

GOVERNMENT OF THE REPUBLIC OF CROATIA

ACTION PLAN FOR THE IMPLEMENTATION
OF THE NATIONAL ROMA INCLUSION STRATEGY FOR THE PERIOD
2013 - 2015

April 2013

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List of abbreviations

ATMIP- Agency for Transactions and Mediation in Immovable Property
GAMA - Government Asset Management Agency
ETTA - Education and Teacher Training Agency
BPRI – Best Practices for Roma Integration
SWC - Social Welfare Centre
DDD - Disinfection, Disinsection and Deratization
DG REGIO – Directorate-General for Regional and Urban Policy
CSAO - Croatian State Attorney's Office
CBS - Croatian Bureau of Statistics
EU - European Union
EPEEF – Environmental Protection and Energy Efficiency Fund
CNIPH – Croatian National Institute of Public Health
CPII – Croatian Pension Insurance Institute
CES – Croatian Employment Service
CHIF - Croatian Health Insurance Fund
L(R)SGU - Local and regional self-government units
LSGU - Local self-government units
RSGU - Regional self-government units
CAS - Cultural artistic society
MEC - Ministry of Entrepreneurship and Crafts
MLPS - Ministry of Labour and Pension System
MRDEUF - Ministry of Regional Development and EU Funds
MSPY - Ministry of Social Policy and Youth
MoI - Ministry of the Interior
MENP - Ministry of Environmental and Nature Protection
MoSES - Ministry of Science, Education and Sports
NCEEE - National Centre for External Evaluation of Education
NRIS - National Roma Inclusion Strategy
CSO - Civil society organisations
OSCE - Organisation for Security and Cooperation in Europe
OSCE/ODIHR – Organization for Security and Co-operation in Europe/Office for Democratic Institutions and Human Rights
GEO - Gender Equality Ombudsperson
RoC - Republic of Croatia
NAA- National administrative authorities
ToT – Training of Trainers
GOHRRNM - Office for Human Rights and Rights of National Minorities
UN - United Nations
UNDP - United Nations Development Programme
CoE - Council of Europe
GoC - Government of the Republic of Croatia

INTRODUCTION

On a plenary session held on 29 November 2012, the Government of the Republic of Croatia adopted the National Roma Inclusion Strategy for the period 2013-2020 (hereinafter referred to as: "the Strategy").

The Strategy builds on the 2003 National Roma Plan, redefining the national priorities, implementation methods, and undertaking of special measures in accordance with the altered social and political circumstances, advancement achieved, and further challenges in the process of inclusion and improvement of the Roma socio-economic status. At the same time, the Strategy brings the fundamental strategic document of the Republic of Croatia for the integration of the Roma national minority in line with the Commission Report to the European Parliament, Council, European Economic and Social Committee and Committee of the Regions on the EU Framework for National Roma Integration Strategies up to 2020. The Strategy is also based on the provisions of international documents on human rights and rights of minorities, which the Republic of Croatia is a party of. The Strategy has been harmonised with the perceived needs and challenges related to the social inclusion of Roma on all levels: the local, regional, national and EU level. The Strategy contains general and specific aims set as guidelines for the creation of public policies aimed at socio-economic inclusion of Roma communities up to 2020.

In order to define the means of implementation of the Strategy, the Action Plan for the Implementation of the National Roma Inclusion Strategy was created for the period 2013-2015 (hereinafter referred to as: "the Action Plan").

The Action Plan encompasses the following areas: education, employment and inclusion into the economic life, healthcare, social welfare, physical planning, housing and environmental protection; inclusion of the Roma national minority into the cultural and social life, status solutions, combating discrimination and help in exercising rights, improvement of statistical data gathering, and harmonisation of the programme with the international standards, as well as accepted agreements in the field of human rights and rights of minorities. The Action Plan defines the means of implementation of the general and specific aims defined in the Strategy, implementation deadlines, competent authorities and participants in the implementation of the measures, initial values, sources and means of data gathering, and the funds necessary for the implementation of the Action Plan for the three-year period.

The Ministry of Foreign and European Affairs, Ministry of Science, Education and Sports, Ministry of Health, Ministry of Environmental and Nature Protection, Ministry of Construction and Physical Planning, Ministry of Agriculture, Ministry of Regional Development and EU Funds, Ministry of Justice, Ministry of the Interior, Ministry of Social Policy and Youth, Ministry of Administration, Ministry of Entrepreneurship and Crafts, Ministry of Labour and Pension System, Ministry of Culture, Government Office for Cooperation with NGOs, Government Office for Gender Equality, Government Office for Combating Narcotic Drugs Abuse, National Foundation for Civil Society Development, Environmental Protection and Energy Efficiency Fund, Electronic Media Agency, Croatian Bureau of Statistics, Government Asset Management Agency, Croatian Employment Service, Croatian National Institute of Public Health, National Minorities Council, Office of the Ombudsperson, Office of the Gender Equality Ombudsperson, Office of the Ombudsperson for Children, representatives of the local and regional self-government units, representatives of international organisations in the Republic of Croatia, representatives of the Roma national minority, and independent experts participated in the creation of the Action Plan.

The creation of the document was coordinated by the Office for Human Rights and Rights of National Minorities.

With the beginning of the implementation of the Strategy, the National Roma Programme, adopted by the Government of the Republic of Croatia on 16 October 2003, and the Action Plan of the Decade of Roma Inclusion 2005-2015, adopted by the Government of the Republic of Croatia on 31 March 2005, shall no longer apply.

In the State Budget of the Republic of Croatia for the implementation of the Action Plan for the implementation of the National Roma Inclusion Strategy for the period 2013-2015 the competent authorities planned funds within the fixed limits from the Guidelines for the Economic and fiscal policy for the three-year period, amounting to 45,942,870.00 HRK, broken down as follows: 14,999,530.00 HRK for 2013, 15,330,829.00 HRK for 2014, and 15,612,511.00 HRK for 2015.

1. EDUCATION

General aim: To improve access to high-quality education by including education and care provided in early childhood, but also to improve the primary, secondary and university education, with special emphasis on removing any possible segregation in schools; to prevent early interruption of education, and to ensure a smooth transition from school to employment.

Specific aims:

1. To increase the quality and efficiency of education of Roma children, and to ensure the acquisition of the necessary skills and competences that will enable a personal development of pupils, as well as the completion of primary education with the aim of continuing education, and to reduce the differences between the educational achievements of Roma children compared to the average level of educational achievements of all pupils in the primary school system in RH;
2. To increase the inclusion of Roma children of both genders in preschool education, and to increase the quality of preschool education of Roma children as a part of early childhood education, which helps reduce the differences in social classes and learning capacities, and strives to meet the educational needs of children as much as possible, and introduce them into the world of conscious learning;
3. To equalise the inclusion of members of the Roma national minority in primary education compared to the enrolment average of the primary education on the national level (to reach the inclusion level of 98 %) and to equalise the completion rate of Roma children with the national completion rate in the primary education system (to reach the completion rate of 95 %);
4. To abolish all classes attended exclusively by Roma children by 2020;
5. To reduce the gap between the average inclusion and completion rate of Roma children in secondary education compared to the national average inclusion and completion rate in the secondary education system in order to equalise opportunities for acquiring the skills and competences necessary for the continuation of schooling - to increase the number of members of the Roma national minority enrolling in secondary education until 2020. To increase the number of members of the Roma national minority completing secondary education until 2020;

6. To reduce the gap between the average inclusion and completion rates of higher education of members of the Roma national minority compared to the national average inclusion and completion rates in the higher education system in order to equalise opportunities for acquiring the skills and competences necessary for the continuation of schooling - to increase the number of members of the Roma national minority completing higher education and those who enrol in a postgraduate study programme by 2020.
7. To increase the inclusion of adult members of the Roma national minority in literacy, education and training programmes through their entire general and vocational education in order to develop their individual potential and strengthen their capacities and competences for achieving a greater competitive strength on the labour market and permanent employability, as well as to increase their social inclusion and active participation in all spheres of contemporary life.

Specific aim 1: To increase the quality and efficiency of education of Roma children, and to ensure the acquisition of the necessary knowledge and skills which will enable personal growth of the pupils, as well as to help them complete primary education with the aim of continuing their education, and to reduce the gap between the educational achievements of the Roma children compared to the average level of educational achievements of all pupils in the national primary education system.

Definition:

To develop, by 2015, a system of support to educational institutions for the development of education programmes and application of educational practices that will ensure an adequate preparedness of children for school, and conditions for the true social integration, respecting the specific issues of working in a multicultural environment and with children from socially deprived families.

Indicators:

- a) Acts adopted on the level of MoSES or ETTA laying down the monitoring and support programme, as well as the responsibilities of individual institutions for its implementation

Project baseline:

- b) It is necessary to amend the legislation

Sources:

- a) ETTA report
- b) Independent evaluation of the NSUR implementation

- c) Evaluation of the quality of the preschool and primary education available to Roma children by the National Centre for External Evaluation of Education (NCVVO)

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
1.1.1 Training of teachers and expert associates in primary schools with the aim of increasing the quality and efficiency of the education of Roma children	<i>Implementing agency:</i> ETTA in cooperation with MoSES	a) Number of expert workshops held	Records on expert workshops held	a) In 2012, four teacher training expert workshops for teachers working with pupils who are not proficient in, or are insufficiently proficient in, Croatian pursuant to Article 43 of the Act on Education in Primary and Secondary Schools	Continuously	State budget funds for operating expenses

Specific aim 2: To increase the inclusion of Roma children of both genders in preschool education, and to increase the quality of preschool education of Roma children as a part of early childhood education, which helps reduce the differences in social classes and learning capacities, and strives to meet the educational needs of children as much as possible, and introduce them into the world of conscious learning.

Definition:

To establish mechanisms whereby the availability of preschool education will be enabled for socially excluded groups through increased participation in the community. To increase the number of Roma children of both genders integrated into preschool programmes within regular preschool institutions, as well as the number of children not included in preschool education, into preschool programmes with the duration of at least one year, five hours per day, during the school year up to 2020. A minimum of two years of preschool is recommended.

Indicators:

- a) Net ratio of enrolled Roma children - The net ratio of enrolment is the enrolment of Roma children of the officially fixed age for the level of education to the total population of that age.
- b) Participation rate of Roma children of both genders in the integrated preschool programmes:

- regular, comprehensive programmes
 - preschool program - for children aged six who are not participants of the regular preschool programme
 - the monitoring of these indicators shall be carried out according to programmes
- c) The public cost of preschool education as a portion of the budget of the local (regional) self government units (RLSG(s)) (%)
- d) Number of hours spent by pupils in individual programmes
- e) Quality evaluation of preschool education - pedagogical standard, self-evaluation
- f) Number and quality of implemented expert training seminars for work in multicultural environments
- g) Number of participants, duration of the training seminar, and achievement

Project baseline:

- a) Proportion of Roma children participating in preschool education compared to the total number of Roma children of preschool age in 2012: data not available
- b) Proportion of Roma children participating in the preschool programme compared to the total number of Roma children of preschool age in 2012: data not available

Sources:

- a) The 2011 census
- b) Generation estimation according to UNDP
- c) State administration offices - data from the registry of births

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
1.2.1 Co-financing of a part of the parents' share for the members of the Roma national minority in the integrated preschool education programmes.	<u>Implementing agency:</u> MoSES; state administration offices in the counties, City Office for Education,	a) Number of Roma children for which co-financing has been granted b) Number of programmes	MoSES database	a) Number of Roma children for which co-financing was granted for 2012: 182 (82 M, 100 F) b) Number of programmes	Continuously	State budget funds for regular activities; L(R)SGU budget funds

	Culture and Sport of the City of Zagreb, preschool institutions	<p>involving children for which co-financing has been granted</p> <p>c) Number of children by gender in preschool education programmes and total</p>		<p>involving children for which co-financing was granted for 2012:</p> <p>a total of 45 institutions implement preschool education programmes</p> <p>c) Number of children by gender in preschool education programmes and total, beginning of 2012/2013:</p> <p>A total of 811 children, out of which 455 in preschool education (233 M and 222 F) and 356 in preschool (186M and 170 F)</p>		
1.2.2 Preschool co-financing programme for members of the Roma national minority	<i>Implementing agency:</i> MoSES based on the report of the state administration office in counties and the City Office for Education, Culture and Sport of the City of Zagreb, preschool institutions, primary schools	<p>a) Number of Roma children in preschool programmes;</p> <p>b) Number of preschool programmes involving Roma children</p>	MoSES database	<p>a) Number of Roma children in preschool programmes, beginning of 2012/2013: 356 children (186 M and 170 F) in preschool</p> <p>b) Number of preschool programmes involving Roma children in 2012: a total of 21 programmes</p>	Continuously	State budget funds for operating expenses

Specific aim 3: To equalise the inclusion of members of the Roma national minority in primary education compared to the enrolment average of the primary education on the national level (to reach the inclusion level of 98 %) and to equalise the completion rate of Roma children with the national completion rate in the primary education system (to reach the completion rate of 95 %)

Definition:

To ensure the inclusion in primary education of all Roma children, regardless of the status of their family as regards citizenship, place of residence, and the existence of documentation proving the identity of the child. To implement measures aimed at reducing the gap in the quality of education and at providing support to children, families and educators.

Indicators:

- a) Rate of inclusion of Roma population in primary education
- b) Rate of completion of primary education by members of the Roma national minority
- c) Education completion ratio - the primary ratio of primary school completion is the ratio of the total number of pupils who have successfully completed the last year of primary schooling in one generation to the total number of children who should finish their schooling
- d) Drop-out rate and causes
- e) Educational achievements of Roma pupils, or completion success
- f) Number of years in primary schooling (the issue of grade retention)
- g) Number of Roma children in regular or adjusted programme compared to the overall number of children in the regular or adjusted programme

Project baseline:

- a) The proportion of Roma children involved in primary education compared to the total number of school-aged Roma children in 2012: data not available
- b) Number of members of the Roma national minority who completed primary education compared to the total number of members of the Roma national minority older than 15: data not available)

Sources:

- a) The 2011 census, which will determine the number of Roma inhabitants in each county

b) Generation estimation according to UNDP

c) The 2011 census, which will determine the number of Roma inhabitants in each county by age structure

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
1.3.1 Enrolment of Roma children of both genders in primary schools	<i>Implementing agency:</i> MoSES, state administration offices in the counties, City Office for Education, Culture and Sports of the City of Zagreb primary schools	a) Number of Roma children included in primary education at the beginning and end of the school year	MoSES database	a) Number of Roma children enrolled in primary schools by gender, beginning of 2012/2013: a total of 5,137 pupils (2,612 M and 2,561 F)	Continuously	State budget funds for operating expenses
1.3.2 Creation of the conditions for the inclusion of Roma pupils in after-school care	<i>Implementing agency:</i> MoSES, state administration offices in the counties, City Office for Education, Culture and Sports of the City of Zagreb primary schools	a) Number of Roma children included in after-school care by gender	MoSES database	a) Number of Roma children involved in after-school care, by gender, beginning of 2012/2013: a total of 367 pupils (183 M and 184 F)	Continuously	State budget funds for operating expenses
1.3.3 Training of associate assistants	<i>Implementing agency:</i> MoSES, ETTA	a) Number of associate assistants in primary schools b) Number of seminars/workshops for the training of	MoSES database	a) Number of associate assistants in primary schools: 23 assistants (12 M and 11 F), with 2 funded by the local administration b) Number of seminars and/or workshops for the training of assistants: The Croatian Centre for Drama Education implemented in 2012	Continuously	State budget funds for operating expenses

		associate assistants		<p>an international project titled "Educational Drama and Theatre as a Means of Encouragement and Inclusion of Roma", co-financed by the Budapest Open Society. The programme was supported by MoSES and ETTA, and it was intended for teachers, kindergarten teachers, expert associates and assistants in classes in schools with a larger number of Roma children and pupils.</p> <p>Total number of workshops held: 18 for 161 participants in Međimurje, Zagreb, Sisak and Slavonski Brod</p>		
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Specific aim 4: To abolish all classes attended exclusively by Roma children by 2020

Definition:

To adopt an ordinance laying down the obligations and modalities for the creation and implementation of desegregation plans, as well as measures for the prevention of any educational segregation.

Indicators:

- a) Number of classes attended solely by Roma pupils
- b) Adopted ordinance on the prevention of segregation in education and on desegregation modalities

Project baseline:

- a) Number of classes attended solely by Roma pupils: on the level of the Republic of Croatia, Roma are allocated in 2,028 classes at the beginning of 2012/2013, out of which mixed classes in 1,978 and 50 classes with only Roma pupils.

Sources:

a) MoSES database

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
1.4.1 Creation of the prerequisites for the reduction of the number of classes attended solely by Roma pupils	<i>Implementing agency:</i> MoSES, L(R)SGU, state administration offices in the counties, City Office for General Administration of the City of Zagreb	a) Number of classes attended solely by Roma pupils	MoSES database	a) Number of classes attended solely by Roma pupils, school year 2012/2013: 50 Roma classes	Continuously	State budget funds for regular activities; L(R)SGU budget funds

Specific aim 5: To reduce the gap between the average inclusion and completion rate of Roma children in secondary education compared to the national average inclusion and completion rate in the secondary education system in order to equalise opportunities for acquiring the skills and competences necessary for the continuation of schooling - to increase the number of members of the Roma national minority enrolling in secondary education until 2020. To increase the number of members of the Roma national minority completing secondary education until 2020

Definition:

To implement measures aimed at encouraging primary and secondary school pupils to continue their schooling, and to provide support to pupils, their families and educators, with further scholarships for pupils and an increased role of the Roma national minority council and NGOs in the sphere of informing and raising awareness of the Roma community regarding the importance of continued schooling. To implement measures aimed at reducing the differences in the quality of education.

Indicators:

- a) The rate of increase of the enrolment of Roma pupils into secondary education
- b) Funds allocated on the national and local level for scholarships, accommodation, travel costs (%)
- c) Number of beneficiaries of scholarships and support
- d) Rate of enrolment of Roma pupils in secondary schools compared to the percentage of Roma pupils who have completed their primary education.

- e) The number/percentage of Roma pupils in grammar school programmes compared to the total number of Roma pupils enrolled in secondary school programmes.
- f) Rate of increase of the number of Roma pupils who have completed their secondary education
- g) Drop-out rate and causes
- h) Educational achievements of Roma pupils
- i) Number of years in secondary school (issue of grade retention)

Project baseline:

- a) Number of members of the Roma national minority who enrolled in a secondary school compared to the total number of members of the Roma national minority who enrolled in a secondary school in the school year 2012: data not available
- b) Number of members of the Roma national minority who completed secondary education compared to the total number of members of the Roma national minority who completed secondary education in the school year 2012: data not available

Sources:

- a) MoSES database

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
1.5.1 Enrolment of Roma pupils of both genders in secondary schools	<i>Implementing agency:</i> MoSES, state administration offices in counties, City Office for Education, Culture and Sports of the City of Zagreb, secondary schools	a) Number of Roma pupils enrolled in first grades of three-year secondary schools, by gender b) Number of Roma pupils enrolled in first grades of four-year secondary	MoSES database	a) Number of Roma pupils enrolled in first grades of three-year secondary schools, by gender, beginning of 2012/2013: a total of 157 pupils (109 M, 48 F) b) Number of Roma pupils enrolled in first grades of four-year secondary schools, by gender, beginning of 2012/2013: a total of 23 pupils (10 M, 13 F)	Continuously	State budget funds for operating expenses

		schools, by gender c) The total number of secondary school pupils		c) The total number of secondary school pupils, beginning of 2012/2013: a total of 480 pupils (286 M, 194 F)		
1.5.2 Ensuring scholarships for regular secondary school Roma pupils	<u>Implementing agency:</u> MoSES	a) Number of beneficiaries of the measure, by gender and total	MoSES database	a) Number of pupils by gender receiving a scholarship and total, school year 2011/2012: a total of 425 pupils (214 M, 211 F)	Continuously	State budget funds for operating expenses
1.5.3 Creating the prerequisites for increasing the number of Roma pupils of both genders who successfully complete their secondary education, by grades	<u>Implementing agency:</u> MoSES	a) Number of Roma pupils (enrolled in second grades of secondary schools) by gender b) Number of Roma pupils (enrolled in third grades of secondary schools) by gender c) Number	MoSES database	a) Number of Roma pupils (enrolled in second grades of secondary schools) by gender, beginning of 2012/2013: a total of 158 pupils (93 M, 65 F) b) Number of Roma pupils (enrolled in third grades of secondary schools) by gender, beginning of 2012/2013: a total of 85 pupils (45 M, 40 F) c) Number of Roma pupils (enrolled in fourth grades of secondary schools) by gender, beginning of 2012/2013: a total of 18 pupils (7 M, 11 F) d) Number of pupils by school programmes and total, beginning of 2012/2013:	Continuously	State budget funds for operating expenses

		of Roma pupils (enrolled in fourth grades of secondary schools) by gender d) Number of pupils by school programmes and total, by gender		a total of 480 pupils (277 M, 175 F); 15 pupils in grammar schools (5 M, 10 F); 77 pupils in four-year vocational schools (32 M, 45 F); 316 pupils in three-year vocational schools (210 M, 106 F); 13 pupils completed vocational training (lower expertise) (8 M, 5 F); 28 pupils in programmes for pupils with special needs (20 M, 8 F); 1 female pupil in a school of art and design; 2 pupils in a music school		
1.5.4 Accommodation in secondary school dormitories	<i>Implementing agency:</i> MoSES	a) Number of Roma pupils accommodated in dormitories, by gender and total	MoSES database	a) Number of Roma pupils accommodated in dormitories by gender and total, school year 2012/2013: a total of 9 pupils (7 M, 2 F)	Continuously	State budget funds for operating expenses

Specific aim 6: To reduce the gap between the average inclusion and completion rates of higher education of members of the Roma national minority compared to the national average inclusion and completion rates in the higher education system in order to equalise opportunities for acquiring the skills and competences necessary for the continuation of schooling - to increase the number of members of the Roma national minority completing higher education and those who enrol in a postgraduate study programme by 2020.

