs of the Project Professional Advisory Board has been formed which discussed the needs that refer to the education, employment, health, and human rights for Roma as well as their accessing to the relevant institutions. According to the Action Plan for Better Access for Roma to Democratic Institutions in Kumanovo and Kriva Palanka, in the period from 2009-2012 an effort has been made to provide direct, tangible access to basic human rights for Roma by removing barriers (personal and institutional) to democratic institutions. Through the implementation of the project activities socio- economic problems of Roma were recognized through monitoring of forty Roma families that are beneficiaries of social help, in order to reveal the causes that influence on providing the relevant services and possibilities offered by the institutions. By using intensive case management, the beneficiaries of the project were provided with access to the democratic institutions. An individual progress of each family has been monitored, recognizing the problems that Roma encountered on a daily bases with the institutions, gathering important information that helped formulating the steps needed for making the action plans for the families. The action plan is an efficient mechanism for making strategy and undertaking changes in particular community which is an important tool that helps finding a solution and making plans and then connecting, monitoring and advocacy as well as various educations for certain members of the families.

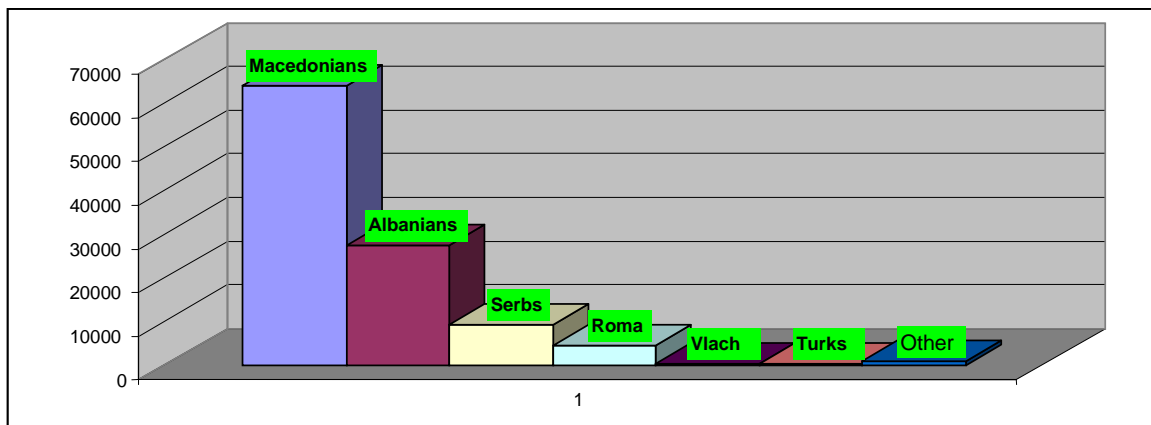
Than project duration is twelve months, the implementation of the project activities has started at October 2007.

