



Shadow Report - Implementation of the Roma Strategy in the Republic of Macedonia for 2017*

Center for Economic Analyses – CEA
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Abbreviations

EARM	Employment Agency of the Republic of Macedonia
JSCRBP	Joint Stock Company for Construction and Management of Residential and Business Property of Importance for the Republic of Macedonia – Skopje
RIPC	Request for information of public character
CSOs	Civil society organizations
SSO	State Statistical Office of the Republic of Macedonia
SAO	State Audit Office
LSGU	Local self-government unit
EU	European Union
IPA	Institutional for Pre-accession assistance
LAP	Local Action Plan
MwP	Minister without Portfolio
MES	Ministry of Education and Science
MTC	Ministry of Transport and Communications
MLSP	Ministry of Labor and Social Policy
NAP	National Action Plan
NCB	National Coordinating Body for Implementation of the Roma Strategy
DISR	Department for Implementation of the Roma Strategy
RIC	Roma Information Center
RM	Republic of Macedonia
DDPELC	Department for Development and Promotion of Education in the Languages of the Communities
FG	Focus Group
CEA	Center for Economic Analyses
CSW	Center for Social Work

Introduction

The 2014-2020 Roma Strategy in the Republic of Macedonia (hereinafter the Strategy) represents a continuity of the previous strategy that covered the period from 2005 to 2015. This Strategy has been transposed into four action plans² referring to the same number of priorities as identified in this national strategic document.

The implementation of the Strategy and the National Action Plans is within the competence of the line ministries and in accordance with the priority areas. Nevertheless, a significant part of the identified and expected results set out in the plans are activities that have been or were to have been implemented by the civil society organizations.

The monitoring and the scope of realization of these plans according to the Strategy have been defined to be within the competence of the working group of the Government, that is, the National Coordinating Body for Implementation of the Roma Strategy, as a structure that is to monitor and direct the implementation of the strategies and the policies for social inclusion and integration of Roma.

With regard to the budgetary implications on the budget of the Republic of Macedonia, these same four line ministries (Ministry of Labor and Social Policy, Ministry of Transport and Communications, Ministry of Education and Science and Ministry of Health), as well as the Minister without Portfolio who is in charge of the implementation of the Roma Strategy (as a National Coordinator) with earmarked funds from the Budget of the Republic of Macedonia, to implement a budget subprogram entitled Support to the Implementation of the Roma Strategy. For certain budget users there are additional subprograms that are within the priorities (such as the Ministry of Education with the subprogram Project for Support of Secondary Education for Roma, Subprogram for Construction of Low Income Housing Apartments of the Ministry of Transport and Communications, etc.). The absolute value of the budgets of the subprograms varies from one year to another, however with an upward trend relative to the absolute value of the allocated funds. The sources of financing are the basic budget account of the Republic of Macedonia, as well as donations.

In conditions of a systemic lack of adequate performance monitoring systems (both in terms of budgeting - performance budgeting and in the implementation of performance measurement), it is necessary to establish a system for monitoring the level of implementation of the Strategy, that is, the achievements and the outcomes.

Hence, the two partner organizations, the Center for Economic Analyses (CEA) Skopje and the Institute for Research and Policy Analyses - Romalítico, supported by a grant from the Open Society Institute Foundation in cooperation with Roma Initiatives of the Open Society Foundation, drew up this report as an overview of the achievements in 2017, that is, the implementation from both operational and budgetary perspective, by updating with data and information that were missing during 20017.

The purpose of this report is to provide a perspective and an overview of the implemented measures from the national strategic documents in 2017, to exchange them with the stakeholders and to refer to possible directions for improvement in conformity with the citizens' requirements and priorities.

Secondary and primary data were used in the collection of information and data for the drafting of this document. The secondary data and information used in this document are mainly based on the strategic documents and the National Action Plans, as well as documents published and made available by the competent ministries. The primary data are collected by means of

² The National Action Plans (NAPs) were adopted in 2006 (with the exception of the Health NAP that was adopted in the year 2015).

interviews with the representatives from the competent institutions that are/were members of the NCB, as well as by means of information collected with a Request for information of public character and via EARM.

1. Institutional set up

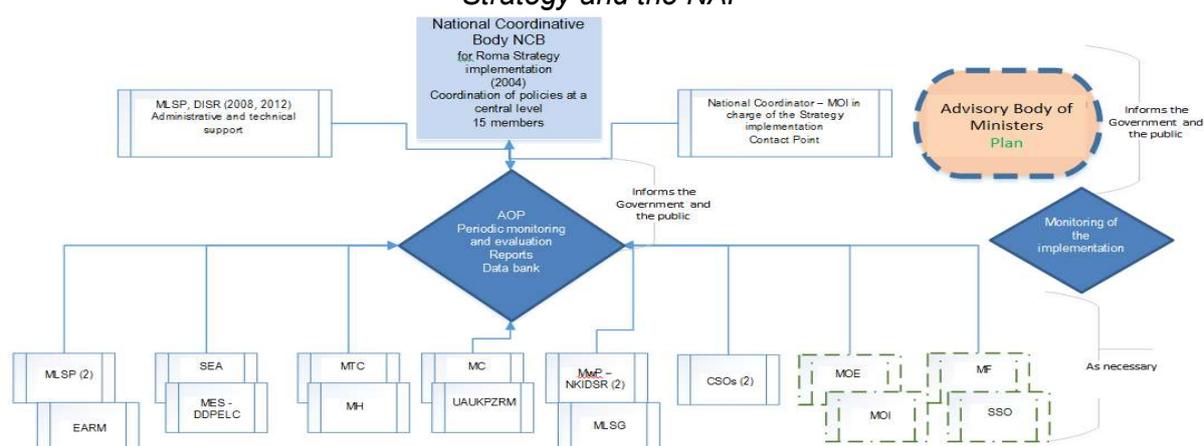
The existence and the operational stagnation in the functioning of the National Coordinating Body as an inter-ministerial body that is to monitor the progress of the implementation of the medium-term strategy in the reviewed period, is a significant challenge with reference to the institutional functioning, which *inter alia* is due to the relatively prolonged political crisis in Macedonia which culminated in 2016/2017. After a prolonged stagnation in the course of 2018 (July 3 with the decision No. 44-5550 / 3 of the Deputy Prime Minister of the Government of RM), a new mandate of 38 members and deputy members of the NCB were appointed.³

The inconsistent role, both in political and operational terms, as well as the role in the monitoring of the strategic document implementation, particularly pronounced between the two ministries (the MLSP through the Department for Implementation of the Roma Strategy – DISR on one hand, and the Ministry without Portfolio on the other) during 2017, the coordination and distribution of the role of these competent ministries was hampered primarily by the allocation of competences from June 2017. During the period from June to December, a process of harmonization of competences followed, and in December there was a change of the position Minister without Portfolio, to which Mr. Aksel Ahmedovski was appointed (December 25, 2017).

According to these two ministries (MLSP through the Department for the implementation of the Roma Strategy – DISR on the one hand, and the Ministry without Portfolio in the other) during 2018 was made clearer assignment of the role of these ministries in terms of coordination and political, operational as well as the role in monitoring the implementation of the strategic document.

Reactivation of NCBs under the authority and co-ordination of the MLSP refers to the Government's conclusion from the 239th Session of 21 June 2011 and taking into account some of the recommendations from the previous report⁴. The appointment of NGOs for participation has been transferred to the competence of the Minister without Portfolio through a recommendation for nominating representatives who will be decided from the NGOs themselves⁵.

Visual representation of the institutional positioning: implementation and monitoring of the Strategy and the NAP



Source: Representation of the institutional set-up for implementation and monitoring of the Roma Strategy, representation by the authors on the basis of the Strategy and conclusions of the 50th Session of the Government in 2018

³ Members and deputies are members of the National Coordinative Body for Monitoring the Implementation of the Strategy for Roma in the Republic of Macedonia 2014-2020, Decision no. 44-5550 / 3, July 3, 2018

⁴ Shadow Report - Implementation of the Roma Strategy in the Republic of Macedonia in 2016 and 2017, CEA & Romalítico, 2017 available at <https://bit.ly/2wxPTK3>

⁵ Correspondence 14-6570 / 5 from 05/18/2018 MLSP to MIB

1.1. National Roma Contact Point

The National Roma Contact Point in the Republic of Macedonia is and continues to be the Minister without Portfolio in charge of the implementation of the Strategy for improvement of the situation of the Roma in the Republic of Macedonia (hereinafter the MwP).

At the end of 2017, the Minister without Portfolio, who has been appointed since the end of May 2017, was changed. This Minister became a Member of the Parliament of the Republic of Macedonia, and another Minister without Portfolio was appointed to his position, tasked with the implementation of the Roma Strategy in the Republic of Macedonia

During February 2018 the official website of the ministry (<http://www.mbr-ds.gov.mk>) is updated and published press releases and news mainly informative. Although referred to as link *List of documents by the MwP for the implementation of the strategy and improvement of the situation of Roma*⁶, still this information is not available, while quarterly reports are available from previous periods.

It is advisable to publish information and documents collected by the MwP on the activities carried out by the other competent ministries, and additionally the minutes from the meetings of the NCB⁷ from current and past period.

1.2. The inter-ministerial body

The inter-ministerial coordinative body in Macedonia was (formally) established as early as 2004⁸ as a National Coordinating Body for Implementation of the Roma Strategy (hereinafter the abbreviation NCB will be used as an abbreviation for the national inter-ministerial coordinative body for implementation of the Roma Strategy). With the establishment of the DISR within the MLSP (in 2008, and which started to function in 2012), the responsibility for the coordination of the NCB's operation (as a policy coordinating body at a central level) is divided between the two institutions, whereby the focus of the DISR was: "cooperation with the National Coordinating Body and administrative and technical support of the National Coordinating Body".

The NCB was established with a specific **role** and as a structure that is to monitor and direct the implementation of strategies and policies for social inclusion and integration of Roma. Namely, in the document Revision of the 2005-2015 National Action Plans of the Decade of Roma Inclusion, and for the period 2009-2011⁹, it is stipulated that the NCT is to have and has the following responsibilities:

- To ensure effective coordination among the state institutions and civil society organizations;
- To monitor the implementation of the National Action Plans from the 2005-2015 Decade of Roma Inclusion;
- To advise the National Coordinator and the Unit regarding the required leading measures for the purpose of ensuring proper implementation of the National Action Plans¹⁰

⁶ <http://www.mbr-ds.gov.mk/?q=node/26>, last accessed on August 29, 2018

⁷ There are information for the period 2009, 2010, 2014

⁸ Roma Strategy in the Republic of Macedonia 2014 – 2020

<http://www.mtsp.gov.mk/content/pdf/strategii/Strategija%20za%20Romite%20vo%20RM%202014-2020.pdf>

⁹ <http://www.mbr-ds.gov.mk/files/documents/RevisedNAPsRomaDecade2005-2015-period2009-2011MK.pdf>,

http://www.mtsp.gov.mk/WBStorage/Files/revizija_nap_dekada.pdf

¹⁰ Ibid.

Furthermore, the 2014-2020 Roma Strategy in the Republic of Macedonia¹¹ defines the competences of the NCB, as follows:

- Designs and implements strategic planning processes;
- Drafts relevant Strategies and Action Plans;

These competencies are further elaborated (for more information, please refer to the Strategy - pages 122 to 125), *inter alia*, by initiating drafting of annual operational plans (AOP), periodic monitoring and evaluation including drawing up of reports, as well as a data bank on social inclusion of Roma.

Nevertheless, such documents pertaining to the annual planning at an operational level or reports on monitoring and evaluation of the achievements of the Strategy did not exist or were not available for the reviewed period.

The Strategy points out the following: "The work of the NCB is to be managed by the Ministry of Labor and Social Policy in cooperation with the Cabinet of the National Coordinator of the Decade and the Roma Strategy". However, the vague division of competences and responsibility for coordinating the work of the NCB between the MLSP (the Department for Implementation of the Strategy and the Decade of Roma Inclusion) and the Ministry without Portfolio, continues to exist in the current period. During 2017 there was a process of harmonization of responsibilities, tasks and mutual coordination¹².

The National Coordinative Body is an expert multi-disciplinary working group for planning, coordination and monitoring of the Strategy for Roma of the Republic of Macedonia, with members from the competent institutions and civil society organizations representing the interests of the Roma community.

In addition, the NCB is coordinated by the Ministry of Labor and Social Policy in cooperation with the Cabinet of the Minister without portfolio in charge of the implementation of the Strategy for the improvement of the situation of the Roma in the part of the preparation of the agenda.¹³

Unofficial information (lack of publicly available information or records) indicate that there were one or two meetings in early 2017. In 2018 decisions on the appointment of members of the NCB in the Official Gazette published in July 2018 by members and deputy members this time. While during 2018 the decision for new members was made in a meeting of NCB (report and conclusions are available on the official website of the Cabinet).

The selection of the representatives of CSOs / NGOs is a process (should be) based on a consensus of representatives of civil society organization or the election of representatives through a process that is self-facilitated by the CSOs. The method of selecting members and deputy members and the selection process for "new members and deputy members" according to the representatives was carried out by the CSOs / NGOs themselves. However, there is still a lack of transparency with regard to the knowledge of the work and the conclusions of the meetings of this body.

¹¹ Roma Strategy in the Republic of Macedonia 2014 – 2020, Page 124

¹² The period from the beginning of 2018 is clearly defined and in accordance with the Government's conclusion from the 239th meeting, no. 51-17 / 239 held on 21 June 2011, which again activates the work of the National Coordinative Body under the authority and coordination of the Ministry of Labor and Social Policy.

¹³ Letter from Department for implementation of the Roma Strategy, MLSP received the day 03/27/2018 at 14:33 pm

There are no publicly available reports or conclusions from the body meetings, and a lack of established process of monitoring the implementation of the strategy in an adequate or any form. As a result, coordination of ministries from different departments is hampered and affected by the implementation of the action plans arising from the strategy.

Based on the draft minutes of the fiftieth session of the Government on 23.01.2018¹⁴ conclusions have been adopted according to which the Minister without Portfolio is appointed and in charge of several points related to the implementation of the Roma Strategy, which *inter alia* include the following: his designation as a National Coordinator for implementation of the Strategy and the NAP, as well as a National Contact Point for the Integration of Roma 2020 Project stipulate that he is to be in charge of the coordination of the Strategy revision and the NAP by December 2018, to prepare a draft decision on the establishment of an **Advisory Body of Ministers**¹⁵ for monitoring the NAPs, to draft a monitoring plan and establish a NCB by March 2018 and to prepare one annual analysis of the general public policies with all priority areas. Additionally, the MwP is obligated, at least three times a year, to hold meetings with the CSOs and every four months to brief the Government about the activities with reference to the Roma Strategy and the NAP and to inform the public about the implementation, etc. The same is also defined in the Work Program of the Cabinet of Minister without Portfolio in charge of implementation of the Strategy for improvement of Roma in Macedonia¹⁶, 2018 which is available on the official website.

According to the same conclusion, by September the ministries are obligated to integrate the activities from the Strategy and the NAP with the annual plans and programs by budgeting funds. The Ministry of Local Self-Government is obligated to support the creation of LAPs, and to support their implementation, etc.

According to the Cabinet of the MwP, in process is preparation of a possible amendment to the NAP, evaluation of implementation and possible revision of the strategy (official confirmation is received).

¹⁴ Excerpt from the Draft Minutes of the Fifth Session of the Government of the Republic of Macedonia held on 23.01.2018, item 83. Questions and Suggestions

¹⁵ Not constituted yet, last information August 2018

¹⁶ http://www.mbr-ds.gov.mk/sites/default/files/documents/Programa_za2018_MBR.pdf, last accessed on 29.08.2018

2. Overview of the achievements of the stipulated national strategic priorities

The Roma Strategy in the Republic of Macedonia refers to the period from 2014 to 2020 and dates back to June 2014. The National Action Plans (NAPs), which arise from the Strategy, were adopted two years later, more specifically in April 2016 (with the exception of the Healthcare NAP which was adopted in December 2015, while an action plan on culture has not been drawn up yet). Nonetheless, in spite of the delay, these action plans represent a basis for preparation of the annual operational plans, as well as a basis for monitoring the achievements in the strategic planning period.

An adequate system for monitoring the achievements is missing in all priority areas for which an NAP has been prepared. Primarily, the limitation is a result of a lack of constantly measurable and comparable initial indicators (baseline), and in cases when there are such indicators, the time framework is not clearly defined (i.e. whether the initial indicator refers to 2016 or an earlier period, or it is a period of several years up to 2016).

An additional limitation is the unclearly determinable level of achievement of the results for a period of one year (the most common anticipated frequency for measurement prescribed in the NAP).

The Strategy (see more in the Strategy, pages 126-127) sets out a monitoring system by adopting annual operational plans, followed by monitoring of their implementation. However, these operational plans have been stipulated only as financial - budget plans (according to the statements of the representatives from the ministries, but also according to the Strategy¹⁷), although they were not available.

An annual evaluation, which will be conducted by the NCP, has also been envisaged on an annual and semi-annual basis, and it is to be submitted to the Government and the National Coordinator, but, nevertheless, it will be publicly available and debated as well (by July every year). According to the information from the competent institutions, these reports are not being drafted i.e. they are not publicly available for this period. The Government of the Republic of Macedonia (through a RIPC) provided quarterly reports for 2016, which according to the Government's conclusion from 2012, are being "collected" by the MwP, who submits them to the Government of the Republic of Macedonia. The Government did not receive such reports for 2017.

The non-existence of a system of self-monitoring and evaluation, the vague indicators combined with the lack of reports on the level of measures' implementation, and the NCP's failure to initiate the preparation of annual plans followed by reports on the achievements from the previous period, as well as performance of periodic monitoring and evaluation and generation of periodic reports (in this period as well), represent an obstacle for an adequate monitoring of the achievements and realization of the plans and the Strategy as a whole.

Hence, only where a measurement through financial indicators can be performed, the implementation can be measured through the budget execution (subprogram), which in itself is not a measurement of the result and the achievement, but rather an input indicator, which

¹⁷ Roma Strategy in the Republic of Macedonia 2014 – 2020, page 93:

"Annual operational plans on the implementation of the Strategy at the level of the relevant national institutions / ministries, government agencies / (budgetary financing);

- In December, the NCT will initiate a preparation of the Annual Operational Plans (AOP) for the implementation of the Roma Strategy in each relevant institution. The plans will be submitted together with reports from periodic monitoring, annual evaluation (for the previous year) and a proposal for the AOP."

does not necessarily correspond to the basic principles of economy, efficiency and effectiveness.

Another observed challenge is the non-existence of statistical data at a national level, and such data would be the basis and the benchmark for comparison purposes. Furthermore, at a local level, for the most part, there is a lack of statistical data that refer to many of the indicators elaborated in the Strategy, that is, in the NAPs.

2.1. Priority: Employment

Planned range

In the 2014-2020 Roma Strategy in the Republic of Macedonia, a strategic commitment has been identified in the priority area - employment: ***Improvement of the conditions and the opportunities for employment and reduced unemployment of the Roma community and, hence, its integration into the social streams in the Republic of Macedonia.***¹⁸

*The problems and needs that are the subject matter of action in this Strategy have been identified in the subareas: Institutional support for Roma employment and increased employability of the Roma community.*¹⁹

Therefrom are the specific strategic (program) goals as a part of the 2014-2020 Strategy by subareas of action:

1. *Subareas of action: Institutional support for Roma employment*

Specific strategic goal 1: To increase the number of Roma registered in the EARM as well as those engaged in active employment measures from approximately 10% in 2013 to at least 50% by the end of 2020.

2. *Subarea of action: Increased employability of the Roma community*

*Specific strategic goal 2: To increase the employability of the Roma community by creating and implementing incentive policies and programs by the end of 2020.*²⁰

On the other hand, the defined strategic goal as a part of the NAP from 2016 to 2020 is the following, with expected outcomes:

Strategic goal: Increased opportunities for Roma employment with dignified jobs

Outcomes:

- 1. Improved access for Roma to Government employment programs by 2020, especially for Roma women*
- 2. Higher income and sustainable employment for Roma by 2020, especially for Roma women.*²¹

¹⁸ <http://www.mtsp.gov.mk/content/pdf/strategii/Strategija%20za%20Romite%20vo%20RM%202014-2020.pdf>

¹⁹ Ibid.

²⁰ Ibid.

²¹ http://www.mtsp.gov.mk/content/pdf/dekada/28.7_NAP%20za%20vработuvanje_2016x.pdf

In the 2016-2020 Employment NAP there is an evident lack of measurable and comparable initial indicators and a vaguely defined time period. In addition, there is a lack of reports on the monitoring of the level of implementation of the measures, and consequently, the achievements are not measurable either. On the other hand, only some of the indicated sources of information and data are available for monitoring and hinder the possibility of any comparison and measurement.