Definition:

To implement measures aimed at encouraging secondary school pupils and college and university students to continue their schooling, and to provide support to pupils, their families and educators with further scholarships and a strengthened role of the Roma council and NGOs in informing and raising awareness of the Roma community of the importance of continued education. To implement measures aimed at reducing the differences in the quality of education.

Indicators:

- a) Rate of increase of members of the Roma national minority who complete university education
- b) Rate of increase of members of the Roma national minority who enrol in a postgraduate study programme
- c) Funds allocated on the national and local level for scholarships, accommodation, travel costs (%)
- d) Number of beneficiaries of scholarships and support
- e) Number of years in university education
- f) Drop-out rate and reasons

Project baseline:

- a) Number of members of the Roma national minority who completed university education compared to the total number of persons who graduated in the initial year (for 2012): data not available
- b) Number of members of the Roma national minority who enrolled in a postgraduate study programme compared to the total number of persons who enrolled in a postgraduate study programme in the initial year (for 2012): data not available
- c) Number of members of the Roma national minority who enrolled in a university study programme in 2012 compared to the number of members of the Roma national minority who have completed secondary education: data not available
- d) Number of members of the Roma national minority who enrolled in a postgraduate study programme in 2012 compared to the number of members of the Roma national minority who graduated in the initial year: data not available

Sources:

- a) MoSES database.

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
1.6.1 Enrolment of Roma students of both genders in universities	<i>Implementing agency:</i> MoSES	a) Number of Roma students enrolled in a university study programme, by gender	MoSES database	a) Number of Roma students enrolled in a university study programme, academic year 2011/2012; 29 students	Continuously	State budget funds for operating expenses
1.6.2 Providing scholarships	<i>Implementing agency:</i>	a) Number of	MoSES database	a) Number of beneficiaries of	Continuously	State budget

for Roma students (college/university degree)	MoSES	beneficiaries of the measure, by gender b) Allocated funds		the measure, academic year 2011/2012: 29 students b) Allocated funds, academic year 2011/2012: HRK 290,000 (HRK 1,000 monthly/10 months per student)		funds for operating expenses; funds of the National Foundation for the Support of Pupils' and Students' Standard
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Specific aim 7: To increase the inclusion of adult members of the Roma national minority in literacy, education and training programmes through their entire general and vocational education in order to develop their individual potential and strengthen their capacities and competences for achieving a greater competitive strength on the labour market and permanent employability, as well as to increase their social inclusion and active participation in all spheres of contemporary life.

Definition:

To increase the inclusion of adult members of the Roma national minority (especially women) in primary and secondary education programmes and vocational training with the aim of strengthening their knowledge, competences and abilities for participating and competing on the labour market, as well as active inclusion in the society and social processes. To increase the rate of adult Roma who completed their primary, secondary and/or vocational education in accordance with the labour market requirements through education programmes. To implement measures aimed at encouraging persons older than 15 who have not completed primary and/or secondary education to continue their schooling, and to provide support to persons included in the programmes, as well as their families, throughout their schooling and in socio-economic inclusion processes after their schooling. To strengthen the role of the Roma council and NGOs in informing and raising awareness of the Roma communities of the importance of continuous education.

Indicators:

- a) Rate of inclusion of members of the Roma national minority included in adult education programmes, lifelong learning education programmes and vocational training programmes compared to the total Roma population.
- b) Rate of increase of members of the Roma national minority included in adult education programmes, lifelong learning education programmes and vocational training programmes

- c) Rate of increase of members of the Roma national minority who upgrade their degree of education in accordance with the labour market requirements
- d) Funds allocated on the national and local level for scholarships, accommodation, travel costs (%)
- e) Number of beneficiaries of scholarships and support
- f) Number and type of programmes attended by members of the Roma national minority
- g) Drop-out rate and reasons

Project baseline:

- a) Number of members of the Roma national minority who have completed one of the education programmes for adults or vocational training in 2012: 311 persons (156 M, 155 F) included in the literacy programme and training.
- b) Number and type of education programmes completed by members of the Roma national minority in 2012: data not available

Sources:

- a) MoSES database
- b) CES database
- c) Databases of colleges/universities with certified education programmes

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
1.7.1 Inclusion of adult Roma of both genders in literacy and training programme	<u>Implementing agency:</u> MoSES	a) Number of adult Roma included in the literacy and training programme, by age and gender	MoSES database	a) Number of adult Roma included in the literacy and training programme, for 2012: 311 persons (156 M, 155 F)	Continuously	State budget funds for regular adult education activities

2. EMPLOYMENT AND INCLUSION IN ECONOMIC LIFE

General aim:

To reduce the gap between the Roma national minority and the majority population on the labour market.

Specific aims:

1. To increase the level of social inclusion of the Roma population through strengthening for the inclusion in the labour market;
2. To increase the competitive strength and employment rate of younger members of the Roma national minority;
3. To increase the competitive strength and employment rate of Roma women;
4. To increase the competitive strength and employment rate of long-term unemployed members of the Roma national minority;
5. To increase the rate of formal self-employment of members of the Roma national minority;
6. To increase the motivation level of members of the Roma national minority for the inclusion in the labour market;
7. To strengthen the capacity of the Croatian Employment Service for working with members of the Roma national minority.

Specific aim 1: To increase the level of social inclusion of the Roma population through strengthening for the inclusion in the labour market

Definition:

Within this aim, mechanisms for increased encouraging, empowering and inclusion of Roma in the labour market will be established; they include inter-sector cooperation, exchange of regulations, and empowerment and motivation of Roma. This aim complies with the Joint Assessment Papers (JAP).

Indicators:

- a) Rate of inclusion of the Roma population in the labour market, by age and gender, compared to the total number of members of the Roma population with the working ability

- b) Rate of inclusion of the Roma population in the labour market, by age and gender, compared to the inclusion rate of the non-Roma population in the labour market

Project baseline:

- a) According to the survey of the World Bank and DG REGIO of 2011, the percentage of employed Roma capable of working within the surveyed households indicates that the rate of employment of Roma within the total population capable of work aged 15-64 was 34.91 %, out of which 41.06 % men and 24.08 % women, with 23.79 % within the age brackets of 15-24, out of which 31.06 % men and 12.96 % women.

Sources:

- a) Research
- b) Surveys
- c) CES records
- d) Reports of Roma associations and Roma national minority councils

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
2.1.1 To empower and motivate Roma capable of work for inclusion in the labour market and continuously point to the need to acquire and maintain working habits	<u>Implementing agency:</u> CES <u>Participants in the implementation:</u> MSPY, social care centres, family centres, L(R)SGU, Roma national minority councils and representatives, NGOs, CES regional offices	a) Number of Roma persons who completed the empowering process for the inclusion in the labour market, by age and gender b) Type of service provided to members of the Roma national minority through programmes	Records and reports of social care centres, family centres, CES regional offices, NGO reports	a) In 2011, a total of 7,158 persons, out of which 3,649 women, of the Roma national minority were included in the empowering process for the inclusion in the labour market (group information sessions, individual counselling, group counselling for the acquisition of skills and job seeking) b) Types of services provided to members of the Roma national	Continuously	State budget funds for CES, item: operating expenses; L(R)SGU funds; additional funds from international funds and EU funds

		<p>c) Number of created activity plans that include the empowering process for the inclusion in the labour market, by age and gender</p> <p>d) Number of members of the Roma national minority who participated in the measures set out by the National Employment Promotion Plan</p>		<p>minority in 2011: group information sessions, individual counselling, group counselling - workshops for the acquisition of job seeking skills, education for employment</p> <p>c) Number of created activity plans that include the empowerment process for the inclusion in the labour market, by age and gender; in 2011, a total of 5,588 Roma, out of which 2,900 women, were included in the individual counselling activity with the aim of defining their work profile and individual job seeking plan</p> <p>d) In 2011, a total of 507 persons were employed within the National Employment Promotion Plan of 2011 and 2012</p>		
2.1.2 To initiate and propose changes in legislation related to self-employment and entrepreneurship, and legalisation of work	<p><u>Implementing agency:</u> MLPS, MEC</p> <p><u>Participants in the implementation:</u> MSPY, social care</p>	<p>a) Number of amending bills proposed</p> <p>b) Number of amending</p>	CBS register of business operators	<p>a) Existing regulations in 2012: The project baseline is 0 (new measure).</p>	Continuously	No additional funds are needed

<p>activities typically carried out by Roma</p>	<p>centres, family centres, CES regional offices, L(R)SGU, Roma national minority councils and representatives, NGOs</p>	<p>bills accepted</p> <p>c) New regulations adopted enabling self-employment and entrepreneurship, along with the legalisation of work activities typically carried out by Roma</p> <p>d) Percentage of the proportion of self-employed Roma, Roma entrepreneurs, or Roma carrying out legalised work activities is increased to 10 %.</p>		<p>b) Proportion of self-employed Roma, Roma entrepreneurs, or Roma carrying out legalised work activities - according to the World Bank and DG REGIO 2011 survey, 3.41 % of the surveyed persons own a company or are entrepreneurs</p> <p>c) New regulations adopted enabling self-employment and entrepreneurship, as well as the legalisation of work activities typically carried out by Roma: The project baseline is 0 (new measure).</p> <p>d) Percentage of the proportion of self-employed Roma, Roma entrepreneurs, or Roma carrying out legalised work activities is increased to 10 %. The project baseline is 0 (new measure).</p>		
<p>2.1.3 Mutual cooperation of competent authorities, the civil sector and local community with the aim of encouraging social inclusion and employability of</p>	<p><u>Implementing agency:</u> MLPS</p> <p><u>Participants in the implementation:</u> MSPY, social care</p>	<p>a) Number and type of implemented activities aimed at social inclusion and greater employability of members of the Roma</p>	<p>Records and reports of MSPY, CES, social care centres, family centres, NGOs; anonymous</p>	<p>a) Number and type of implemented activities aimed at social inclusion and greater employability of members of the Roma community in 2011: The project baseline is 0 (new</p>	<p>Continuously</p>	<p>State budget funds for operating expenses;</p>

<p>members of the Roma community</p>	<p>centres, family centres, L(R)SGU, Roma national minority councils and representatives, NGOs, CES regional offices</p>	<p>national minority</p> <p>b) Number of participants in activities aimed at social inclusion and greater employability of members of the Roma national minority</p> <p>c) Number of Roma participants in activities aimed at social inclusion and greater employability of members of the Roma national minority</p> <p>d) Number of Roma participants in the labour market after the implemented activities, by age, gender and level of education</p> <p>e) Number and type of cooperation agreements</p>	<p>surveys</p>	<p>measure).</p> <p>b) Number of participants in activities aimed at social inclusion and greater employability of members of the Roma community in 2011: The project baseline is 0 (new measure).</p> <p>c) Number of Roma participating in activities aimed at social inclusion and greater employability of members of the Roma community in 2011: The project baseline is 0 (new measure).</p> <p>d) Percentage/number of members of the Roma community included in the labour market after the implemented activities in 2011, by age, gender and level of education: The project baseline is 0 (new measure).</p> <p>e) Number and type of</p>		<p>L(R)SGU funds; additional funds from international funds and EU funds</p>
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		concluded		cooperation agreements concluded The project baseline is 0 (new measure).		
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Specific aim 2: To increase the competitive strength and employment rate of younger members of the Roma national minority

Definition:

In order to achieve this specific aim, a series of measures will be implemented, aimed at encouraging young Roma to continue/return to education, and to acquire the knowledge and skills that will increase their competitive strength on the labour market. Among other things, young Roma will be informed and counselled by professionals at the end of their primary schooling to help them in their choice of profession and the appropriate secondary school programme, as well as to inform them of the market needs. The young Roma who choose not to continue their education after primary school will be provided with professional counselling and defining of an activity plan with the aim of continuing their education. In regions with a significant proportion of Roma in the population, there will be activities aimed at acquainting Roma pupils with different professions which they previously had no personal experience with. A part of the activities will be aimed at employers in order to encourage employment of young Roma, both in the industrial and commercial sectors, and in local, regional and national administration bodies.

Indicators:

- a) Employment rate of young Roma compared to the rate of youth employment in the Republic of Croatia for the reporting period, broken down by nationality

Project baseline:

- a) CES records. In 2011, employment for a total of 270 young Roma was co-financed within the National Employment Promotion Plan of 2011 and 2012, in accordance with the National Roma Programme/Action Plan of the Decade of Roma Inclusion 2005-2015.

Sources and means of data collection:

- a) CES records

Measure	Implementing agency/	Indicator of results	Data sources and	Project baseline	Deadline	Funds
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	Participants in the implementation		collection methods			
2.2.1 To include Roma pupils in professional informing and counselling for the choice of profession and secondary school programme for pupils of the final grade of primary schools, and to counsel them on the labour market needs.	<p><u>Implementing agency:</u> CES</p> <p><u>Participants in the implementation:</u> CES regional offices, state administration offices in the counties, primary and secondary schools</p>	<p>a) Number of Roma pupils included in professional informing activities</p> <p>b) Number of Roma pupils in professional counselling activities</p> <p>c) Number of expert opinions issued by the professional counselling service</p>	CES records and data obtained from a survey on the professional plans of primary and secondary school pupils.	<p>a) Number of Roma pupils included in professional informing activities: The project baseline is 0 because the aforementioned activity has not been monitored according to the pupils' Roma ethnicity.</p> <p>b) Number of Roma pupils in professional counselling activities: The project baseline is 0 because the aforementioned activity has not been monitored according to the pupils' Roma ethnicity.</p> <p>c) Number of expert opinions issued by the professional counselling service: The project baseline is 0 because the aforementioned activity has not been monitored according to the pupils' Roma ethnicity.</p>	End of school years 2012/2013, 2013/2014 and 2014/2015.	State budget funds for CES, item: operating expenses
2.2.2 To explore the professional plans of pupils in the final grade of primary school	<p><u>Implementing agency:</u> CES</p> <p><u>Participants in the implementation:</u> CES regional offices, primary and secondary schools</p>	<p>a) Number of surveyed Roma pupils</p> <p>b) Report on the results of the survey on professional plans</p>	CES annual records	<p>a) Number of surveyed Roma pupils: The project baseline is 0 because the aforementioned activity has not been monitored according to the pupils' Roma ethnicity.</p> <p>b) Report on the results of the survey on professional plans: The project baseline is 0 because the aforementioned activity has not been monitored according to the pupils' Roma</p>	End of school years 2012/2013, 2013/2014 and 2014/2015.	State budget funds for CES, item: operating expenses

				ethnicity.		
2.2.3 To provide professional counselling to young persons choosing not to continue education, and to define an activity plan with the aim of continuing their education	<p><u>Implementing agency:</u> CES</p> <p><u>Participants in the implementation:</u> CES regional offices, primary and secondary schools</p>	<p>a) Number of unemployed Roma persons included in professional counselling</p> <p>b) Number and percentage of unemployed Roma persons, beneficiaries of the measure, who continued their education</p>	CES annual records	<p>a) Number of unemployed Roma persons included in professional counselling: The project baseline is 0 because the aforementioned activity has not been monitored according to the person's Roma ethnicity.</p> <p>b) Number and percentage of Roma, beneficiaries of the measure, who continued their education: The project baseline is 0 because the aforementioned activity has not been monitored according to the person's Roma ethnicity.</p>	End of 2013, 2014 and 2015.	State budget funds for CES, item: operating expenses
2.2.4 To ensure additional professional counselling activities for Roma pupils (in addition to regular activities carried out by CES), such as visits to potential employers, job fairs etc. in order to acquaint Roma pupils with different professions	<p><u>Implementing agency:</u> CES regional offices</p> <p><u>Participants in the implementation:</u> Primary and secondary schools</p>	<p>a) Number of Roma pupils included in the measure</p> <p>b) Percentage of pupils included who have a clearer idea of different types of professions</p>	Reports by primary and secondary schools and CES regional offices:	<p>a) Number of Roma pupils included in the measure: The project baseline is 0 because the aforementioned activity has not been monitored according to the pupils' Roma ethnicity.</p> <p>b) Percentage of pupils included who have a clearer idea of different types of professions: The project baseline is 0 because the aforementioned activity has not been monitored according to the pupils' Roma ethnicity.</p>	End of 2013, 2014 and 2015.	State budget funds for CES, item: operating expenses

<p>2.2.5 To encourage employers to be more open to employing members of the Roma national minority</p>	<p><u>Implementing agency:</u> CES</p> <p><u>Participants in the implementation:</u> CES regional offices, CEA, CCE, CBA</p>	<p>a) Number of visits to employers with the aim of determining the possibility of the employment of members of the Roma national minority</p>	<p>CES records and surveys of employers by CES 12 months after the implementation of the measure</p>	<p>a) The total number of visits to employers in order to determine the possibility of the employment of members of the Roma national minority was 986 in 2011</p>	<p>Continuously</p>	<p>State budget funds for CES, item: operating expenses</p>
<p>2.2.6 To provide professional training programmes without employment¹</p>	<p><u>Implementing agency:</u> CES</p> <p><u>Participants in the implementation:</u> CES regional offices</p>	<p>a) Number of unemployed Roma persons included in the professional training programme without employment</p> <p>b) Number and percentage of beneficiaries of the measures who were, once the measure has been implemented, employed by the same employer or who found employment within 12</p>	<p>CES records</p>	<p>a) The professional training programme without employment of young Roma persons who have completed four-year secondary education and college education in 2011 included two Roma women</p> <p>b) In 2011, one person was employed following the measure - Co-financing of employment for 24 months, while another person returned to the registry of unemployed persons</p>	<p>Continuously within the planned funds</p>	<p>State budget funds for CES, item: active employment policy</p>

¹ The measure includes unemployed Roma persons who have completed: undergraduate, graduate or integrated undergraduate and graduate university study programme, or undergraduate or specialist graduate study programme; secondary education in associated crafts (three-year) and professions in which the business is subject to a membership in craft associations (four-year) founded pursuant to special regulations; university, first-degree university or college which, according to the Labour Act, require a professional examination or work experience before carrying out the trade; four-year secondary education which, according to the Labour Act, require a professional examination or work experience before carrying out the trade, up to a year of recorded work experience in the profession for which the person has been educated, regardless of the total work experience in the pension insurance system, and at least 30 days of records in the register of unemployed persons.

		months after the measure				
2.2.7 Co-financing of the first employment of unemployed young Roma persons without working experience	<p><u>Implementing agency:</u> CES</p> <p><u>Participants in the implementation:</u> CES regional offices</p>	<p>a) Number of unemployed young Roma persons included in co-financed employment</p> <p>b) Number and percentage of beneficiaries of the measure who continued working after the measure</p>	CES records	<p>a) In 2011, a total of 4 young Roma persons were employed through co-financed employment</p> <p>b) Number and percentage of beneficiaries of the measures who continued working after the measure: The project baseline is 0 because the aforementioned activity has not been monitored according to the persons' Roma ethnicity.</p>	Continuously within the planned funds	State budget funds for CES, item: active employment policy
2.2.8 Informing possible candidates/members of the Roma national minority of the existence of the provision stipulating equality under equal conditions in employment by publishing and referring to the web pages of all state administration bodies in each job vacancy	<p><u>Implementing agency:</u> Ministry of Administration in cooperation with NAA</p>	<p>a) Number of persons declared as members of the Roma national minority in their application compared to the number of employed persons</p>	NAA job application and documentation; Human resources service records of NAA	<p>a) Number of Roma persons declared as members of the Roma national minority in their job application in 2012: 1 member of the Roma national minority (MoI)</p>	Continuously	State budget funds for operating expenses
2.2.9 During the implementation of each job vacancy competition, education of the members of the Commission for the Implementation of the Job Competition or an internal call for the selection of	<p><u>Implementing agency:</u> MoI</p>	<p>a) Number of founded appeals due to non-application of Article 22 of the Constitutional Act on Minority Rights</p>	Reports of the Commission for the Implementation of the Job Competition	<p>a) Number of implemented training sessions for the members of the Commission for the Implementation of the Job Competition in 2012: 1 training session for the Commission members</p>	Continuously	State budget funds for MoI employees

candidates, on the implementation of Article 22 of the Constitutional Act on Minority Rights						
2.2.10 Monitoring and analysis of the representation and employment of members of the Roma national minority in state administration bodies and administration bodies of L(R)SGU in accordance with the Constitutional Act on Minority Rights	<p><u>Implementing agency:</u> Ministry of Administration</p> <p><u>Participants in the implementation:</u> Ministry of Administration in cooperation with state administration offices in the counties, City Office for General Administration of the City of Zagreb, and L(R)SGU</p>	<p>a) Number of Roma persons employed in state administration bodies</p> <p>b) Number of Roma persons employed in the administration bodies of local units</p>	<p>Ministry of Administration records; date from the Register of Persons Employed in the Public Sector;</p> <p>2011 census;</p> <p>annual civil service vacancy plans;</p> <p>annual L(R)SGU administration vacancy plans</p>	<p>a) 2 members of the Roma national minority employed in NAA, professional services and offices of the Government of the Republic of Croatia on 31 December 2011</p> <p>b) 3 members of the Roma national minority employed in L(R)SGU administration on 31 December 2011</p>	<p>I-II quarter of 2013;</p> <p>I-II quarter of 2014;</p> <p>I-II quarter of 2015</p>	<p>State budget funds for operating expenses</p>

Specific aim 3: To increase the competitive strength and employment rate of Roma women;

Definition:

Activities intended for achieving this aim will focus on Roma women as a population which is severely discriminated against within the Roma community. A part of the efforts will be aimed at increasing the employability of Roma women through workshops on active job seeking adapted to the target group. More significant efforts will be aimed at supporting self-employment of Roma women and development of crafts, as well as opening specific credit lines for the micro-financing of crafts/undertakings owned and/or managed by Roma women.