Major problems in the institutions

Description of the current situation

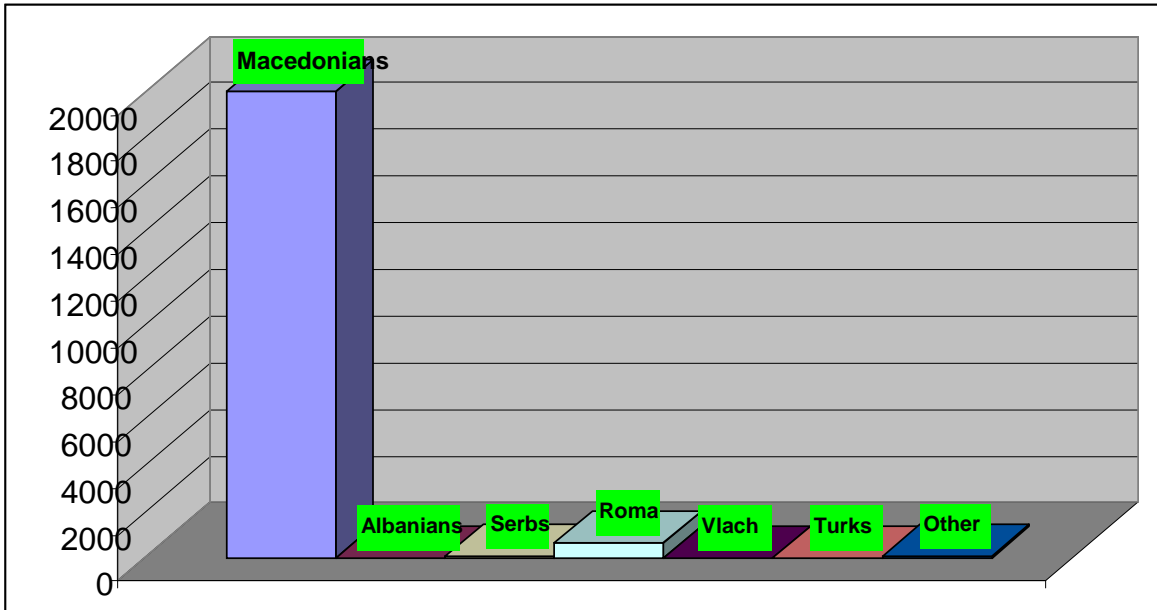
Kumanovo municipality is placed in the north-east part of the State. Kumanovo is the largest municipality with 105.484 thousand citizens. The ethnic structure of the population is different which is also evident from the fact that there are two official languages Macedonian and Albanian.

Ethnic structure of the citizens in Kumanovo			
No.	Ethnic structure	Number	%
1.	Macedonians	63746	60.4
2.	Albanians	27290	25.8
3.	Serbs	9062	8.5
4.	Roma	4256	4.0
5.	Vlach	147	0.1
6.	Turks	292	0.2
7.	Other	671	0.6
8.	Total number of citizens	105484	



Ethnic structure of the population in Kriva Palanka

No.	Ethnic structure	Number	%
1.	Macedonians	19998	96.05
2.	Albanians	/	/
3.	Serbs	103	0.49
4.	Roma	668	3.21
5.	Vlach	3	0.014
6.	Turks	2	0.010
7.	Other	46	0.221
8.	Total number of citizens	20820	100



Education

In municipality of Kumanovo, Albanians, Turks and Serbs have the right to study on mother tongue while Roma and Vlach are not enjoying this right at the moment.

This is contradictory to the provisions of the Framework Agreement (Article 6) and the Constitution (Article 115 and the Law for primary education (Articles 12, 13, 14).

The Ministry of education since September has launched facultative subject in schools which will enable the ethnic communities to study in their language. Kumanovo Local-Self-government makes efforts for inclusion more children in the process of education in order to study Roma, Bosnian and Vlach language.

Insufficient inclusion of Roma children in the educational process is based on:

- unequal preschool education
- not having a command on Macedonian language
- poor socio-economic situation of the parents
- lack of personal documentation (unregistered newborn children)
- lack of information of the parents about the educational process
- traditional approach (culture and tradition)
- uneducated parents
- lack of Roma educators
- lack of school equipment
- small number of individuals manage to complete primary school
- three persons have university education in Kumanovo
- stereotypes and prejudices at schools
- lack of educational institutions for adults
- parents are not interested to enrol their children to educational institutions

Health

The inclusion of Roma into health institutions is based on their inclusion into the primary sector. Health condition of Roma families is due to the poor living conditions, lack of education and awareness, abysmal nourishment, lack of health security cards etc.

These problems may be divided into five categories:

1. Lack of health awareness and information about using health care.
2. Roma children are not included in the process of immunization.
3. Roma families do not have health insurance.
4. There is not developed strategy of the LSU (Local Self-government Units) with regards to reproductive health of Roma families.
5. Lack of health profile with trained Roma staff in the health institutions.