The planned scope of this priority area is focused on two essential results, as follows: 1) Roma access to Government employment programs and 2) sustainable employment for Roma with a higher income.

Planned outcomes²²:

Outcome 1: Improved access for Roma to Government employment programs by 2020, especially for Roma women

Outcome 2: Higher income and sustainable employment for Roma by 2020, with a focus on women

Analysis of achievements

The 2014-2020 Roma Strategy in the Republic of Macedonia in the field of employment is implemented through the Ministry of Labor and Social Policy (MLSP). The MLSP implements the Program for Support of the Implementation of the Decade and the Roma Strategy through the EARM in the field of employment.

The MLSP is involved as a holder and a coordinator of the implementation of the Employment NAP. Moreover, it coordinates the work of the Roma Information Centers (RIC) and prepares informative analytical material for their work.

The project Roma Information Centers commenced in 2007 and so far, 12 RIC have been established and are operational within the project. In the period from 2014 to 2016, a total of 40.564 Roma contacted the 12 Roma Information Centers, and they requested support for various needs, services, logistical support and information meetings related to entitlement to social protection, healthcare, education, employment, issuance of personal documents, anti-discrimination, housing, etc.²³

1. Subprogram BA Employment Promotion Program

The EARM, through the Employment Promotion Program, incorporates the national active programs and measures for the promotion of employment and services through which they are being realized.

The Employment Strategy and policies stipulated in several strategic documents, aimed at reducing the unemployment in the Republic of Macedonia, have been harmonized with the employment policies adopted by the EU Member States.

The annual operational plan for active programs and measures for employment and services on the labor market for 2016 defines the type of active employment programs and measures, the target groups, the required funds and sources of funds, as well as the specific activities and deadlines for the entities competent for their implementation, in order to successfully implement the employment programs/measures and services stipulated with the Program for

²² NAP Employment, http://www.mtsp.gov.mk/content/pdf/dekada/28.7_NAP%20za%20vrabotuvanje_2016x.pdf

²³ <http://www.mtsp.gov.mk/proekt-romski-informativni-centri.nspix>

Work of the Government of the Republic of Macedonia and Europe 2020 - the European Strategy for Smart, Sustainable and Inclusive Growth.

The most significant change as a difference between the revised OP of 2017 and 2018 compared to the previous years is the ability of passive jobseekers to change their status to active applicants promptly during an open call for use of active measures without a request for a change in the status to an active jobseeker prior to opening a given call (a condition that existed in the previous period). This is an opportunity for passive job seekers if they have an interest in a given call to change their status to an active one and apply for a given call

Namely, in conformity with the response of the RPIC from the EARM, and in terms of the services²⁴ that it provides, a total of 7.540 unemployed Roma were included in 2017.

It is important to note that the services for activating individuals at risk of social exclusion and the activation services for young unemployed persons include exclusively those who have been profiled by the mentors, in regard to their personal capacities.

Furthermore, we measure the analysis of achievements in accordance with the planned outcomes and results of the Employment NAP for 2016 and 2017 through a series of indicators (in cases when they are measurable).

Outcome 1: Improved access for Roma to Government employment programs by 2020, especially for Roma women

Indicator 1: A total of 122 Roma, 41 of whom women, successfully became a part of the active labor market measures out of the total number of Roma who applied in 2015. In 2016, the total number of Roma who successfully became a part of the active measures was 115, 49 of whom women. The target specified in the 2015-2015 Employment NAP is at least 200 Roma who are successfully involved in the active employment measures and services, of whom at least 30% are young people and women. According to the data of the EARM, for the period 2015-2016, a total of 237 Roma were involved in the active measures and services, of whom 38% women, which means that the 2016 target has been reached.

In addition, in 2017, a total of 184 Roma successfully became a part of the active employment measures and services, of whom 23% women.

If this trend continues, it will be possible to meet the target by 2020.

Outcome result 1.1: The Employment Agency has at its disposal qualified staff, appropriate equipment and skills to help unemployed Roma in their job search;

Indicator 1: According to EARM, during 2017, the employees of the Employment Centers visited trainings for development of local action plans for inclusion of Roma within the project "Local Integration of Refugees, Internally Displaced Persons and Minority Groups". Specific quantitative data on the number of training sessions as well as the number of employees from the centers and the employment agency are not known.

Activity 1.2.1: Developing professional counseling programs and mentoring programs for Roma

²⁴ Professional orientation and career counseling, job search assistance, motivational training, preparation for employment and work, and Education for using the online services of EARM, trainings for preparation for employment and skills for job search, services for activating individuals at risk from social disconnection carried out with UNDP and activation services for young unemployed persons

Indicator 1: In 2017, EARM has again realized the service Vocational guidance and career counseling to 57 unemployed Roma while other various services included also information, career counseling (job search assistance, motivational training, preparation for employment and work, education for using the online services of EARM, services for activating individuals at risk of social exclusion and activation services for young unemployed persons²⁵), and training was attended by a total of 7,425 unemployed Roma.

If we measure the successfulness of this indicator, the target by 2020 has already been fulfilled and overcome, assuming that the indicated target is not considered on an annual basis, because this has not been indicated.

Outcome result 1.2.2: Organizing information meetings with unemployed Roma for the purpose of promoting employment opportunities for Roma at a local level

Indicator 1: In conformity with the data from EARM, in 2017, a total of 49 information meetings for employment opportunities were organized, which are not intended exclusively for the Roma, but rather for all unemployed people, including the unemployed Roma.

On the other hand, in compliance with the data from the MLSP, in 2017, 1 informative meeting was organized on the issue of employment and active employment measures, or a total of 12 meetings in 12 RICs.

If the data from the MLSP are considered, as the meetings are targeted exclusively to Roma, there is a possibility of meeting the target by 2020

Outcome result 1.2.3: Sharing information on social networks and web portals with reference to Roma employment opportunities.

Indicator 1: In 2017, there is no announcement that offers employment information. There is very little likelihood of meeting the target from shared over 100 information by the end of 2020.

Output result 1.3: Increase in the number of trained Roma for vocational qualifications for occupations demanded on the labor market

Indicator 1: In 2017, the program that was intended to meet the demands of the labor market for deaf and blind people was suspended. In accordance with the program intended to meet the need of occupations in demand on the labor market, a total of 8 Roma were trained, 1 of whom a woman. If this trend continues, the 2020 target will not be reached.

Outcome result 1.3.1: Implementation of vocational training programs (for all people, including Roma) for the acquisition of qualifications for occupations in demand on the labor market.

Indicator 1: In 2017, the program aimed at meeting the demands of the labor market for deaf and blind people was suspended, i.e. only the program for satisfying the labor market was implemented, which means that the target for 2017 from the created 1 program is annually fulfilled. There is a probability of meeting the target by 2020.

²⁵ This service is realized in 2017

Outcome / Result by NAP	Responsible Institution	2016 Target	2016 Achievement	2017 Achievement	2020 Target	% Achievement compared to 2020	Note
Impact: Increased employment opportunities for Roma in dignified jobs	MLSP in partnership with the SSO	Ginny for the imperfect distribution of income among Roma is 0.45	<i>Not known / Not measurable</i>		Genius for the imperfect distribution of incomes among Roma is 0.44	<i>Not known / Not measurable</i>	
Outcome 1: Increased access for Roma to Government employment programs by 2020, especially the Roma women	MLSP in partnership with EARM	At least 200 Roma are successfully involved in active employment measures and services 2015-2016 At least 30% are young and women	119% (237 Roma successfully entered active employment measures and services 38% are Roma women for 2015-2016)	184 people for 2017 (of which 54 women) or 23% (22.5% women)	At least 800 Roma are successfully involved in active measures and employment services from 2017-2020 At least 30% are women and 30% are young	184 people for 2017 (of which 54 women) or 23% (22.5% women)	<i>According to the data from the EARM, from 2015 to 2016, 237 Roma have successfully entered the active measures and employment services, of which 38% are women. In 2017, the number of Roma who successfully entered the active measures and employment services was 184, of which 23% were women. If this trend is followed, there is a possibility of meeting the target by 2020.</i>
Output score 1.1: The Employment Agency has the appropriate staff, equipment and skills to help unemployed Roma in their job search	MLSP in partnership with EARM	At least 30 employees from the Employment Centers to attend trainings for more efficient work and assistance to the unemployed Roma	<i>It's not measurable</i>	<i>Not known / Not measurable</i>	At least 90 employees from the Employment Centers spend their training in order to help the unemployed Roma	<i>Not known / Not measurable</i>	<i>During 2016 and 2017, trainings were held for the employees of the Employment Centers for the support of the unemployed Roma people in the process of job search as part of the contents for providing this type of services within several other conducted trainings for working with the unemployed persons with particular reference to vulnerable categories of unemployed persons, including Roma. The employees of the Employment Agency also attended trainings organized within the project "Local Integration of Refugees, Internally Displaced Persons and Minority Groups" as other trainings organized by other projects and institutions. Specific data on the number of training sessions as well as the number of staff from the centers and the employment agency are not known.</i>

Outcome / Result by NAP	Responsible Institution	2016 Target	2016 Achievement	2017 Achievement	2020 Target	% Achievement compared to 2020	Note
1.2. Provided free information and services for the employment opportunities on the market for the unemployed Roma	EARM in partnership with MLSP	30% of the informed 1500 Roma to employ or improve work skills in 2015-2016, of which at least 40% of women	<i>Not known / Not measurable</i>	<i>Not known / Not measurable</i>	35% of the informed 3000 Roma have to employ or improve work skills in 2017-2020, of which at least 45% of women	<i>Not known / Not measurable</i>	<i>Not known</i>
1.2.1 Develop professional counseling programs and mentoring programs for Roma	MLSP in partnership with EARM	1500 Roma	658%	7540 Roma or 302%	2500 Roma	302%	<i>In 2016, 88 Unemployed Roma were included in the Professional Orientation and Career Counseling service. Other different employment services were also implemented, which included information and career counseling (job search assistance, motivational training, preparation for employment and work and education for using the online services of EARM, services for activating individuals at risk of social exclusion and services for activation of young unemployed persons), which included a total of 9,785 unemployed Roma. In 2017, 57 unemployed Roma were included in the Professional Orientation and Career Counseling service. Other different services were also provided for assistance in job search, motivational training, preparation for employment and work, and education for using the online services of EARM, trainings for preparation for employment and skills for job search, services for activating individuals at risk social exclusion conducted with UNDP and activation services for young unemployed persons, which included 7,483 unemployed Roma in total. If we measure the performance of this indicator, the target by 2020 is already fulfilled and overcome, assuming that the target does not apply annually because this is not indicated.</i>
1.2.2: Organizing informational meetings with unemployed Roma to promote employment opportunities for Roma at the local level	MLSP in partnership with EARM, RIC, ELS-LED	Organizing 24 meetings (2015-2016)	150%	12 meetings or 20%	Organizing 60 meetings until 2020	20%	<i>According to the data from EARM, a total of 144 info-meetings for employment opportunities were organized in the course of 2016, while in 2017, a total of 49 info meetings were held that are not intended exclusively for the Roma, but are intended for all unemployed persons who, among others, included and unemployed Roma people. On the other hand, according to the data from the MLSP, in 2016, 3 informative meetings were organized on the topic of employment and active employment measures, or a total of 36 meetings in 12 RICs. In 2017, 1 informative meeting was organized on the topic of employment and active employment measures or a total of 12 meetings in 12 RICs. If we take into account the data from the MLSP as the meetings are intended exclusively for Roma, the target for 2016 is 150% fulfilled. There is a possibility of meeting the target by 2020.</i>

Outcome / Result by NAP	Responsible Institution	2016 Target	2016 Achievement	2017 Achievement	2020 Target	% Achievement compared to 2020	Note
1.2.3 Sharing information on social networks and web portals on employment opportunities for Roma	MLSP in partnership with / EARM / UNDP / civil society / NGOs, RIC	Divided into 20 information on the web portal romainfo.mk 2015-2016	0%	0%	More than 100 information is shared on the web portal romainfo.mk until 2020	Not known / Not measurable	Number of shared information on the romainfo.mk web portal in 2016, in the employment section, there are 3 announcements from which no announcement containing information on employment opportunities. In 2017 there is again no single announcement that offers employment information.
Output score 1.3: Increase in the number of trained Roma for vocational qualifications for occupations demanded on the labor market	MLSP in partnership with EARM, UNDP, MES, CSW and CSW, NGOs and providers	At least 30 Roma have been trained for occupations / qualifications and labor market claims, at least 25% are women	37%	8 Roma of which 1 woman	At least 90 Roma have been trained for occupations / qualifications and labor market claims, at least 25% are women	9%	In 2016, 2 programs were organized for satisfying demanded occupations in the labor market, one of which is intended exclusively for deaf and blind people. A total of 11 Roma were trained, of which 3 Roma women. According to the number of Roma involved in the trainings, 27% of them are women. In 2017, a total of 8 Roma were trained, including one Roma woman. If this trend is followed, the likelihood of meeting the target until 2020 is unlikely.
1.3.1. Implementation of vocational training programs for persons (including Roma) for vocational qualifications required by the labor market	MLSP in partnership with EARM, UNDP, Ministry of Education, CEC and CSW, NGOs and providers	1 developed program 2016	200%	1 program	1 developed program annually 2020	60%	In the operational plan for 2016, two active measures are planned and organized, including trainings for satisfying demand occupations on the labor market, one of which is intended exclusively for deaf and blind people. In 2017, the job satisfaction program for deaf and blind people was abolished. If this trend is followed, the target by 2020 will be met.

	Without an achievement or small achievement, below 50%
	Partial achievement, over 50% up to 80%
	Significant or complete achievement, over 80%
	Not known or not measurable

Outcome 2 Higher income and sustainable employment for Roma by 2020, focusing on women

Indicator 1: In 2017, the Roma represented 5.2% of the total number of unemployed persons. Namely, the situation from 2015 to 2017 has not changed and, instead of a decrease, the percentage of unemployed Roma in relation to the total number of unemployed persons has seen an increase. If this trend continues, the likelihood of meeting this target is relatively low

Outcome result 2.1 Employers are encouraged to employ Roma

Indicator 1: Pursuant to the data from the EARM, in 2017, by means of the Program for Conditional Monetary Compensation for Subsidized Employment of People at Social Risk and by means of the training for subsidized employment, 8 people were employed. If this trend continues, the likelihood of meeting the target by 2020 is relatively low.

Outcome result 2.1.1 Developing measures to encourage employers to employ Roma by means of subsidized employment

Indicator 1: In 2016 and 2017 there were no special programs for subsidized employment targeted exclusively at the Roma. Namely, the programs were applicable to all people alike. In 2017, the operational plan of the Employment Agency of the Republic of Macedonia comprised of 2 programs for subsidized employment for all people in general (including Roma), such as: a Program for Conditional Monetary Compensation for Subsidized Employment of People at Social Risk and a Program for a Job with Subsidized Employment by Conducting Trainings. If this trend continues, the target can be met by 2020.

Outcome result 2.1.3 Developing Roma Internship Program for Roma with Secondary and Higher Education in Renowned Companies

Indicator 1: In 2016 there were 2 programs and internships implemented: Internship 1 and Internship 2 which included 5 Roma. In 2017, in the revised operational plan for employment, there is only one internship program that included a total of 8 Roma interns. If this trend is monitored by 2020, the probability of being filled this target is relatively low.

On the other hand, in the past several years through the 2007-2013 IPA Program - Component IV Human Resources Development - numerous projects for social inclusion of Roma on the labor market have been implemented.²⁶ One of the specific goals of the program is to facilitate the integration of individuals from the Roma ethnic community, affected by social exclusion and discrimination on the labor market and in the society, especially focusing on economic migrants, persons without documents, Roma who live in substandard conditions and Roma women, by strengthening their employment potential and implementing social innovations.

Outcome result 2.2 Roma have been encouraged to develop and start managing their own business

Indicator 1: In 2017, only one Roma person was involved in the Program for Self-employment by Government Crediting, whereas not a single Roma person was involved in the Program for Self-employment by Government Crediting for Young People by up to 29 Years of Age. On the other hand, in compliance with the Self-employment Program of the OP, a total of 18 Roma people are included. The indicator for the target for 2017 was 95% fulfilled, and of the total

²⁶ According to the IPA Human Resources Development Program, the Employment of Young Roma project implemented by the Center for Economic Analyzes included, in 2017, a total of 40 young Roma with completed minimum secondary education as interns in the business sector and NGO sector.

number, 15% were Roma women who established their own businesses. If this trend continues, it is likely that the indicator will be fulfilled by the end of 2020.

Outcome result 2.2.1 Roma engagement in self-employment programs

Indicator 1: There are two government self-employment crediting programs and one self-employment program of the OP. These programs are not intended exclusively for Roma, but, nevertheless there are certain areas that apply exclusively to Roma. If these 3 programs that were implemented in 2016 and 2017 are considered, the target of implementing at least 1 program by 2020 or at least 4 programs for the period from 2017 to 2020, there is a chance of exceeding the target.

Outcome result 2.3. Increased capacities of Roma entrepreneurs (legal entities) to use microcredits for additional employments

Indicator 1: In accordance with the data from the EARM, in 2017, 1 job was provided for Roma in companies that received microcredits. There is a possibility of meeting the target until 2020 by creating 5 jobs for Roma in companies that received micro credits assuming that the target does not apply on an annual basis.

Outcome result 2.4.3 Sharing information through social networks and/or info-portals

Indicator 1: In 2017 there was no announcement that contained information on anti-discrimination.

Outcome result 2.4.4 Conducting trainings on fight against discrimination for the providers of socio-economic services

Indicator 1: According to the data from the EARM, in 2016 and 2017 the EARM did not conduct any trainings on fight against discrimination for the providers of socio-economic services. In accordance with the data from the Ministry of Labor and Social Policy, trainings against discrimination have been envisaged, but, nonetheless, no training has been conducted so far. In addition, a budget for this activity has not been provided in 2018. Data on this type of activity by the other implementers are not available.

Outcome result 2.4.5 Conducting a campaign to overcome challenges, stereotypes and discrimination that Roma encounter in their access to the labor market

Indicator 1: Pursuant to the data from the EARM, in 2016 and 2017, the EARM has not conducted any campaigns to overcome the challenges, stereotypes and discrimination that Roma encounter in their access to the labor market. Namely, in the Employment NAP, in this outcome result in the part of implementers, in addition to EARM, the Ministry of Labor and Social Policy, the Center for Social Work, the Commission for Protection against Discrimination and the CSOs/NGOs are listed as well.

In 2017, a campaign on reducing discrimination against the Roma ethnic community was conducted, organized by the National Roma Center (NRC)²⁷. According to this data, the target of at least 1 conducted campaign by 2020, assuming that this target does not apply on an annual level, has been fulfilled by 2020.

²⁷ A campaign on the reduction of discrimination against the Roma ethnic community under the motto: It is Enough. Overcome prejudice, get to know Roma! was implemented by the NRC with the support of the Council of Europe as a part of the Roma Prade Program.

Outcome result 2.5 Securing Roma representation as a work force in the central and local state administration

Indicator 1: The data on the number of Roma employed in the central and local state administration for 2017 are not available in the Ombudsman's annual report and therefore the data from the Annual Reports on the data from the register of public sector employees from the MISA are used (Ministry of Information Society and Administration) for 2016 and 2017 in order to facilitate the access to comparisons.

In 2017, the representation of employed Roma in the central and local state administration in relation to the total number of employees amounted to 1.14%.²⁸

There is a possibility of reaching the target by 2020, where Roma are represented by 1.5% in the central and local state administrations.

Outcome result 2.5.1 Support for Roma employment in the central state administration by ensuring transparency in the employment processes of ethnic minorities

Indicator 1: The data on the number of Roma employed in the central and local state administration for 2017 are not available in the Ombudsman's annual report and therefore the data from the Annual Reports on the data from the register of public sector employees from the MISA are used (Ministry of Information Society and Administration) for 2016 and 2017 in order to facilitate the access to comparisons.

In 2017, the representation of employed Roma in the central and local state administration is 0.98%²⁹ and it is increased compared to 2016.

There is a low likelihood of meeting the target by 2020, which gives a percentage of 1.5% of Roma in the central state administration of the total number of employees.

Outcome result 2.5.2 Support for Roma employment in local public administration structures by promoting opportunities and raising awareness among the population.

Indicator 1: The data on the number of Roma employed in the central and local state administration for 2017 are not available in the Ombudsman's annual report and therefore the data from the Annual Reports on the data from the register of public sector employees from the MISA are used (Ministry of Information Society and Administration) for 2016 and 2017 in order to facilitate the access to comparisons. In 2017, the number of employees in the local administration remains unchanged compared to 2016, and it amounts to 32 Roma employees³⁰. There is little likelihood of meeting the target until 2020 which lists at least 50 Roma employees in the local administration.