Indicators:

- a) Roma women employment rate compared to the employment rate of women in the Republic of Croatia for the reporting period

Project baseline:

- a) From the CES records. In 2011, the employment for a total of 138 unemployed Roma women was co-financed within the National Employment Promotion Plan of 2011 and 2012 for 2011, in accordance with the National Roma Programme/Action Plan of the Decade of Roma Inclusion 2005-2015.

Sources and means of data collection:

- a) CES records

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
2.3.1 To create and implement workshops on active job seeking, intended for Roma women	<u>Implementing agency:</u> CES <u>Participants in the implementation:</u> CES regional offices, associations	a) Number of implemented workshops b) Number of Roma women involved in the workshops c) Number and percentage of beneficiaries of the measure who found employment and/or continued their education	CES records	a) In 2011, a total of 155 Roma women attended active job seeking workshops b) Number of Roma women included in the self-assessment workshops in 2011: The project baseline is 0 because the aforementioned activity has not been monitored according to the persons' Roma ethnicity.	Continuously	State budget funds for CES, item: operating expenses

		within 12 months				
2.3.2 To encourage and educate Roma women for the inclusion in women's entrepreneurship programmes and other programmes for women created by competent authorities	<i>Implementing agency:</i> GOHRRNM in cooperation with the competent NAA (including MLPS, MEC, Ministry of Entrepreneurship and Ministry of Agriculture)	a) Number and type of workshops b) Number of Roma women, beneficiaries of the measure c) Number of beneficiaries of the measure involved in entrepreneurship programmes and/or who were employed	GOHRRNM reports	a) Number and type of workshops in 2012: The project baseline is 0. b) Number of Roma women, beneficiaries of the measure, in 2012: The project baseline is 0 (new measure) c) Number of beneficiaries of the measure involved in entrepreneurship programmes and/or who were employed in 2012: The project baseline is 0 (new measure)	Continuously	State budget funds for operating expenses

Specific aim 4: To increase the competitive strength and employment rate of long-term unemployed members of the Roma national minority

Definition:

In order to achieve this aim, different training and education programmes for long-term unemployed Roma persons will be organised and implemented, and financial incentives will be provided to employers for their employment. Furthermore, public work programmes for long-term unemployed persons will be organised.

Indicators:

- a) Rate of employment of long-term unemployed members of the Roma community compared to the rate of employment of the total number of long-term unemployed persons, broken down by gender

Project baseline:

- a) CES records up to 31 December 2012: In 2012, the employment of 90 long-term unemployed Roma persons in total (more than 12 months in the register of unemployed persons) was co-financed within the National Employment Promotion Plan of 2011 and 2012 for 2011, in accordance with the National Roma Plan/Action Plan of the Decade of Roma Inclusion 2005-2015.

Sources and means of data collection:

- a) CES records

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
2.4.1 To identify and implement educational training programmes of long-term unemployed Roma persons	<u>Implementing agency:</u> CES <u>Participants in the implementation:</u> CES regional offices in cooperation with adult education institutions	a) Number of education programmes involving members of the Roma national minority b) Number of persons involved in professional education and training of long-term unemployed members of the Roma national minority c) Number of employed unemployed persons of the Roma national minority 6-12 months after the education	CES records	a) In 2012, there was a total of 6 education programmes involving Roma persons b) In 2012, a total of 5 long-term unemployed Roma persons were included in the education programmes c) The number of employed unemployed Roma persons 6-12 months after the education: The project baseline is 0 because the aforementioned activity has not been monitored until now	Continuously within the planned funds	State budget funds for CES, item: active employment policy
2.4.2 To provide financial incentives to employers hiring unemployed members of the Roma national minority	<u>Implementing agency:</u> CES <u>Participants in the implementation:</u> CES regional offices	a) Number of persons employed within the employment co-financing schemes	CES records	a) In 2012, a total of 10 Roma persons were employed within the employment co-financing scheme lasting for 24 months, out of which 1 woman	Continuously within the planned funds	State budget funds for CES, item: active employment policy
2.4.3 To organise public works programmes and involve long-term	<u>Implementing agency:</u> CES	a) Number of members of the Roma national minority included in	CES records	a) In 2012, a total of 633 Roma persons were employed within the Public Works measure, out	Continuously within the planned funds	State budget funds for CES, item: active

unemployed persons of Roma ethnicity	<i>Participants in the implementation:</i> CES regional offices	public works programmes b) Number and percentage of persons included in public works who were hired for a part-time or full-time job within 12 months after the measure		of which 88 long-term unemployed Roma persons b) Number and percentage of persons included in public works who were hired for a part-time or full-time job within 12 months after the measure in 2012: The project baseline is 0 because the aforementioned activity has not been monitored according to the persons' Roma ethnicity until now.		employment policy
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Specific aim 5: To increase the rate of formal self-employment of members of the Roma national minority

Definition:

This aim targets the promotion of and creating the conditions for self-employment of Roma persons. Interventions and measures necessary for the achievement of this aim will include education and counselling of Roma on self-employment and starting one's own business. Members of the Roma national minority will be encouraged to become involved in entrepreneurship programmes, rural development programmes and other programmes created by competent authorities. Targeted support programmes in the formalisation of self-employment and development of crafts will be created and implemented. Furthermore, the gross minimum wage will be co-financed as an incentive for any person starting self-employment in the first two years of business; credit lines for micro-financing with specially adapted conditions for micro and small enterprises/crafts traditionally operated by Roma persons will also be opened. More significant efforts will be aimed at the support of self-employment of Roma women through education on female entrepreneurship and inclusion in the existing female entrepreneurship programmes created by competent state administration bodies.

Indicators:

- a) Rate of employment of unemployed Roma persons through self-employment compared to the rate of formal employment of the majority population, broken down by gender

Project baseline:

- a) CES records up to 31 December 2012: In 2011, a total of 38 unemployed Roma persons were included in information workshops and group informing for self-employment, out of which 6 women. In 2012, a total of 43 unemployed Roma persons were included in information workshops and group informing for self-employment, out of which 7 women.

Data collection methods:

- a) CES records

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
2.5.1 To provide group informing on self-employment and counselling on starting a business	<p><i>Implementing agency:</i> CES</p> <p><i>Participants in the implementation:</i> CES regional offices, local development agencies</p>	<p>a) Number of persons involved in group informing</p> <p>b) Number of group informing sessions</p> <p>c) Number of counselling sessions on self-employment</p> <p>d) Number of unemployed Roma persons who created a</p>	CES records	<p>a) Number of persons involved in group informing in 2012: a total of 43 Roma persons, out of which 7 women</p> <p>b) Number of group informing sessions in 2012: a total of 40 group informing sessions on self-employment</p> <p>c) Number of counselling sessions on self-employment: The project baseline is 0 because the aforementioned activity has not been implemented until now</p> <p>d) Number of unemployed Roma persons who created a business plan: The project baseline is 0 because the</p>	Continuously	State budget funds for CES, item: operating expenses

		business plan		aforementioned activity has not been implemented until now		
2.5.2 To co-finance the gross minimum wage to self-employed persons in the first two years of business	<p><u>Implementing agency:</u> CES</p> <p><u>Participants in the implementation:</u> CES regional offices</p>	a) The number of self-employed persons of the Roma national minority in the self-employment co-financing measure, broken down by gender and age	CES records	a) In 2012, no Roma persons were included in the co-financed self-employment measure	Continuously within the planned funds	State budget funds for CES, item: active employment policy

Specific aim 6: To increase the motivation level of members of the Roma national minority for the inclusion in the labour market

Definition:

In order to achieve this specific aim, workshops adapted to members of the Roma national minority will be created in order to help them acquire active job seeking skills. Furthermore, various activities will be organised with the aim of promoting the existing employment measures and Roma self-employment through involvement of Roma associations in job fairs, visits to employers, promotion of employment measures etc.

Indicators:

- a) Number of "Preparation for the Employment of Roma" workshops held
- b) Number of workshops held through mobile job seeking clubs, organised within Roma settlements or in the premises of the local administration unit
- c) Number of Roma persons involved in the workshops

Project baseline:

- a) CES records until 31 December 2012: In 2012, a total of 393 unemployed Roma persons were involved in workshops for the acquisition of active job seeking skills, out of which 155 women.

Sources and means of data collection:

- a) CES records
- b) Surveys

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
2.6.1 To implement workshops for the acquisition of active job seeking skills of members of the Roma national minority	<u>Implementing agency:</u> CES <u>Participants in the implementation:</u> CES regional offices	a) Number of workshops b) Number of unemployed Roma persons involved in the workshops c) Number and percentage of Roma persons employed or involved in an active employment policy after the workshops after 6 and 12 months	CES records, along with records of other labour market participants	a) Number of workshops in 2012: The project baseline is 0 because the aforementioned activity has not been monitored. b) In 2012, a total of 262 persons were involved in active job seeking workshops, out of which 107 women. c) Number and percentage of Roma persons employed or involved in an active employment policy after the workshops after 6 and 12 months The project baseline is 0 because the aforementioned activity has not been monitored.	Continuously	State budget funds for CES, item: operating expenses
2.6.2 To organise promotional activities for the existing employment and self-employment measures for Roma persons (inclusion of Roma associations in job fairs, visits to employers, promotion of employment measures etc.)	<u>Implementing agency:</u> CES regional offices	a) Number of Roma associations and employers who participated in the promotional activities b) Number of promotional actions carried out c) Number of Roma	CES annual records	a) Number of Roma associations and employers who participated in the promotional activities in 2012: The project baseline is 0 because the aforementioned activity has not been monitored. b) Number of promotional actions carried out in 2012: The project baseline is 0 because the aforementioned activity has not	Continuously	State budget funds for CES, item: operating expenses

		persons employed by employers who participated in the promotional activities		been monitored. c) Number of Roma persons employed by employers who participated in the promotional activities in 2012: The project baseline is 0 because the aforementioned activity has not been monitored.		
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Specific aim 7: To strengthen the capacity of the Croatian Employment Service for working with members of the Roma national minority

Definition:

A research and analyses on the possibilities of employment of Roma persons will be carried out within the measures aimed at achieving this aim. Furthermore, various education sessions will be organised in order to sensitise employment counsellors who work with unemployed persons with difficulties in seeking employment.

Indicators:

- a) Number and type of CES services aimed at Roma persons: data not available

Sources and means of data collection:

- a) CES records

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
2.7.1 To organise education sessions for the purpose of sensitising employment counsellors for the issues of the employment of Roma	<u>Implementing agency:</u> CES <u>Participants in the implementation:</u> CES educators,	a) Number of education sessions for employment counsellors	CES data	a) Number of education sessions for employment counsellors: The project baseline is 0 (new measure) b) Number of employment	Continuously	State budget funds for CES, item: regular activities; additional funds

persons	associations	b) Number of employment counsellors involved in the education sessions		counsellors involved in the education sessions: The project baseline is 0 (new measure)		from EU funds
2.7.2 To implement research and analyses of the possibility of the employment of Roma persons	<u>Implementing agency:</u> CES	a) Number of research and analyses carried out b) Adaptation of work for unemployed Roma persons in accordance with the results of the analyses and research	CES data: from the survey of employers, routine work with unemployed Roma persons, visits to employers, CES statistics	a) Number of research and analyses carried out in 2012: The project baseline is 0 (new measure) b) Adaptation of work for unemployed Roma persons in accordance with the results of the analyses and research in 2012: The project baseline is 0 (new measure)	Continuously	State budget funds for CES, item: operating expenses; additional funds from EU funds

3. HEALTH CARE

General aim:

To improve the health care of the Roma population, as well as the quality and availability of health care.

Specific aims:

1. To increase the number of Roma covered by health insurance;
2. To increase the availability of health services to the Roma population, with special emphasis to elderly persons, disabled persons, persons with impairments, persons with special needs and mobile Roma groups;
3. To raise the Roma population's awareness of the responsibility for their own health;
4. To improve the protection of women's reproductive health, health of pregnant women and children, and to reduce the number of teenage pregnancies;
5. To sensitise employees in the health care system for working with the Roma population, and to improve the communication between the Roma population and general practitioners;
6. To decrease the morbidity from disease resulting from a low hygienic standard and vaccine-preventable diseases;
7. To reduce the spread of narcotic drugs abuse within the Roma population, with special emphasis on children and youth, and to raise awareness of the harmful effects of narcotic drugs.

Specific aim 1: To increase the number of Roma covered by health insurance;

Definition:

To establish mechanisms for systematic informing and encouraging of the Roma population to resolve their status questions, enabling them to exercise their rights to health insurance. In order to achieve this specific aim, it is necessary to ensure a systematic and harmonised action by different public administration bodies and services in order to achieve a synergistic effect.

Indicators:

- a) Rate of inclusion of a certain population in mandatory health insurance, by settlements, age and gender

Project baseline:

- b) Proportion of the Roma population coming into emergency rooms without a health card throughout the year: data not available

Sources:

- a) The 2011 census, which will determine the number of Roma inhabitants in each county
- b) Records of admission to hospital of persons who request health care in an emergency ward

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
3.1.1 To implement routine informing of Roma within the existing public administration bodies on exercising their rights to health care and the related status issues	<p><i>Implementing agency:</i> Ministry of Health</p> <p><i>Participants in the implementation:</i> Social care centres, CES, MoI/police, councils and representatives of the Roma national minority</p>	<p>a) Number and type of public administration bodies involved in the routine informing</p> <p>b) Number of Roma persons, by gender, who received information on exercising their rights to health care and the related status issues</p> <p>c) Number of persons who exercised their rights to health care, by age and gender.</p>	Records of public administration bodies; questionnaire	a) Number of Roma persons without health insurance in 2012 compared to the total number of the Roma population: The project baseline is 0 (new measure)	Continuously	State budget funds for operating expenses

3.2.1 To create an education programme for Roma mediators for the issue of health in Roma communities and for providing support in exercising the right to health care	<p><i>Implementing agency:</i> Ministry of Health</p> <p><i>Participants in the implementation:</i> CES, GOHRRNM, L(R)SGU, other state administration bodies and offices, councils and representatives of the Roma national minority, associations</p>	<p>a) Mediator education programme created</p> <p>b) Number of education sessions implemented</p> <p>c) Number of mediators who completed the education</p>	<p>Records of the competent institution indicating the number of issued certificates of completed education; reports on education sessions implemented/register of persons who attended the education programmes;</p> <p>Info-centre records on the number of mediators employed</p>	<p>a) Number of education programmes for Roma mediators in 2012: The project baseline is 0 (new measure)</p> <p>b) Number of Roma persons who finished the education programme: The project baseline is 0 (new measure)</p> <p>c) Number of Roma mediators: The project baseline is 0 (new measure)</p>	Until the end of 2015	<p>State budget funds for operating expenses,</p> <p>L(R)SGU budget funds</p> <p>additional funds from international funds and EU funds</p>
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Specific aim 2: To increase the availability of health services to the Roma population, with special emphasis to elderly persons, disabled persons, persons with impairments, persons with special needs and mobile Roma groups;

Definition:

To establish mechanisms which will enable the availability of health services to members of the Roma national minority, with special emphasis to marginalised and socially excluded groups through increased participation in the community. This specific aim is in accordance with Measure 11 of the National Health Development Strategy 2006-2011 that reads as follows: To ensure a high-quality joint approach of the health system, social care system and civil society system in the system of health care, prevention and special care of the health of marginalised groups in order to help the most sensitive part of the society.

Indicators:

- a) 100 % availability of health services to the Roma population, with special emphasis on elderly persons, disabled persons, persons with special needs, and mobile Roma groups until 2020 achieved

- b) Rate of availability of health services to the Roma population, by age, disability, impairments, special needs, broken down by age, sex and mobility

Project baseline:

- a) According to the UNDP, World Bank and DG REGIO survey in 2011, the proportion of Roma interviewees who had no access to health services when they needed them in the past 12 months was 36 %.

Sources and data collection methods:

- a) Surveys and research

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
3.2.1 To continuously implement visits of attending services in Roma settlements, and to increase the standard of the attending service	<u>Implementing agency:</u> Ministry of Health	a) Number of visits of attending services b) Number of persons who used the services of the attending services c) Number and type of services provided by the attending services	Work plan of attending nurses, and records on the scope of visits to Roma households	a) Number of Roma households in settlements: The project baseline is 0, data not available. b) Number of persons provided with attendant care in Roma settlements in 2012: The project baseline is 0, data not available. c) Number of services provided in Roma settlements in 2012: The project baseline is 0, data not available.	Continuously	State budget funds for operating expenses
3.2.2 To increase the availability of health services to the Roma population, and to encourage a greater inclusion of Roma persons in prevention	<u>Implementing agency:</u> Ministry of Health <u>Participants in the implementation:</u>	a) Number of mediators who completed additional education	Records of the relevant education institution indicating the number of issued certificates of completed education; Roma mediators'	a) Current number of Roma mediators: The project baseline is 0 (new measure) b) Number and type of activities and programmes implemented		State budget funds for operating expenses; L(R)SGU budget

<p>programmes of the health care through the actions of Roma mediators in Roma communities</p>	<p>CNIPH, county institutes of public health, Institute of Public Health of the City of Zagreb, councils and representatives of the Roma national minority, associations</p>	<p>b) Number and type of services provided</p> <p>c) Number of persons included in prevention programmes, broken down by age and gender</p> <p>d) Number of Roma persons who underwent a routine physical examination</p>	<p>work plan and written reports.</p>	<p>by the mediators in 2012: The project baseline is 0 (new measure)</p> <p>c) Number of Roma persons who underwent a routine physical examination in 2012: The project baseline is 0 (new measure)</p>		<p>funds</p> <p>additional funds from international funds and EU funds</p>
<p>3.2.3 To implement programmes that enable marginalised Roma communities access to health care services (transportation, assistants to elderly persons ("gerontohosts"), mobile teams, availability of drugs etc.)</p>	<p><i>Implementing agency:</i> Ministry of Health</p> <p><i>Participants in the implementation:</i> MSPY, CNIPH, L(R)SGU, councils and representatives of the Roma national minority, associations</p>	<p>a) Number and type of implemented programmes</p> <p>b) Number of persons who used the programmes, broken down by age and gender</p> <p>c) Number of persons and associations who provided the services</p>	<p>Reports of various involved services who implement the programmes in marginalised Roma communities</p>	<p>a) Number of programmes implemented in 2012: The project baseline is 0 (new measure)</p> <p>b) Number of persons involved in programmes in 2012: The project baseline is 0 (new measure)</p> <p>c) Number of persons who implemented the programmes/Number of associations that implemented the programmes in 2012: The project baseline is 0 (new measure)</p>	<p>Continuously</p>	<p>State budget funds for operating expenses;</p> <p>additional funds from international funds and EU funds</p>

Specific aim 3: To raise the Roma population's awareness of the responsibility for their own health

Definition:

To inform and educate members of the Roma population on the significance of responsible behaviour towards one's own life and means of disease prevention.