Economy

Access of Roma families and their inclusion in stabilizing programmes which would enable equal economic possibilities with other citizens, is too low (from the total 4276 Roma in Kumanovo, 2776 are registered in the Agency of Employment , only 10% are employed). The inclusion of Roma into the institutions would improve their economic situation and primarily in the way that they could be engaged as a season workers trough the Agency of Employment.

The following problems have been identified regarding the employment of Roma families:

- 80% of them are beneficiaries of social help.
- Stereotypes and prejudices of the employers about employment of Roma.
- Lack of separate policy for employment of Roma.

- Participation of Roma in grey economy.
- Lack of local strategy about local economical development for Roma.
- Lack of possibilities for having own trade.
- Undeveloped communal substructure.
- Residence of Roma in ghetto communities (Sredorek, Bavchi, Stari lozja).
- Lack of basic culture of living (unregulated properties – illegal houses)

Human Rights

Monitoring of the implementation of human rights of Roma families enable better access to the relevant institutions (MOI and Court) that is based on obtaining and renewing personal documentation.

The right of individual freedom is guaranteed by the Constitution (Article 12 and Article13), and also is protected by the Article 5 from European Convention for Protection of Human Rights. The Courts and the MOI Kumanovo and Kriva Palanka are major institutions on the local level for protection and detention of the individual human rights. Detention without warrant is often case among the members of Roma families.

Major problems:

- Newborn children unregistered in the Register Service in the MOI.
- Roma people not informed about their rights.
- Many persons without citizenships and other personal documentation.
- Prejudges about Roma.
- Lack of Roma employed in relevant institutions.
- Bad attitude towards Roma by the employed in the institutions.
- Bad command on Macedonian language.
- Lack of education.

Analysis of the interested parties

Analysis of the interested parties recognizes the relations that could be made, coalitions, founder ships, as well as new possibilities for establishing cooperation. We have identified and estimated the relevant participation of the interested parties through different projects as well as all individuals and institutions that are able to prevent or support Roma in their attempt to access the relevant institutions. Moreover,

potential conflicts or risks could be recognized of the Action Plan. Eventually, it provides conclusions from the established relationships with our activities and of the things we consider as most important.

Parties involved:

- Roma families from Kumanovo and Kriva Palanka.
- Individuals without citizenship.
- Alleged victims of a police abuse.
- Marginalized groups
- Roma without personal documentation
- Refugees/Asylum seekers
- Citizens who need realization and protection of human rights
- MOI in Kumanovo and Kriva Palanka
- Donors
- Media
- LSU in Kumanovo and Kriva Palanka
- Other NGOs that cooperate with ARKA
- Social Welfare Centre
- Agency of Employment
- Ombudsman
- The Government
- International community
- ARKA staff
- The hospital and healthcare institution
- Ethnic Communities Commissions
- Standing Inquiry Committee for Protection of Civil Freedoms and Rights
- Foreign NGOs
- Schools
- Ministry of Social Work and Labour
- Red Cross (on local level)
- Legal office at the Bar for providing free legal help
- European Counsel for Human Rights
- Primary Courts

Recommendations

Recommendations to the Primary Courts and MOI In Kumanovo and Kriva Palanka

- Organizing trainings for the employees by these institutions for better access of Roma families.
- The responsibility of the judge while confirming the legality of deprivation from freedom.
- Providing additional measures with which Roma person will enjoy their rights as person deprived from freedom.
- Introducing special programmes for Roma people for renewing personal documentation.
- Employment of Roma people.
- Organizing education in order Roma families to learn to fill in applications for obtaining various documents.

Recommendations to Educational Institutions

- The Ministry of Education and Science to consider carefully the requests from Roma community for introducing studies in Roma language as well as providing positive examples for employment of Roma people with relevant education in those schools where the number of Roma students is considerable.
- Development of special policies for encouragement the efforts for studying in Roma language and conditions to be made where such policies would be put in practice.
- Studying in Roma language as a mother tongue and not to be facultative but compulsory school subject.
- Children whose parents are beneficiaries of social welfare to be provided with free textbooks.
- Introducing teachers as mentors for the children from Roma nationality.
- Organizing lectures for adults (illiterate Roma people).
- Organizing family education (mobile education, “from door to door”).