²⁸ http://www.mio.gov.mk/sites/default/files/pbl_files/documents/reports/izvestajreg2017_v1.02.pdf

²⁹ *ibid*

³⁰ *ibid*

Outcome / Result by NAP	Responsible Institution	2016 Target	2016 Achievement	2017 Achievement	2020 Target	% Achievement compared to 2020	Note
Outcome 2: Higher income and sustainable employment for Roma by 2020, with a focus on women	MLSP in partnership with EARM, Ministry of Finance, Union of Chambers of Commerce	Roma represent 4.7% of the total number of unemployed	-0.396 percentage points	9978 unemployed Roma or 5.2% of the total number of unemployed persons.	Roma represent 4.5% of the total number of unemployed	-0.7 percentage points	<i>In 2016, the Roma represent 5.1% of the total number of unemployed according to the EARM data. The Target for 2016 from the NAP The employment that the Roma say represents 4.7% of the total number of unemployed persons is not fulfilled. In 2017, the Roma represent 5.2% of the total number of unemployed. Namely, the situation from 2015 to 2017 has not changed and, in contrast to the percentage of unemployed Roma in relation to the total number of unemployed, it is increasing. If this trend is followed, the likelihood of meeting this target is relatively low.</i>
2.1 Employers are encouraged to employ Roma	MLSP in partnership with EARM and private sector	20 Roma	55%	8 people	100 Roma	8%	<i>According to the data from the EARM, in 2016, through the program for conditional monetary compensation for subsidized employment of persons in social risk and through the training for subsidized employment, 11 persons were employed, compared to 8 in 2017. If this trend is followed, the likelihood of meeting the target by 2020 is relatively low.</i>
2.1.1 Develop measures to encourage employers to employ Roma through subsidized employment	MLSP in partnership with EARM, UNDP, NGO, local self-government and IOM	Creating at least 1 program or measure annually	200%	2 programs	Creating at least 1 program or measure annually	50%	<i>There are no special programs for subsidized employment exclusively for Roma. In the operational plan of the Employment Agency for Employment for 2016, there are 2 programs for subsidized employment of persons (including the Roma), such as: Program for conditional monetary compensation for subsidized employment of persons in social risk and Program for workplace with subsidized employment through conducting trainings. In 2017, these two programs for subsidized employment were again implemented. If this trend is followed, there is a possibility of meeting the target by 2020.</i>
2.1.2 Organizing information meetings with potential employers	MLSP in partnership with the Ministry of Finance, EARM, UNDP, civil associations / NGOs, Chamber of Commerce, ULSG - LED	Informing at least 30 companies	Not known / Not measurable	Not known / Not measurable	Informing at least 100 companies	Not known / Not measurable	
2.1.3 Develop a program for internships for Roma students with Secondary and Higher Education in renowned companies	MLSP in partnership with EARM, UNDP, civil associations / NGOs, and reputable companies	At least 10 people per year 2016	50%	8 internships from 15 planned (53%)	At least 15 people per year 2017-2020	13%	<i>In 2016, in the Internships 1 and 2 programs, a total of 5 Roma were included. On the other hand, in 2017, a total of 8 interns were included. If this trend is monitored by 2020, the probability of being filled this target is relatively low.</i>

Output score 2.2. Roma have been strengthened to develop and start managing their own business	MLSP in partnership with MoF and EARM	15 businesses are created annually by Roma through the OP for employment or other government measures, of which at least 10% are women	120%	95% fulfilled target for the year compared to the total indicator, and 15% are women meaning and the indicator by gender for the given year is filled	20 businesses are created annually by Roma through the OP for employment or other Government measures, of which at least 10% are women	23%	According to the data from the EARM, in 2016, the Program for self-employment with lending from the Government included 4 Roma, while the Self-Employed Self-Employment Program with young people up to 29 years of age from the Government included 1 person. According to the self-employment program of the OP, a total of 13 Roma people are included. Of the total number of businesses created, 22% of businesses are created by Roma women, which additionally exceeds the target of 10% of Roma women. In 2017, only one Roma person was involved in the Self-Employed Government Credit Program, while the Self-Employed Self-Employment Program for Young People up to 29 years of age from the Government did not include any Roma person. On the other hand, according to the self-employment program of the OP, a total of 18 Roma people are included. The indicator for fulfillment of the target for 2017 is 95% filled with 15% of them Roma women who created their own businesses. If this trend is followed, there is a possibility of meeting the target by the end of 2020.
2.2.1 Involving Roma in self-employment programs	MLSP in partnership with EARM, UNDP, and other international organizations	Annually 1 program is created by 2016	300%	3 programs	At least 1 program 2020 is created annually	75%	There are two government programs for self-employment with lending and one self-employment program of the OP. These programs are not intended exclusively for Roma, but there are certain areas that apply exclusively to Roma. If we consider these 3 programs that were realized in 2016 and 2017, the target from created at least 1 program by 2020 or at least 4 created programs for the period 2017-2020 has the possibility of exceeding the target.
2.2.2 Organizing training for starting your own business	MLSP in partnership with EARM, UNDP, Agency for Support of entrepreneurship, other international organizations	Training of at least 15 Roma annually until 2016	Not known / Not measurable	Not known / Not measurable	Training of at least 20 Roma per year from 207 to 2020	Not known / Not measurable	
2.3. Increased capacities of Roma entrepreneurs (legal entities) to use micro loans for additional employment	Ministry of Labor and Social Policy in partnership with EARM, IBRD, commercial banks	2 jobs created for Roma in companies that received micro-credits	200%	1 working knead created for Roma	5 jobs created for Roma in firms that received micro-credits	20%	According to the data from EARM, in 2016, 4 jobs were created for Roma in companies that received micro credits, while in 2017 only one job was created. There is a possibility of meeting the target by 2020.
2.3.1 Organizing information meetings with Roma entrepreneurs	MLSP in partnership with MoF, Commercial banks, Chamber of Commerce, civil associations / NGOs	10 Roma entrepreneurs have been informed	Not known / Not measurable	Not known / Not measurable	30 Roma entrepreneurs have been informed	Not known / Not measurable	
2.3.2 Creating and organizing trainings in order to build capacities of Roma entrepreneurs for using micro credits	MLSP in partnership with MoF, Commercial banks, Chamber of Commerce, civil associations / NGOs	Training of 10 Roma entrepreneurs	Not known / Not measurable	Not known / Not measurable	Training of 30 Roma entrepreneurs	Not known / Not measurable	

Output score 2.4: Employers (both public and private) understand the impact of discrimination against Roma on the labor market	MLSP in partnership with CPD, CSO	50% of the reported cases of discrimination against Roma regarding the access to the labor market should be positively answered by the Commission for Protection against Discrimination	<i>Not known / It's not measurable</i>	<i>Not known / Not measurable</i>	75% of reported cases of discrimination against Roma in connection with access to the labor market should be positively answered by the Commission for Protection against Discrimination	<i>Not known / Not measurable</i>	
2.4.1 Creation of Communication Plans for appropriate information of Roma to identify and resolve cases of discrimination	Commission for Protection against Discrimination in partnership with civic associations / NGOs	Creating at least 1 communication plan annually	<i>Not known / It's not measurable</i>	<i>Not known / It's not measurable</i>	Creating at least 1 communication plan annually	<i>Not known / It's not measurable</i>	
2.4.2 Conducting information meetings with Roma on the topic of identifying and reporting cases of discrimination	MLSP in partnership with the Commission for Protection against Discrimination, civic associations / NGOs	An additional 150 Roma were informed	<i>Not known / Not measurable</i>	<i>Not known / Not measurable</i>	An additional 300 Roma were informed	<i>Not known / Not measurable</i>	
2.4.3 Sharing information through social networks and / or info portals	MLSP in partnership with the Commission for Protection against Discrimination, civic associations / NGOs	Sharing 10 information	30%	0%	Sharing 50 information	<i>It's not measurable</i>	<i>In the course of 2016, on the web portal romainfo.mk only 3 information on anti-discrimination was shared, compared to the targeted 10 information. In 2017, there is no announcement containing information on anti-discrimination.</i>
2.4.4 Conducting trainings to combat Discrimination for the providers of Socio- economic services	MLSP in partnership with EARM, CSW, Commission for Protection against Discrimination, CSOs / NGOs	Training of 30 service providers	<i>It's not measurable</i>	<i>Not known / Not measurable</i>	Training of 100 service providers	<i>Not known / Not measurable</i>	<i>According to the EARM data, in 2016 and 2017, EARM did not conduct trainings for combating discrimination for the providers of Socio- economic services. According to the data from the Ministry of Labor and Social Policy, trainings against discrimination are envisaged but no trainings have been conducted so far. Additionally, in 2018 there is no budget for this activity. Data for this type of activity from others Implementers are not known.</i>
2.4.5 Carrying out a campaign to overcome the challenges, stereotypes and discrimination faced by Roma in accessing the labor market	MLSP in partnership with EARM, CSW, Commission for Protection against Discrimination, CSOs / NGOs	At least one conducted campaign	<i>Not known</i>	1 campaign	At least one conducted campaign	100%	<i>EARM has not conducted campaigns to overcome the challenges, stereotypes and discrimination that the Roma face in their access to the labor market. In 2017, a campaign to reduce discrimination against the Roma ethnic community organized by the National Roma Centrum (NRC)</i>

							was conducted. According to this data, the target of at least 1 campaign until 2020, assuming that this target does not apply on an annual basis until 2020, is fulfilled.
2.4.6 Carrying out research / social mapping for the status of registration of Roma in EARM (active / passive applicants) in a minimum of 10 cities	MLSP in partnership with EARM, civil associations / NGOs	No research has been carried out	Not known / Not measurable	Not known / Not measurable	At least 1 conducted research	Not known / Not measurable	
2.4.7 Capacity Building "Horizontal coordination and sensitization of contact persons from the Employment Centers and CSWs, for working with clients in the area of employment and social protection	MLSP in partnership with EARM, civil associations / NGOs	30 people trained	Not known / Not measurable	Not known / Not measurable	90 people trained	Not known / Not measurable	
Output score 2.5: Enabling the representation of Roma as a work force in the central and local state administration	General Secretariat in partnership with MISA	At least 1.4% of the total number of staff in the head office and local administration are Roma	79%	1.14%	At least 1.5% of the total number of employees in the central and local administration are Roma	76%	According to the MISA data, the representation of Roma in the central and local administration in 2016 is 1.10% in relation to the total number of employees, while in 2017 the share of Roma is 1.14%.
2.5.1 Support for Roma employment in the central state administration by ensuring transparency in the processes of employment of ethnic minorities	General Secretariat in partnership with MISA	At least 1.4% of the total number of employees in the central public administration are Roma	68%	0.98%	At least 1.5% of the total number of employees in the central public administration are Roma	65%	According to MISA data, in 2016, the percentage participation of Roma employed in the total number of employees in the central public administration is 0.95%, while the same in 2017 is 0.98%.
2.5.2 Supporting the employment of Roma in the local public administration structures by promoting opportunities and raising awareness among the population	General Secretariat in partnership with MISA and Local Self-Government	At least 43 Roma employed in the units of local self-government in the Republic of Macedonia	74%	32	At least 50 Roma employed in the units of local self-government in the Republic of Macedonia	64%	According to MISA data, in 2016, the number of Roma employed in the local public administration is 32 Roma. The number of Roma employed in 2017 remains unchanged.

	Without an achievement or small achievement, below 50%
	Partial achievement, over 50% up to 80%
	Significant or complete achievement, over 80%
	Not known or not measurable

Recommendations

1. Harmonization of data on the basis of nationality among the different institutions (policy maker and policy and measures implementer) by means of adequate record keeping;
2. A regular monitoring report on the achievements of the goals and the results of the Employment NAP;
3. Creation of available data that help in the measurement of the performance indicators of the NAP;
4. Change of the “punitive” procedure for the impossibility to use services and measures in case of non-compliance with the deadline for registration in records (regardless of the category of an active or other job seeker) in the EARM;
5. Unified application of the possibility to change the status of the unemployed person from “other” seeker (passive seeker) to an active job seeker and the possibility to use services and measures at the level of offices throughout the country;
6. Assessment and estimation of the effects and lessons learned from the implemented measures on employment and employment promotion.

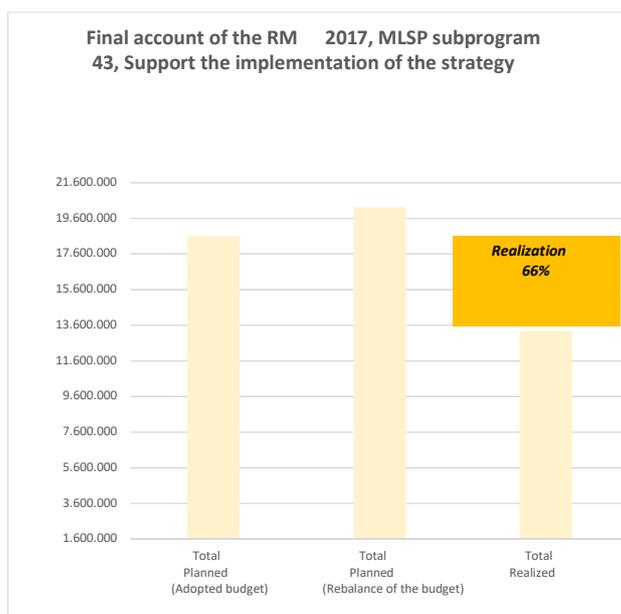
Budget vs. execution

1. Subprogram Support of the Implementation of the Roma Decade and Strategy

2017: The total planned funds for 2017 amount to 18.6 million denars, which is a 2% increase compared to 2016. Out of the total funds, the planned funds on the basis of the basic budget and donations have almost an identical share.

With the 2017 revised budget, these funds increased to 20.23 million (8.252 million denars from basic budget and 11.93 million from donations). From the total funds planned for 2017, after the budget rebalance, 13.28 million denars or 66% of the funds were executed.

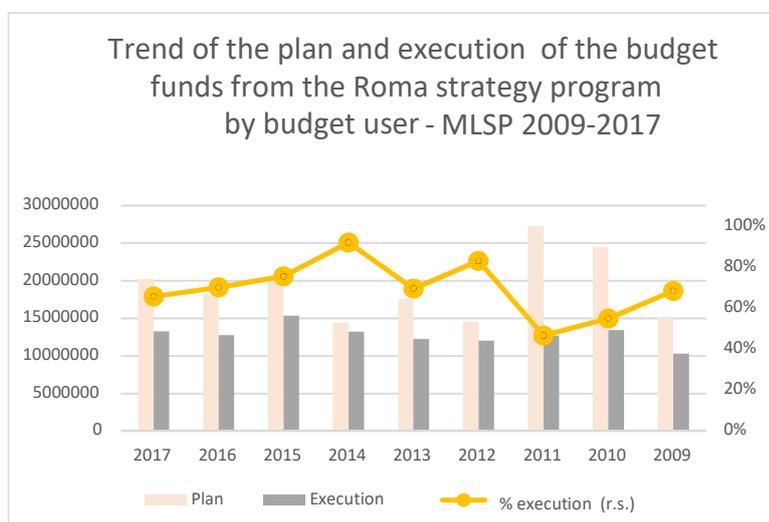
Budget of RM for 2017 (and rebalance)		2017										
Section 15001		Planned				Realized						
Program 4 Subprogram 43		Expenditures from the basic budget	Expenses from self- financing activities	Expenses from loans	Expenditures from donations	Total planned	Expenditures from the basic budget	Expenses from self- financing activities	Expenses from loans	Expenditures from donations	Total realized	% conversion (plan versus conversion)
15001 MINISTRY OF LABOR AND SOCIAL POLICY												
	43 SUPPORTING THE DECADE OF THE DECADE	8,252,000	0	0	11,981,000	20,233,000	6,423,756			6,854,045	13,277,801	66%
	42 GOODS AND SERVICES	5,252,000	0	0	6,681,000	11,933,000	4,924,596			3,862,338	8,786,934	
	46 SUBSIDIES AND TRANSFERS	3,000,000	0	0	5,200,000	8,200,000	1,499,160			2,991,707	4,490,867	
	48 CAPITAL EXPENDITURES				100,000	100,000				0	0	



Source: Budget of the Republic of Macedonia for 2017, Supplementary Budget, Final Account of the Budget of RM 2017

2018: The total planned funds for 2018 amount to 20.11 million denars, which is an increase by 8% compared to 2017. Out of the total planned funds for 2018, the planned funds on the basis of donations have a share of 62% (12.42 million denars).

Sources of funding: Basic Budget of the Republic of Macedonia through the MLSP as a budget user and donations



Source: data from the final budget execution report of RM from 2009 to 2017

2. Subprogram BA Employment Promotion³¹

³¹ This subprogram is a part of the Poverty Reduction Program and refers to employment promotion as a program for the implementation of active employment measures: "The main goal of this subprogram is to increase employment as a top priority of the Government of the Republic of Macedonia and the best way of coping with poverty and social exclusion. Within this program, funds have been planned for employing parentless children and children deprived of parental care." Budget of the Republic of Macedonia for 2017

(Measures for employment at a national level, not only for Roma), budget beneficiary MLSP (Central Budget) and EARM (Budget of the EARM, Budget of the Republic of Macedonia)

Budget of RM for 2017 (and rebalance)		2017										
Section 15001 + 6603 EARM		Planned				Total planned	Realized				Total realized	% conversion (plan versus conversion)
Program 2	Subprogram 2B	Expenditures from the basic budget	Expenses from self-financing activities	Expenses from loans	Expenditures from donations		Expenditures from the basic budget	Expenses from self-financing activities	Expenses from loans	Expenditures from donations		
15001 MINISTRY OF LABOR AND SOCIAL POLICY / EARM External budget user												
	BETTERING EMPLOYMENT	13,900,000	0	0	0	13,900,000	13,247,574	0	0	0	13,247,574	
	40 SALARIES AND FEES - MLSP	13,900,000	0	0		13,900,000	13,247,574	0		0	13,247,574	95%
	43 CURRENT TRANSFERS TO THE BUDGET FUNDS (to the EARM) - MLSP	0	0			0	0	0		0	0	
EARM External budget user					ABPM					ABPM		
	BETTERING EMPLOYMENT		0	0	887,000,000	887,000,000		0		815,266,286	815,266,286	
	47 SOCIAL BENEFITS - EARM Special section	0			887,000,000	887,000,000	0			815,266,286	815,266,286	92%

2017: The total planned funds for 2017 amount to 12.153 million denars (in 2017 there were no planned transfers to the EARM), and they decreased by about 15% in comparison to the previous year. In addition, as the EARM (funding sources for funds), 767.576 million denars were planned for the same Subprogram for Employment Promotion, which is an increase by 39% compared to the planned funds for 2016.

2018: The total planned funds for 2017 amount to 13.9 million denars (in 2018 there were no planned transfers to the EARM), and they increased by about 14% in comparison to the previous year. In addition, as the EARM (funding sources for funds), 987.5 million denars were planned for the same Subprogram for Employment Promotion, which is an increase by 29% compared to the planned funds for 2017.

Sources of funding: Basic Budget of the Republic of Macedonia through the budget beneficiary MLSP and Funds - Employment Agency of the Republic of Macedonia

Priorities

Pursuant to the 2014-2020 Roma Strategy, the following priorities are set out in the employment section:

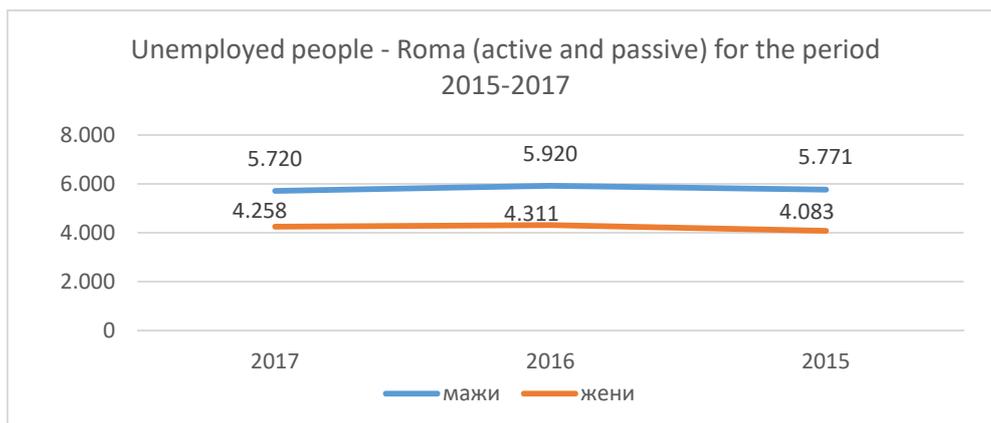
1. Institutional support for Roma employment: Increased number of Roma registered in the EARM and included in the active employment measures.
2. Increasing the employability of the Roma community: Increased employability by creating and implementing incentive policies and programs.