Indicators:

- a) Rate of morbidity by diseases caused by unhealthy lifestyles and/or due to untimely use of health services

Project baseline:

- a) Rate of morbidity by diseases caused by unhealthy lifestyles and/or due to untimely use of health services in 2012: data not available

Sources:

- a) CNIPH data

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
3.3.1 To design and implement education programmes and campaign (media shows, leaflets, printed materials, public discussion forums, lectures, workshops, playrooms) aimed at raising the Roma population's awareness of the responsibility of one's own health	<p><u>Implementing agency:</u></p> <p>Ministry of Health</p> <p><u>Participants in the implementation:</u></p> <p>County institutes of public health, offices of health, labour and social care in counties, City Office for Health and War Veterans of the City</p>	<p>a) Number and type of organised education programmes and campaigns</p> <p>b) Number and type of activities</p> <p>c) Number of regions</p>	<p>Reports of the Ministry of Health, written materials, verified campaigns, reports of the bodies and organisations that implemented the education activities</p>	<p>a) Number and type of programmes, campaigns and other activities organised and implemented in 2012: The project baseline is 0 (new measure)</p>	<p>Continuously</p>	<p>L(R)SGU budget funds</p> <p>additional funds from international funds and EU funds</p>

	of Zagreb, attendant staff, all primary health care activities, councils and representatives of the Roma national minority, associations	and target populations involved				
3.3.2 To implement the activities of educating the population in Roma settlements on the prevention of diseases, and healthy lifestyles	<p><i>Implementing agency:</i> Ministry of Health</p> <p><i>Participants in the implementation:</i> GOHRRNM, CNIPH, county institutes of public health and Institute of Public Health of the City of Zagreb, other state administration bodies and offices, L(R)SGU, councils and representatives of the Roma national minorities, associations</p>	<p>a) Number and type of education sessions implemented</p> <p>b) Number of persons, broken down by age and gender, involved in the education sessions</p> <p>c) Number of Roma persons who underwent a routine physical examination</p>	Reports of the Ministry of Health, written materials, verified campaigns, reports of the bodies and organisations that implemented the education activities	<p>a) Number and type of education sessions implemented in 2012 and the number of people, broken down by age and gender, who participated in such education sessions in 2021: The project baseline is 0 (new measure)</p> <p>b) Number of Roma persons who underwent a systematic physical examination in 2012: The project baseline is 0 (new measure)</p>	Continuously	<p>State budget funds for operating expenses;</p> <p>L(R)SGU budget funds</p> <p>additional funds from international funds and EU funds</p>
3.3.3 To support projects of the associations, aimed at raising awareness of disease prevention, healthy lifestyles and mental health protection	<p><i>Implementing agency:</i> Ministry of Health</p> <p><i>Participants in the implementation:</i> L(R)SGU, MSPY, GOHRRNM, councils</p>	<p>a) Number of projects funded</p> <p>b) Number of projects implemented and</p>	Records of support provided to associations, and reports on the projects and activities implemented	<p>a) Number of projects supported in 2012: The project baseline is 0 (new measure)</p> <p>b) Number of projects implemented and evaluated in 2012: The project baseline is 0</p>	Continuously	<p>State budget funds for operating expenses;</p> <p>Revenue from lottery;</p>

	and representatives of the Roma national minorities, associations	evaluated c) Impact the NGO projects had on the target population, measured after the implementation of the projects		(new measure)		L(R)SGU budget funds additional funds from international funds and EU funds
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Specific aim 4: To improve the protection of women's reproductive health, health of pregnant women and children, and to reduce the number of teenage pregnancies

Definition:

To inform and educate Roma women, as well as the wider Roma community, of reproductive health and health of pregnant women, and the risks related to teenage pregnancies. This aim is in accordance with Aim 1.5 to increase the quality and availability of health care for women and girls of the National Gender Equality Policy for the period 2011-2015.²

Indicators:

- a) Rate of morbidity in Roma women from reproductive system diseases and complications occurring during pregnancy and childbirth
- b) Rate of morbidity (prenatal, neonatal and postnatal) in children, broken down by ethnicity (number of child deaths per 1,000 newborns)

²National Gender Equality Policy for the period 2011 - 2015 Official Gazette No. 88/11 <<http://www.ured-ravnopravnost.hr/site/hr/nacionalni-dokumenti/politike-planovi-programi-strategije/nacionalna-politika-2011-2015.html>>

Project baseline:

- a) Rate of morbidity in Roma women from reproductive system diseases and complications occurring during pregnancy and childbirth in 2012: data not available
- b) Rate of morbidity (prenatal, neonatal and postnatal) in children, broken down by ethnicity (number of child deaths per 1,000 newborns) in 2012: data not available

Sources:

- a) CNIPH records
- b) Health institutions records

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
3.4.1 To organise programmes involving education and campaigns, educational and preventive programmes in Roma settlements, aimed at protecting the reproductive health of women, pregnant women and children	<p><u>Implementing agency:</u> Ministry of Health</p> <p><u>Participants in the implementation:</u> CNIPH, county institutes of public health and Institute of Public Health of the City of Zagreb, community health centres and health institutions, GOHRRNM, councils and representatives of the Roma national minorities, associations</p>	<p>a) Number and type of education sessions, campaign and preventive programmes organised</p> <p>b) Number of women, pregnant women and children involved in the programmes</p> <p>c) Mortality rate of infants according to the age of the mother and the main cause of death</p>	Records and reports of the Ministry of Health, institutes of public health, health institutions, attendant services, social care centres, info-centres, associations	<p>a) Number of programmes implemented in 2012: The project baseline is 0, data not available.</p> <p>b) Mortality rate of infants according to the age of the mother and the main cause of death in 2012: The project baseline is 0, data not available.</p> <p>c) Number of non-hospitalised births as a proportion in the total number of births, broken down by ethnicity in 2012: The project baseline is 0, data not available.</p> <p>d) Number of families/mothers within the Roma community</p>	Continuously	<p>Revenue from lottery;</p> <p>L(R)SGU budget funds</p> <p>additional funds from international funds and EU funds</p>

		<p>d) Number of non-hospitalised births as a proportion in the total number of births, broken down by ethnicity</p> <p>e) Number of families/mothers within the Roma community who refused primary health care for their children</p> <p>f) Percentage of children up to school age who are included in health care, broken down by ethnicity</p>		<p>who refused primary health care for their children in 2012: The project baseline is 0, data not available.</p> <p>e) Percentage of children up to school age who are included in health care, broken down by ethnicity in 2012: The project baseline is 0, data not available.</p>		
<p>3.4.2 To implement education sessions on family planning, venereal diseases and risks of teenage pregnancies</p>	<p><u>Implementing agency:</u> Ministry of Health</p> <p><u>Participants in the implementation:</u> CNIPH, county institutes of public health and Institute of Public Health of the City of Zagreb, community health centres and health</p>	<p>a) Number and types of education sessions</p> <p>b) Number of persons involved in education sessions, broken down by age and gender</p> <p>c) Number of teenage</p>	<p>Records and reports of the Ministry of Health, institutes of public health, health institutions, attendant services, social care centres, info-centres, associations</p>	<p>a) Rate of teenage pregnancies in the Roma population in 2012: The project baseline is 0, data not available.</p> <p>b) Number and type of education sessions in 2012: The project baseline is 0, data not available.</p> <p>c) Average number of children</p>	<p>Continuously until 2014</p>	<p>State budget funds for operating expenses;</p> <p>Revenue from lottery;</p> <p>L(R)SGU budget funds</p> <p>additional funds</p>

	institutions, GOHRRNM, L(R)SGU, councils and representatives of the Roma national minorities, associations	<p>pregnancies</p> <p>d) Average number of children per woman, broken down by ethnicity</p> <p>e) Birth rate in adolescents (number of birth per 1,000 women under 18), broken down by ethnicity</p> <p>f) Birth rate in girls (number of births per 1,000 girls under 15), broken down by ethnicity</p> <p>g) Frequency of venereal diseases, broken down by gender and ethnicity</p>		<p>per woman, broken down by ethnicity, in 2012: The project baseline is 0, data not available.</p> <p>d) Birth rate in adolescents (number of birth per 1,000 women under 18), broken down by ethnicity, in 2012: The project baseline is 0, data not available.</p> <p>e) Birth rate in girls (number of births per 1,000 girls under 15), broken down by ethnicity, in 2012: The project baseline is 0, data not available.</p> <p>f) Frequency of venereal diseases, broken down by gender and ethnicity, in 2012: The project baseline is 0, data not available.</p>		from international funds and EU funds
3.4.3 To implement programmes and projects aimed at organising specialist medical examinations for Roma women, including transportation for such	<p><u>Implementing agency:</u> Ministry of Health</p> <p><u>Participants in the</u></p>	<p>a) Number and type of implemented programmes</p> <p>b) Number of</p>	Records and reports of the Ministry of Health, institutes of public health, health institutions, attendant services, social care centres, info-centres,	a) Number and type of programmes and projects aimed at organising specialist medical examinations for Roma women and number of persons involved in 2012: The project baseline is 0, data not available.		<p>State budget funds for operating expenses;</p> <p>L(R)SGU budget funds</p>

purposes	<u>implementation:</u> CNIPH, county institutes of public health and Institute of Public Health of the City of Zagreb, other state bodies and offices, community health centres and health institutions, L(R)SGU, councils and representatives of the Roma national minorities, associations, mediators	examinations c) Number of persons involved in the programmes	associations			additional funds from international funds and EU funds
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Specific aim 5: To sensitise employees in the health care system for working with the Roma population, and to improve the communication between the Roma population and general practitioners;

Definition:

To educate and sensitise health workers for working with the Roma population in order to establish trust between the members of the Roma community and health workers, and to increase the number of Roma persons who have chosen their general practitioner.

Indicators:

- a) Percentage of members of the Roma community who are satisfied with the approach and attitude of health workers
- b) Satisfaction of members of the Roma community with the attitude of health workers towards them
- c) Percentage of members of the Roma community who have chosen their general practitioner, broken down by age and gender

Project baseline:

- a) Basal epidemiological study with a prospective survey in several counties simultaneously data not available

Sources:

a) Survey which would be repeated in the same area each year

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
3.5.1 To implement specific education sessions for health workers, especially in areas with a large number of Roma, and to encourage health workers to cooperate more intensively with the social service, especially in cases where there is possible abuse and neglect of children's health	<u>Implementing agency:</u> Ministry of Health <u>Participants in the implementation:</u> community health centres and health institutions, MSPY, social care centres, GOHRRNM	a) Number and type of education sessions implemented b) Number of health workers involved in education sessions c) Number of reported cases of abuse and neglect of children's health to the social service and competent authorities	Records of general practitioners and attendant services, records and reports of social care centres, records and reports of mediators	a) Number of specific education sessions for health workers in 2012: The project baseline is 0 (new measure) b) Number of reported cases of abuse and neglect of children's health in 2012: The project baseline is 0 (new measure)		State budget funds for operating expenses; L(R)SGU budget funds additional funds from international funds and EU funds
3.5.2 To implement analyses of the status of persons who have chosen their general practitioner in the Roma community	<u>Implementing agency:</u> Ministry of Health <u>Participants in the implementation:</u> CNIPH, CHIF, county institutes of public health and Institute of Public Health of the City of Zagreb, community health centres and health institutions, L(R)SGU,	a) Number and type of analyses implemented b) Number of reports of the analyses implemented c) Number of persons	Records of general practitioners and attendant services, records and reports of social care centres, records and reports of mediators	a) Analyses implemented: The project baseline is 0 (new measure) b) Number of Roma with health insurance who have chosen their general practitioner in 2012: The project baseline is 0 (new measure)		State budget funds for operating expenses; L(R)SGU budget funds additional funds from international funds and EU

	GOHRRNM, councils and representatives of the Roma national minorities, associations, mediators	with health insurance, whose health insurance status is recorded in the CPII's mandatory health insurance system, broken down by place of residence, or settlements				funds
3.5.3 To encourage Roma to choose their general practitioner and exercise their right to primary health care through the mediators and attendant service	<p><u>Implementing agency:</u> Ministry of Health</p> <p><u>Participants in the implementation:</u> Attendant service, community health centres and health institutions, mediators</p>	<p>a) Number of mediators involved in the activity</p> <p>b) Number of persons who have chosen their general practitioner after the encouragement of the mediators and attendant service, broken down by age and gender</p> <p>Number of persons with health insurance in CHIF who have freely chosen their general practitioner, paediatrician, gynaecologist and dentist</p>	Records and reports of mediators, records and reports of the attendant service, records	a) Number of persons who have chosen their general practitioner after the encouragement of the mediators or attendant service in 2012: The project baseline is 0 (new measure)		<p>State budget funds for operating expenses;</p> <p>L(R)SGU budget funds</p> <p>additional funds from international funds and EU funds</p>

Specific aim 6: To decrease the morbidity from disease resulting from a low hygienic standard and vaccine-preventable diseases

Definition:

To increase vaccination and to educate and inform the Roma population of hygienic habits, and to reduce the morbidity from diseases related to a low hygienic standard and vaccine-preventable diseases using a combination of measures that will ensure better hygienic conditions of living for the Roma population.

Indicators:

- a) Rate of morbidity from disease related to a low hygienic standard and vaccine-preventable diseases.

Project baseline:

- a) Indicators of bowel infestations and lice may be monitored, but this has to be implemented as a separate epidemiological investigation for each Roma community separately: data not available

Sources:

- a) Epidemiological investigation

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
3.6.1 To control the safety of drinking water in Roma settlements	<p><u>Implementing agency:</u> L(R)SGU, county institutes of public health</p> <p><u>Participants in the implementation:</u> Ministry of Health, county institutes of public health and Institute of Public Health of the City of Zagreb, L(R)SGU</p>	<p>a) Number of controls carried out</p> <p>b) Number of settlements in which the controls were carried out</p>	<p>Reports and/or records of L(R)SGU, records of county institutes of public health and Institute of Public Health of the City of Zagreb</p>	<p>a) Number of controls carried out in 2012: The project baseline is 0 (new measure)</p> <p>b) Number of settlements in which the controls were carried out in 2012: The project baseline is 0 (new measure)</p>	Continuously	<p>State budget funds for operating expenses;</p> <p>L(R)SGU budget funds</p>
3.6.2 To implement and increase the scope of	<p><u>Implementing agency:</u></p>	a) Scope of vaccination	Records of institutes	a) According to the 2011 World	Continuously	State budget

vaccination according to the mandatory vaccination programme, including mobile Roma groups	Ministry of Health <u>Participants in the implementation:</u> CNIPH, county institutes of public health and Institute of Public Health of the City of Zagreb, councils and representatives of the Roma national minority, associations, mediators	of Roma children	for public health and general practitioners, mediators' reports	Bank and DG REGIO survey, the proportion of children aged 0-6 or 6 who have been vaccinated in the total number of children of those age groups was - 96.6 % for 0-6 years of age (97.01 % boys and 96.25 % girls); 96.46 % for 6 years of age (98.15 % boys and 94.92 % girls)		funds for operating expenses; L(R)SGU budget funds additional funds from international funds and EU funds
3.6.3 To implement the DDD preventive measures (disinfection, disinsection, deratization)	<u>Implementing agency:</u> Ministry of Health <u>Participants in the implementation:</u> Authorised DDD institutions, CNIPH, county institutes of public health and Institute of Public Health of the City of Zagreb, LSGU	a) Number of deratization, depediculations and disinsections carried out in Roma settlements	Reports and records of the authorised DDD institutions, LSGU reports	a) Number of DDD measures carried out in Roma settlements in 2012: The project baseline is 0, data not available	Continuously	L(R)SGU budget funds
3.6.4 To implement education and informing sessions on hygiene habits	<u>Implementing agency:</u> Ministry of Health <u>Participants in the implementation:</u> CNIPH, county institutes of public health and Institute of Public Health of the City of Zagreb, community health	a) Number and type of education sessions and informing services b) Number of persons educated, broken down by age, gender and ethnicity		a) Number and type of education sessions implemented in 2012, and number of persons involved in the education programmes, broken down by age, sex and ethnicity: The project baseline is 0 (new measure)	Continuously	State budget funds for operating expenses; L(R)SGU budget funds additional funds from international

	centres, councils and representatives of the Roma national minority, associations, mediators					funds and EU funds
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Specific aim 7: To reduce the spread of narcotic drugs abuse within the Roma population, with special emphasis on children and youth, and to raise awareness of the harmful effects of narcotic drugs

Definition:

To raise awareness of the harmful effects of narcotic drugs in the Roma population, parents and children by informing and educating them. This specific aim is in accordance with the priorities and goals of the National Addiction Prevention Programme for Children and Youth in the Education system, and Children and Youth in the Social Care System for the Period 2010-2014, as well as National Strategy for Combating Narcotic Drugs Abuse in the Republic of Croatia for 2012-2017, and Action Plan for Combating Narcotic Drugs Abuse for 2012-2014.

Indicators:

- a) Rate of narcotic drugs abuse in the Roma population, children and youth
- b) Raised the Roma population's awareness (especially of children and youth) of the harmful effects of narcotic drugs abuse

Project baseline:

- a) Estimations of the rate of narcotic drugs abuse in the Roma population data not available

Sources:

- a) Official registries
- b) Report analyses
- c) Pilot study

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
3.7.1 To carry out research on the spread of narcotic drugs abuse in the Roma	<u>Implementing agency:</u> Ministry of Health	a) Number and type of research on the spread of narcotic drugs abuse in	Reports on the implementation of the Action Plan for the	a) Number of studies carried out up until now: The project baseline is 0 (new measure)	Continuously	State budget funds for operating

<p>population, with special emphasis on children and youth</p>	<p><i>Participants in the implementation:</i> MSPY, CNIPH, county institutes of public health and Institute of Public Health of the City of Zagreb, Office for Combating Narcotic Drugs Abuse, other state bodies and offices, L(R)SGU, associations</p>	<p>the Roma population</p> <p>b) Number of persons included in the research, broken down by age and gender</p>	<p>Implementation of the National Roma Inclusion Strategy by the competent authorities</p>			<p>expenses; L(R)SGU budget funds additional funds from international funds and EU funds</p>
<p>3.7.2 To include members of the Roma national minority in national campaigns aimed at raising awareness of the harmful effects of narcotic drugs abuse</p>	<p><i>Implementing agency:</i> Ministry of Health</p> <p><i>Participants in the implementation:</i> Office for Combating Narcotic Drugs Abuse in cooperation with the competent NAA, CNIPH, county institutes of public health and Institute of Public Health of the City of Zagreb, other state bodies and offices, L(R)SGU, councils and representatives of the Roma national minority, associations, educational institutions, county committees for combating narcotic drugs abuse and prevention of addiction, services for</p>	<p>a) Number of campaigns carried out</p> <p>b) Number and type of printed materials, number and type of educational and promotional materials, number and type of education sessions, number and type of radio and television shows, number and type of public demonstrations and other promotional activities aimed at the Roma population</p> <p>c) Addiction occurrence rate within the Roma population in Roma</p>	<p>Records and reports of bodies and organisations implementing the campaigns, reports on the implementation of the Action Plan for the Implementation of the National Roma Inclusion Strategy by the competent authorities</p>	<p>a) Number of campaigns organised in 2012: The project baseline is 0 (new measure)</p>	<p>2015</p>	<p>State budget funds for operating expenses; Revenue from lottery; L(R)SGU budget funds additional funds from international funds and EU funds</p>

	the protection of mental health, prevention and outpatient treatment of addiction	communities, broken down by age, gender and type of addiction				
3.7.3 To implement education sessions for children, youth and their parents on the harmful effects of narcotic drugs and harmful social and health effects of addiction	<p><u>Implementing agency:</u> Ministry of Health</p> <p><u>Participants in the implementation:</u> Office for Combating Narcotic Drugs Abuse in cooperation with the competent NAA, CNIPH, county institutes of public health and Institute of Public Health of the City of Zagreb, other state bodies and offices, L(R)SGU, councils and representatives of the Roma national minority, associations, prevention councils</p>	<p>a) Number and type of education sessions implemented</p> <p>b) Number of persons involved in the education sessions, broken down by age and gender</p> <p>c) Rate of narcotic drugs abuse in Roma communities, broken down by type, age and gender</p>	Reports of the Ministry of Health, Office for Combating Narcotic Drugs Abuse, and other bodies and organisations that educate the public on the harmful effects of narcotic drugs; reports on the implementation of the Action Plan for the Implementation of the National Roma Inclusion Strategy by the competent authorities	<p>a) Number and type of education sessions, and number of persons involved, broken down by age and gender, in 2012: The project baseline is 0 (new measure)</p> <p>b) Rate of narcotic drugs abuse in Roma communities, broken down by type, age and gender, in 2012: The project baseline is 0 (new measure)</p>	Continuously	<p>State budget funds for operating expenses;</p> <p>Revenue from lottery;</p> <p>L(R)SGU budget funds</p> <p>additional funds from international funds and EU funds</p>
3.7.4 To encourage and support projects by NGOs dealing with the prevention of addiction	<p><u>Implementing agency:</u> Ministry of Health</p> <p><u>Participants in the implementation:</u> Office for Combating Narcotic Drugs Abuse in</p>	<p>a) Number of projects supported</p> <p>b) Number of projects implemented and</p>	Records on the support provided by NGOs, and reports on the projects and activities implemented; reports on the	a) Number of projects supported, and number of implemented and evaluated projects aimed at the prevention of addiction in Roma communities in 2012: The project baseline is 0 (new measure)	Continuously	<p>State budget funds for operating expenses;</p> <p>Revenue from</p>

	<p>cooperation with the competent NAA, CNIPH, county institutes of public health and Institute of Public Health of the City of Zagreb</p> <p>other state bodies and offices, L(R)SGU, councils and representatives of the Roma national minority, associations, prevention councils</p>	<p>evaluated</p> <p>c) Addiction reduction rate in communities after targeted projects by NGOs</p> <p>d) Effects the NGO projects had on the target population, measured after the implementation of the project</p>	<p>implementation of the Action Plan for the Implementation of the National Roma Inclusion Strategy by the competent authorities</p>			<p>lottery;</p> <p>L(R)SGU budget funds</p> <p>additional funds from international funds and EU funds</p>
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4. SOCIAL CARE

General aim:

To reduce poverty in the Roma population and to improve the quality of social services and services in the community.