Recommendations to Health Institutions

- Increased acquaintance of Roma families with accessibility to health insurance.
- Trained Roma staff in the health institutions.

- Regular gynaecological controls for Roma women.
- Inclusion in the immunisation (mobile health education).
- Separate health fund for Roma who are beneficiaries of social welfare.
- Improvement of hygienic living conditions of Roma people.
- Providing Roma people with health insurance cards.

Recommendations to the Agency of Employment and the Social Affairs Centre

- Creating suitable working atmosphere for Roma people
- Creating database for recording all capable persons.
- Creating social packages for this population in order to fight against the poverty.
- Creating family businesses.
- Employment of Roma with university degree.
- Mobile education, giving information.
- Providing qualifications needed at the market.
- Suitable home loans.
- Training for the employees in these institutions about different treatment towards Roma people.
- Inclusion of Roma women in the programmes for gender equality.
- Provision of special funds for development of family business.
- Scanning the needs of this community for self-employment by the Local-Self-government Units in Kumanovo and Kriva Palanka.
- Opening marital and premarital advisory centres.

Action Plans

Within the project „Accessing Democratic Institutions for Roma” a method of intensive case management was applied. Well trained case managers through an individual visits to forty Roma families (they were conducting the work through a many previously planned steps), as a base for identifying, defining and prioritize the major issues that cause problems in Roma families making a barriers in their attempt to access the democratic institutions.

Five activities of the case management were employed: assessing, planning, relating, monitoring, and advocacy as a base for ranging the following institutions whose services are most needed in everyday life.

Areas:

- 1. Accessing Educational Institutions for Roma**
- 2. Accessing Health Institutions for Roma**
- 3. Accessing Courts for Roma**
- 4. Accessing Internal Affairs Sector for Roma**
- 5. Accessing Agency go Employment for Roma**
- 6. Accessing Centres for Social Affairs for Roma**

Accessing Educational Institutions for Roma

Goal 1. Inclusion of Roma children into educational institutions in Kumanovo and Kriva Palanka

<i>Objectives</i>	<i>Activities</i>	<i>Period</i>	<i>Expected Results</i>	<i>Possible Partners</i>	<i>Percentage Of Probability</i>	<i>Indicators</i>
1. Increasing the number of Roma children in the preschoolastic institutions	1.1 Organizing work meetings with MLSP	January-June 2009	- Work meetings accomplished	-MLSP -Roma NGO	100%	Conveyed meetings
	1.2 Creating work groups with LSU	June-September 2009	- Work groups created	-LSU Kumanovo and Kriva Palanka	100%	Number of created work groups
	1.3 Creating database	January-September 2009	- Database created	-MLSP Kumanovo and Kriva Palanka	80%	Conducted inquiry for Roma families
	1.4 Opening kinder gardens in Roma communities	September 2011	- Kinder gardens opened	-Roma families Commission for Education	60%	Number of opened kinder gardens in Roma communities
	1.5 Family education	June2009-June 2011	- 30% of the parents trained for educating their children	LSU Kumanovo and Kriva Palanka	80%	Percentage of parents trained for family education
	1.6 Training of Roma lecturers	June 2009-June 2011	- 30 lecturers trained for preschoolastic education	-MLSP - Agency for education development	80%	
2. Increasing the number of Roma	2.1 Organizing tribunes, workshops with Roma	June 2009-January 2011	- tribunes and workshops organized	-Roma NGO -SGU Kumanovo	80%	Numbers of tribunes and workshops