Data and trends

Indicator	Roma			Total population in the Republic of Macedonia	Year	Source
	Male	Female	Total			
1. Number of unemployed people	5.720	4.258	9.978	191.837	2017	EARM
1.1. Number of unemployed people – active seekers	3.761	2.366	6.127	102.394	2017	EARM

1.2. Number of unemployed people – passive seekers	1.959	1.892	3.851	89.443	2017	EARM
2. Long-term unemployed people	2.455	1.443	3.898	59.823	2017	EARM
3. Number of unemployed people for whom there is no data on registrations/sign-offs from compulsory social insurance	2.626	1.919	4.545	41.728	2017	EARM
4. Number of unemployed young people	710	480	1.190	20.457	2017	EARM
5. Number of people engaged in active employment measures	130	54	184	/	2017	EARM

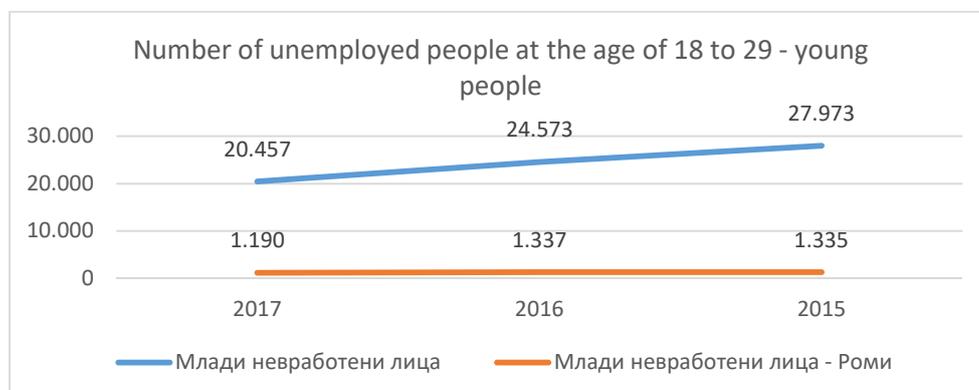
Source: Request for information of public character, Employment Agency of the Republic of Macedonia



Source: Request for information of public character, Employment Agency of the Republic of Macedonia



Source: Request for information of public character, Employment Agency of the Republic of Macedonia



Source: Request for information of public character, Employment Agency of the Republic of Macedonia

Code	Indicator	Roma			Total population	Year	Source	Definition
		Male	Female	Total				
Employment								
EMP1	Percentage of employed people				743.451 number of employed people	2017	State Statistical Office, Labor Force Survey, third quarter of 2017	Employed – people who work in state institutions, business entities in social, mixed, cooperative and undefined ownership or for a private employer;
EMP2	Percentage of informally employed people				133.777 informal employment absolute value	2016	State Statistical Office, MAKSTAT database, formal and informal employment according to gender per year	
EMP3	Percentage of unemployed people	5.720 (male Roma registered in the EARM)	4.258 (female Roma registered in the EARM)	9.978 (Roma registered in the EARM)	191.837 (total unemployed people in the Republic of Macedonia registered in the EARM)	2017	EARM	Absolute number of Roma and a total number in the Republic of Macedonia who are registered as active and other job seekers in the EARM
EMP4	Percentage of long-term unemployed people	2.455 (male Roma registered in the EARM)	1.443 (female Roma registered in the EARM)	3.898 (Roma registered in the EARM)	59.823 (total unemployed people in the Republic of Macedonia registered in the EARM)	2017	EARM	Absolute number of Roma and a total number in the Republic of Macedonia who are registered as active and other job seekers in the EARM longer than one year
EMP5	Duration of the last employment							(months)
EMP6	Percentage of people without employment							
EMP7	Percentage of young people who are not being educated and are unemployed	710 absolute number of young male Roma	480 absolute number of young female Roma	1.190 absolute number of young Roma	20.457 absolute number of young people	2017	EARM	Absolute number of unemployed young people at the age of 18 to 29

2.2. Priority: Housing

Planned range

The 2014-2020 Roma Strategy in the Republic of Macedonia (the Strategy) in its priority field Housing, sets out a strategic commitment: *Reducing the gap in terms of the quality of housing between the Roma and non-Roma communities in the Republic of Macedonia*³².

*The problems and needs that are the subject matter of action in this Strategy are stipulated in the subareas of action: Legalization and urban documentation, Communal infrastructure and Law regulations*³³.

The objectives and measures as a part of the 2016-2020 Housing NAP³⁴ have the following expected outcomes:

- *Provided low income housing for Roma families from socially vulnerable categories;*
- *Improved living conditions for Roma families through the development and implementation of programs for integrated urban regeneration and elimination of detrimental living conditions;*
- *Provided systematic registration in the Real Estate Cadastre of the property and land owned by Roma.*³⁵

As with the other priority fields, an adequate system to track the achievements is missing in this NAP as well, primarily as a result of a lack of constantly measurable and comparable initial indicators (baseline), and a vaguely defined time period. Furthermore, in the absence of reports and data on the level of realization of the measures, and due to the lack of a monitoring system within the competent operational structures, the realization and the achievements are not always measurable.

Hence, the planned range of this priority area up to 2020 is focused on three key results, as follows: (1) low income housing, (2) promotion of a communal local infrastructure, and (3) legalization of illegally constructed buildings.

Analysis of achievements

1) Achievements in 2017 for the first priority - social housing

The Decision on allocation of social apartments and the conditions for their use (Official Gazette of the Republic of Macedonia 96/2009), built according to the Program for construction and maintenance of apartments owned by the Republic of Macedonia (Official Gazette of the Republic of Macedonia 3/2009), establishes separate categories of social housing users for leases in several categories. One of the categories is members of the Roma community (Article 3), as well as criteria for rating or ranking of the applicants (Article 8).

However, the coverage of persons of Roma nationality is estimated to be significantly higher as a result of qualification and submission of applications in some of the other categories, depending on the conditions that are fulfilled by the persons who are applicants for using the social housing for rent (a total of seven categories involving children without parents and parental care, persons with disabilities, etc.)

³² Strategy for Roma in the Republic of Macedonia 2014-2020, <http://www.mts.gov.mk/content/pdf/strategii/Strategija%20za%20Romite%20vo%20RM%202014-2020.pdf>

³³ *ibid.*

³⁴ http://www.mts.gov.mk/content/pdf/dekada/28.7_NAP%20domuvanje%202016.pdf

³⁵ *ibid.*

The project is financed by a loan from the Bank of the Council of Europe, known as the Housing Project for Socially Vulnerable Groups F / P 1674, which started in 2007, and with a loan from 2009, which envisages 1,754 apartments in 32 facilities, and it is implemented by the entity JS for construction and management of residential and business premises of importance for the Republic of Macedonia (JSCRBP), which is obliged to complete them by the end of 2018 (although the originally foreseen deadline is 2013, with the extension of the deadline every second year).

According to JSCRBP³⁶ 14 facilities were built and allocated to 678 families (on the basis of all categories of beneficiaries according to the Decision on allocation of social apartments from Official Gazette 96/2009), which is not even half of the planned number of residential units. There are 2 facilities in the construction (111 residential units), and there are still 13 objects in the plan.

Out of the expected 123 residential units in three buildings during 2016, according to the latest data from ADSDP, and compared to the NAP, Kocani with 72 units, Makedonski Brod with 10 units, and Gostivar with 70 residential units are still in construction and running on 2017 (still August 2018).

From 2017 to 2020 of the planned 16 buildings, currently two buildings are being built in Strumica and Gostivar. During 2017 there were no completed construction of new residential buildings and no distribution of social housing units from the already completed buildings in previous years.

According to the official data, even the competent line ministry (MTC), does not keep a record of the nationality of social housing beneficiaries, on the basis of Article 3, item 5, Persons belonging to the Roma community, socially endangered.

It is estimated according to the Commission's perception that by the end of 2017 (as well as for 2016), the number of beneficiaries of the beneficiaries of the program is 118 Roma families out of 731 residential units built, and 669 units of housing or 17.6% of all allocated apartments (of all categories and on the basis of perception and vision of a commission for the allocation of social apartments).

In the course of 2017 there will be no call for the distribution of social housing for lease. During 2017, no apartments were allocated, while in August 2018 there was a call for allocation of social apartments in Kocani and Makedonski Brod.

Outcome result 1.1: Realized project/s for the construction of housing apartments for socially vulnerable groups

Indicator 1: Increase in the number of low income housing apartments for Roma families by 5% compared to 2014, and 10% to 2020

Starting indicator: 102 families by 2014
Target 2016: 107 families (5% increase)
Target for 2020: 112 families (10% increase)

Achievement: by the end of 2016, 118 social housing units for Roma people were distributed. In the course of 2017, the built social housing apartments are not allocated. The distribution procedure (in 43 social apartments in Kocani and Makedonski Brod) is being implemented in the course of 2018.

³⁶ http://www.adsdp.mk/adsdpmk/index.php?option=com_content&view=article&id=339&Itemid=312, viewed on 29.8.2018, in the absence of a report for 2017, the determination of the updated status is impossible

Hence, by the end of 2017, the number of distributed apartments remains 118, and the overall target is fulfilled and exceeded by 2020.

According to information from MTC, as of 2016 and 2017, 118 residential units of Roma people were allocated, indicating full (exceeded) fulfillment of the indicator. In 2017 there is no allocation of housing units.

Target 2016: 123 apartments

Target 2017: does not exist

Target until 2020: additional 16 buildings with 940 apartments

During 2016/2017, residential buildings in Kocani and Makedonski Brod were completed. There are buildings in Strumica (41 apartments) and Gostivar (70 apartments). Gostivar residential building is unfinished since 2016.

Hence, having no annual report for 2017 JSCRBP, the achievement for 2017 started a building of 16 buildings for the next three years, and a building that is targeted for 2016.

Outcome result 1.2: Identified need to renovate the housing units where Roma from socially vulnerable groups reside

This outcome envisages funds and activities from donors and NGOs through provision of loans for reconstruction of homes

Indicator 1: 150 families in 2016 and another 150 from 2017 to 2020.

No achievement is known.

In this outcome, the NAP foresaw full responsibility in the implementation of the civil sector, hence the inability to monitor and formalize data.

<i>Outcome / Result by NAP</i>	<i>Responsible Institution</i>	<i>2016 Target</i>	<i>2016 Achievement</i>	<i>2017 Achievement</i>	<i>2020 Target</i>	<i>% Achievement compared to 2020</i>	<i>Note</i>
Impact: Reduced gap in the quality of housing between Roma and non-Roma communities	ULSG in partnership with MTC	1 urbanized settlement			At least 10 urbanized settlements	0	<i>It is not clearly measurable with the given indicator</i>
Outcome 1: Provided social housing for Roma families from socially vulnerable categories	MTC in cooperation with MLSP and CSW and in partnership with MF	Increasing the number of Roma families that have access to social housing by 5% compared to 2014	2014 were 102 social apartments, hence 2016 target is 107 social apartments, by the end of 2016, 118 are allocated, representing 110% reaching	2014 were allocated 102 social apartments, 2016 target is 107 social apartments, by the end of 2016, 118 are allocated, in 2017, by the end of 2017, 118 social apartments were allocated. Because there is no distribution for 2017	Increasing the number of Roma families that have access to social housing up to 10% compared to the ones distributed in 2014	Target 2020 is 112, which means the target has already reached 105% for 2020	<i>The predicted target is fulfilled, but the form of determining nationality is debatable</i>
Output score 1.1: Realized project (s) for construction of apartments intended for housing of socially vulnerable groups	MTC in cooperation with BR Council of Europe	Developed and implemented project "Housing of socially vulnerable groups FP - 1674			Developed and implemented project "Housing of socially vulnerable groups FP - 1674	0	<i>It is not measurable with a given indicator, the project is being implemented for more than a decade with delays in implementation</i>
1.1.1. Construction of residential buildings and residential units built in the areas where the Roma population is endangered	MTC	New 3 residential buildings with a total of 123 residential units in the cities: Makedonski Brod, Kocani and Gostivar that should be completely built by the end of 2016	140%	During 2017, residential buildings in Kocani and Makedonski Brod were completed. They are still in construction in Strumica (41 apartments) and Gostivar (70 apartments). Gostivar unfinished by target for 2016.	From 2017 to 2020, it is planned to build 16 new apartment buildings with a total of 940 housing units in the cities: Skopje (Shuto Orizari, Saraj and Butel) Tetovo, Veles, Strumica, Pehcevo, Gevgelija, Vinica, Kumanovo, Sveti Nikole, Probishtip, Negotino and Debar.	Not known / Not measurable	Makedonski Brod 10 social apartments built, 10 undistributed; Kocani 43 built, 43 undistributed, Gostivar under construction, In 2016 others in Demir Hisar 25, out of which 5 are unappropriated, Prilep 76, of which 3 are unallocated, Resen 18. From all of them in 2016 172 were completed, 111 were allocated they are 16 of the persons of Roma nationality
1.1.2. Informing Roma from socially vulnerable groups by the Ministry of Labor and Social Policy through Roma Information Centers and Roma NGOs that advertisements have been published on the allocation of social housing for leasing	MLSP in cooperation with RIC and Roma non-governmental organizations, in partnership with MTC	700 informed by 2016 (over 20% are women)	Not known / Not measurable	Not known / Not measurable	2000 informed by 2016 (over 30% to be women)	Not known / Not measurable	In 2016, apartments are advertised according to the announcement from 2015

<i>Outcome / Result by NAP</i>	<i>Responsible Institution</i>	<i>2016 Target</i>	<i>2016 Achievement</i>	<i>2017 Achievement</i>	<i>2020 Target</i>	<i>% Achievement compared to 2020</i>	<i>Note</i>
1.1.2 Informing Roma from socially vulnerable groups as well as providing the necessary documentation for applying for published advertisements by CSW	MLSP through the CSW, in partnership with MTC	100	<i>Not known / Not measurable</i>	<i>Not known / Not measurable</i>	500	<i>Not known / Not measurable</i>	<i>In 2016, apartments are advertised according to the announcement from 2015</i>
Output score 1.2: Identified need for renewal of housing units in which Roma from socially vulnerable groups live	Habitat Macedonia and Horizonti	Over 1,100 residential units	<i>Not known / Not measurable</i>	<i>Not known / Not measurable</i>	Over 110 residential units	<i>Not known / Not measurable</i>	<i>The indicator is left entirely to the NGO and their capacities, information requested</i>
1.2.1 Improved housing conditions for Roma families / loans for reconstruction of homes	Habitat Macedonia and Horizonti	150 families	<i>Not known / Not measurable</i>	<i>Not known / Not measurable</i>	150 families	<i>Not known / Not measurable</i>	<i>The indicator is left entirely to the NGO and their capacities, information requested</i>

	<i>Without an achievement or small achievement, below 50%</i>
	<i>Partial achievement, over 50% up to 80%</i>
	<i>Significant or complete achievement, over 80%</i>
	<i>Not known or not measurable</i>

2) The achievements in 2017 with regard to the second priority – improvement of the communal infrastructure in the municipalities/settlements with predominant Roma population

The process of allocation of the funds from the basic budget of the Republic of Macedonia is determined by submitting a request from LSGU to MTC (i.e. prior practice, on the recommendation of MWP) for a given infrastructure project (capital investment) according to local-municipal programs. MTC transfers the funds directly to the contractor or LSGU upon previously completed documentation.

According to the final account of the budget of the Republic of Macedonia, 80% of these budget funds for 2017 were executed. For 2017, there are 10 million denars planned, which represents 43% more funds from 2016, but 8 million denars are allocated. Funds are planned as capital grants to LSGUs under subprogram 11 for Implementation of a Roma strategy. The decision on the allocation of funds days before the end of the fiscal year 2017³⁷ indicating the implemented allocation and transfer of funds, but not the implementation in the given fiscal year. According to the information obtained through the RIPC for the fiscal year 2017, out of the planned 8 million, 8 million denars were executed, but the degree of implementation of the projects themselves is monitored by the MWP.

There is still no by-law, rulebook and clear criteria for the way of allocation of capital grants to the LSGUs (for the given sub-program) for infrastructure support and they are distributed on a discretionary basis. Although determined as a finding by the SAO in the Final Audit Report on the account of the basic budget of MTC, from 2016, and for the reports from 2015, where it determines findings regarding the method of allocation of these funds. Three budget years after receiving the recommendation (until the end of August 2018), the SAO's recommendation after the findings has not been implemented.

Extract from the Final Audit Report on the account of the basic budget of MTC, for the year 2015 by the SAO, page 2

“From the budget of the MTC for 2015 by the subprogram for Support of the implementation of the Decade and the Strategy of Roma there are 9.972 thousand denars transferred for which final decision for distribution is made by the MWP. The distribution of the funds without procedure for criteria for choice, shows lack of transparency in deciding the municipalities for such transfer, as well as unequal status among the municipalities”

Extract from the Final Audit Report on the account of the basic budget of MTC for 2015 by the SAO, page 17

“State Audit Office assumes that it is necessary to adopt bylaw that will define the criteria and conditions in distribution of these funds in order to overcome the current situation”

Outcome 2: Improved living conditions for Roma families by development and implementation of integrated urban regeneration programs and elimination of detrimental living conditions.

Outcome result 2.1: Realized communal infrastructure projects in the municipalities/settlements with predominant Roma population. This outcome envisages cooperation with the ULSGs whose programs provide for an improvement of the communal infrastructure for a specific year.

Indicator 1: 8 new communal infrastructure projects in 8 municipalities: Bitola, Veles, Vinica, Delcevo, Gjorce Petrov, Kocani, Prilep and Stip for 2015-2016 and 15 new communal infrastructure projects in 15 municipalities: Berovo, Bitola, Veles, Kumanovo, Vinica, Gazi Baba, Delcevo, Gjorche Petrov, Kocani, Probistip, Prilep, Cair, Shuto Orizari, Kicevo and Stip for the period 2017-2020.

³⁷ <http://vlada.mk/node/13894>

Realized projects in 2017: in 3 ULSGs in the amount of 8 million denars. These funds were allocated before the very end of the fiscal year, with a Government decision 44-8349 / 1 dated 19.12.2017. The degree of realization of these projects is not known.

Outcome result 2.2: Improved administrative capacity of the ULSG for preparation of project-technical documentation in the field of communal infrastructure in municipalities with a higher percentage of Roma population by donor funds.

Indicator 1: At least 10 secured donations and trained ULSGs by 2020.

The achievement is not known.