Specific aims:

1. To increase the quality, availability and timeliness of social services and services in the community, with special emphasis on women, children, youth, elderly persons and disabled persons;
2. To increase the quality of life within Roma families, with special emphasis on the rights and welfare of children and youth;
3. To empower the local Roma community for recognising the risk of exposure to human trafficking, sexual abuse and other types of violence, with special emphasis on women and children.

Specific aim 1: To increase the quality, availability and timeliness of social services and services in the community, with special emphasis on women, children, youth, elderly persons and disabled persons

Definition:

In order to achieve this aim, it is necessary to strengthen the capacities of the existing services, social care centres and family centres so that they can provide social services to the Roma population in settlements inhabited by Roma, as well as marginalised Roma settlements, and to encourage and empower Roma persons to exercise their rights. It is also necessary to form mobile teams consisting of experts, as well as educated and trained Roma mediators, in order to provide social services in Roma settlements daily. This aim is in accordance with the priorities and measures of the Social Care Development Strategy in the Republic of Croatia 2011-2016, especially with Chapter 4.6. Changes in social care centres (institutes for social care in counties).

Indicators:

- a) Proportion of interviewees who expressed their satisfaction with the services provided

- b) Proportion of population of the Roma communities to whom social care is available and timely
- c) Number of complaints submitted by members of the Roma national minority to ombudspersons or teams for legal aid

Project baseline:

- a) The current quality of services offered and beneficiaries' satisfaction with the services offered: data not available.
- b) Number of complaints submitted by members of the Roma national minority to ombudspersons or teams for legal aid in 2012: data not available.

Sources:

- a) Surveys
- b) Studies
- c) Reports of social workers

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
4.1.1 To increase the number of employees in social care centres and/or family centres in areas with a large Roma population.	<u>Implementing agency:</u> MSPY	a) Number of newly employed professionals in 6 social care centres with the greatest proportion of Roma population, and family centres b) Number of beneficiaries allocated to one professional for care in 6 social care centres with the greatest proportion of Roma	Employee records in social care centres and family centres, records of beneficiaries in social care centres and family centres	a) Current number of employed professionals in 6 social care centres with the greatest proportion of Roma population, and family centres Project baseline: CZSS Čakovec with its subsidiaries employs a total of 30 professionals. The number of beneficiaries in the Centre and its subsidiaries is 16,623. Out of 10,000 beneficiaries of CZSS Čakovec - 6,000 are Roma, and 5,100 are welfare beneficiaries CZSS Beli Manastir employs	Continuously	State budget funds for operating expenses

		population		<p>15 professionals and has 12,109 beneficiaries.</p> <p>CZSS Đurđevac employs 10 professionals and has 3,136 beneficiaries. CZSS Rijeka employs a total of 53.5 professionals and has 16,352 beneficiaries.</p> <p>CZSS Sisak employs 22 professionals and has 7,289 beneficiaries. CZSS Slavonski Brod employs 26 professionals and has 9,500 beneficiaries.</p> <p>b) The current number of beneficiaries per one professional</p> <p>CZSS Čakovec (with its subsidiaries) 564 beneficiaries per 1 professional</p> <p>CZSS Beli Manastir 807 beneficiaries per 1 professional.</p> <p>CZSS Đurđevac 313 beneficiaries per 1 professional</p> <p>CZSS Rijeka 305 beneficiaries per 1 professional</p> <p>CZSS Sisak 331 beneficiaries per 1 professional</p>		
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				<p>CZSS Slavonski Brod 365 beneficiaries per 1 professional</p> <p>Family Centre of Varaždin County was founded and employs a director and 4 professionals</p> <p>Family Centre of Međimurje County was established in Čakovec³.</p>		
4.1.2 To sensitise and educate social workers so that they can provide better services and social mentorship	<p><i>Implementing agency:</i> MSPY</p> <p><i>Participants in the implementation:</i> Social care centres, family centres</p>	<p>a) Number of social workers trained for social mentorship</p> <p>b) Number and type of training sessions</p> <p>c) Total number of mentored persons</p> <p>d) Number of mentored Roma persons, by age and gender</p> <p>e) Number and type of</p>	<p>Reports on training sessions implemented, reports and records of social care centres</p>	<p>a) Number of social workers trained - 68 social workers in 2011</p> <p>b) One (1) training session for social mentorship was implemented in 2011 - through three modules</p> <p>c) Number of persons mentored in 2011 - 52</p> <p>d) Total number of Roma persons provided with social mentorship services in 2011 - five (5)</p>	Continuously	State budget funds for operating expenses

³ It currently employs a director, and activities are underway to ensure that it begins operating as soon as possible.

		publications published		e) Number and type of publications published in 2011 - one (1) social mentorship handbook was published		
4.1.3 To educate Roma mediators as a support to the availability of social care in the Roma population and other activities which will serve to ensure a better coordination between social care centres and the Roma population	<p><u>Implementing agency:</u> MSPY</p> <p><u>Participants in the implementation:</u> L(R)SGU, councils and representatives of the Roma national minority, associations</p>	<p>a) Number of mediators (by gender) who completed additional training</p> <p>b) Number and type of services provided</p> <p>c) Number of Roma persons who used the services of mediators, broken down by age, gender and ethnicity</p> <p>d) Proportion of the Roma population involved in social programmes through mediators, broken down by age and gender, compared to the total number of Roma persons who are beneficiaries of</p>	<p>Records of educational institutions on the training of Roma mediators, reports of Roma mediators;</p> <p>Reports of social care centres</p>	<p>a) Number of mediators (by gender) who completed additional training in 2012: The project baseline is 0 (new measure)</p> <p>b) Number and type of services provided in 2012: The project baseline is 0 (new measure)</p> <p>c) Number of Roma persons who used mediator services, broken down by age, gender and ethnicity, in 2012: The project baseline is 0 (new measure)</p> <p>d) Proportion of the Roma population involved in social programmes through mediators, broken down by age and gender, compared to the total number of Roma persons who are beneficiaries of social</p>	Until the end of 2015	<p>State budget funds for operating expenses</p> <p>L(R)SGU budget funds;</p> <p>additional funds from international and EU funds</p>

		social programmes		programmes: The project baseline is 0 (new measure)		
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Specific aim 2: To increase the quality of life within Roma families, with special emphasis on the rights and welfare of children and youth

Definition:

To raise awareness, educate and empower members of the Roma population, families and youth for a higher-quality life within families, and better child care and quality parenthood. The measures aimed at achieving this specific aim are targeted at important segments of the family life and child care; they involve cooperation between the competent authorities and organisations through individual or joint activities in order to achieve a permanent positive effect through synergistic action. This aim is in accordance with the Social Care Development Strategy in the Republic of Croatia, Chapter 4.7.3. Development of services intended for families

Indicators:

- a) The proportion of families with an increased quality of life compared to the quality of life measured at the beginning (e.g. in 2012) - evaluation of the outcome

Project baseline:

- a) The quality of life at the beginning was measured using a specific survey for the measurement of this construct; data from the research of the "Ivo Pilar" Institute: "The life of the Croatian Roma": data not available.
- b) Data from social care centres - indicators of the quality of life: data not available.

Sources:

- a) Surveys
- b) Research
- c) Data and records of MSPY, MoSES, CES, Ombudsperson for Children

Measure	Implementing agency/ Participants in the	Indicator of results	Data sources and collection	Project baseline	Deadline	Funds
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	implementation		methods			
4.2.1 To provide aid and support to Roma families regarding issues in their family relations and/or marriage, and the resolution of crisis situations in the family with special emphasis on combating and the prevention of violence in the family	<p><u>Implementing agency:</u> MSPY</p> <p><u>Participants in the implementation:</u> Social care centres, MoI/police, family centres, associations</p>	<p>a) Number and type of services and support provided</p> <p>b) Number of Roma families that received support</p>	<p>Reports and records of social care centres, family centres, MoI, mediators, associations</p>	<p>a) Number and type of services and support provided in 2012: The project baseline is 0 (new measure)</p> <p>b) Number of Roma families that received support in 2012: The project baseline is 0 (new measure)</p>	Continuously	<p>State budget funds for operating expenses</p> <p>Funds intended for associations, and lottery funds;</p> <p>L(R)SGU budget funds;</p> <p>additional funds from international and EU funds</p>
4.2.2 Empowering Roma family for good and responsible parenthood, including raising awareness of the Roma population regarding teenage marriages and money management	<p><u>Implementing agency:</u> MSPY</p> <p><u>Participants in the implementation:</u> Social care centres, family centres, associations, community health centres and health institutions, educational institutions, councils and representatives of the Roma national minority</p>	<p>a) Number and type of services provided</p> <p>b) Number of Roma families educated in a responsible parenthood programme or family empowerment programme</p> <p>c) Number of teenage marriages</p> <p>d) Recorded changes in</p>	<p>Reports and records of social care centres, family centres, mediators, associations</p>	<p>a) Number and type of family empowerment services for responsible parenthood and raising awareness of the issues of teenage marriages in 2012: The project baseline is 0 (new measure)</p> <p>b) Number of families involved in responsible parenthood programmes or programmes aimed at the empowerment of families in 2012: The project baseline is 0 (new measure)</p> <p>c) Number of teenage marriages: The project baseline</p>	Continuously	<p>State budget funds for operating expenses</p> <p>Funds intended for associations, and lottery funds;</p> <p>L(R)SGU funds; additional funds from international and EU funds</p>

		behaviour within the families educated in empowerment programmes/number of families in which changes were noted		is 0 (new measure) d) Recorded models of behaviour in families related to child care, parenthood, teenage marriages: The project baseline is 0 (new measure)		
4.2.3 Empowerment and support to biological families with the aim of preventing the separation of children from those families	<p><u>Implementing agency:</u> Social care centres, children's homes</p> <p><u>Participants in the implementation:</u> Family centres, associations</p>	<p>a) Number and type of services provided</p> <p>b) Number of Roma families that received support</p> <p>c) Number of Roma children separated from their families, broken down by age, gender and ethnicity</p> <p>d) Existence and contents of individual plans including an assessment and monitoring of family resources, and satisfaction of the beneficiaries with their social workers.</p>	Records and plans of social care centres, family centres, reports of associations	<p>a) Number and type of support provided in 2012: The project baseline is 0 (new measure)</p> <p>b) Number of Roma families provided with support in 2012: The project baseline is 0 (new measure)</p> <p>c) Number of Roma children separated from their families, broken down by age, gender and ethnicity in 2012: The project baseline is 0 (new measure)</p> <p>d) Status and contents of individual plans in 2012 and results of the monitoring of the satisfaction of the beneficiaries with their social workers. The project baseline is 0 (new measure)</p>	Continuously	<p>State budget funds for operating expenses</p> <p>Funds intended for associations, and lottery funds;</p> <p>L(R)SGU budget funds;</p> <p>additional funds from international and EU funds</p>
4.2.4 To encourage the development of foster care and adoption of Roma	<u>Implementing agency:</u>	a) Number of families who adopted and provided foster homes	MSPY reports, records and reports of social care centres,	a) Number of Roma children without the appropriate parental care who received care in Roma	Continuously	State budget funds for operating

<p>children lacking the appropriate parental care, especially in Roma families</p>	<p>MSPY, social care centres</p> <p><i>Participants in the implementation:</i> Family centres</p>	<p>(Roma and non-Roma)</p> <p>b) Number of children in foster homes and adopted children (by age and gender)</p> <p>c) Number of Roma families involved in education for placement families</p> <p>d) Number of projects intended for encouraging the development of foster care</p>	<p>foster care and adoption registries</p>	<p>foster homes in 2012: The project baseline is 0 (new measure)</p> <p>b) Number of Roma families involved in education programmes for foster parents in 2012: Međimurje County - education sessions for foster parents are carried out once in three months, or four times a year, with at least 1 Roma family participating, or at least 4 Roma families each year</p>		<p>expenses</p>
<p>4.2.5 To implement programmes and activities for the improvement of social skills of children and youth with the aim of preventing behavioural problems</p>	<p><i>Implementing agency:</i> MSPY</p> <p><i>Participants in the implementation:</i> MoI, family centres, social care centres, educational institutions, prevention councils, associations</p>	<p>a) Number of Roma children using some of the forms of aid or measures provided in the Social Care Act, broken down by age, gender and ethnicity</p> <p>b) Number of children and youth who completed the</p>	<p>Records and reports of MSPY, MoI, family centres, social care centres, educational institutions, associations</p>	<p>a) Number of children and youth who completed the programmes and activities for the improvement of social skills, broken down by age, gender and ethnicity, in 2012: The project baseline is 0 (new measure)</p> <p>b) Number and types of programmes and activities in 2012: The project baseline is 0 (new measure)</p>	<p>Continuously</p>	<p>State budget funds for operating expenses</p> <p>Funds intended for associations, and lottery funds;</p> <p>L(R)SGU budget funds;</p> <p>additional funds from international</p>

		programmes and activities for the improvement of social skills, broken down by age, gender and ethnicity		c) Number of Roma children using some of the forms of aid or measures provided in the Social Care Act, broken down by age, gender and ethnicity: The project baseline is 0 (new measure)		and EU funds
		c) Number and types of programmes and activities				

Specific aim 3: To empower the local Roma community for recognising the risk of exposure to human trafficking, sexual abuse and other types of violence, with special emphasis on women and children

Definition:

In order to minimise the risks from exposure of the Roma population, especially women and children as the most vulnerable groups, to human trafficking, sexual abuse and other types of violence, it is necessary to work systematically on raising awareness, education, informing, and empowering of members of the Roma community, particularly women and children, of the potential risks of the exposure to these occurrences, as well as the existing mechanisms of protection.

Indicators:

- a) The proportion of the Roma population, women and children acquainted with instances of human trafficking, sexual abuse and other types of violence, and with the mechanisms of protection, compared to the project baseline

Project baseline:

- a) The proportion of the Roma population, women and children acquainted with instances of human trafficking, sexual abuse and other types of violence, and with the mechanisms of protection: data not available.

Sources:

- a) Surveys in Roma settlements

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
4.3.1 The implementation of the survey in Roma communities to be used as a source of data	<p><u>Implementing agency:</u> Gender Equality Ombudsperson</p> <p><u>Participants in the implementation:</u> Associations</p>	a) Research of the Gender Equality Ombudsperson, and the inclusion of the results in the 2014 Report	Report of the Gender Equality Ombudsperson	<p>In her 2011 Report, the Gender Equality Ombudsperson published a research on Roma women as beneficiaries of the right to free legal aid.</p> <p>The conclusion of the research was that the average Roma woman seeking free legal aid is a person with no income, or very little chance of acquiring income and providing for herself, but also for other members of her family, is middle-aged to elderly, while men are comparatively more educated, and have greater chances of finding a job as such, therefore connecting the nature of the issues for which they seek free legal aid to that fact in most cases.</p> <p>Most of the interviewees assessed the quality of the free legal aid as bad, persons employed in state administration offices as uninterested in helping them, and persons employed in NGOs partially interested, while they saw forms</p>	2015	State budget funds for operating expenses

				as unintelligible and overly complex, suggesting that they should be simpler.		
4.3.2 To design and implement education programmes for informing the Roma population, with special emphasis on women, of the dangers related to human trafficking and sexual abuse, and of the means of protection	<p><u>Implementing agency:</u> GOHRRNM</p> <p><u>Participants in the implementation:</u> Social care centres, MoI, educational institutions, health institutions, councils and representatives of the Roma national minority, associations</p>	<p>a) Number and types of programmes and training sessions</p> <p>b) Number of persons involved in the programmes and training sessions</p>	GOHRRNM reports; reports of associations	<p>a) Number and types of programmes and training sessions in 2012: The project baseline is 0 (new measure)</p> <p>b) Number of persons involved in programmes and training sessions in 2012: The project baseline is 0 (new measure)</p>	Continuously	<p>Funds intended for associations, and lottery funds;</p> <p>State budget funds for operating expenses</p> <p>L(R)SGU budget funds;</p> <p>additional funds from international and EU funds</p>
4.3.3 To design and implement educational programmes for informing the Roma community, with special emphasis on women, on issues related to different forms of discrimination and violence against women	<p><u>Implementing agency:</u> GOHRRNM</p> <p><u>Participants in the implementation:</u> Gender Equality Ombudsperson, family centres, social care centres, MoI, educational institutions, health institutions, councils and representatives of the Roma national minority,</p>	<p>a) Number and types of programmes and training sessions</p> <p>b) Number of persons involved in the programmes and training sessions</p>	<p>Reports of the Office for Gender Equality of the Government of the Republic of Croatia;</p> <p>reports of the Gender Equality Ombudsperson</p> <p>reports of county committees for gender equality;</p>	<p>a) Number and types of programmes and training sessions in 2012: The project baseline is 0 (new measure)</p> <p>b) Number of persons involved in programmes and training sessions in 2012: The project baseline is 0 (new measure)</p>	Continuously	<p>Funds intended for associations, and lottery funds;</p> <p>State budget funds for operating expenses</p> <p>L(R)SGU budget funds</p> <p>additional funds from international</p>

	associations		Reports of associations			and EU funds
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5. PHYSICAL PLANNING, HOUSING AND ENVIRONMENTAL PROTECTION

General aim:

To improve the housing quality of the Roma population.

5.1 PHYSICAL PLANNING

Specific aims:

1. To ensure the physical planning documentation for Roma settlements in order to create the conditions for the improvement of the Roma housing;
2. To furnish housing and improve the quality of living in legalised Roma settlements;
3. To resolve property disputes in Roma settlements.

Specific aim 1: To ensure the physical planning documentation for Roma settlements in order to create the conditions for the improvement of the Roma housing;

Definition:

This aim will be achieved by creating, updating and implementing county programmes consisting of activities and measures for the improvement of the status of the space and the environment inhabited by Roma people. The aims set out will be achieved by using the existing documentation, which needs to be updated/adapted where appropriate.

Indicators:

- a) Number of settlements legalised so that they are in accordance with the physical plans

Project baseline:

- a) Number of settlements legalised so that they are in accordance with the physical plans in 2012 In accordance with the obligations stipulated in MCPP (Ministry of Construction and Physical Planning) of the State Budget of the Republic of Croatia, activity A 576199 Physical Planning of Areas Inhabited by Roma People, funds for the support to LSGUs in the creation of physical plans for locations inhabited by Roma persons are provided. From 2004 to 2012, 25 physical plans were created in 16 LSGUs in 5 counties for 17 locations inhabited by Roma people, and the necessary physical planning prerequisites were created for follow-up activities necessary for the legalisation of illegally constructed buildings, as well as furnishing of those locations.