children in primary schools	families			and KrivaPalanka		conveyed
	2.2 Introducing mentorship for Roma children	June 2009-January 2011	- Introduced mentorship for Roma children	Educational Commission of LSU		Number of Roma children included
	2.3 Training Roma parents for educating their children	June 2009-January 2011	Active participation of parents in educational programme	NGO Primary schools Experts	80%	Number of trained parents Percentage of parents included
	2.4 Opening of schools for Roma in Roma communities	September 2011	School opened in Roma community in Kumanovo and Kriva Palanka	NGO LSU MLSP	100%	A school built in one Roma community
	2.4 Providing free school equipment	June 2009-January 2011	Provided free school equipment for all Roma children in Kumanovo and Kriva Palanka	LSU Primary schools	30%	Number of provided school equipment for Roma children
					100%	Number of Roma enrolled in primary schools

3. Increase the number of Roma pupils for 5 % in the period 2009- 2012	3.1 Organizing meetings with Roma parents in the places where reside	<i>June 2009</i> <i>June 2011</i>	Organized meetings with parents	NGO Primary schools LSU	100%	Number of conveyed meeting
	3.2 Including them in non-formal education		Inclusion of Roma in non-formal education for 50% each year	NGO Primary schools Experts LSU	50%	Number of Roma children included in non-formal education
	3.3 Assigning special fund for Roma children		Assigned fund for Roma children	NGO Primary schools Experts LSU	30%	Number of provided scholarships and loans
	3.4 Including parents in the implementation of the educational programme		Roma parents included in school and other boards	NGO Primary schools LSU Donors Primary schools NGO	50%	Percentage of Roma parents included
4. Increase the number of Roma enrolled in High educational institutions	4.1 Providing special fund for Roma pupils/potential students	June 2009-June 2011	Fund for Roma students formed	MLSP LSU NGO	50%	Number of financial assets provided
	4.2 Introducing affirmative practice (tributes, awards, employment etc.)		Provided awards and tributes	MLSP LSU NGO	60%	Percentage of awards provided
	4.3 Creating database		Undertaken inquiry			
	4.4 Organizing meetings with possible employers (Business Sector, Public Enterprises etc.)		Organized work meetings	NGO Experts LSU	100%	Number of gathered data

				NGO LSU Business Sector	50%	Number of meeting organized
5. Organizing schools for adults	5.1 Creating database of uneducated Roma people	June 2009- June 2011	Undertaken inquiry	NGO LSU	100%	Number of data
	5.2 Organizing educational lectures		Educational events organized four times per year	NGO LSU Experts	80%	Percentage of conveyed educational meetings
	5.3 Introducing special education for adult Roma		Funds provided for education of adult Roma in licensed schools	Primary schools LSU NGO MLSP Experts	80%	Number of uneducated Roma enrolled to schools
	5.4 Introducing affirmative policy for employing Roma who have completed special education		Provided awards, tributes and employment of education Roma	NGO LSU MLSP Business Sector	60%	Percentage of given awards

6. Integrating of Roma children with special needs in the educational process	6.1 Creating database	January 2010- January 2011	Data about Roma with special needs	NGO LSU	100%	Percentage of collected data
	6.2 Employment of trained Roma		Trained staff for working with persons with special needs	NGO LSU MLSP Experts	20%	Number of Roma trained for working with persons with special needs
	6.3 Organizing mobile education in Roma communities		Undertaken mobile education of Roma families which include member with special needs	Experts NGO LSU Primary schools Centaur for Social Affairs	50%	Number of mobile educations
	6.4 Formation of care centres, providing treatments of Roma with special needs in Roma communities		Opened centre for Roma with special needs	LSU MSP NGO	70%	Opened one centre for Roma with special needs