Outcome / Result by NAP	Responsible Institution	2016 Target	2016 Achievement	2017 Achievement	2020 Target	% Achievement compared to 2020	Note
Outcome 2: Improved living conditions for Roma families through the development and implementation of integrated urban regeneration programs and the elimination of harmful living conditions	ULSG, MLS in cooperation with MTC	Served 392,226 inhabitants, out of which 15,122 Roma (4%) in 8 new municipalities	Residents in the given cities where the projects were implemented 212.928 out of which 9.455 Roma (according to the census 2002)	In 3 ULSGs for 2017, in the total value of 8 million denars	Served 717,389 inhabitants of which 40,011 Roma (5.5%) in 15 new municipalities	3 ULSG from 15	In 2017 three municipalities of Kocani, Prilep and Bitola (8 m day) were included in 3 projects
Output score 2.1: Realized communal infrastructure projects in the populated municipalities places with a predominantly Roma population	MTC in cooperation with ULSG	8 new projects from the communal infrastructure in 8 municipalities (Bitola, Veles, Vinica, Delcevo, Gjorce Petrov, Kocani, Prilep and Stip) 2015-2016	75%	3 projects for 2017, ie 20% of the target until 2020	15 new municipal infrastructure projects in 15 municipalities (Berovo, Bitola, Veles, Kumanovo, Vinica, Gazi Baba, Delcevo, Gjorce Petrov, Kocani, Probistip, Prilep, Cair, Suto Orizari, Kicevo and Stip) 2017 - 2020	3 of 15, with a probability of increasing	6 projects in the course of 2016 (from the budget of MTC, Kapital) Veles, Vinica, Delcevo, Kocani, Prilep, Pehcevo (6,198 million denars) 7. Stip - not realized. Pehcevo is not foreseen in the NAP but it is realized
2.1.1. - 2.1.8 Implementation of Projects Bitola, Veles, Vinica, Delcevo, Gjorce Petrov, Kocani, Prilep, Stip	MTC in cooperation with ULSG	Built mixed sewers, pavement, street, communal infrastructure, ... For 2016	75% five of the eight envisaged, one additional unforeseen but realized, local projects realized in 2016	20% three out of 15 local projects realized in 2017	/	/	awarded in 2017 Kocani Prilep and Bitola
Output result 2.2: Enhanced administrative capacity in the ULSG for development of design and technical documentation in the field of communal infrastructure in municipalities with a higher percentage of Roma population	ULSG in partnership with MTC and NGOs	No donations are provided	Not known / Not measurable	Not known / Not measurable	At least 10 donated donations	Not known / Not measurable	
2.2.1 Trainings for strengthening the capacities of ULSG representatives from municipalities with a higher percentage of Roma population for preparation of project-technical	MLSG in cooperation with ULSG in partnership with NGOs	At least 2 trained municipalities	Not known / Not measurable	Not known / Not measurable	At least 5 trained municipalities	Not known / Not measurable	

Outcome / Result by NAP	Responsible Institution	2016 Target	2016 Achievement	2017 Achievement	2020 Target	% Achievement compared to 2020	Note
documentation in the field of communal infrastructure							
2.2.2 Strengthening capacities at the local level on housing rights and urban development of Roma communities (Improvement of housing conditions in Roma communities in Prilep, Stip and Topaana (Cair))	ULSG in partnership Macedonia, Roma SOS and other local NGOs with Habitat	0	<i>Not known / Not measurable</i>	<i>Not known / Not measurable</i>	At least 1 urban development project approved in the budget of targeted municipalities	<i>Not known / Not measurable</i>	<i>The indicator is left entirely to the NGO and their capacities, information requested</i>
Outcome 3: Systematic registration in the Cadastre of the property owned by Roma	Agency for Real Estate Cadastre in partnership with ULSG and NGO	4.7% Roma households according to Census 2002	<i>Not known / Not measurable</i>	<i>Not known / Not measurable</i>	More than 5% of Roma are homeowners according to the next Census	<i>Not known / Not measurable</i>	
Output score 3.1: Roma have the knowledge and obligation to engage in the processes of legalization of illegally constructed buildings	NGOs (Habitat) and RIC	Raising awareness among 300 Roma with adequate representation of women (at least 20%)	<i>Not known / Not measurable</i>	<i>Not known / Not measurable</i>	Raising awareness among 600 Roma with adequate representation of women (at least 30%)	<i>Not known / Not measurable</i>	

	Without an achievement or small achievement, below 50%
	Partial achievement, over 50% up to 80%
	Significant or complete achievement, over 80%
	Not known or not measurable

3) *The achievements in 2017 with regard to the third priority - legalization of illegally constructed buildings*

A monitoring system is missing, especially in terms of ethnicity, and therefore it is impossible to determine data on the level of implementation of the measures within this priority area. The Law on Legalization of Illegally Constructed Buildings (at a national level) was adopted (2011) and amended several times in order to facilitate the procedure and to extend the stipulated deadlines.

Having in mind that the ULSG are (mostly) competent for the implementation of the buildings' legalization, and often there are no data on completed or ongoing cases by ethnicity, the monitoring of the achievement of indicators related to this priority is not measurable.

At the end of 2017 (August 2017), and valid for 2018, the Government proposed modifications and amendments to the Law on Treatment of Illegally Constructed Buildings, thus providing a new opportunity (deadline) for legalization of illegal buildings.

In the past period the civil sector undertook some activities aiming to raise the awareness and to increase the provision of information and assistance for legalization requests. However, most of these activities had limited geographical coverage, hence the national coverage is not measurable and is not considered for the reviewed period.

Outcome 3: Provided systematic registration in the Real Estate Cadastre of property owned by Roma, fully provided by donor funds.

Outcome result 3.1: Roma have the knowledge and obligation to engage in the processes of legalization of illegally constructed buildings.

1.400 Roma of whom 252 women (18%) (2012-2015) Raising awareness among 300 Roma with a proportionate representation of women (at least 20%) Raising awareness among 600 Roma with a proportionate representation of women (at least 30% women) by means of reports: 1.Reports of NGOs 2. Reports of the RIC

The outcome is not known.

The civil sector is almost completely in charge of the outcome in terms of legalization. Thus, it is impossible to collect comprehensive and reliable data on initiated and/or completed procedures.

Conclusions from the Roma Seminar, Macedonia for 2017: *“To introduce a mechanism for monitoring the results of the implementation of the Law on Legalization with disaggregated data by ethnic groups, with a maximum use of the capacities of the civil sector.”*

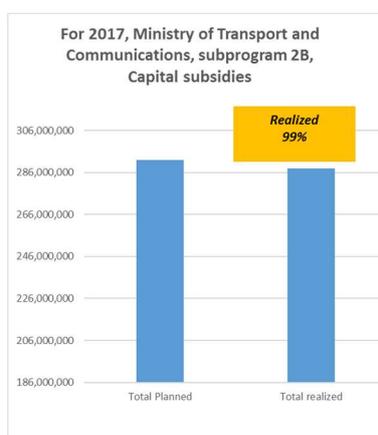
Outcome / Result by NAP	Responsible Institution	2016 Target	2016 Achievement	2017 Achievement	2020 Target	% Achievement compared to 2020	Note
Outcome 3: Systematic registration in the Cadastre of the property owned by Roma	Agency for Real Estate Cadastre in partnership with ULSG and NGO	4.7% Roma households according to Census 2002	<i>Not known / Not measurable</i>	<i>Not known / Not measurable</i>	More than 5% of Roma are homeowners according to the next Census	<i>Not known / Not measurable</i>	
Output score 3.1: Roma have the knowledge and obligation to engage in the processes of legalization of illegally constructed buildings	NGOs (Habitat) and RIC	Raising awareness among 300 Roma with adequate representation of women (at least 20%)	<i>Not known / Not measurable</i>	<i>Not known / Not measurable</i>	Raising awareness among 600 Roma with adequate representation of women (at least 30%)	<i>Not known / Not measurable</i>	
3.1.1. Provision of property lists for Roma families (security of homes) and improvement of housing / loan conditions for legalization and reconstruction loans for the socially vulnerable families	Habitat Macedonia, NRC, FOOM	1560 families (60 new families in 2016)	<i>Not known / Not measurable</i>	<i>Not known / Not measurable</i>	1560 families	<i>Not known / Not measurable</i>	<i>The indicator is left entirely to the NGO and their capacities, information requested</i>
3.1.2 Informing Roma who have not initiated a legalization procedure in accordance with the Law on Treatment of Illegally Constructed Buildings	ULSG in partnership with NGOs and RICs		<i>Not known / Not measurable</i>	<i>Not known / Not measurable</i>	1200 people, of which at least 20% are women	<i>Not known / Not measurable</i>	<i>The indicator is left entirely to the NGO and their capacities, information requested</i>
3.1.3 Organizing public debates with the participation of Roma who can not legalize housing facilities in accordance with the requirements of the Law on Treatment of Illegally Built Objects (e.g.: inhabitants inhabited in places outside the GUP, persons with facilities that do not are covered by the Law on Treatment of Illegally Built Objects, etc.)	ULSG in cooperation with RIC and NGOs	6 debates	<i>Not known / Not measurable</i>	<i>Not known / Not measurable</i>	12 debates	<i>Not known / Not measurable</i>	<i>The indicator is left entirely to the NGO and their capacities, information requested</i>

Budget vs. execution

1. Subprogram 2B Construction of low income housing apartments (This program refers to various categories of deprived social groups)

2017: Out of the total planned funds for 2017 (all categories of socially deprived groups), of which 292 million denars are completely on the basis of a loan, the execution for the fiscal year amounts to 288.03 million denars, which is a 99% execution rate.

		2017										
		Planned				Realized						
		Expenditures from the basic budget	Expenses from self-financing activities	Expenses from loans	Expenditures from donations	Total planned	Expenditures from the basic budget	Expenses from self-financing activities	Expenses from loans	Expenditures from donations	Total realized	% conversion (plan versus conversion)
Section13001	Program 2 Subprogram 2B											
	13001 MINISTRY OF TRANSPORT AND COMMUNICATION											
	2B CONSTRUCTION OF SOCIAL APARTMENT	0	0	292.000.000	0	292.000.000	0	0	288.028.220	0	288.028.220	99%
	48 CAPITAL EXPENDITURES	0	0	292.000.000	0	292.000.000	0	0	288.028.220	0	288.028.220	
	489 Capital subsidies for enterprises and non-governmental organizations	0	0	292.000.000	0	292.000.000	0	0	288.028.220	0	288.028.220	



Source: Adopted budget, revised budget and final account of the budget execution of the Republic of Macedonia for 2017

2018: The planned funds for the fiscal year 2018 in the Budget for 2018 are in the total amount of 330 million denars, of which 6% from the basic budget of the Republic of Macedonia, and 94% originate from a loan. This value is 13% higher compared to the planned funds for 2017.

The delay and financial execution of this project is evident, which additionally generates costs for public resources. In conformity with the initially planned funds of 50.7 million EUR (50% loan and 50% basic budget), 12.189 million EUR have been realized so far, with a share of 15% of the basic budget and 85% based on a loan.

Program F1674 (in MKD)	Plan		Realization		%	
	Expenditures for the basic budget	Expenses from loans	Expenditures for the basic budget	Expenses from loans	Expenditures for the basic budget	Expenses from loans
2009	55.789.000	0	55.662.163	0	100%	-
2010	0	198.996.000	0	198.981.345	-	100%
2011	15.184.000	93.191.000	14.944.535	92.972.972	98%	100%
2012	0	122.620.000	0	59.731.971	-	49%
2013	22.300.000	122.620.000	22.270.668	80.966.270	100%	66%
2014	22.845.000	0	22.844.177	0	100%	-
2015	0	200.000.000	0	127.628.705	-	64%
2016	0	292.000.000	0	73.665.000	-	25%
2017	0	292.000.000	0	288.028.220	-	99%
TOTAL	116.118.000	1.321.427.000	115.721.543	921.974.483	100%	70%
In EUR	1.888.098	21.486.618	1.881.651	14.991.455		
Participation in total realized value base budget versus loan	8%	92%	11%	89%		

Source: Budget of the Republic of Macedonia for 2009-2017, Final Account of the Budget execution of the Republic of Macedonia 2009-2017

The envisaged funds for the Project F-1674 according to the Budget for 2018 also include a plan for 2018 and 2019, with an absolute value of 20 million denars for 2018 and 20 million denars for 2019 from the basic budget, and additional 310 million denars for 2018 and 359 million denars for 2019 from a loan or a total of 330 million denars for the fiscal year 2018 and a total of 379 million denars for the fiscal year 2019. No funds have been envisaged for 2020.

Provided that the envisaged budget funds are fully implemented by the end of 2019, the total value of this project will be circa 28.4 million EUR, which represents 56% of the initially announced value of this program (50.7 million EUR).

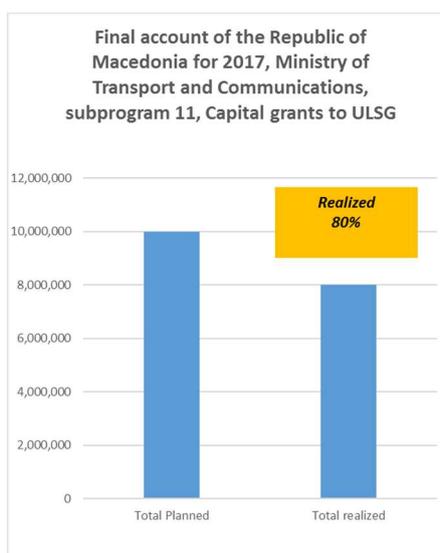
In addition, the share of the loan would be 91% in relation to 9% share of the basic budget in the total value. Thus, the loan expenditures would be fully realized (25.35 million EUR), while only 10% of the expenditures from the basic budget would be realized (2.53 million EUR of 25.35 million EUR).

Sources of financing: Loan from the Council of Europe in 2016, 2017 and a share from the basic Budget of the Republic of Macedonia through the budget beneficiary MTC for 2018 and 2019.

2. Subprogram 11 Support to the implementation of the Roma Decade and Strategy

2017: Out of the total planned funds for 2017 of which 10 million denars completely based on the basic budget, the amount of realized funds for the fiscal year 2017 is not known yet. However, on the basis of a response of the RIPC, the funds for 2017 are in the amount of 8 million denars, which represents an 80% realization.

Budget of RM for 2017 (and rebalance)		2017											
Section 13001		Planned				Total planned	Realized				Total realized	% conversion (plan versus conversion)	
Program 1 Subprogram 11		Expenditures from the basic budget	Expenses from self-financing activities	Expenses from loans	Expenditures from donations		Expenditures from the basic budget	Expenses from self-financing activities	Expenses from loans	Expenditures from donations			
13001 MINISTRY OF TRANSPORT AND COMMUNICATION													
	11 SUPPORTING THE DECADE OF THE DECADE	10,000,000	0	0	0	10,000,000	8,000,000	0	0	0	8,000,000		80%
	48 CAPITAL EXPENDITURES	10,000,000	0	0	0	10,000,000	8,000,000	0	0	0	8,000,000		
	488 Capital grants to ULSG	10,000,000	0	0	0	10,000,000	8,000,000	0	0	0	8,000,000		



Source: Adopted budget, revised budget and final account of the budget execution of the Republic of Macedonia for 2017

Funds were allocated on the basis of the Government’s decision adopted at the 43rd session on December 20, 2017. “At the session, Information was adopted on allocation of funds from the Budget of the Republic of Macedonia for 2017, from the Ministry of Transport and Communications of the Subprogram for Support of the Roma Decade and Strategy Implementation aimed at allocating funds for communal infrastructural projects in the Municipalities of Kocani, Bitola and Prilep”.³⁸ Considering that this decision was taken only ten days before the end of the fiscal year is expected for 2017 funds to be allocated until the realization of being in the next fiscal year. A report on the degree of implementation to the MWP is requested through the RPC, which gives the answer that the reports are in the process of completion and they will be submitted additionally³⁹.

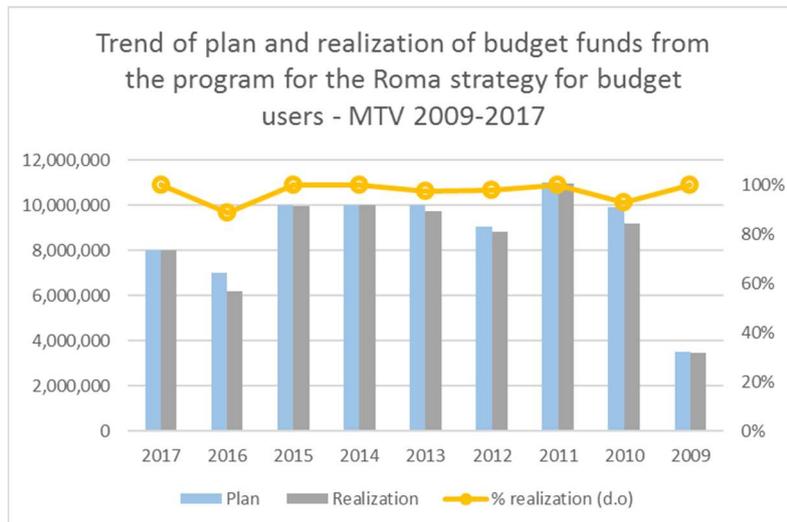
2018: The planned funds for the fiscal year 2018 in the Budget for 2018 are in the amount of 20 million denars, which is double the value of the planned funds compared to the planned funds for 2017. Again, with a decision by the Government⁴⁰ funds are allocated to nine ULSGs for fifteen projects (19.99 million MKD).

Sources of financing: Basic Budget of the Republic of Macedonia through the budget beneficiary MTC by capital grants to the ULSG

³⁸ <http://vlada.mk/node/13894>

³⁹ Response by RPC received on 6/9/2018

⁴⁰ 44-5935/1 from 12.06.2018



Source: data from the final accounts of the budget of the Republic of Macedonia from 2009 to 2017

Recommendations

- Development of a monitoring system for the achievements of the Housing NAP pursuant to clearly defined and established indicators, at least on an annual basis;
- Regular preparation of annual operational plans that are not only a financial structure of the annual plans followed by the anticipated reports for the previous period;
- Complete implementation of the role of the NCB in terms of strategy planning, coordination and monitoring;
- Clear determination of conditions and criteria for allocation of earmarked capital grants to the LSGUs according to the subprogram;
- Proactive and prior identification of priority infrastructural/communal priorities of the LSGUs, upon which they will be able to submit a request in accordance with previously determined criteria. Criteria should have a prioritization of projects that have the greatest range of impacts on improving the well-being of citizens.
- Determination of advantages of the desegregation of housing following the example of housing in low income housing apartments;
- Development and regular updating of a database which refers to the integration of Roma in the Republic of Macedonia, granted to the NCB, where information will be collected at a national and local level;
- Enhancement of the transparency of the NCB by regular drafting of reports and conclusions, and their public disclosure;
- Harmonization of priorities with the LAP, preceded by preparation, adoption, adaptation, implementation and monitoring;
- Integration of the approach to housing solutions with the other priorities such as education and employment aimed at greater sustainability.

Priorities:

1. Low income housing
 2. Promotion of communal local infrastructure and
 3. Legalization of illegally constructed buildings.
- There is no official statistics based on nationality/ethnicity for housing purposes;
 - A census of the population has not been conducted since 2002;
 - Statistics that refers to Roma compared to non-Roma based on a survey from 2011 WB/UNDP/EC that provides perceptions and a viewpoint in 2011 without comparing the data with more recent data;
 - Expected MICS⁴¹ survey by UNICEF, Roma in 2018

Code	Indicator	Roma			Total population	Year	Source	Definition
Housing								
HOU1	Percentage of homeless people				2.071.278 (total population)	31.12..2017	STATE STATISTICAL OFFICE, POPULATION ESTIMATIONS	
HOU2	Percentage of people connected to a water supply network				99,9	2017	STATE STATISTICAL OFFICE, CONSUMPTION OF THE HOUSEHOLDS IN THE REPUBLIC OF MACEDONIA, 2016	
HOU3	Percentage of people connected to an electricity supply network				100,0	2017	STATE STATISTICAL OFFICE, CONSUMPTION OF THE HOUSEHOLDS IN THE REPUBLIC OF MACEDONIA, 2016	
HOU4	Percentage of people with documents on property ownership							
HOU5	Percentage of segregated settlements				Not applicable			
HOU6	Excessive density							(square meters)

⁴¹ MCIS - Multiple Indicator Cluster Survey, Roma Settlements 2018, plan

2.3. Priority: Education

Planned range

The 2014-2020 Roma Strategy in the Republic of Macedonia (Strategy), in the priority area of education, sets out the following strategic commitment: To raise the level of education of the Roma community.⁴²

The problems and the needs identified by all relevant stakeholders, which will be the subject matter of this Strategy are established in the following areas: pre-school education, primary education, secondary education, higher education, adult education and education for children with special needs.

Hence, the specific strategic (program) goals arise as a part of the 2014-2020 Strategy by the following subareas of action:

Subarea of action: Pre-school education

Specific strategic goal 3: To increase the number of pre-school Roma children in pre-school education by 25% in the period 2014-2020.

Specific strategic goal 4: Increased engagement of Roma women as caregivers/educators in pre-school educational institutions by 2020.

Subarea of action: Primary education

Specific strategic goal 5: To cover at least 98% of Roma children at an appropriate age for enrollment in the first grade of primary education, to improve their success, and to achieve a minimum of 75% transition from one grade to another by 2020.

Subarea of action: Secondary education

Specific strategic goal 6: To increase the transition from primary education to secondary education, to improve success and to significantly reduce the number of Roma students who drop out school by 2020.

Subarea of action: Higher education

Specific strategic goal 7: To increase the number of Roma with completed higher education by 2020.

Specific strategic goal 8: To increase the number of enrolled Roma students at the pedagogical faculties, departments and other institutions that educate teaching staff.

Subarea of action: Adult education

Specific strategic goal 9: Completion of primary and secondary education by adult Roma who did not complete their education due to various reasons in order to have an opportunity to contribute to their livelihood, personal development and other needs.

Subarea of action: Education of children with special needs

⁴² Strategy for Roma in the Republic of Macedonia 2014-2020, <http://www.mtsp.gov.mk/content/pdf/strategii/Strategija%20za%20Romite%20vo%20RM%202014-2020.pdf>

Specific strategic goal 10: Reduced number of Roma students enrolled in schools for children with special needs by 20% by 2020.