Sources:

- a) Available data of CBS and from the research carried out (county programmes)

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
5.1.1.1 Creation, updating and implementation of county programmes consisting of activities and measures for the improvement of the space and environment on locations inhabited by Roma people. The aims set out will be achieved by using the existing documentation, which needs to be updated/adapted where appropriate	<p><u>Implementing agency:</u> County institutes - counties (the programmes are adopted by the counties and created by county institutes for physical planning)</p> <p><u>Participants in the implementation:</u> LSGUs, county councils, representatives of Roma councils and associations</p>	a) Implementation of the programmes of the units	Available data of CBS	Out of 14 county programmes, 13 county programmes have been created and adopted; Primorje-Gorski Kotar County has created its programme, but it has not yet been adopted in a plenary session of the County Assembly	Where necessary	L(R)SGU budget funds

Specific aim 2: To furnish housing and improve the quality of living in legalised Roma settlements

Definition:

This aim will be achieved by creating and, where necessary, amending the existing physical plans of local self-government units for locations inhabited by Roma people, as a physical planning prerequisite for the integration of their buildings into spatial and functional systems of the existing settlements. The status of the locations inhabited by Roma people will also be continuously monitored by local and regional self-government units and the Ministry

of Construction and Physical Planning. In this way, the aims of physical planning prerequisites for the legalisation, furnishing and improving of the housing standards in areas inhabited by Roma people will be achieved.

Indicators:

- a) Number of applications for construction permits or legalisations of Roma buildings rejected due to the impossibility of incorporating them into the existing physical plans.

Project baseline:

- a) Number of applications for construction permits or legalisations of Roma buildings rejected in 2012: data not available.

Sources:

Records, county programmes (counties), Office for Physical Planning of the City of Zagreb, local self-government units

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
5.1.2.1 Creation and, where necessary, amendments of the existing physical plans of LSGUs for locations inhabited by Roma people, as the physical planning prerequisite for the incorporation of their buildings into spatial and functional systems of the existing settlements	<i>Implementing agency:</i> local self-government units <i>Participants in the implementation:</i> MCPD (co-financing of the creation of physical plans)	a) Number of physical plans for locations inhabited by Roma people b) Existence of a plan and its feasibility, i.e. possibility of issuing construction documents	Available data of CBS and from the research carried out (county programme)	To date, a total of 25 physical plans have been created and adopted for 17 locations in 16 local self-government units in 13 counties for locations inhabited by Roma people	Continuously and where necessary	LSGU budget funds; State budget funds for operating expenses
5.1.2.2 To provide connections to the main water supply in Roma settlements where there is none	<i>Implementing agency:</i> L(R)SGU	a) Number of Roma settlements connected to the main water supply b) Number of households	Data indicating the number of Roma settlements with the possibility of being connected to the main water supply, and the number of connected	a) Number of Roma settlements connected to the supply of healthy drinkable water: The project baseline is 0 (new measure)	Continuously	L(R)SGU budget funds

		connected to the main water supply	households from the records of public water companies and L(R)SGU	b) Number of households connected to the main water supply in 2012: The project baseline is 0 (new measure)		
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Specific aim 3: To resolve property disputes in Roma settlements

Definition:

The Act on Dealing with Illegally Constructed Buildings (Official Gazette No. 86/12) enables all unauthorised constructors or owners of illegal buildings, including Roma persons, to subsequently legalise the buildings constructed without the required document authorising construction by initiating the procedure of subsequent legalisation or obtaining a decision on the as-built status by the competent administrative authority. The resolution of property relations must involve local self-government units, the State Attorney's Office, Ministry of Justice, and Government Asset Management Agency (GAMA).

Indicators:

- a) Proportion of settlements/plots/houses with a resolved property status

Project baseline:

- a) Proportion of settlements/plots/houses with a resolved property status: data not available.

Sources:

- a) Records of the Ministry of Justice, L(R)SGU, State Attorney's Office, GAMA

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
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<p>5.1.3.1 To encourage the resolution of property relations in Roma settlements by means of a cooperation between the competent authorities</p>	<p><i>Implementing agency:</i> Local self-government units, county administrative departments, the City of Zagreb, large cities (administrative department that issue location permits, decisions on construction conditions, main design approval, construction decisions, as-is built status decisions)</p> <p><i>Participants in the implementation:</i> GAMA</p>	<p>a) Number of as-is built status decisions (legalisation documents)</p> <p>b) Number of construction documents issued</p> <p>c) Reduction in the number of cases in which construction documents cannot be issued due to unresolved property relations</p> <p>d) Number of applications submitted</p>	<p>Reports of local self-government units, administrative departments of counties, the City of Zagreb and large cities, GAMA</p>	<p>a) Number of as-is built status decisions (legalisation documents) in 2012: The project baseline is 0 (new measure)</p> <p>b) Number of construction documents issued in 2012: The project baseline is 0 (new measure)</p> <p>c) Reduction in the number of cases in which construction documents cannot be issued due to unresolved property relations: The project baseline is 0 (new measure)</p> <p>d) Number of applications submitted in 2012 : The project baseline is 0 (new measure)</p>	<p>Continuously</p>	<p>L(R)SGU budget funds;</p>
<p>5.1.3.2 To design and carry out a campaign on the Act on Dealing with Illegally Constructed Buildings (Official Gazette No. 86/12) and legalisation procedures in Roma settlements</p>	<p><i>Implementing agency:</i> GOHRRNM in cooperation with MCPP</p>	<p>a) Campaign implemented</p> <p>b) Number of Roma settlements visited</p>	<p>GOHRRNM report</p>	<p>a) Campaign carried out: The project baseline is 0 (new measure)</p> <p>b) Number of Roma settlements visited: The project baseline is 0 (new measure)</p>	<p>Until the end of June 2013</p>	<p>MBIPA 2010 "Best Practices for Roma Integration" project funds</p>

5.2 HOUSING

Specific aims:

1. To improve the housing integration of Roma people in the community;
2. To ensure housing in the appropriate conditions.

Specific aim 1: To improve the housing integration of Roma people in the community

Definition:

This aim will be achieved by raising awareness and instructing Roma people on using houses and the environment in accordance with the regulations on the communal order and the rules of conduct. Furthermore, the measures set out within this aim will promote anti-discrimination measures.

Indicators:

- a) Improved living conditions in Roma settlements (hygiene, waste disposal)

Project baseline:

- a) Quality of life and hygiene in the housing of Roma settlements in 2012: data not available.

Sources:

- a) Reports of local self-government units
- b) Reports of social care centres
- c) Reports of inspection services

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
5.2.1.1 To design and implement education sessions on the manner of using houses and the environment	<u>Implementing agency:</u> GOHRRNM, LSGUs, associations	a) Number of education sessions implemented b) Number of Roma persons involved in the education sessions	GOHRRNM reports Reports of associations	a) Number of educational activities implemented in 2012: The project baseline is 0 (new measure) b) Number of Roma persons involved in the education sessions in 2012: The project baseline is 0 (new measure)	Continuously	State budget funds for operating expenses
5.2.1.2 To promote anti-	<u>Implementing agency:</u>	a) Number of Roma	GOHRRNM reports	a) Number of Roma persons	Continuously	State budget

discrimination measures during lease and/or allocation of apartments	GOHRRNM, LSGUs, associations	persons who sent complaints to state administration bodies and associations due to discrimination during lease and/or allocation of apartments b) Number of educational actions for public servants on anti-discrimination measures towards Roma persons		who sent complaints to state administration bodies and associations due to discrimination during lease and/or allocation of apartments in 2012 : The project baseline is 0 (new measure) b) Number of educational actions for public servants on anti-discrimination measures towards Roma persons: The project baseline is 0 (new measure)		funds for operating expenses
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Specific aim 2: To ensure housing in the appropriate conditions.

Definition:

The measures included in this aim are targeted at creating the conditions for Roma integration in the sense of housing by implementing desegregation measures. In order to achieve this aim, it is necessary to implement more measures aimed at increasing the quality of life of the Roma population. It is necessary to appraise inadequate Roma buildings, provide support in furnishing housing premises or housing units, and apply social housing authority to Roma families and individuals where necessary. Furthermore, replacement for housing units that cannot be legalised due to physical planning reasons will be provided. Since there exist appropriate regulations, monitoring and legal aid should ensure that their implementation does not jeopardise the rights of Roma tenants. Houses for Roma families will be renovated and constructed in areas of special state concern, pursuant to the Act on Areas of Special State Concern, according to the plans of the local and regional self-government units. Infrastructure projects will be co-financed for Roma settlements in cooperation and upon request of local and regional self-government units, which are project holders, and programmes, activities and measures will be implemented in order to improve the state of the premises and the housing conditions in locations inhabited by Roma people, especially as regards a better access to the utilities.

Indicators:

- a) An increase in the standard and quality of living in Roma settlements
- b) Inclusion of the Roma population in measures aimed at providing housing in appropriate conditions

Project baseline:

- a) The standard and quality of living in Roma settlements in 2012: data not available.

Sources:

- a) Assessment of the adequacy of Roma housing

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
5.2.2.1 Application of social housing care programme to Roma families and individuals	<u>Implementing agency:</u> L(R)SGU	a) Number of individuals and families who received care	L(R)SGU reports	a) Number of individuals and families who received care in 2012: The project baseline is 0 (new measure)	Continuously	L(R)SGU budget funds
5.2.2.2 To provide alternative accommodation for members of the Roma national minority who live in housing units for which a decision on demolitions has been issued, or which cannot be legalised due to physical planning reasons.	<u>Implementing agency:</u> The competent NAA in cooperation with L(R)SGU and ATMIP	a) Number of Roma families which received care b) Number of housing units allocated	L(R)SGU reports; ATMIP reports	a) Number of Roma families who received care in 2012: The project baseline is 0 (new measure) b) Number of housing units allocated in 2012: The project baseline is 0 (new measure)	Continuously	State budget funds for operating expenses
5.2.2.3 Renovation and construction of houses for Roma families in areas of special state concern pursuant to the Act on the Areas of Special State Concern (Official Gazette No. 86/08 and 57/11) according to the plan of	<u>Implementing agency:</u> L(R)SGU in accordance with MRDEUF	a) Number of Roma families who received care	Reports of the local self-government unit	a) Number of Roma families who received care in 2012: The project baseline is 0 (new measure)	Continuously	Local self-government unit budget funds; State budget funds for operating expenses

L(R)SGU.						
5.2.2.4 Co-financing of infrastructure projects for Roma settlements in accordance with and upon request of L(R)SGU	<i>Implementing agency:</i> L(R)SGU in accordance with MRDEUF	a) Number of co-financed projects b) Co-financing amount	LSGU Reports	a) MRDEUF financed in entirety the communal development of the Roma settlement in the Municipality of Darda, Osijek-Baranja County, cooperated in the construction of the family Roma centre of the Municipality of Čakovec in Međimurje County, renovation of roads in the settlement of Torjanci, Municipality of Petlovac, Osijek-Baranja County, and the construction of a bus stop in the Roma settlement of Parag, Municipality of Nedelišće, Međimurje County	Continuously	L(R)SGU budget funds; State budget funds for operating expenses

5.3 ENVIRONMENTAL PROTECTION

Specific aims:

1. To improve the environment of Roma settlements;
2. To inform the Roma national minority of environmental protection and means of its implementation.

Specific aim 1: To improve the environment of Roma settlements

Definition:

The implementation of organised collection and transport of waste in legalised Roma settlements by local self-government units and the authorised utility company. Clean-up of the existing waste disposal sites and prevention of the emergence of new illegal waste disposal sites in all Roma

settlements. Strengthening of the regional and local self-government and the Roma national minority in order to coordinate and improve environmental protection activities, or the prevention of the emergence of illegal waste disposal sites.

Indicators:

- a) Proportion of Roma settlements in which waste is disposed of according to the regulations
- b) Reduction of the negative impact of waste on the environment

Project baseline:

- a) Proportion of Roma settlements with illegal waste disposal sites: data not available.

Sources:

- a) Reports and research carried out by local and regional self-government units

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
5.3.1.1 Removal of the existing illegal waste disposal sites in all Roma settlements	<p><u>Implementing agency:</u> Local self-government units and utility companies performing the cleaning service on their territories</p> <p><u>Participants in the implementation:</u> Utility companies owned by LSGUs, EPEEF (co-financing in accordance with the Ordinance)</p>	<p>a) Number of illegal waste disposal sites in Roma settlements removed</p> <p>b) Reduction /disappearance of illegal waste disposal sites in Roma settlements</p>	Records and monitoring by LSGUs	a) Number of existing illegal waste disposal sites in Roma settlements in 2012: The project baseline is 0 (new measure)	end of 2015	Current revenue of the utility company in a local self-government unit EPEEF (co-financing in accordance with the Ordinance)
5.3.1.2 Strengthening of the cooperation between the local and regional self-government and the Roma national minority in order to	<p><u>Implementing agency:</u> The competent administrative body of the county and the City of Zagreb in cooperation</p>	a) Number of realised environmental protection activities in coordination with the Roma national minority, legal entity	Records and monitoring by LSGUs	a) Number of realised environmental protection activities in coordination with the Roma national minority, legal entity with a concessions for waste disposal on the	Continuously	Regular funds of the competent administrative body of the county and the City of Zagreb,

coordinate and improve environmental protection activities	with the competent administrative department of the city or municipality <i>Participants in the implementation:</i> LSGU, county councils, councils and representatives of the Roma national minority, associations	with a concessions for waste disposal on the territory of the LSGU and LSGU		territory of the LSGU and LSGU in 2012: The project baseline is 0 (new measure)		and the administrative department of the city or municipality
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Specific aim 2: To inform the Roma national minority of environmental protection and means of its implementation

Definition:

In order to achieve this aim, it is necessary to involve council representatives and representatives of the Roma national minorities in actions and targeted environmental protection programmes of the regional/local self-government units in order to distribute information through them on open tenders and programmes. The measures within this aim are aimed at encouraging and empowering Roma associations (strengthening of capacities) for the implementation of education projects and raising awareness of environmental protection and preservation. Furthermore, the implementation of the measures of the Action Plan for Education on Sustainable Development will have an impact on the development of the Roma population's knowledge and skills in the field of environmental protection and sustainable development.

Indicators:

- a) Increased level of knowledge on environmental protection and of the ability of independent planning and project implementation

Project baseline:

- a) Unsatisfactory level of knowledge of members of the Roma community on environmental protection: data not available.

Sources:

- a) Reports on the implementation of the measures

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
5.3.2.1 To implement education of members of the Roma national minority on the system of communal waste disposal	<p><u>Implementing agency:</u> L(R)SGU in cooperation with MNEP</p> <p><u>Participants in the implementation:</u> L(R)SGU, county councils, councils and members of the Roma national minority, associations</p>	<p>a) Number of locations (settlements) included in the education</p> <p>b) Number of workshops and/or lectures held</p>	Research carried out (county programme)	<p>a) Number of locations (settlements) included in the education in 2012: The project baseline is 0 (new measure)</p> <p>b) Number of workshops and/or lectures held in 2012: The project baseline is 0 (new measure)</p>	2015	<p>State budget funds for operating expenses</p> <p>Funds intended for associations, and lottery funds;</p> <p>L(R)SGU budget funds;</p> <p>additional funds from international and EU funds</p>
5.3.2.2 Involvement of councils and members of the Roma national minority, as well as the legal entity with the concession for communal waste disposal on the territory of the LSGU, in actions and targeted environmental protection programmes of the L(R)SGU	<p><u>Implementing agency:</u> L(R)SGU</p> <p><u>Participants in the implementation:</u> L(R)SGU, county councils, councils and members of the Roma national minority, associations</p>	<p>a) Number of members of the Roma national minority</p> <p>b) Number of actions and targeted programmes carried out</p>	Research carried out (county programme)	a) Number of members of the Roma national minority in 2012: The project baseline is 0 (new measure)	Continuously	L(R)SGU budget funds

6. INCLUSION OF THE ROMA NATIONAL MINORITY IN THE CULTURAL AND SOCIAL LIFE

General aim:

To empower members of the Roma national minority for participation in the social, cultural and public life in order to reduce the gap between members of the Roma national minority and the rest of the population

Specific aims:

1. To achieve a positive perception of the Roma culture and identity within the Roma national minority within the majority population and the society as a whole;
2. To increase the level of inclusion of the Roma national minority, with special emphasis on women, in the public and political life of the local community;
3. To strengthen the capacities of associations and other forms of Roma organisations, with special emphasis on strengthening associations and other forms of organisations led by Roma women, for advocacy and problem solving in the Roma and wider community.

Specific aim 1: To achieve a positive perception of the Roma culture and identity within the Roma national minority within the majority population and the society as a whole

Definition:

In order to achieve this aim, a series of interventions will be undertaken to collect, present and highlight the Roma culture, language and customs within the Roma and wider community, as well as the society as a whole. Measures will be implemented for creating the conditions for the active implementation of Roma cultural/societal activities in all areas with a significant proportion of the Roma national minority, including the establishment of multi-purpose centres in those areas. One special priority will be the construction of a Roma cultural centre, which would be built in the City of Zagreb as the central institution for the Roma culture. Financial support will continue to be provided for the implementation of programmes dedicated to the original Roma culture, language, traditions and artistic expression, as well as the initiation and publishing of Roma historical, literary and cultural materials (in Croatian and Roma languages). The informing of the public of the Roma national minority, as well as affirming the Roma culture in all public media (the Croatian Radiotelevision, especially local radio stations in areas with a significant proportion of the Roma national minority), will be intensified. Activities will include education of representatives of the media and representatives of the Roma community on Roma affirmation through the media, and on the means of promotion of the positive aspects and equal informing on Roma people.

Indicators:

- a) A change in perception of members of the Roma national minority on their own group
- b) Social distance between members of the Roma national minority and the majority population

Project baseline:

- a) Baseline study: data not available.

Data sources and collection methods:

- a) Recognisability survey
- b) Eurobarometer or research

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
6.1.1 Creating the conditions for active participation of Roma cultural and social activities in all areas with a significant proportion of the Roma national minority	<p><u>Implementing agency:</u> GHORRNM in cooperation with the Association of Cities</p> <p><u>Participants in the implementation:</u> Association of Municipalities, L(R)SGU and the Ministry of Culture</p>	<p>a) Number of locations in which Roma associations/KUDs (Cultural Artistic Societies) can use the premises or have financial support</p> <p>b) Number of Roma associations/KUDs that use the premises granted to them and/or financial support from the L(R)SGU</p> <p>c) Number and type of activities that Roma</p>	Report of the Association of Cities through the reports of the implementing bodies	<p>a) Number of locations in which Roma associations/KUDs can use the premises or have financial support in 2012: The project baseline is 0 (new measure)</p> <p>b) Number of Roma associations/KUDs that use the premises granted to them and/or financial support from the L(R)SGU in 2012: The project baseline is 0 (new measure)</p> <p>c) Number and type of activities that Roma associations/KUDs implement in the premises allocated to them and/or with the financial support from the L(R)SGU in 2012: The project baseline is 0 (new measure)</p>	Continuously	State budget funds for operating expenses

		associations/KUDs implement in the premises allocated to them and/or with the financial support from the L(R)SGU				
6.1.2 Establishment of multi-purpose centres in areas with a significant proportion of the Roma national minority	<i>Implementing agency:</i> GOHRRNM in association with the Association of Cities, Association of Municipalities, and L(R)SGU,	a) Number of manifestations b) Number of Roma associations/KUDs using the centre c) Number of members of the Roma national minority	Records of the Association of Cities through the reports of the L(R)SGU, Associations of Municipalities, and GOHRRNM	a) Number of manifestations in 2012: The project baseline is 0, data not available b) Number of Roma associations/KUDs using the centre in 2012: The project baseline is 0, data not available c) Number of members of the Roma national minority in 2012: The project baseline is 0, data not available	Until the end of 2015	State budget funds for operating expenses
6.1.3 Funding of programmes dedicated to the original Roma culture, language, traditions and artistic expressions, as well as the collection and publishing of the Roma historical, literary and cultural materials (in Croatian and Roma languages)	<i>Implementing agency:</i> National Council for National Minorities in cooperation with GOHRRNM and the Ministry of Culture	a) Number of implemented (funded) programmes b) Total number of funds allocated for the funding of the programmes	Reports of the National Council for National Minorities, records of public/municipal/national/school libraries of the borrowing of the materials, reports of institutes and associations	a) A total of 29 programmes of 18 Roma associations were funded in 2012 b) A total of HRK 825,000 were allocated for 29 programmes of 18 Roma associations in 2012	Continuously	State budget funds for operating expenses
6.1.4 Publishing of a tender for the funding of programmes for the preservation of Roma traditional culture	<i>Implementing agency:</i> GOHRRNM	a) Number of programmes funded b) Applied for/approved programme ratio	GOHRRNM report	a) In 2011, Expert Working Group for the Allocation of Funds issued a Decision on the allocation of funds for the programmes for the preservation of Roma traditional culture in the total amount of HRK 120,000, funding the programmes of 12 associations	Continuously	State budget funds for operating expenses

				b) In 2011, a total of 21 programmes were notified/12 programmes were funded		
6.1.5 Intensifying of informing on the Roma national minority, as well as of the affirmation of the Roma culture in all public media (the Croatian Radiotelevision, especially local radio stations in areas with a significant proportion of the Roma national minority), and research by independent experts thereon	<i>Implementing agency:</i> Council for Electronic Media in cooperation with the National Council for National Minorities	a) Programme ratings/change of visibility of the Roma culture in the public	Research/middle-term evaluation in 2015	a) Programme ratings/change of visibility of the Roma culture in the public: The project baseline is 0 (new measure)	Continuously	Funds of the Electronic Media Agency
6.1.6 Organising seminars with media representatives and members of the Roma national minority on the affirmation of Roma people through media, and on the means of promotion of the positive aspect and equal reporting on Roma people, as well as of the rights and obligations in the field of combating discrimination, with special emphasis on the position of Roma women	<i>Implementing agency:</i> National Council for National Minorities in cooperation with GOHRRNM	a) Number of seminars held b) Number of journalists educated c) Number of Roma people educated	Report of the National Council for National Minorities; GHORRNM reports	a) One seminar in 2011 b) Number of journalists educated in 2011: The project baseline is 0, data not available c) Number of Roma people educated in 2011: The project baseline is 0, data not available	Continuously	State budget funds for operating expenses

Specific aim 2: To increase the level of inclusion of the Roma national minority, with special emphasis on women, in the public and political life of the local community

Definition:

Firstly, an analysis on the representation of the Roma national minority in the population and representative bodies of L(R)SGU will be carried out in order to for it to be represented sufficiently, as stipulated in the Constitutional Act on the Rights of National Minorities. In order for Roma representatives in advisory and working bodies to successfully carry out the functions for which they have been elected,

seminars will be organised for newly elected members of councils, representatives of the Roma national minority and L(R)SGU on their functions, rights and obligations. Members of the Roma community, particularly women and youth, will be educated for the participation in the decision-making processes, exercising their rights, and greater inclusion in the social life. Representatives of the Roma community will also be educated on activities connected with the adoption, implementation and/or monitoring of decisions on the national and EU level, in relation to the Decade of Roma Inclusion. The inclusion of representatives of the Roma national minority will be intensified for an active participation in the domestic and international seminars and other conferences dedicated to issues essential for the Roma population, and for cooperation with Roma representatives from other counties, and with international institutions and associations.