Accessing Health Institutions for Roma

Goal 2. Improving the health quality of Roma population

<i>Objectives</i>	<i>Activities</i>	<i>Period</i>	<i>Expected results</i>	<i>Possible Partners</i>	<i>Percentage Of Probability</i>	<i>Indicators</i>
2.1 Improving health awareness of Roma population in the reproductive period	2.1.1 Organizing educational sessions	June-2009- june 2012	-Organized educational sessions	NGO Experts LSU Healthcare	-100%	Percentage of local media involved
	2.1.2 Presentation through media		Organized documentary TV emissions		70%	Number of organized mobile health educations
	2.1.3 Mobile health education		Organized health			

			<i>educations in Roma communities</i>	centre	<i>100%</i>	
2.2 Reducing the number of degasses, addictions and infections in Roma communities	2.2.1 <i>Creating and distribution of promoting material</i> 2.2.2 <i>Opening centre for support of Roma addicts</i>	January 2009- January 2012	<i>Providing promotional material</i> <i>Opening centre for support of Roma addicts</i>	NGO Experts LSU Centre for addicts in the healthcare centre	80% 50%	<i>Number of provided material</i> <i>Distributed examples</i>
2.3 Improvement of hygiene living conditions	2.3.1 <i>Defining the current state</i> 2.3.2 <i>Providing documentation</i> 2.3.3 <i>Organizing public events</i>	June 2009 June 2012	<i>Inquiry undertaken</i> <i>Gathering documentation needed</i> <i>Organizing local meetings with representatives of Roma communities</i>	NGO Experts LSU Political parties Business Sector	100% 50% 80%	<i>Number of undertake inquiries</i> <i>Number of Roma communities included</i> <i>Number of conveyed meetings</i>
2.4 Better informing for accessing healthcare insurance for Roma families	2.4.1 <i>Tribunes organized, seminars</i> 2.4.2 <i>Providing promotional material</i>	January 2009- January 2012	<i>Organized tribunes and seminars</i> <i>Promotional material printed</i>	NGO Experts LSU Political parties Business Sector	80% 80%	<i>Number of organized tribunes and seminars</i> <i>Number of distributed material</i>
2.5 Inclusion of trained staff from Roma nationality into the health institutions	2.5.1 <i>Education of Roma</i> 2.5.2 <i>Employment of trained staff from Roma nationality</i>	January 2009- January 2012	<i>Alternative health education available</i> <i>Person trained for health insurance</i> <i>Employment of qualified Roma persons</i>	NGO Experts LSU	80% 50% 50%	<i>Number of trainings</i> <i>Number of participant</i> <i>Number of employments</i>
2.6 Preparing funds special for Roma beneficiaries if social help	2.6.1 <i>Creating special fund for health insurance for Roma</i>	June 2010	<i>Created special fund for Roma</i>	NGO Donors LSU Ministry of health	50%	<i>Percentage of available funds</i>

Accessing Courts for Roma

Goal 3. Creating system for advocacy and monitoring of court procedures which would provide protection of rights for Roma

<i>Objectives</i>	<i>Activities</i>	<i>Period</i>	<i>Expected results</i>	<i>Possible partners</i>	<i>Percentage of probability</i>	<i>Indicators</i>
3.1 Making working contracts with solicitors for advocacy of clients (social beneficiaries, single mothers and disabled persons) at the Court, managing organs and social organs	3.1.1 Meeting with the president of bar association in Kumanovo	June 2009-	Meeting conveyed	Bar association NGO	60%	Number of meetings organized
	3.1.2 Meeting with the interested citizens	June 2009	Meeting with citizens organized			Number of participants
	3.1.3. Making work contracts with chosen solicitors	September 2009	Signed contracts			Number of meetings organized Number of signed agreements
3.2 Providing free legal help through completing documents needed for registering of firms	3.2.1 Completing all documentation needed	January 2009- January 2012	Provided needed documents	Bar association NGO Primary court	100%	Number of documents provided
	3.2.2 Writing and submitting applications		Submitted applications			Number of requests
	3.2.3 Payments for obtaining documents		Provided financial help			Number of submitted applications Percentage of financial sustainability
	3.2.4 Accompanying clients and giving immediate legal help in the relevant		Legal help provided			