Planned outcomes⁴³:

1. Improved access and successful completion of pre-school education for Roma, especially Roma girls;
2. Improved access and successful completion of primary education for Roma, especially Roma girls;
3. Improved access and successful completion of secondary education for Roma, especially Roma girls;
4. Increased access and successful completion of higher education for Roma, especially Roma girls;
5. Increased number of adult Roma who have completed primary and secondary education;
6. Reduced number of Roma students in special primary and secondary schools in the Republic of Macedonia.

Analysis of the achievements

Outcome 1: Improved access and successful completion of pre-school education for Roma, especially Roma girls

Output result 1.1 Increased number of Roma children who have successfully completed pre-school education aged 3 to 5 years

Indicator: 1 program for free inclusion of Roma children in preschool education and education was implemented

According to the target for 2017, 250 new children (on average) in pre-school education should have been included. According to data for 2017, a total of 521 children are included, of which 259 girls.

According to the data, the target for 2017 is fulfilled.

1.1.2. A new kindergarten was built in Shuto Orizari at the location of the already existing building

Indicator: New kindergarten built in Suto Orizari with bigger capacity for inclusion of Roma children

According to the NAP for education, the Municipality of Suto Orizari, in partnership with the Government of the Republic of Macedonia and MLSP, should build a new kindergarten in Suto Orizari with a larger capacity of an already existing facility.

According to the target, the construction / expansion of the facility was planned at the kindergarten in the course of 2016. The same kindergarten was burnt in March 2017, and the facility was out of office. In July 2017, the Minister of Labor and Social Policy, together with the permanent United Nations Coordinator and UNDP Coordinator in Macedonia, when visiting the kindergarten, said that a new kindergarten would be built on the same site and will be put into operation in early 2019.

⁴³ NAP Education

The kindergarten is planned to be funded by donor funds (Norwegian grant) in the amount of 0.7 million USD. In addition to the reconstruction, there is room for inclusion of children in a manger or for children from 9 months to 24 months, with the day center for street children who previously existed in the previous kindergarten will also be equipped with a separate entrance and will can be used by children who are at present at a certain risk or are children on the street.

At the same time, the new space implies increasing the capacity to care for another 50 children, which will mean increased inclusion of children - pre-school children. According to the Minister, if it is put into operation at the beginning of 2019, the NAP target will be fulfilled, which is set for the construction of a new kindergarten with expanded facilities by 2020.

<i>Outcome / Outcome / Activity according to NAP</i>	<i>Responsible Institution</i>	<i>2017 Target</i>	<i>2017 Achievement</i>	<i>2020 Target</i>	<i>% Achievement compared to 2020</i>
Output score 1.1 Increased number of Roma children who have successfully completed pre-school education aged 3 to 5 years	Ministry of Labor and Social Policy Social Policy - MLSP in partnership with ULSG	250 newly-enrolled children (on average) Roma in pre-school education by age from 3 to 5 years ago segregated by sex;	According to the data, in 2017, a total of 521 children were included, of which 259 girls.	Over 1000 new children of which women are over 50% (2017-2020)	According to the trend of implementation this target will be fulfilled by 2020
1.1.2. A new kindergarten in Shuto Orizari was built on the already existing building	Municipality of Shuto Orizari in partnership with the Government of the Republic of Macedonia, MLSP	An initiative has been launched to build 1 new kindergarten in Suto Orizari on the already existing location	The construction started in 2017 after the kindergarten burnt down	Built and opened 1 new kindergarten in Shuto Orizari on already existing object	The construction of the kindergarten is expected to end in early 2019

	Without an achievement or small achievement, below 50%
	Partial achievement, over 50% up to 80%
	Significant or complete achievement, over 80%
	Not known or not measurable

Outcome 2: Improved access and successful completion of primary education of Roma, especially Roma girls

Indicator: According to NAP, the percentage of pupils who complete primary education should be 82.5% for 2017. The percentage of Roma students who have successfully completed elementary education in 2017 is 93%.

According to the data, the target for 2017 is fulfilled.

2.1.3. Providing additional tutorial classes for Roma students who show weaker educational results for certain subjects in primary education

Indicator: According to the NAP target, the number of students enrolled in tutoring is 2500 to 2020. During the year 2017, a total of 1530 students were included. According to the data, the target for 2017 is fulfilled.

Tutorial classes – Primary school year	Total number of included pupils
2017	1.530

Source: MES, RIPC

2.2.1 Raising awareness among Roma parents about the importance of primary education

Indicator: According to the NAP the target for reaching the target for 2017 is meetings of 13 meetings, by 2020 it is necessary to organize over 50 meetings. According to the data received by the Ministry of Education and Science, the next number of meetings are organized.

- In 2017, over 90 meetings with Roma parents were realized

According to the data, the target for 2017 and 2020 is fulfilled.

<i>Outcome / Outcome / Activity according to NAP</i>	<i>Responsible Institution</i>	<i>2017 Target</i>	<i>2017 Achievement</i>	<i>2020 Target</i>	<i>% Achievement compared to 2020</i>
Outcome 2: Enhanced access and successful completion of Roma elementary education, especially for Roma girls	MES in partnership with the WIPO, the State Education Inspectorate and the ULSG	82.5% of Roma students successfully complete primary education	The percentage of Roma students who complete elementary education is 93%	10% increased percentage of students Roma who successfully did finish the primary education	According to the trend of implementation this target will be fulfilled by 2020
2.1.3 Providing additional tutorial classes for Roma students who show weaker educational results for certain subjects in primary education	MES in partnership with the WIPO and ULS	1600 students Roma included in tutor teaching	During the year 2017, a total of 1530 students were included	Over 2500 Roma students involved in tutoring in primary school education	According to the trend of implementation this target will be fulfilled by 2020
2.2.1 Raising awareness among Roma parents about the importance of primary education	MES in partnership with the WCO and ULSG	13 organized meetings	In 2017, over 90 meetings with Roma parents were realized	Over 50 organized meetings	According to the trend of implementation this target will be fulfilled by 2020

	Without an achievement or small achievement, below 50%
	Partial achievement, over 50% up to 80%
	Significant or complete achievement, over 80%
	Not known or not measurable

Outcome 2: Improved access and successful completion of secondary education of Roma, especially Roma girls

Indicator: According to the NAP, the target for increasing the percentage of students who successfully complete the secondary education for 2017 should be 97%. The percentage of students who successfully complete secondary education for 2017 is 96%.⁴⁴

⁴⁴ The calculation is made for students who complete the first and second year, is not taken into consideration for the third and fourth year because the education in the secondary vocational schools is three years. According to the trend of completing secondary education, it can be concluded that the percentage of secondary education is higher than 96%.

According to the data, the target for 2017 is fulfilled.

3.1.1. Scholarship for Roma high school students

Indicator: Number of pupils beneficiaries of scholarship. According to the 2017 target, 625 scholarships for Roma high school students should be awarded. According to the target set in the NAP education, more than 2,500 scholarships are expected by 2020. If the stipulated dynamics of granting scholarships continue, this target will be met by 2020.

According to the data received for 2017, 670 scholarships were planned, of which 582 were awarded. Accordingly, it can be concluded that the target for 2017 is fulfilled.

Year	Number of planned scholarships	Number of distributed scholarships
2016/17	670	582

3.1.2. Introducing new forms of additional support to Roma high school students through mentoring and tutoring

Indicator: According to the target envisaged in the NAP for education for 2017, a total of 91 mentors / tutors are engaged by the end of 2020, over 400 mentors / tutors are enlisted. From the obtained data it can be noticed that the MES each year engages an average of 100 mentors for students. Accordingly, it can be concluded that if this trend continues, the target will be met.

	Number of planned tutors/mentors	Number of mentors / tutors awarded
2016/17	127	91

Outcome / Outcome / Activity according to NAP	Responsible Institution	2017 Target	2017 Achievement	2020 Target	% Achievement compared to 2020
Outcome 3: Enhanced access and successful completion of Roma secondary education, especially for Roma girls	MES in partnership with the WCO	97% of Roma students successfully completed secondary education,	The percentage of students who successfully complete secondary education for 2017 is 96%	About 3% increased the number of students Roma who successfully complete secondary school education	According to the trend of implementation this target will be fulfilled by 2020
3.1.1. Scholarship for Roma high school students	MES in partnership with the WCO	625 assigned scholarships on high school students Roma enrolled in 1,2,3 and 4 year in school year 2016/2017	The number of scholarships realized for 2016/2017 is 582 scholarships	Over 2500 assigned scholarships on Roma high school students enrolled in 1,2,3 and 4 year in	According to the trend of implementation this target will be fulfilled by 2020
3.1.2. Introducing new forms of additional support to Roma high school students through mentoring and tutoring	MES in partnership with the WCO	100 engaged mentors / tutor and for the school 2016/2017	In the course of 2016 // 2017, a total of 91 mentors / tutors were hired	Over 400 engaged mentors	According to the trend of implementation this target will be fulfilled by 2020

	Without an achievement or small achievement, below 50%
	Partial achievement, over 50% up to 80%
	Significant or complete achievement, over 80%
	Not known or not measurable

Output 4: Increased access and successful completion of higher education for Roma, especially Roma girls

Indicator: According to the NAP, the number of students graduating in 2017 should be 7 students. According to the data, the number of graduates in 2017 is 30 students.

According to the data, the target is met.

Output result 4.1: Increased number of enrolled Roma students at public and private universities

Indicator According to the NAP, the enrollment target for students in 2017 should be 27 enrolled students. According to the data, the number of enrolled students in the first year for 2017 is 95.

According to the data, the target for 2017 is fulfilled.

4.1.2. Providing scholarships for Roma students with the priority of students studying at faculties that produce teaching staff

Indicator: The Ministry of Education and Science for 2017 from the budget of the Republic of Macedonia provided 73 scholarships for Roma students in higher education. A total of 200 scholarships are planned by 2020. According to these data, the target for 2017 is fulfilled.

Year	Number of planned scholarships	Number of distributed scholarships
2016/17	76	73

Outcome / Outcome / Activity according to NAP	Responsible Institution	2017 Target	2017 Achievement	2020 Target	% Achievement compared to 2020
Output 4: Increased access and successful completion of higher education for Roma, especially Roma girls	MES in partnership with the WSO and universities / faculties	Increased the number of graduates Roma for 1.25% (7 students)	The number of graduates in 2017 is 30 students.	Increased the number of graduate and Roma for 5%	According to the trend of implementation this target will be fulfilled by 2020
Output score 4.1: Increased number of enrolled Roma students at public and private universities	MES in partnership with the WSO and universities / faculties	About 2.5% is increased the number of Roma students written on faculties (27 students)	The number of enrolled students in the first year for 2017 is 95	About 10% is increased the number of students Roma written on faculties	According to the trend of implementation this target will be fulfilled by 2020

4.1.2. Providing scholarships for Roma students with the priority of students studying at faculties that produce teaching staff	MES in partnership with the WCO	50 students (on average) are scholarship from RMUSP program through foreign funds for 2016/17	The Ministry of Education and Science for 2017 from the budget of the Republic of Macedonia provided 73 scholarships for Roma students in higher education	200 scholarships for students Roma	According to the trend of implementation this target will be fulfilled by 2020
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	Without an achievement or small achievement, below 50%
	Partial achievement, over 50% up to 80%
	Significant or complete achievement, over 80%
	Not known or not measurable

Outcome 6 The number of Roma students in primary and secondary special schools in the Republic of Macedonia decreased.

According to the data, the percentage of Roma children in special primary schools increased by 15%.⁴⁵

Outcome / Outcome / Activity according to NAP	Responsible Institution	2017 Target	2017 Achievement	2020 Target	% Achievement compared to 2020	Note
Exodus 6 The number of Roma students in elementary and secondary special schools has decreased R. Macedonia	MES in partnership with the WCO, MLSP, MOH and ULS	2.5% (average) of categorized students returned to regular education	According to the data, the percentage of Roma children in special primary schools increased by 15%	A minimum of 20% of recruited Roma students are returned to regular education	/	There is an increase in the number of Roma children in the school year in the school year. Example: For the school year 2015/2016, the number of Roma children enrolled in VIII grade is 19 students. The next year 2016/17 in the IX grade the number of students is 31.

	Without an achievement or small achievement, below 50%
	Partial achievement, over 50% up to 80%
	Significant or complete achievement, over 80%
	Not known or not measurable

Recommendations

- Harmonization of data at a national level among different institutions (policy-maker and implementer of policies and measures) through adequate record-keeping
- Regular monitoring report on the achievements of the goals and the results of the Education NAP
- Creation of available data that help to measure the performance indicators of the NAP

⁴⁵ There is an increase in the number of Roma children in the school year in the school year. Example: For the school year 2015/2016, the number of Roma children enrolled in VIII grade is 19 students. The next year 2016/17 in the IX grade the number of students is 31.

- Changing the NAP education, part of the activities that the target was set for 2020 have already been met

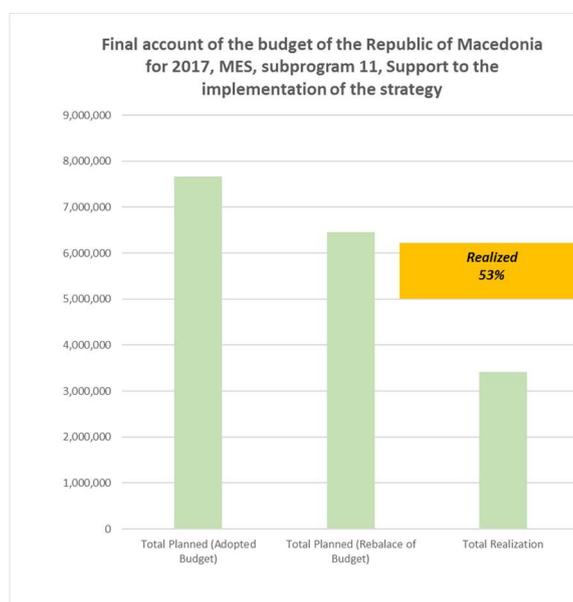
- Monitoring and campaigns to reduce the number of Roma children included in special schools

Budget vs. execution

1. Subprogram 11 Support of the implementation of the Roma Decade and Roma Strategy

2017: Out of the planned 7.67 million, funding for fiscal 2017 for the sub-program on the basis of basic budget compared to the previous 2016 was significantly higher, from 2.5 million to 7.67 million denars, mainly through the goods and services, i.e. contractual services expenditures. With the revised budget, the planned funds are reduced to 6.46 mill. denars. Implementation of the program after the budget revision is at a rate of 53%

Budget of RM for 2017 (and rebalance)		2017										
Section 16001		Planned					Realized					% conversion (plan versus conversion)
		Expenditures from the basic budget	Expenses from self-financing activities	Expenses from loans	Expenditures from donations	Total planned	Expenditures from the basic budget	Expenses from self-financing activities	Expenses from loans	Expenditures from donations	Total realized	
Program 1 Subprogram 11												
16001 MINISTRY OF EDUCATION AND SCIENCE												
	11 SUPPORTING THE DECADE OF THE DECADE	6,460,000	0	0	0	6,460,000	3,415,074	0	0	0	3,415,074	53%
	42 GOODS AND SERVICES	2,710,000	0	0	0	2,710,000	510,074	0	0	0	510,074	
	46 SUBSIDIES AND TRANSFERS	3,750,000	0	0	0	3,750,000	2,905,000	0	0	0	2,905,000	



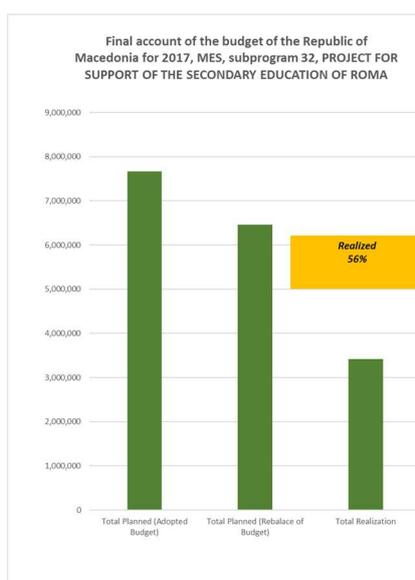
Source: Budget of the Republic of Macedonia for 2017, Supplementary Budget, Final Account of the Budget of RM 2017

2018: The planned funds for the fiscal year 2018 in the 2018 Budget amount to 7.21 million denars.

Sources of financing: Basic Budget of the Republic of Macedonia through the budget beneficiary MES

2. Subprogram 32 Project for Support of Secondary Education for Roma

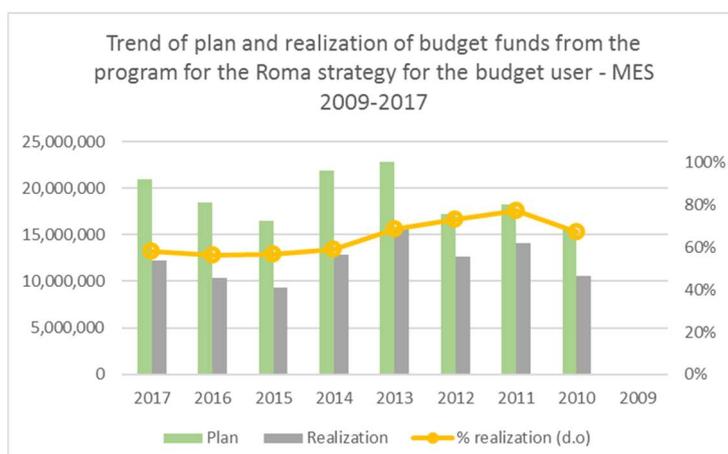
Budget of RM for 2017 (and rebalance)		2017										
Section 16001	Program 3 Subprogram 32	Planned				Total planned	Realized				Total realized	% conversion (plan versus conversion)
		Expenditures from the basic budget	Expenses from self-financing activities	Expenses from loans	Expenditures from donations		Expenditures from the basic budget	Expenses from self-financing activities	Expenses from loans	Expenditures from donations		
16001 MINISTRY OF EDUCATION AND SCIENCE												
	11 SUPPORTING THE DECADE OF THE DECAD	10,250,000	0	0	5486000	15,736,000	6,497,276			2,333,043	8,830,319	56%
	42 GOODS AND SERVICES	150,000	0	0	4786000	4,936,000	52,976			2,081,043	2,134,019	
	46 SUBSIDIES AND TRANSFERS	10,100,000	0	0	450,000	10,550,000	6,444,300			252,000	6,696,300	
	48 CAPITAL EXPENDITURES	0	0	0	250,000	250,000	0			0	0	



Source: Budget of RM for 2017, Supplementary Budget 2017, Final Budget of the Republic of Macedonia 2017

2017: Total planned 17.54 million denars, funds for fiscal 2017 for Subprogram 32 for supporting secondary education from the basic budget are in the amount of 11.75 million denars and 5.79 million denars from donations. The budget for 2017 is higher compared to the planned funds for 2016, by 11% or 1.74 million denars. With a supplementary budget, these funds are reduced to 15.74 million denars. Implementation still 8.83 million denars, i.e. 56% of the planned funds after the budget was revised.

2018: The planned funds for the fiscal year 2018 in the 2018 Budget for the program purposes, are in the total amount of 17.35 million denars. This budget for 2018 is allocated in almost identical amounts by sources of funding from the basic budget and from donations.



Source: Final accounts of the Budget of the Republic of Macedonia from 2009 to 2017

Sources of funding: Basic Budget of the Republic of Macedonia through the budget user MES and the budget of the Republic of Macedonia through donations

Priorities

- Raising the level of education of the Roma community at all levels

Data and trends

Code	Indicator	Roma			Total population	Year	Source	Definition
		Men	Women	Total				
Education								
EDU1	Percentage of attendance at pre-school institutions							
EDU2	Percentage of enrollment in primary education			1497			RIPC MES	Absolute value of subscribers
EDU3	Percentage of enrollment in secondary education			409			RIPC MES	Absolute value of subscribers
EDU4	Percentage of enrollment in tertiary education			95				
EDU5	Percentage of people who have not finished primary education							
EDU6	Percentage of people who have not completed secondary education							
EDU7	Percentage of persons who have completed primary education			747			RIPC MES	Absolute value
EDU8	Percentage of persons who have completed secondary education			232			RIPC MES	Absolute value
EDU9	Percentage of people who completed tertiary education			30			RIPC MES	Absolute value
EDU10	Percentage of literate people							
EDU11	Percentage of people attending special schools			238				
EDU12	Percentage of people attending segregated schools				Not applicable			

2.4. Priority: Health

Planned range

The 2014-2020 Roma Strategy in the Republic of Macedonia (the Strategy), in the priority area Health, sets out the following strategic commitment: **Continuous improvement of the health status of the Roma community in the Republic of Macedonia**⁴⁶. In addition to the focus on the Strategy, the national Health Action Plan was revised in December 2015⁴⁷

*The problems and the needs that are the subject matter of action of this Strategy are identified in the following subareas: Exercising the rights to healthcare and health insurance, immunization of Roma children, access to gynecological services and antenatal care for Roma women and engagement of healthcare workers from the Roma community*⁴⁸

Hence, the following specific strategic (program) goals arise as part of the 2014-2020 Strategy by subareas of action:

- **Subarea of action: exercising the rights to healthcare and health insurance**

Specific strategic goal 1: To establish an effective mechanism for recording infringements of healthcare and health insurance rights of Roma, as well as a mechanism to act upon them.