Indicators:

- a) Number of representatives of the Roma national minority included in working, advisory and other bodies of L(R)SGU, broken down by ethnicity
- b) Number of local initiatives for the inclusion of the Roma minority in decision-making processes on the local levels regarding issues relevant for their daily life
- b) Number of Roma initiatives, broken down by L(R)SGU, and their success in achieving the defined goals

Project baseline:

- a) GOHRRNM data: data not available.

Data sources and collection method:

- a) GOHRRNM database
- b) Database of representatives of associates in advisory bodies

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
6.2.1 Organisation of seminars for newly elected members of councils, representatives of the Roma	<i>Implementing agency:</i> Ministry of Administration in cooperation with the Association of Cities,	a) Number of seminars organised b) Number of council members, and	Written reports from the seminars; List of seminar participants; Information/reports	a) 10 regional seminars for newly elected members of councils and	I and II quarter of 2013 - 2 seminars I and II	State budget funds for operating expenses

<p>national minority and L(R)SGU on their functions, rights and obligations</p>	<p>Associations of Municipalities, State School of Public Administration, GOHRRNM and National Council for National Minorities</p> <p><i>Participants in the implementation:</i> Ministry of Administration and State School of Public Administration</p>	<p>representatives of Roma national minorities and L(R)SGU educated</p>	<p>on the work of councils and representatives of the Roma national minority in 2013 and 2014</p>	<p>representatives of national minorities on their functions, rights and obligations in 2011 and 2012, organised within the Action Plan for the Implementation of the Constitutional Act on the Rights of National Minorities 2011 - 2013 (Ministry of Administration); 3 seminars for newly elected members of councils and representatives of national minorities (GOHRRNM) in 2012</p> <p>b) A total of 60 participants in 3 seminars organised by GOHRRNM in 2012</p>	<p>quarter of 2014 - 2 seminars</p>	
<p>6.2.2 Organising consultations representatives of L(R)SGU with members of councils and representatives of the Roma national minority</p>	<p><i>Implementing agency:</i> Ministry of Administration in cooperation with the Association of Cities, Association of Municipalities, and State School of Public Administration</p> <p><i>Participants in the implementation:</i> Ministry of Administration and State School of Public Administration</p>	<p>a) Number of meetings held</p> <p>b) Number of participants in the meetings</p> <p>c) Number and type of identified and resolved issues of the local community by means of the cooperation between the L(R)SGU and the Roma national minority</p>	<p>Written reports from the meetings; List of meeting participants; Information/reports on the work of councils and representatives of the Roma national minority in 2013 and 2014</p>	<p>a) 4 consultations for members of local and regional self-government and council members and representatives of local minorities from 4 counties, organised within the Action Plan for the Implementation of the Constitutional Act on the Rights of National Minorities 2011 - 2013 (Ministry of Administration)</p> <p>b) Number of participants in the meetings in 2012: The project baseline is 0, data not available</p> <p>c) Number and type of identified and resolved issues of the local community by means of the cooperation between the</p>	<p>III and IV quarter of 2013 - 2 meetings III and IV quarter of 2014 - 2 meetings</p>	<p>State budget funds for operating expenses</p>

				L(R)SGU and the Roma national minority in 2012: The project baseline is 0, data not available		
6.2.3 Education of members of the Roma national minority on activities related to the adoption, implementation and/or monitoring of policies on the national and EU level, with special emphasis on the Decade of Roma Inclusion 2005-2015, with the aim of empowering their participation in conferences and seminars essential for the issues of the Roma national minority, both on the national and international level	<i>Implementing agency:</i> GOHRRNM in cooperation with councils and representatives of national minorities and associations	a) Number of workshops/training sessions on the adoption, implementation and/or monitoring of policies held; a) Number of Roma participants in the workshops/training sessions	GOHRRNM reports	a) 3 workshops in 2012 (2 workshops on the creation of NSUR; 1 workshop on the presidency of the Republic of Croatia of the Decade of Roma Inclusion 2005-2015) b) 15 Roma participants in 2 workshops on the creation of NSUR; 30 Roma participants in the workshop on the presidency of the Republic of Croatia of the Decade of Roma Inclusion 2005-2015	Continuously	State budget funds for operating expenses
6.2.4 Inclusion of members of the Roma national minority in participation in national and international seminars and other conferences dedicated to issues essential for the Roma population, and for a cooperation with Roma representatives from other counties, and with international institutions and associations	<i>Implementing agency:</i> GOHRRNM in cooperation with councils and representatives of the Roma national minority and associations	a) Number of seminars and other conferences attended by members of the Roma national minority b) Number of members of the Roma national minority who actively participated in national and international conferences essential for the issues of the Roma national minority	GOHRRNM reports based on attendance sheets from conferences/seminars, reports of the conference organisers.	a) 6 seminars and other conferences in 2012 (2 workshops on the creation of NSUR, 1 workshop on the presidency of the Republic of Croatia of the Decade of Roma Inclusion 2005-2015; 23rd meeting of the International Management Board of the Decade; 1 workshop on the priorities of Youth within the Croatian presidency over the Decade; 1 conference on "Human Rights Day: Confront Prejudice, Get to Know Roma") b) Number of Roma people who	Continuously	State budget funds for operating expenses; funds from other international sources

				actively participated in national and international conferences essential for the issues of the Roma national minority in 2012: The project baseline is 0, data not available		
6.2.5 Education of the Roma national minority, especially women and youth, for participation in the decision-making process, exercising their rights, and a greater inclusion in the social life, including youth councils	<p><u>Implementing agency:</u> GOHRRNM</p> <p><u>Participants in the implementation:</u> Other national administrative authorities</p>	<p>a) Number and topics of seminars held</p> <p>b) Number of participants, broken down by gender</p>	GOHRRNM reports	<p>a) 1 seminar in 2012 organised by GOHRRNM "Training and Education of Young Roma"</p> <p>b) 14 participants, out of which 3 Roma persons</p>	Continuously	State budget funds for operating expenses

Specific aim 3: To strengthen the capacities of associations and other forms of Roma organisations, with special emphasis on strengthening associations and other forms of organisations led by Roma women, for advocacy and problem solving in the Roma and wider community.

Definition:

The measures provided for achieving this aim will encourage a partnership and transfer of knowledge between NGOs and Roma associations when publishing tenders for the funding of programmes/projects aimed at resolving issues of the Roma national minority. The measures will include the organisation of educational programmes for Roma people on the founding and management of associations, creation and implementation of projects, advocacy, financial management, and systematic networking of Roma association and representatives of areas inhabited by Roma people; education and capacity building of Roma ToT educators on all aspects of association management and project implementation. Special donation lines will be introduced for the funding of civil initiatives for the democratisation and mobilisation of Roma communities, with special emphasis on women's initiatives. In order to strengthen the human resources of associations, representatives of Roma associations will be educated in computer literacy (ECDL programmes) and English. Furthermore, representatives of Roma associations will be educated on the possibilities of funding their projects and activities through EU funds, and on the possibilities of creating partnerships and networking with other similar organisations in the Republic of Croatia and abroad through international projects.

Indicators:

a) Number, percentage and type of Roma associations which successfully implement advocacy projects and problem solving in the Roma and wider community

Project baseline:

- a) Data to be obtained from the baseline study: data not available.

Data sources and collection methods:

- a) GOHRRNM middle-term evaluation

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
6.3.1 Implementation of the research "Roma People in Croatia - Assimilation or Integration" (data collection study)	<u>Implementing agency:</u> GOHRRNM	a) Research carried out	GOHRRNM report	a) Research carried out in 2012: The project baseline is 0 (new measure)	2015	State budget funds for operating expenses
6.3.2 Inclusion of Roma associations in the Regional Development Programme and strengthening of the capacities of the civil society on the local and regional level in the area of education and consultations on better association management, inter-sector cooperation, and preparation of project proposals	<u>Implementing agency:</u> GOHRRNM in cooperation with the National Foundation for Civil Society Development	a) Number of representatives of Roma associations that have used one of the services of the Regional Development Programme b) Percentage of approved projects of associations educated through the Programme	Records of GOHRRNM and the National Foundation for Civil Society Development	a) Number of representatives of Roma associations that have used one of the services of the Regional Development Programme in 2012: The project baseline is 0 (new measure) b) Percentage of approved projects of associations educated through the Programme in 2012: The project baseline is 0 (new measure)	Continuously	State budget funds for operating expenses
6.3.3 Education of representatives of Roma associations on the possibilities of financing their projects and activities through EU funds, and on the possibilities of creating partnerships and networking with other similar organisations in the	<u>Implementing agency:</u> Office for Cooperation with NGOs, MLPS or CES and MSPY <u>Participants in the implementation:</u> Agency for Mobility and EU Programmes	a) Number of trained representatives of Roma associations (broken down by gender) b) Number of associations whose members were trained c) Number of projects	Records of the Office for Cooperation with NGOs on training sessions held and the amount of funding	a) Number of trained representatives of Roma associations (broken down by gender) in 2012: The project baseline is 0 (new measure) b) Number of associations whose members were trained in 2012: The project baseline is 0 (new measure)	Continuously	Additional funds from the state budget are not needed; additional funds from EU funds

Republic of Croatia and abroad through international projects		funded by the EU which include Roma associations as project holders or partners		c) Number of projects funded by the EU which include Roma associations as project holders or partners in 2012: The project baseline is 0 (new measure)		
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7. STATUS SOLUTIONS, COMBATING DISCRIMINATION, AND HELP IN REALISING RIGHTS

7.1 STATUS SOLUTIONS

General aim:

A completely (100 %) regulated status in accordance with the legal framework (citizenship or permanent residence) of Roma people with a strong connection⁴ with the Republic of Croatia (or ex-Federal Republic of Croatia) up to 2020, with a significant support of the competent authorities⁵.

Specific aims:

1. To identify, by detection by mobile teams, the number of persons with significant difficulties in regulating their status in the Republic of Croatia;
2. To inform and encourage members of the Roma community on the full cooperation in procedures for the resolution of their status;
3. To establish mechanisms for a faster and more efficient resolution of Roma people's status issues in the Republic of Croatia;

Specific aim 1: To identify, by detection by mobile teams, the number of persons with significant difficulties in regulating their status in the Republic of Croatia

Definition:

In order to achieve this specific aim, multidisciplinary information counters will be set up in all areas inhabited by Roma people to provide them with the relevant information on the resolution of their status issues, combating discrimination and crime, health protection, education, social care etc. The work of mobile teams will also be strengthened and expanded; mobile teams will be formed for the resolution of the status of Roma people in all areas where there are indications of Roma persons with an unresolved status. The mobile teams consist of representatives of police precincts or police stations, regional or local state administration offices, and representatives of the Council of Roma National Minority in order to resolve status issues (e.g. entry into state registries, Croatian citizenship, place of residence). In cases involving children, social care institutes should participate as well.

Indicators:

⁴ A strong link includes being born on the territory of the Republic of Croatia, a close familial bond, residence, of interest for the Republic of Croatia etc.

⁵ This aim is in accordance with the principles of the Zagreb Declaration, adopted on 27 October 2011 on the international Conference on Obtaining Civil Documents and Entries into State Registries.

- a) Number of opened and resolved cases
- b) Proportion of persons with a resolved status within the total number of detected persons with an unresolved status, broken down by ethnicity, gender and age
- c) Proportion of persons with a resolved/unresolved status within the total Roma population, broken down by ethnicity, gender and age

Project baseline:

- a) Number of Roma persons with an unresolved status identified in the detection process, broken down by ethnicity, gender and age: data not available.
- b) Number of persons with an unresolved status within the Roma population, identified in the detection process, broken down by ethnicity, gender and age: data not available.

Sources:

- a) Records and reports of MoI, Ministry of Administration, and state administration offices in the counties;

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection method	Project baseline	Deadline	Funds
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<p>7.1.1.1 To strengthen and expand the work of mobile teams in the resolution of status issues, i.e. to form mobile teams for the resolution of the status of Roma persons in all areas where there are indications of Roma persons with an unresolved status. The mobile teams consist of representatives of police precincts, police stations, state administration offices, representatives of coordination actions, councils and representatives of the Roma national minority/Roma associations, and social care centres in order to resolve status issues</p>	<p><i>Implementing agency:</i> MoI, Ministry of Administration, MSPY</p> <p><i>Participants in the implementation:</i> Police precincts, police stations, state administration offices in the counties, City Offices for General Administration of the City of Zagreb, social care centres, councils and representatives of the Roma national minority, representatives of the local self-government bodies</p>	<p>a) Until the end of June 2013, the mobile teams will detect Roma persons with an unresolved status in the Republic of Croatia, and will advise them on how to resolve it</p> <p>b) From 2013 onwards, the mobile teams will, as a link between the state institutions and NGOs included in the action, continuously monitor (by visiting Roma settlements where necessary) the cases</p>	<p>Information from mobile teams and multidisciplinary information counters</p>	<p>To be determined after identifying Roma persons with an unresolved status by the mobile teams.</p>	<p>December 2013 and onwards, continuously.</p>	<p>State budget funds for operating expenses</p>
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Specific aim 2: To inform and encourage members of the Roma community on the full cooperation in procedures for the resolution of their status

Definition:

This aim will be achieved by organising campaigns aimed at raising awareness and informing Roma people on the possibilities and means of resolution of status issues. The cooperation with Roma associations will be intensified so that they can actively participate in the implementation of measures aimed at resolving Roma status issues.

Indicators:

- a) Intensity of status issue resolution/increase in the number of requests for the resolution of status issues during and after the activity.
- b) Number of resolved status issues compared to the number of requests, broken down by ethnicity, gender and age

Project baseline:

- a) Number of Roma persons with an unresolved status identified in the detection process, broken down by ethnicity, gender and age: According to MoI data, in 2011, 39 requests for Croatian citizenship by Roma persons on the grounds of naturalisation were received, 42 persons were granted Croatian citizenship, 3 guarantees of admission into Croatian citizenship were issued, and 45 requests were denied. In 2011, 25 requests for Croatian citizenship by Roma persons on the grounds of naturalisation were received, 20 persons were granted Croatian citizenship, 9 guarantees of admission into Croatian citizenship were issued, and 12 requests were denied (the statistical data also include proceedings started in the previous years).
- b) Number of persons with an unresolved status within the Roma population, identified in the detection process, broken down by ethnicity, gender and age: data not available.

Sources:

- a) Records of MoI, Ministry of Administration, and state administration offices in the counties; activity reports.

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
7.1.2.1 Forming of multidisciplinary info counters in all areas inhabited by Roma people in order to provide support and the relevant information on the resolution of their status issues, combating discrimination and crime, health care, rights to health protection, education, social care, responsibility in familial relationships, and the mechanisms for the protection of rights in the area of familial relationships	<i>Implementing agency:</i> GOHRRNM in cooperation with the competent national administrative authorities, L(R)SGU, councils and representatives of the Roma national minority, associations	a) Number of consultations on the information counters in Roma communities b) Number of persons involved in the consultations c) Amount of information provided per consultation areas	GOHRRNM reports; records of information counters (after forming)	a) Number of consultations on the information counters in Roma communities in 2012: The project baseline is 0 (new measure) b) Number of persons involved in the consultations in 2012: The project baseline is 0 (new measure) c) Amount of information provided per consultation areas in 2012: The project baseline is 0 (new measure)	Until the end of 2015	State budget funds for operating expenses

Specific aim 3: To establish mechanisms for a faster and more efficient resolution of Roma people's status issues in the Republic of Croatia

Definition:

In order to achieve this aim, activities aimed at establishing a better regional and inter-sector cooperation will be undertaken to remove administrative obstacles and to increase the efficiency of the resolution of status issues of Roma people in the Republic of Croatia. These activities will include an improvement of the cooperation between MoI, Ministry of Administration, NGOs and Roma associations from the Republic of Croatia, as well as NGOs from other countries. Further work will be done on strengthening the capacities of associations and councils of the Roma national minority in order to enable their active participation in the implementation of measures within this aim.

Indicators:

- a) A better and more direct inter-sector vertical and horizontal communication
- b) Duration of the resolution of individual cases
- c) Removed difficulties in communication and cooperation

Project baseline:

- a) Duration of the resolution of individual cases data not available.
- b) Difficulties in communication: data not available.

Sources:

- a) Records of MoI, Ministry of Administration, state administration offices in the counties; reports.

Measure	Implementing agency/ Participants in the implementation	Indicator of results	Data sources and collection methods	Project baseline	Deadline	Funds
7.1.3.1 Establishment of mechanisms for a better coordination of actions between the competent authorities for the purposes of the resolution of status issues of persons (especially as regards proceedings initiated at the issuing of certificated of nationality	<u>Implementing agency:</u> Ministry of Administration, state administration offices in the counties, City Office for General Administration of the City of Zagreb <u>Participants in the implementation:</u> State administration	a) Number of administrative acts adopted related to certificates of nationality issued on illegal grounds b) Number of new proceedings initiated after the issuing of an	Reports of the Ministry of Administration in cooperation with state administration offices in the counties and the City Office for General Administration of the City of Zagreb	a) Number of administrative acts adopted related to certificates of nationality issued on illegal grounds in 2012: The project baseline is 0 (new measure) b) Number of new proceedings initiated after the issuing of an administrative act in 2012: The project baseline is 0 (new measure)	Continuously	State budget funds for operating expenses

<p>based on an invalid legal basis) and aid to persons initiating a new proceedings for the acceptance into Croatian citizenship after the proceedings correcting incorrectly entered information on citizenship in state registries, as well as the immunity from administrative fees in such proceedings and the proceedings for obtaining new Croatian documents</p>	<p>offices in the counties, City Office for General Administration of the City of Zagreb, MoI, police precincts, police stations,</p>	<p>administrative act</p> <p>c) Number of certificates of nationality issued</p>		<p>c) Number of certificates of nationality issued in 2012: The project baseline is 0 (new measure)</p>		
<p>7.1.3.2 To develop a cooperation with the competent institutions in the region for overcoming problems related to establishing identities</p>	<p><u>Implementing agency:</u> MoI, Ministry of Administration, Ministry of Foreign and European Affairs</p> <p><u>Participants in the implementation:</u> Police stations, police precincts, state administration offices in the counties, City Office for General Administration of the City of Zagreb</p>	<p>a) Number of persons whose identity is to be established/number of persons with an established identity</p>	<p>Reports of MoI, Ministry of Administration, state administration offices in the counties and the City office for General Administration of the City of Zagreb</p>	<p>a) 1 person, holder of a certificate of nationality, residing in Italy, requested the issuing of a personal identification number, identity card and passport in 2012</p>	<p>Continuously</p>	<p>State budget funds for operating expenses</p>

7.2 COMBATING DISCRIMINATION

General aim:

To reduce discrimination against the Roma national minority.