	institutions					
<i>3.3 Opening informational service (phone line) for free advices for the citizens</i>	<p>3.3.1 Providing special telephone line</p> <p>3.3.2 Assigning responsible person</p> <p>3.3.3 Identifying the problem, giving legal advice and record the case in the database</p>	<i>January 2009</i>	<p>Provided special telephone line</p> <p>Contact person assigned</p> <p>Database created</p>	<i>NGO LSU</i>	<i>100%</i>	<p>Number of cases registered by the phone</p> <p>Number of received information</p>
<i>3.4 Organizing public events for increasing the awareness of Roma for their rights</i>	3.4.1 Organizing public events	<i>June 2009- June 2012</i>	<i>Organizing public events</i>	<i>NGO Experts</i>	<i>100%</i>	<i>Number of organized events</i>
<i>3.5 Monitoring court procedures</i>	3.5.1 Developing a system of standards and procedures for respecting human rights	<i>June 2009- June 2012</i>	<i>Monitoring procedures developed</i>	<i>NGO Ministry of Justice Experts</i>	<i>80%</i>	<i>Percentage of developed procedures</i>
3.6 Citizens education and human rights NGOs	<p>3.6.1 Organizing tribunes, seminars, and debates about human rights</p> <p>3.6.2 Preparing application for civil and criminal procedures</p> <p>3.6.3 Monitoring and writing conclusions</p>	<i>January 2009- January 2012</i>	<p>Organized tribunes, seminars, and debates about human rights</p> <p>Prepared application for civil and criminal procedures</p> <p>Procedures monitored</p>	<i>NGO Experts</i>	<i>80%</i>	<p>Number of organized events</p> <p>Number of prepared applications</p> <p>Percentage of monitored procedures</p>

Accessing Internal Affairs Sector for Roma

Goal 4. Developing system of standards and procedures for respecting human rights

<i>Objectives</i>	<i>Activity</i>	<i>Period</i>	<i>Expected results</i>	<i>Possible partners</i>	<i>Percentage of probability</i>	<i>Indicators</i>
<i>4.1Continual education for Roma about their rights through opening training centre</i>	Providing special telephone line	<i>June 2009</i>	Provided special telephone line	<i>IAS Kumanovo and Kriva Palanka LSU NGO</i>	100%	<i>Number of telephone calls</i>
	Registering of database	<i>January 2009-january2011</i>	<i>Data provided about police protection</i>	<i>NGO LSU IAS</i>	70%	
	Opening human rights training centre	<i>January 2010</i>	<i>Training centre opened</i>	<i>NGO LSU</i>	30%	
<i>4.2Organizing public events for increasing the awareness of Roma for their rights</i>	Organizing tribunes, seminars, and debates about human rights	<i>June2009-June 2012</i>	<i>Public events organized</i>	<i>NGO Experts</i>	80%	<i>Number of organized events</i>
<i>4..3Monitoring of police procedures</i>	Registering cases	<i>June 2009-June 2012</i>	<i>Registers cases</i>	<i>NGO Experts</i>	80%	<i>Number of registered cases</i>
	<i>Writing and submitting applications to the relevant institutions</i>		<i>Submitted applications to the relevant institutions</i>			<i>Number of submitted applications</i>
<i>4.4Providing free legal help for persons affected by readmission</i>	Accepting and registering people affected by readmission	<i>June 2009 -June 2012</i>	<i>People affected by readmission</i>	<i>NGO Experts MOI</i>	60%	<i>Number of affected persons</i>
<i>4.5Providing free legal help for persons without citizenships and</i>	Accepting people without citizenships	<i>June 2009</i>	<i>People without citizenships accepted</i>	<i>NGO MOI</i>	80%	<i>Number of registered persons</i>
	Completing all					<i>Number of documents</i>