Specific strategic goal 2: To ensure consistent implementation of the Law on Protection of Patients' Rights.

Specific strategic goal 3: To harmonize the legislation and to affirm the procedures for exercising the right to health insurance.

Specific strategic goal 4: Continuous promotion of legal changes and procedures as well as novelties in healthcare, with regard to the rights to healthcare and health insurance and in accordance with the social and educational status of the Roma.

Specific strategic goal 5: To adjust public health policies in line with the needs of the Roma community.

Specific strategic goal 6: Greater coverage with preventive and primary healthcare services for the Roma community.

- **Subarea of action: immunization of Roma children**

Specific strategic goal 7: To establish and implement mechanisms for continuous identification of non-vaccinated preschool and school-age Roma children and to ensure their regular vaccination.

Specific strategic goal 8: Regular and timely delivery of vaccination invitations in Roma settlements.

Specific strategic goal 9: To raise the level of information and knowledge among Roma parents concerning the process of immunization.

Specific strategic goal 10: To strengthen the role of primary healthcare in the provision of quality healthcare services in the field of reproductive health of Roma, such as family planning, prevention and protection against sexually transmitted infections, prevention of undesired pregnancy and provision of adequate prenatal and postnatal mother care.

⁴⁶ <http://www.mtsp.gov.mk/content/pdf/strategii/Strategija%20za%20Romite%20vo%20RM%202014-2020.pdf>

⁴⁷ http://www.mtsp.gov.mk/content/pdf/dekada/28.7_NAP%20zdravstvo2016.pdf

⁴⁸ *ibid*

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- **Subarea of action: access to gynecological services and antenatal care for Roma women**

Specific strategic goal 11: To employ Roma who have completed appropriate secondary and higher education by appointing them to relevant positions in primary healthcare institutions, in preventive teams and in teams of public healthcare institutions of secondary and tertiary healthcare.

- **Subarea of action: engagement of healthcare workers from the Roma community**

Specific strategic goal 12: To employ Roma who have completed appropriate secondary and higher education by appointing them to relevant positions in primary healthcare institutions, in preventive teams and in teams of public healthcare institutions of secondary and tertiary healthcare.

The defined strategic goal as a part of the 2015-2020 NAP is to extend the life expectancy of the Roma population by 2020 with the following expected outcomes: improved access for Roma to integrated, quality, preventive and curative healthcare services, reduced risks and prevented diseases related to the mortality rate among Roma the occurrence of which is more typical of the Roma population, as well as prevention of discrimination against Roma in the access to healthcare services.

In the 2016-2020 Health NAP there is an evident lack of measurable and comparable initial indicators and a vaguely defined time period. In addition, there is a lack of reports on the monitoring of the level of implementation of the measures, and consequently, the achievements are not measurable either. On the other hand, only some of the indicated sources of information and data are available for monitoring and hinder the possibility of any comparison and measurement.

The planned scope of the field of health focuses on two essential results, as follows: 1) improved access for Roma to integrated, quality, preventive and curative healthcare services, 2) reduced risks and prevented diseases related to the mortality rate among the Roma the occurrence of which is more typical of the Roma population, and 3) prevention of discrimination against Roma in the access to healthcare services.

Planned outcomes:

Outcome 1: Improved access for Roma to integrated, quality, preventive and curative healthcare services.

Outcome 2: Reduced risks and prevented diseases related to the mortality rate among the Roma the occurrence of which is more typical of the Roma population.

Outcome 3: Prevention of discrimination against Roma in the access to healthcare services.

Analysis of achievements

Outcome 1: Improved access for the Roma to integrated, quality, preventive and curative healthcare services.

Indicator: The number of Roma who have access to healthcare services, by municipalities.

There are no data on measurable and comparable initial results for 2016 and 2017.

Outcome result 1.1: To increase the type and the scope of healthcare services in the Roma communities.

Indicator: Increased number and type of healthcare services used by the Roma population.

Target 2017: A gynecologist is hired in a Roma settlement

Within the activity 1.1.5 of the NAP for stimulation of gynecologists for work in Roma communities, during 2017 a gynecologist was hired in the health center in Shuto Orizari, while in 2016 and in the previous years there was no gynecologist in the municipality. Target for 2017 is fulfilled

Outcome result 1.2: Strengthening the professional capacities of Roma healthcare mediators and other professionals working with Roma.

Indicator: Number of Roma healthcare mediators and other professionals who have completed trainings for strengthening the professional capacities

Target 2017: 2 Trainings held to improve the skills of mediators

According to the report on the Active Health Care Program for mothers and children in 2017, regional workshops for patronage service and Roma health mediators for family planning and antenatal care were conducted⁴⁹. Target for 2017 is filled in part or 50%.

Indicator: Accredited new Roma health mediators

Target 2017: Accredited 21 Roma Health Mediators in 2017

According to NGO, 10 mediators were engaged during 2017, which compared to 2016 means a reduction of one mediator. Target for 2017 is not fulfilled.

⁴⁹ Annual report - Program for active health care of mothers and children, Ministry of Health, 2017, available at <http://zdravstvo.gov.mk/wp-content/uploads/2018/06/58-Godishen-izveshtaj-za-realizatsija-na-Programa-za-aktivna-zashtita-na-majki-i-detsa-za-2017-godina.pdf>

<i>Outcome / Result by NAP</i>	<i>Responsible Institution</i>	<i>2017 Target</i>	<i>2017 Achievement</i>	<i>2020 Target</i>	<i>% Achievement compared to 2020</i>	<i>Note</i>
Outcome 1: Enhanced access for Roma to integrated, quality, preventive and curative health services	Ministry of Health	Increase by 12.5% the number of new Roma who have access to health services by municipalities compared to 2016	Not known / Not measurable	Increase by 50% the number of new Roma who have access to health services, by municipalities	Not known / Not measurable	<i>The predicted target is not fulfilled, there are no basic information and data on the progress and implementation of this outcome.</i>
Output score 1.1 : To increase the type and scope of health services in Roma communities	Ministry of Health, Health Insurance Fund of the Republic of Macedonia, civic associations / non-governmental organizations	Increased number and type of health services used by the Roma population by 6.25% compared to 2016	Not known / Not measurable	Increased number and type of health services used by the Roma population by 25%	Not known / Not measurable	<i>It is not clearly measurable with the given indicator</i>
1.1.5 Provide stimulation for gynecologists to work in Roma environments	Ministry of Health	At least 1 gynecologist	An engaged gynecologist during 2017 in the municipality of Shuto Orizari	A total of 4 gynecologists	25% achievement in relation to the planned target in 2020	<i>Progress has been made in terms of reaching 25% by 2020, and the target is set to reach 2017</i>
Output score 1.2: Strengthening the expertise of Roma health mediators and other professionals working with Roma	Ministry of Health, civic associations / NGOs	21 Roma health mediators attended trainings	48% realized the planned target - 10 Roma health mediators spent family planning and antenatal care	A total of 30 Roma health mediators have attended trainings	33% achievement in relation to the planned target in 2020	<i>In 2017, the number of mediators decreased by one mediator compared to 2016</i>
1.2.1 Organization of training for capacity building as well as educational trainings for Roma health mediators	Ministry of Health, Institute of Public Health of the Republic of Macedonia, civic associations / non-governmental organizations	2 Trainings held to improve the skills of mediators	50% Realization of the envisaged target for 2017	A total of 10 training sessions were held to improve the skills of Roma health mediators	10% of the achievement relative to the planned target for 2017	<i>By 2017 there will be 10% progress in the predicted target in 2020</i>
1.2.2 Accreditation of new Roma health mediators	Ministry of Health	21 Roma health mediators accredited	48% realization of the planned target. In 2017, 10 health mediators were hired	A total of 30 Roma health mediators accredited	33% achievement in relation to the planned target in 2020	

	Without an achievement or small achievement, below 50%
	Partial achievement, over 50% up to 80%
	Significant or complete achievement, over 80%
	Not known or not measurable

Outcome 2: Reduced risks and prevented diseases related to mortality among Roma children (0-6 years)

Indicator: Mortality rate among Roma children (0-6 years)

Target 2017: Infant mortality rate decreased by 0.5%, or the same amount to 10.5%

According to the State Statistical Office data, the infant mortality rate for 2016 is 5.5 ‰, while for 2017 the rate is 6.5 ‰. Target for 2017 is fulfilled, but the mortality rate is higher than the previous year.

Outcome result 2.1: Reduce the occurrence of infectious and non-infectious diseases in Roma children up to 6 years.

Indicator:

- Percentage of Roma children under 5 years of age, infected by infectious and non-infectious diseases;
- Percentage of Roma children under 5 years of age, with lower body weight;
- Percentage of Roma children under 5 years of age, with slower growth;
- Percentage of Roma parents/mothers who recognize the symptoms of pneumonia;
- Percentage of regularly vaccinated Roma children up to 6 years of age, according to the immunization calendar.

There are no data on measurable and comparable initial results for 2016 and 2017.

Outcome result 2.2: Improved family planning and reproductive health, especially among young Roma women, and developed and implemented measures to protect women's and children's health.

Indicator: Number of Roma women who were provided family planning services.

There are no data on measurable and comparable initial results for 2016 and 2017.

Outcome result 2.3: Reduced morbidity and mortality as a result of chronic non-infectious diseases and dependencies among the Roma population.

Indicator: Rate of morbidity and mortality as a result of chronic non-infectious diseases and dependencies among the Roma population

There are no data on measurable and comparable initial results for 2016 and 2017.

<i>Outcome / Result by NAP</i>	<i>Responsible Institution</i>	<i>2017 Target</i>	<i>2017 Achievement</i>	<i>2020 Target</i>	<i>% Achievement compared to 2020</i>	<i>Note</i>
Outcome 2 : Reduced risks and preventable diseases related to child mortality in Roma children (0-6 years)	Ministry of Health, Institute of Public Health of the Republic of Macedonia, Institute for Health Care of Mothers and Children, PHI Skopje Health Center - Skopje, civic associations / non-governmental organizations	Reducing the infant mortality rate by 20% compared to 2016	6.50 %	Reducing the rate of infant mortality rate by 3% compared to 2013	Progress has been made in reducing the infant mortality rate by 70% compared to 2013, or 4.5 percentage points from 11% in 2013 to 6.5% in 2017	The predicted target is filled and exceeded in comparison with 2013
Output score 2.1. Reduce the occurrence of infectious and non-infectious diseases in Roma children up to 6 years.	Ministry of Health, civic associations / NGOs	6% of Roma children under 5 years of age with diarrhea 15% of children under 5 years of age. are 30% slower for mothers who understand the signs of pneumonia. Increase in the immunization range by 3% compared to 2011.	Not known / Not measurable	3% of Roma children under 5 years of age with diarrhea 13% of children under 5 years old.with slower growth 60% of mothers understand signs of pneumonia Increasing the coverage of immunization according to the calendar by 5% compared to 2011.	Not known / Not measurable	There are no basic information and data on the progress and implementation of this outcome
Output score 2.2: Improved family planning and reproductive health, especially among young Roma women, and developed and implemented measures to protect the health of women and children	Ministry of Health, Institute of Public Health Republic of Macedonia, Institute for Health Protection of Mothers and Children, PHI Health Center of Skopje - Skopje, civic associations / NGOs	Increasing the number of Roma women who received family planning services by 50% compared to 2012	Not known / Not measurable	Increasing the number of Roma women who received family planning services by 100% compared to 2012	Not known / Not measurable	There are no basic information and data on the progress and implementation of this outcome
Output score 2.3: Reduction of morbidity and mortality from chronic non-communicable diseases and addictions among the Roma population	Ministry of Health, Institute of Public Health of the Republic of Macedonia, civic associations / non-governmental organizations	Reducing the occurrence of chronic non-infectious diseases by 10% in both sexes Reduction in the incidence of gastrointestinal disease by 10% compared to 2013	Not known / Not measurable	Reducing the occurrence of chronic non-infectious diseases by 20% in both sexes Reduction in the incidence of gastrointestinal diseases by 20% compared to 2013	Not known / Not measurable	There are no basic information and data on the progress and implementation of this outcome

	Without an achievement or small achievement, below 50%
	Partial achievement, over 50% up to 80%
	Significant or complete achievement, over 80%
	Not known or not measurable

Outcome 3: Reduced number of cases of infringed healthcare and social rights against Roma in the use of healthcare services

Indicator: Number of identified cases of discrimination against Roma in the use of healthcare services

Target 2017: Reduce by 20% the number of identified cases of discrimination

According to the Ombudsman during 2016, 23 complaints were filed by Roma in the field of health care. The number of complaints filed in 2017 increased to 35, or increased by 52%. However, these data refer to the number of submitted complaints and not to identified cases of discrimination, ie violated the health and social rights because there is no such data

Outcome result 3.1: Promotion of the opportunities to report infringements of patients' rights in the use of healthcare services.

Indicator: Number of prepared and distributed promotional materials

There are no data on measurable and comparable initial results for 2016 and 2017.

Outcome / Result by NAP	Responsible Institution	2017 Target	2017 Achievement	2020 Target	% Achievement compared to 2020	Note
Outcome 3: Reducing cases of violated health and social rights against Roma when using health services	Ministry of Health, Commission for Protection against Discrimination, civic associations / NGOs, Ombudsman, Commission for protection of patients' rights	Reducing the number of cases of discrimination related to Roma access to health services by 50%	<i>Not known / Not measurable</i>	Reducing the number of cases of discrimination related to Roma access to health services by 80%	<i>Not known / Not measurable</i>	<i>There are no basic information and data on the progress and implementation of this outcome</i>
Output score 3.1: Promote opportunities to report a violation of patient rights when using health services	Ministry of Health, Institute of Public Health of the Republic of Macedonia, Institute for Health Protection of Mothers and Children, PHI Health Center of Skopje - Skopje, civic associations / NGOs	At least 5,000 printed materials	<i>Not known / Not measurable</i>	A total of 20,000 printed materials	<i>Not known / Not measurable</i>	<i>There are no basic information and data on the progress and implementation of this outcome</i>

	Without an achievement or small achievement, below 50%
	Partial achievement, over 50% up to 80%
	Significant or complete achievement, over 80%
	Not known or not measurable

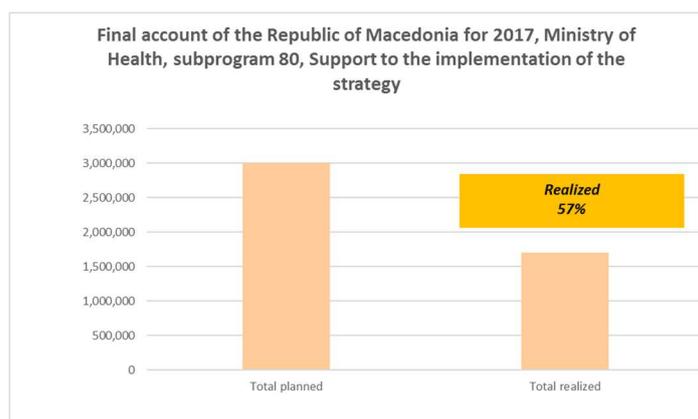
Recommendations

1. Harmonization of data on the basis of ethnicity among different institutions (policy maker and implementer of policies and measures) by means of adequate record keeping;
2. Regular monitoring report on the achievements of the goals and the results of the Health NAP;
3. Higher implementation of the budget of the Ministry of Health intended to support the implementation of the Decade and the Strategy of Roma
4. Fully implement the role of the NCT in the area of planning, coordination and monitoring of the strategy in the field of health
5. Creation of special programs, as well as greater monitoring of the program for protection of mothers and children in order to reduce the mortality rate among the Roma population
6. Increasing the number of health mediators in the municipalities inhabited by a significant percentage of Roma population;
7. Health data for the purposes of measurability and monitoring of the NAP implementation;
8. Provision of free healthcare services for people without documents because they are socially vulnerable and in need of healthcare services

Budget vs. execution

1. Subprogram 80 Support of the Implementation of the Roma Decade and the Roma Strategy

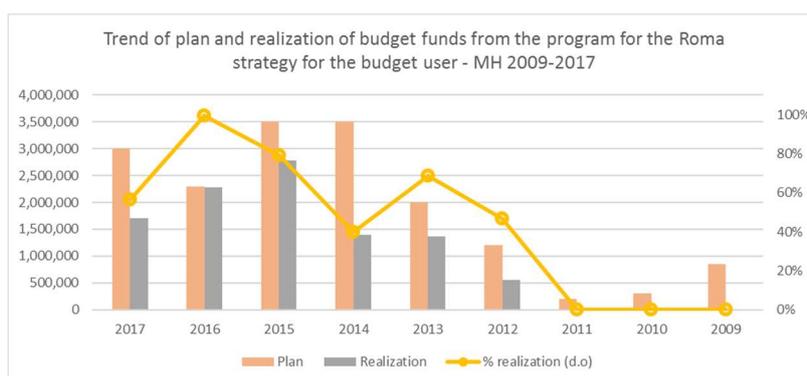
Budget of RM for 2017 (and rebalance)		2017											
Section 19001 Program 8 Subprogram 80		Planned					Total planned	Realized				Total realized	% conversion (plan versus conversion)
		Expenditures from the basic budget	Expenses from self-financing activities	Expenses from loans	Expenditures from donations	Expenditures from the basic budget		Expenses from self-financing activities	Expenses from loans	Expenditures from donations			
19001 MINISTRY OF HEALTH													
	8 SUPPORTING THE DECADE OF THE DECADE	3,000,000	0	0	0	3,000,000	1,698,223	0	0	0	1,698,223	57%	
	80 SUPPORTING THE DECADE OF THE DECADE AND THE STRATEGY FOR ROMA	3,000,000	0	0	0	3,000,000	1,698,223	0	0	0	1,698,223		
	42 GOODS AND SERVICES	3,000,000	0	0	0	3,000,000	1,698,223	0	0	0	1,698,223		



Source: Budget of the Republic of Macedonia for 2017, Annual account of the Budget of the Republic of Macedonia for 2017

2018: The planned funds for the fiscal year 2017 in the Budget for 2018 are in the total amount of 3.22 million denars, which is an increase by 7.2% compared to the planned funds for 2017.

Sources of financing: Basic Budget of the Republic of Macedonia through the budget beneficiary Ministry of Health.



Source: Final accounts of the Budget of the Republic of Macedonia from 2009 to 2017

Priorities

1. Reduction of infant mortality among Roma

- Exploring the causes of the deaths of Roma children
- Special Focus on preventive care within the program for active health care for mothers and children
- Regular gynecological examinations
- Providing infrastructure conditions in health centers

2. Improving the health status of the Roma community in the Republic of Macedonia

- Realizing the rights of health care and health insurance
- Greater scope for immunization of Roma children for all vaccines envisaged in the Child Immunization Calendar
- Work engagement of health workers from the Roma community

Data and trends

Code	Indicator	Roma			Total population	Year	Source	Definition
		Men	Women	Total				
Health								
HEA1	Percentage of people with access to health insurance	n / a	n / a	n / a	n / a			
HEA2	Percentage of infant mortality			6.5	11.9	2017	SSO, Yearbook, Population,	Percentile, Dying infants at 1000 live births
HEA3	Expecting the duration of life at birth				75.4	2016	SSO, Yearbook, Population, years	The expected duration of life at birth

3. Consultation process

Perceptions of the CSOs by focus groups

The consultation process with regard to the implementation and the evaluation of the implementation of the 2016-2020 Roma Strategy and the National Action Plans, according to the viewpoints of the civil sector (CS) that works on the promotion of the situation of the Roma in Macedonia in the priority areas set out in the Strategy, is generally weak and insufficiently transparent.

Most of the organizations and their representatives who participated in the focus groups (FGs) are not familiar with the institutional set-up of the system for implementation and monitoring of the implementation of the Roma Strategy. This includes poor knowledge on the existence of the NCB, its role, but also on the process of selecting members of the civil sector in this inter-ministerial body.