<i>refugees</i>	documentation needed Writing and submitting applications Payments for obtaining documents Accompanying clients and giving immediate legal help in the relevant institutions	<i>-June 2012</i>	<i>Provided needed documents</i> <i>Submitted applications</i> <i>Obtained documents</i> <i>Free legal help provided</i>			<i>provided</i> <i>Number of submitted applications</i> <i>Number of legal help provided</i>
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Accessing Agency of Employment for Roma

Goal 5. Developing general and well coordinated access for Roma through preparation of relevant and synchronized policies for their employment and self employment

<i>Objectives</i>	<i>Activities</i>	<i>Period</i>	<i>Expected Results</i>	<i>Possible Partners</i>	<i>Percentage of probability</i>	<i>Indicators</i>
5.1 Creating database in order to register all persons capable for work	5.1.1 Creating database	June 2009-June 2012	Database created	NGO Experts Agency of Employment	70%	Number of provided data
5.2 Retraining people for the crafts needed on the market	Organizing trainings		Organized trainings Trained persons	NGO Experts Agency of Employment	80%	Number of trainings conveyed
5.3 Providing special funds for development of family trades	Organizing meetings with Business Sector and possible donors		Business meetings organized	NGO Experts Business Sector	80%	Number of meetings conveyed

5.4 Creating guaranteed funds/ investment funds for starting trades	Organizing donor conferences		Organized donor conferences	NGO Donors	60%	Number of funds provided
5.5 Employment of Roma with high education	Meetings with unemployed Roma Creation of lobby team		Organized meetings Lobby team created	NGO Experts	70%	Number of meetings conveyed Number of members
5.6 Mobile education through creation of supporting system in all stages of development /giving information's, services bad financial support	Providing advices and education Organizing informative and educational public events		Organized informative and educational public events	NGO Experts Agency of Employment	60%	Number of events Number of participants Number of advices

Accessing Centres for Social Affairs for Roma

Goal 6. Improving the efficiency of social services regarding the social inclusion of Roma

<i>Objectives</i>	<i>Activity</i>	<i>Period</i>	<i>Expected results</i>	<i>Possible Partners</i>	<i>Percentage of probability</i>	<i>Indicators</i>
<i>6.1 Creating social packages as a measure against the poverty of this population</i>	<i>Organizing trainings for the CSA employees Formation of lobby team</i>	<i>June 2009-June 2012</i>	<i>CSA employees trained Lobby team formed</i>	<i>NGO CSS Experts</i>	<i>60%</i>	<i>Number of special packages provided</i>
<i>6.2 Initiative for amending GUP in Kumanovo including the places where Roma population reside</i>	<i>Preparing documentation Organizing meetings/ contacts with relevant services from LSU</i>	<i>June 2009-June 2012</i>	<i>Documentation provided Meetings organized</i>	<i>NGO Experts LSU</i>	<i>80%</i>	<i>Number of documents provided Number of meetings conveyed</i>
<i>6.3 Introducing special model for Roma providing protection for socially precluded children</i>	<i>Opening hostel for homeless persons Organising educational sessions</i>	<i>June 2012</i>	<i>A hostel for homeless opened Educational sessions organized</i>	<i>NGO CSA Experts LSG</i>	<i>50%</i>	<i>Number of homeless people sheltered</i>
<i>6.4 Gathering information about the families in order to assess the role, obligations and participation of each member of the family and their function</i>	<i>Organizing a research</i>	<i>June 2009-June 2012</i>	<i>Research undertaken</i>	<i>NGO Experts</i>	<i>100%</i>	<i>Number of information provided</i>
<i>6.5 Mobile education through creation of supporting system in all stages of development /giving information's, services bad financial support</i>	<i>Organizing mobile education in Roma municipalities Preparation of promotional material</i>	<i>June 2009 -June 2012</i>	<i>Mobile education organized Promotional material prepared and distributed</i>	<i>NGO Experts</i>	<i>100%</i>	<i>Number of visited families Number of trainings organized Number of distributed material</i>