On the other hand, the organizations that are familiar or are partially familiar with the role and the membership of the CS in the NCB, consider that the selection was not conducted in a transparent manner or by means of consensus of the CS. According to their proposals, the CSO representatives are to be selected following a transparent process that will be inclusive at the same time. A necessity and a proposal emerged with reference to possible changes of members, and a need of their rotation, that is, replacement of representatives after a certain period of time. The CSOs highlighted that the selection of representatives was non-inclusive and self-selective without representativeness i.e. the scope of the involved organizations that are a part of the civil sector is limited by a special focus on the limited involvement of organizations from all parts of the country. Regarding the selection of new members of the NCB, the CSOs stated that at a meeting organized by the Minister without Portfolio, it was suggested having these members selected by means a public call.

The role of the representatives of the CS in the NCB is not clear, but, nonetheless according to the general perception, it is also assessed as inefficient. In correspondence with the perception of the CSOs, it is considered that the NCB does not take measures, or more precisely, it does not fulfill its coordinative role, and when it comes to CSOs representation, there is an evident deficiency of decision-making power by the representatives in order to demand greater efficiency and effectiveness in the implementation of the measures. The CSOs are not acquainted with the specific issues, the topics from the meetings of this body, and the conclusions from the meetings of the NCB.

The National Action Plans, along with the priorities, are generally considered outdated and/or irrelevant i.e. they do not correspond to the actual needs as they are defined. They are not clear and they rest on inadequate outputs and outcomes.

With respect to the cooperation of the CSOs and the ministries competent for the Strategy implementation, it was indicated that the Ministry of Labor and Social Policy and the Directorate for Development and Promotion of Education in the Languages of the Communities (Ministry of Education and Science) have the best cooperation.

When it comes to the consultations on the implementation of the Strategy and the National Action Plan on Health, the present representatives of the organizations pointed out that the cooperation with the NCB and with the other line ministries is relatively weak. Their experiences indicate that less time and attention has been dedicated to the priority area of health compared to the other priority areas.

Employment

In conformity with the perception of the group of civil society organizations that work on the issue of Roma employment and access of Roma to government employment programs, this focus group pointed out that the 2014-2020 National Action Plan on Employment is an outdated document that does not reflect the real needs of Roma in the priority area of employment.

The CSOs are not informed whether consultations and working meetings with the chambers of commerce in Macedonia that have a vital role in the identification of the requirements of the labor market have taken place during the process of creation of the NAP. As indicated by the CSOs, the cooperation with the business community is important in order to identify the needs of human resources. On the other hand, the cooperation with the EARM is also a relevant factor in order to identify the unemployed Roma, their education and qualifications. According to the CSOs, the cooperation between the CSOs and the EARM has been relatively low so far, and the cooperation with the Employment Centers at a local level is even lower. The CSOs consider that a change is necessary even in the process of budget planning for implementation of the Roma Strategy. Namely, the changes that occurred over the last year are not considered in the budget, nor the reports drafted by the CSOs. The COSs suggest that the Employment NAP is to be subject to change⁵⁰, to comply with the planned strategies, measures and plans for labor market promotion.

According to the civil sector, the Roma Information Centers located in twelve municipalities with a significant number of Roma residents do not entirely fulfill the role for which they were established. The RICs are obliged to submit a monthly report to the MLSP as a competent institution. Nevertheless, the contents of these reports are based on information and data from the CS.

The level of information that the Roma receive on the use of active measures remains low, same as the level of knowledge on potential beneficiaries and eventual benefits from the regular registration in the EARM. The CSOs themselves, which inform the Roma community, are relatively slightly aware of the existence or non-existence of differences in the status of an active and other (passive) job seeker. Namely, all persons who are registered in the EARM as job seekers, regardless of whether they are active or passive job seekers, have an open opportunity to take advantage of these measures. Still, the possibility to use the active measures is limited if the person (active or passive) did not register in due time in order to maintain his/her status of a job seeker. This person is being deleted from the system of records in the EARM and is forbidden to re-register for one year. For the purpose of creating efficient active employment measures, consultations with CSOs and respective measures and policies are required, as well as application of their previous surveys that are directly related to the labor market.

The services offered by the EARM aimed at increasing the knowledge of unemployed persons, which includes English language courses and computer skills training, are not organized at the level that would enable access to all persons equally. The organized trainings usually take place in the premises of the EARM, thus hindering the access for certain persons, especially the social relief beneficiaries or people at the poverty threshold, due to the venue of the training. On the other hand, there are cases when unemployed Roma who receive social relief, are forced to attend these trainings, otherwise their social relief will be revoked. A group of

⁵⁰ There is a revised Roma Strategy from December 2015 that has not been presented to the Government for adoption. This version of the Strategy differs from the adopted version primarily in the definition of key areas, and with the exception of employment, education, housing and health, this version also includes a part on the inclusion of Roma women. Another fundamental difference in relation to the adopted version of the Strategy is that the revised version does not contain a section on culture.

CSOs consider that apart from being inefficient, such an approach also does not provide equal opportunities for all people. The CSOs suggest conducting the training in the premises of CSOs that are located in places with a larger number of Roma residents in order to facilitate the access to trainings.

Some of the organizations that were a part of the FGs consider that in spite of their efforts to inform small and medium-sized enterprises to take advantage of the measure of subsidized jobs in the private sector, they are not familiar with this measure. In places with a large percentage of Roma people, small enterprises are the most numerous. Their past experience with the business community is based on a lack of interest by enterprises. These enterprises are mostly family-run businesses that were not open to provide additional employments or small enterprises that do not yield high profits that would enable them to provide a sustainable job. Moreover, a very small number of enterprises use the measure of micro-credits for additional employment due to the indicated conditions, which are complex and difficult to accomplish. The CSOs consider that the measure on the use of micro-credits for additional employment by legal entities requires changes to the qualification requirements, such as prolongation of the age limit for the persons that can be hired by the company.

Housing

A group of civil society organizations is engaged in specific geographical areas throughout Macedonia to help citizens in the process of legalization of their homes by providing information and assistance in the conduct of the legalization process. In the past, this was mainly done with the financial support from donor funds and by means of project activities. Household support is considered important, however, such assistance through project activities that are entirely and exclusively conducted by civil society organizations, has its consequences, such as: initiating processes for the citizens and a perception among end users that they are left in the “middle” of the process without completing the procedure.

The legalization process of homes mostly depends on the efficient implementation of the procedures by the competent institutions, usually the units of local self-government. This approach derives from a situation when citizens are guided through the procedures without being aware of the procedures and the steps in the process, so once the project is withdrawn, they are “powerless” to complete the process, and the ULSG itself is in a position of possible internal selection and prioritization of specific cases.

According to the CSOs in the past years, about two thousand cases for legalization of homes were submitted to several ULSG and the exact rate of settled or pending cases is not known. According to the CSOs, the percentage is relatively low at a national level. There are exceptions when the percentage of settled cases is satisfactory and largely completed, except for procedures that require additional processes.

A new donor project commenced this year (2018), which aims to initiate approximately three hundred cases by 2020. These processes are to be conducted by simultaneously guiding the customers/users through the process, so that they can continue and complete the process upon completion of the project activities.

The CSOs consider that the program on low income housing for Roma does not cover a sufficient geographical area. In their opinion, in certain areas the number of low income housing apartments corresponds proportionally to the number of Roma in that place. However, there are views and doubts in regard to the possible ethnic affiliation of the declared number of Roma people, as well as the adequacy of the choice. Furthermore, it is thought that people (potential beneficiaries) are not familiar enough with this opportunity, but this is mainly highlighted in geographical locations where there is no/there has been no construction of low income housing apartments in recent years.

At specific locations (ULSG), the non-existence of adequate detailed urban plans also prolongs the process and the possibility of building low income housing apartments.

When it comes to infrastructural projects through capital grants to the ULSG, generally the CSOs do not have any information. However, according to certain conclusions, the lack of adequate procedures and criteria for project selection is highlighted because they are selected and carried out on the basis of discretionary agreements and decisions between the central and local government.

Education

According to the attitudes of some of the group participants, it was pointed out that the data available to the Directorate for Development and Promotion of Education in the Languages of the Communities within the Ministry of Education and Science and the field data available to civil society organizations, do not correspond at all. It was further stated that the competent institutions are not open enough to share information. Some of the CSOs working in the field of preschool education noted that in 2016/2017, a total of 533 children were enrolled in preschool education. Moreover, the preschool education project has been implemented in 19 kindergartens, providing employment for 18 Roma nursery school teachers so far.

Additionally, in the focus groups it was mentioned that in the past period there has been no increase in the number of children in preschool education due to problems in the implementation, i.e. absence of a coordinator for the project “Inclusion of Roma Children in Preschool Institutions – Kindergartens”, as well as due to the change resulting from the exclusion of the CSOs from the project and the involvement of individual mediators. This change hurdled the process of increased enrollment of children in preschool education. According to the CSOs, this project is considered very successful because of the raised awareness among parents regarding the need and benefit of enrolling children in preschool education.

The CSOs are of the opinion that the level of impact of children’s enrollment in preschool education also depends on the number of births in a specific year. For this reason, the number of enrolled children in kindergartens does not increase. An additional fact that was emphasized by the organizations regarding preschool education is the emigration of the Roma population to western European countries and the problems of persons without personal documentation, which is still a common phenomenon. The CSOs pointed out that in the municipalities where there are several kindergartens, Roma children involved in the project for inclusion of Roma children are “concentrated” in only one kindergarten. An additional problem in the drop-out of children was the problem of the organized transport of children to the kindergartens. Some of the municipalities have not implemented a procedure for public procurement of transport services, which means that children cannot reach the kindergartens because in some municipalities they are located several kilometers away from the children’s place of residence.

The participants stated that the nursery school teachers’ status of employment is solved, however, it is necessary to increase their number especially if an increase is expected with regard to the number of Roma children who will attend kindergartens. Moreover, the CSOs emphasized the problem of limited spatial capacities of some kindergartens, which curbs the access for more children. In this context, the participants recommended greater utilization of the capacities of organizations registered as daycare centers for early childhood development because they have licensed nursery school teachers, teachers and class teachers. Having in mind all of this, the state is to establish a mechanism for undertaking or extra-institutional support to ECD centers.

The participants in the focus group pointed out that as a result of the visa liberalization, the CSOs are facing problems in identifying the real number of emigrated Roma within the scope

of their work. The number of enrolled children in primary school varies on a monthly basis. Simultaneously, in the past period, many Roma children return (after their attempts to emigrate) and they face reintegration problems when enrolling in primary school, as well as problems with the recognition of certificates on completed education.

A research is under way to determine the status and number of children who need reintegration in the educational process. A significant problem that the participants put forward in the discussion was the nostrification and the recognition of certificates due to a lack of financial resources because sometimes it is a matter of several children in the family and certificates from several school years.

Some of the CSOs pointed out that the division into regions in primary education is not adhered to and it leads to segregation of Roma children in some elementary schools.

Health

According to the views of the representatives of the CSOs with regard to Roma healthcare and health insurance in the Republic of Macedonia, an improvement in the results compared to the previous period has been observed, but at the same time they do not have official data regarding the extent of the improvement. Although there are many uninformed Roma, the organizations are dedicated to the provision of information to Roma, about their health rights and services that are free of charge.

As these organizations state, information is spread to other Roma who previously did not have any information about their rights in terms of healthcare services. By doing so, they achieve a much larger scope and they create citizens who are aware of their rights, who know their rights and exercise them. A remark regarding this impact is its continuity and sustainability, as these effects are greatest as long as there are projects and project activities in the field of health, but once the projects are completed, organizations consider that the number of users of healthcare services is decreasing.

The organizations are of the opinion that the persons without personal documentation are a special target within the population which requires more efforts. Most organizations that work on this issue on a long-term basis, have concluded that these people have serious health problems but do not have access to healthcare services. Roma Health Mediators (RHMs) have a database that they prepare on the basis of field visits, and note that there are people in need of health insurance or healthcare services. In terms of this problem, the organizations suggest creating temporary IDs that will help these people use healthcare services.

Since 2012, with the beginnings of the RHM, the number of Roma with health insurance has been growing. With the commencement of the operation of the RHM, and with the preparation of sixteen mediators for eight municipalities, for the time being there are only twelve RHMs that serve the people in the municipalities that have a larger number of Roma population. Out of these twelve RHM, two mediators cover the territory of the Municipality of Shuto Orizari and Topaana in the Municipality of Cair.

The representatives of the CSOs within the focus group consider that the RHM is an important community chain in the field of health because they work directly on the ground with the users. The RHM draft annual reports that are a resource with detailed data on the number of Roma people covered by the program and the number of Roma people with health insurance (the report for 2017 is still being prepared). The main recommendation of the organizations is to make sure that the RHMs are systematized (this refers to the employees as a part of the public sector) because the community needs a RHM. In 2016, the mediators acquired the qualification of specialized mediators. Although there is no clear way of systematizing mediators, there are options to systematize them as patronage nurses or healthcare workers.

Hence, the organizations believe that by systematizing the RHM, they will not depend on projects and donations.

In line with the opinions of the representatives of the civil society organizations within the focus group on health, they also pointed out that many of the activities envisaged in the action plan on health are very unlikely to be implemented because of the short period for complete implementation to achieve the goals of the action plan.

As one of the numerous activities, for example, the representatives noted the activity of the NAP. 1.1.3. *Employment of medical staff from the Roma population: middle medical staff (nurses and technicians) and Roma who graduated from the medical, dental and pharmaceutical faculties in the field of public health, especially in the communities where the Roma population prevails.* The representatives do not know about the implementation of such an activity and such employment.

The organizations also indicated that the sensitization of the medical staff for the Roma is very weak and that there is still structural discrimination in the healthcare institutions in the Republic of Macedonia. The representatives also indicated that all patients are equal and that there must not be different treatment and ethnic profiling of Roma by the medical staff. In addition, some of the representatives of the organizations emphasized that based on their experience so far, the negative narrative is usually created by the healthcare workers, and the lack of information among the Roma was usually used for such treatment, that is, a negative narrative.

One of the main factors for maintaining the high percentage of immunized Roma children are the RHMs. The field work and timely response of the RHMs facilitated the immunization against measles of a significant number of children from the Municipality of Shuto Orizari. Thus, an epidemics was prevented and the persons infected by measles were mobilized in due course. The only source of data that refer to healthcare and the Roma are the annual reports of the RHMs which contain detailed data on their field work.

During the focus group, some of the representatives noted that starting from 2005 to present day, there are no tangible results, especially in the field of health. Although the implementation is at a very low level, the organizations emphasized that the MLSP is open to listen to the identified problems of the organizations, and it makes attempts to take actions for solving the problems.

Regarding the national action plan, apart from the focus and outcomes of the existing plan, the organizations emphasized that there are other open healthcare issues that pose a challenge for the Roma in the Republic of Macedonia.

4. Priorities in the civil sector and context

In the past period the civil sector in Macedonia has been operating in a rather complex context. In the Progress Report of the Republic of Macedonia for 2015, the country was described as a “captured state”. This period is accompanied by a prolonged political crisis and a change in the executive power after more than a decade. Such conditions, regardless of the area of activity, represented a major obstacle to the functioning of the civil sector in Macedonia, especially taking into consideration the support of active democracy and the rule of law, where CSOs have the opportunity to make suggestions and to actively participate in the policy-making of local and central policies.

Having this constellation in mind, the political priorities were not clear, and the decisions were ad-hoc and without prior strategic planning. Hence, the civil sector working in the area of Roma integration and promotion of the conditions for the Roma in Macedonia, was also exposed to pressures while the strategic priorities of the state remain unclear.

After almost one year and the country’s commitments and efforts for greater citizen participation in the decision-making process, a number of measures were taken related to the preparation and adoption of a significant number of strategic documents as priorities for reforms driven by the need of accelerated ‘hurry’ towards the European Union.

Hence, the voice of the civil sector clearly indicates the need to improve the national priorities when it comes to the Roma Strategy in the Republic of Macedonia in the following period, but it also lays stress on the need of greater accountability and responsibility for the work done.

The priorities according to the civil sector remain the same (according to the focus groups), however the measures and the activities are partially or completely outdated and they are not based on the real situation, therefore their promotion and modification is required.

According to the memorandum of the platform “My Voice My Responsibility”, 40 Roma organizations generated priorities that are the main focus for these organizations. The Roma organizations identified the following priorities:

1. Education of the Roma community for participation in the creation of public policies;
2. Observation of election processes;
3. Ensuring transparency and accountability;
4. Securing the priorities for the Roma community in the programs of the political parties.

5. Conclusions

- ✓ The institutional set-up for coordination, implementation and monitoring of the Roma Strategy along with the National Action Plans has not been an efficient mechanism for monitoring the progress of the priorities for a long period due to a number of reasons, such as the lack of an internal monitoring system, a vague system of responsibility and accountability, powerless coordination among the ministries in the process of implementation and political support.
- ✓ The National Coordinative Body with a new mandate does operatively started to function, however the authority to make changes and fulfill its role in monitoring and providing guidance for improvement is yet to be expected.
- ✓ The budget implications related to the implementation of the subprograms seldom reflect the needs. Rather than this, they represent a reflection of political bargaining power, and in conditions of a systemic lack of adequate systems for performance monitoring (both in terms of budgeting - performance budgeting and in terms of implementation - performance measurement), it is essential to establish a system for monitoring the level of implementation of the Strategy, that is, the achievements and outcomes.
- ✓ The members of the institutions are usually long-term members and state that the meetings of this coordinative body basically indicate and describe situations without a possibility to overcome the obstacles and the challenges (inter alia the necessity of increased funding as well). The civil sector is familiar with the possibility of participating in the coordination body, but its policy influencing power is limited.
- ✓ The Strategy and the national action plans are to be revised, both with regard to their essence and their technique.
- ✓ A segment of the measures in the national action plans in all priority areas depends on the opportunities of the civil sector, but also on donor funds, which makes the process disorganized, difficult to monitor and creates an environment with a lack of responsibility.
- ✓ Employment:
 - A relatively low number of Roma who use the services of the EARM and the employment measures in relation to the total number of users at a national level;
 - The absolute number of Roma registered in the last three years who have been unemployed for a long period of time (waiting for employment for one or several years) has been increasing, same as their share in the total number of long-term unemployed persons in the Republic of Macedonia (from 5.3% in 2015 to 6.5% in 2017);
 - The target for the percentage of unemployed Roma for 2016, which was 4.7% of the total number of unemployed persons, according to the EARM was 5.1% at the end of the year, and it has been increasing rather than decreasing, and for 2017 it is 5.2%, although the absolute number of unemployed Roma people decreased in the period from 2016 to 2017;
 - The target for an improved access to employment programs for 2016 for the Roma population was overcome and it is likely that if the trend continues, the target will be reached by 2020.
- ✓ Housing:

- A significant segment of the measures depends on the possibilities of the civil sector, but also on donor funds, especially when it comes to legalization of homes, which makes the process disorganized, difficult to monitor, and creates an environment with a lack of responsibility for the (non)implementation;
- There are no clearly defined rules and criteria for allocation of earmarked capital grants to the LSGUs according to the subprogram for implementation of the Roma Strategy under the competence of the Ministry of Transport and Communications;
- Lack of proactive and advanced identification of priority infrastructural/communal priorities of the LSGUs;
- Inefficient use of public resources from loans that in the long run generate costs in the budget through interest rates;
- Lack of a database for social inclusion according to the Strategy and regular updating of the database that refers to the integration of Roma in the Republic of Macedonia, which would be an obligation of the NCB, and where information will be collected at both national and local level.

✓ Education

- The number of scholarship holders for secondary and higher education has been increasing;
- Generally, all primary, secondary and tertiary education targets are met
- There is a trend of increasing the number of Roma children included in special classes in the past three years.
- Part of the targeted 2020 targets have already been met in 2017, the remaining activities have a trend to reach the target by 2020. Hence the need to revise the action plan for education
- The Directorate for the development and promotion of the languages of the members of the communities does not prepare an annual operational plan that refers to the implementation of the Roma strategy. The Directorate participates in drafting strategic points from the Education Strategy directly through the MES with proposals.

✓ Health

- The number of health mediators for 2017 has decreased and significantly lagged behind the planned target for 30 mediators engaged by 2020
- Within the framework of organizing trainings for health mediators, the indicator is partially fulfilled, and the realization of the targeted target of 10 trainings by 2020 is likely to be met if new mediators are engaged at an accelerated pace and go through an additional cycle of trainings
- In the part of the infant mortality indicator, there is a significant improvement in the ratio of the base year, however compared to 2016, there is an increase of 1.5 points and it equals 6.5 (in a thousand) 2017.

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- Budget funds in the Ministry of Health in support of the implementation of the Strategy and the NAP for Roma have not been realized for several years. The execution rate is 57%, where there is an opportunity to engage health mediators in other municipalities with Roma population
 - There is a need for engaging Roma staff in hospitals, having in mind that many young people were granted scholarships by the Roma Education Fund.

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