Specific aims:

1. To raise the public awareness of the need for combating discrimination against the Roma national minority;
2. To improve cooperation between the competent authorities and the representatives (e.g. members of the Council of Roma National Minority and its representatives) of the Roma national minority in combating discrimination against Roma people;
3. To ensure and improve the implementation of anti-discrimination legislation by the competent authorities on all levels (national/regional/local), and to implement all other regulations and laws with the application of anti-discrimination principles (education, housing, health, employment);
4. To reduce the number of violent incidents against Roma people through police action.

Specific aim 1: To raise the public awareness of the need for combating discrimination against the Roma national minority

Definition:

In order to achieve this specific aim, activities and actions targeted at the Roma national minority, police, expert community, wider public and media will be implemented, and support to OCD projects will be provided. Civil servants will be continuously educated on anti-discrimination legislation and its application in practice; Roma persons will be continuously educated on their rights and responsibilities in combating discrimination, with special emphasis on the position of Roma women; media representatives will be continuously educated on the discrimination against the Roma national minority, including why and how to combat it. The measures within this aim will also include the informing of the general public on anti-discrimination legislation in the Republic of Croatia and activities undertaken in the systematic combat against the discrimination against the Roma national minority. Furthermore, public discussions and seminars will be organised, as well as further activities in the implementation of the campaign by the Council of Europe titled "Dosta!". Support to programmes and projects of NGOs protecting the human rights of Roma people will be encouraged, with special emphasis on programmes and projects aimed at affirmation and raising awareness of Roma women on human rights and gender equality.

Indicators:

- a) Reduction of discrimination against Roma people in all areas
- b) More efficient resolution of cases within the scope of anti-discrimination legislation
- c) Greater sensibility of the media when reporting on the state of the Roma national minority in the Republic of Croatia;
- d) Percentage/number of persons who have heard of the "Dosta!" campaign

Project baseline:

- a) Rate of recorded cases of discrimination against Roma people: data not available.

Sources:

- a) Ombudsperson's reports;
- b) Surveys;
- c) Reports of associations.

Measure	Implementing agency/ Participants in the implementation	Indicators	Data sources and collection method	Project baseline	Deadline	Funds
7.2.1.1 Research on the perception of the discrimination against the Roma national minority	<u>Implementing agency:</u> GOHRRNM in cooperation with members of the Roma national minority	a) Research carried out b) Research analysis	GOHRRNM reports	a) Research carried out in 2012: The project baseline is 0 (new measure) b) Research analyses in 2012: The project baseline is 0 (new measure)	2015	State budget funds for operating expenses; additional funds from international

						and EU funds
7.2.1.2 Continuous education of civil servants on the anti-discrimination legislation and its application in practice	<i>Implementing agency:</i> State administration bodies in cooperation with associations	a) Number of lectures and workshops held b) Number of participants c) Number of informative materials published	Reports of the competent state administration bodies; reports of associations	a) Number of lectures and workshops held in 2012: The project baseline is 0 (new measure) b) Number of participants in 2012: The project baseline is 0 (new measure) c) Number of informative materials published in 2012: The project baseline is 0 (new measure)	Continuously	State budget funds for operating expenses
7.2.1.3 Raising awareness of the wider public in the Republic of Croatia on the anti-discrimination legislation in the Republic of Croatia and activities undertaken for combating discrimination against the Roma national minority systematically by organising public discussions and seminars and implementing further activities within the "Dosta!" campaign of the Council of Europe	<i>Implementing agency:</i> GOHRRNM in cooperation with NAA, National Council for National Minorities, and associations; For the "Dosta!" campaign: GOHRRNM in cooperation with the Council of Europe	a) Number of public discussions, seminars and workshops held b) Number of participants in the public discussions, seminars and workshops	GOHRRNM reports	a) 1 round table titled "Human Rights Day: Confront Prejudice - Get to Know Roma", 10 December 2012; 40 participants b) 40 participants in the round table "Human Rights Day: Confront Prejudice - Get to Know Roma"	Continuously	State budget funds for operating expenses
7.2.1.4 To encourage and provide support to programmes and projects of NGOs dealing with the protection of the human rights of the Roma national minority in the Republic of Croatia, with special emphasis on programmes	<i>Implementing agency:</i> GOHRRNM <i>Participants in the implementation:</i> National Council for National Minorities, Committee for the Monitoring of the Implementation of the	a) Number of projects implemented	GOHRRNM reports	a) In 2012, within the tender published by GOHRRNM, titled "NGO Actions in the Protection, Promotion and Observance of Human Rights", under priority No. 4 Projects of educating female members of national minorities on human rights, 4 projects by associations were funded, out of which 2 by Roma	Continuously	State budget funds for operating expenses

and projects aimed at affirmation and raising awareness of Roma women on human rights and gender equality	National Strategy for Roma Inclusion, competent state administration bodies			associations		
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Specific aim 2: To improve cooperation between the competent authorities and the representatives (e.g. members of the Council of Roma National Minority and its representatives) of the Roma national minority in combating discrimination against Roma people

Definition:

In order to achieve this specific aim, measures aimed at establishing and ensuring systematic communication and transmission of data on the state of human rights of the Roma population in the Republic of Croatia between the competent authorities on the national, regional and local level and representatives of the Roma national minority will be implemented. Furthermore, mechanisms for the exchange of information on the state of human rights of the Roma national minority will be established. Activities aimed at an improvement of the efficiency of the work of the competent authorities regarding the identification, prevention and combating incidences of discrimination against the Roma national minority will be undertaken. A database on court proceedings based on anti-discrimination laws will be established, and statistics on hate crimes will be monitored.

Indicators:

- a) A more efficient monitoring of the position of the Roma national minority in the field, more efficient solving of problems encountered by the Roma national minority, related to all forms of discrimination

Project baseline:

- a) Rate of incidences of discrimination against Roma persons in 2012: data not available.
- b) Proportion of closed anti-discrimination cases concerning Roma people within the total number of anti-discrimination cases in 2012: data not available.

Sources:

- a) Ombudsperson's reports
- b) Court reports
- c) MoI reports
- d) Surveys

e) Reports of associations

Measure	Implementing agency/ Participants in the implementation	Indicators	Data sources and collection method	Project baseline	Deadline	Funds
7.2.2.1 To establish and ensure systematic communication and transmission of data on the state of human rights of the Roma population in the Republic of Croatia between the competent authorities on the national, regional and local level and representatives of the Roma national minority	<i>Implementing agency:</i> GOHRRNM in cooperation with the competent NAA, L(R)SGU, councils and representatives of the Roma national minority and associations dealing with human rights of the Roma national minority	a) Number of meetings held b) Number of NAA representatives who participated in the meetings c) Number of members of the Roma national minority	Reports of GOHRRNM and the competent NAA	a) Number of meetings held in 2012: The project baseline is 0 (new measure) b) Number of NAA representatives who participated in the meetings in 2012: The project baseline is 0 (new measure) c) Number of members of the Roma national minority in 2012: The project baseline is 0 (new measure)	2013	No additional funds are needed

Specific aim 3: To ensure and improve the implementation of anti-discrimination legislation by the competent authorities on all levels (national/regional/local), and to implement all other regulations and laws with the application of anti-discrimination principles (education, housing, health, employment)

Definition:

This aim will be achieved by ensuring the conditions for an efficient and comprehensive work of the competent bodies participating in the detection, handling and monitoring of the results of proceedings instituted due to hate crimes in order to improve the monitoring system, as well as for a more efficient protection of victims and their basic human rights. Protocol on the proceedings in cases of hate crimes of April 2011, the Ministry of Justice will continue to create statistical forms and aggregate statistical indicators on hate crimes submitted by courts. The Ministry of Justice will deliver the data collected semi-annually to the Government Office for Human Rights and Rights of National Minorities by the end of the month for the previous six-month period.

Indicators:

- a) Increase in the rate of resolved cases related to discrimination against Roma people
- b) Shortened duration of court proceedings related to discrimination against Roma people

Project baseline:

- a) Rate of resolution of cases related to discrimination against Roma people: data not available.
- b) Average duration of court proceedings related to discrimination: data not available.

Sources:

- a) Ombudsperson's reports
- b) Court reports
- c) MoI reports
- d) Surveys
- e) Reports of associations

Measure	Implementing agency/ Participants in the implementation	Indicators	Data sources and collection method	Project baseline	Deadline	Funds
7.2.3.1 Improvement of the efficiency of work of the competent bodies in identifying, preventing and combating incidences of discrimination against the Roma national minority by strengthening the administrative capacities of the competent services through an education of the relevant employees on all forms of discriminations and mechanisms of combating discrimination, as well as	<i>Implementing agency:</i> GOHRRNM in cooperation with the competent NAA	a) Number of training sessions implemented b) Number of participants in the training sessions	Reports of GOHRRNM and the competent NAA	a) Number of training sessions implemented in 2012: The project baseline is 0 (new measure) b) Number of participants in the training sessions in 2012: The project baseline is 0 (new measure)	Continuously	State budget funds for operating expenses

improving the surveillance over the implementation of the legislation related to the Roma national minority						
7.2.3.2 Keeping a database on court proceedings based on the Anti-Discrimination Act	<p><u>Implementing agency:</u> Ministry of Justice</p> <p><u>Participants in the implementation:</u> Courts</p>	<p>a) Ratio of new and closed court cases within one period (a year)</p> <p>b) Number of unresolved discrimination cases at the end of each period (a year)</p> <p>c) Duration of each court proceedings related to discrimination (up to 12 months/over 12 months)</p>	Submission of statistical reports by courts	<p>a) Ratio of new and closed cases in 2012: 132 new cases/57 closed cases</p> <p>b) Number of unresolved discrimination cases in 2012: 547</p> <p>c) Duration of each court proceedings related to discrimination - up to 12 months 44, over 12 months: 12</p>	Continuously	No additional funds are needed
7.2.3.3 Monitoring of hate crime statistics	<p><u>Implementing agency:</u> GOHRRNM</p> <p><u>Participants in the implementation:</u> MoI, CSAO, Ministry of Justice, courts</p>	<p>a) Ratio of new and closed court cases within one period (a year)</p> <p>b) Number of unresolved hate crime cases at the end of each period (a year)</p> <p>c) Duration of each court proceedings related to hate crimes (up to 12 months/over 12 months)</p>	Submission of statistical reports by courts	<p>a) Ratio of new and closed cases in 2012: 6 new cases/19 closed cases</p> <p>b) Number of unresolved hate crime cases in 2012: 8</p> <p>c) Duration of each court proceedings related to hate crimes - up to 12 months: 13, over 12 months: 7</p>	Continuously	No additional funds are needed

Specific aim 4: To reduce the number of violent incidents against Roma people through police action

Definition:

In order to achieve this aim, measures aimed at achieving a greater police efficiency in detecting and preventing crimes against Roma people and violence in Roma communities will be implemented by implementing the Action Strategy "Police in the Community", especially the projects "Reform of Operative and Prevention Work of Uniformed Police" and "Crime Prevention". Furthermore, Roma people will be encouraged to report ethnic and

other forms of violence, and recording and statistical monitoring of the number of such incidents will be improved. MoI police officers will be trained in implementing measures for combating violence against Roma people, and sensitised for working with members of the Roma community.

Indicators:

- a) Reduction of the rate of violent behaviour and ethnically motivated violence - hate crimes
- b) Fewer incidences of crimes against Roma people within Roma communities
- c) Reduction of the rate of crimes and misdemeanours perpetrated by Roma persons

Project baseline:

- a) Reduction of the rate of violent behaviour and ethnically motivated violence - hate crimes in 2012: data not available.
- b) Fewer incidences of crimes against Roma people within Roma communities data not available.
- c) Reduction of the rate of crimes and misdemeanours perpetrated by Roma persons data not available.

Sources:

- a) MoI reports.

Measure	Implementing agency/ Participants in the implementation	Indicators	Data sources and collection method	Project baseline	Deadline	Funds
7.2.4.1 Achieving a greater efficiency of the police in detecting and preventing crimes against Roma people and violence in Roma communities will be implemented by implementing the Action Strategy "Police in the Community", or creating a system of crime prevention	<p><u>Implementing agency:</u> MoI in cooperation with members of the Roma community, associations</p> <p><u>Participants in the implementation:</u> Police directorate, police precincts</p>	<p>a) Number and type of crimes solved</p> <p>b) Number and type of misdemeanours</p>	MoI records	<p>a) Number and type of crimes reported (MoI records for 2012): total number of crimes against Roma people reported: 66; total number of crimes within Roma communities 135; total number of crimes perpetrated by Roma persons 978</p> <p>b) Number and type of misdemeanours: total number of misdemeanours against Roma people reported: 92; total number of misdemeanours</p>	Continuously	State budget funds for MoI staff

				within Roma communities: 406; total number of misdemeanours perpetrated by Roma persons: 1354		
7.2.4.2 Encouraging Roma people to report ethnic and other forms of crime against Roma people, and recording and statistical monitoring of the number of such incidents in order to prevent and reduce the number of crimes and ethnically motivated violence - hate crimes	<i>Implementing agency:</i> MoI and GOHRRNM in cooperation with members of the Roma community <i>Participants in the implementation:</i> Police directorate, police precincts in cooperation with members of the Roma community	a) Number of solved crimes - hate crimes against Roma people	MoI records	a) Number of reported crimes - hate crimes against Roma people (MoI records for 2012): 2 crimes	Continuously	State budget funds for MoI staff
7.2.4.3 Professional training of police officers of the Ministry of the Interior in the implementation of the measures from the "Protocol on the Proceedings in Cases of Hate Crimes", their sensitisation as regards working with minority groups, especially members of the Roma community, for a better mutual understanding and respect, and prevention of all forms of discrimination. ⁶	<i>Implementing agency:</i> MoI with other NAA, organisations, and members of the Roma national minority <i>Participants in the implementation:</i> Police directorate, police precincts	a) Number of police officers trained in the implementation of measures from the Protocol on the Proceedings in Cases of Hate Crimes b) Number of training sessions held	Reports on the training sessions	a) Number of trained police officers to date (MoI records for 2012): 546 police officers b) Number of training sessions held (MoI records for 2012): 76 hours of courses	Continuously	State budget funds for MoI staff
7.2.4.4 Strengthening of the proactive work of police officers in the detection of child trafficking cases in the Roma population	<i>Implementing agency:</i> MoI <i>Participants in the implementation:</i> Police directorate, police precincts	a) Number of children identified as victims of human trafficking within the Roma population	MoI records	a) Number of crimes reported (MoI records for 2012): 0 crimes	Continuously	State budget funds for MoI staff

⁶ Aim: Education and sensitisation of police officers for working with minority groups, especially the Roma minority, and acquainting them with the rights and customs of the Roma national minority, as well as the Protocol on the Proceedings in Case of Hate Crimes

7.2.4.5 Strengthening of community programmes in order to raise awareness regarding the issues and incidences of child trafficking	<i>Implementing agency:</i> GOHRRNM	a) Number of activities implemented in order to raise awareness regarding the issues and incidences of child trafficking	GOHRRNM reports	a) Number of activities implemented in order to raise awareness regarding the issues and incidences of child trafficking in 2012: The project baseline is 0 (new measure)	Continuously	State budget funds for operating expenses
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7.3 HELP IN REALISING RIGHTS

General aim:

To enable the Roma population, which does not address the competent authorities for different reasons, to access information, legal advice and legal aid⁷.

Specific aims:

1. To increase the availability of free legal aid to Roma persons pursuant to the Free Legal Aid Act;
2. To increase the visibility of free legal aid instruments;
3. To increase the level of the availability of free legal aid to Roma people, especially in cases in which they are suspected victims of discrimination, by increasing the availability of aid in realising rights, and by increasing the visibility of free legal aid.

Specific aim 1: To increase the availability of free legal aid to Roma persons pursuant to the Free Legal Aid Act

Definition:

By systematic informing of citizens of the Republic of Croatia on the possibilities offered by the free legal aid system, application of legal provisions, and systematic training of all legal aid providers, competent authorities and the Roma national minority, the availability of legal aid will also be enabled to members of the Roma national minority, in a way which will result in the utilisation of the full potential of the system, pursuant to the conditions prescribed by law.

⁷ *Explanation:* The primary legal aid, especially legal counselling and informing of citizens outside of and before court, administrative and formal proceedings is especially important for achieving an efficient legal system in which everyone's rights are equally protected. The Roma population requires support and encouragement in realising their rights due to an insufficient knowledge of its rights, mechanisms for their realisation and the Croatian language; it is, therefore, necessary to ensure the prerequisites that will enable and facilitate this.

Indicators:

- a) Increase in the proportion of members of the Roma community who requested and received free legal aid.

Project baseline:

- a) Proportion of members of the Roma community who requested and received free legal aid in 2012: data not available.

Sources:

- a) Records of associations authorised for providing the primary legal aid.

Measure	Implementing agency/ Participants in the implementation	Indicators	Data sources and collection method	Project baseline	Deadline	Funds
7.3.1.1 Training of legal aid providers, competent authorities and members of the Roma national minorities in topical round tables and public discussions on the Free Legal Aid Act	<i>Implementing agency:</i> Ministry of Justice, state administration offices in counties, City Office for General Administration of the City of Zagreb, MoI	a) Number of round tables and public discussions held	State administration offices in counties and City Office for General Administration of the City of Zagreb, associations MoI, Ombudsperson	a) Number of round tables and public discussions held in 2012: The project baseline is 0 (new measure)	Continuously	State budget funds for operating expenses

Specific aim 2: To increase the visibility of free legal aid instruments

Definition:

In order to achieve this aim, measures and activities aimed at increasing the visibility of free legal aid will be implemented by informing the public using brochures instructing beneficiaries in a simple manner on how to realise the right to free legal aid (the brochure can be translated to the Roma language if necessary), flyers and posters to be distributed to social care centres, CPII, CES and directly in the field using mobile teams.

Indicators:

- a) Rate of utilisation of free legal aid by members of the Roma national minority

Project baseline:

- a) Rate of utilisation of free legal aid by members of the Roma national minority in 2012: data not available.

Sources:

- a) Records of associations authorised for providing the primary legal aid

Measure	Implementing agency/ Participants in the implementation	Indicators	Data sources and collection method	Project baseline	Deadline	Funds
7.3.2.1 Increasing the visibility of free legal aid by informing the public by means of brochures, flyers and posters to be distributed to social care centres, CPII, CES and by means of mobile teams directly in the field.	<p><i>Implementing agency:</i> Ministry of Justice, state administration offices in counties, City Office for General Administration of the City of Zagreb, mobile teams</p> <p><i>Participants in the implementation:</i> Social care centres, CPII, CES, courts of first instance</p>	<p>a) Brochure created</p> <p>b) Flyers created and distributed</p> <p>d) Posters created and distributed</p>	Records of associations; records of the competent bodies of first instance	<p>a) Brochure created in 2012: The project baseline is 0 (new measure)</p> <p>b) Flyers created and distributed in 2012: The project baseline is 0 (new measure)</p> <p>c) Posters created and distributed in 2012: The project baseline is 0 (new measure)</p>	Continuously	State budget funds for operating expenses

Specific aim 3: To increase the level of the availability of free legal aid to Roma people, especially in cases in which they are suspected victims of discrimination, by increasing the availability of aid in realising rights, and by increasing the visibility of free legal aid

Definition:

This aim presupposes access not only to courts, but to all bodies established under public law. In order to increase the visibility of free legal aid, measures that include informing the public at contact points in counties, posters distributed to social care centres, CPII, CES and at information counters will be implemented.

Indicators:

- a) Altered perception on the availability of free legal aid

b) Increase in the rate of utilisation of free legal aid

Project baseline:

- a) Perception on the availability of free legal aid and treatment of discrimination: data not available.
- b) Rate of utilisation of free legal aid: data not available.

Sources:

- a) Records of associations authorised for providing the primary legal aid
- b) Surveys

Measure	Implementing agency/ Participants in the implementation	Indicators	Data sources and collection method	Project baseline	Deadline	Funds
7.3.3.1 Implementation of activities aimed at informing the Roma population of the possibilities provided in the Free Legal Aid Act by organising topical round tables, which would acquaint citizens, including members of the Roma national minority, with the free legal aid system.	<p><u>Implementing agency:</u> Ministry of Justice, GOHRRNM</p> <p><u>Participants in the implementation:</u> State administration offices in counties, City Office for General Administration of the City of Zagreb, authorised associations and courts of first instance</p>	<p>a) Number of topical round tables organised</p> <p>b) Number of participants</p>	Records, surveys	<p>a) Number of topical round tables organised in 2012: The project baseline is 0 (new measure)</p> <p>b) Number of participants in 2012: The project baseline is 0 (new measure)</p>	Continuously	State budget funds for operating expenses

8. IMPROVEMENT OF STATISTICAL DATA COLLECTION

In order to achieve these aims, apart from the implementation of measures, it is necessary to continuously monitor their results and impacts. The monitoring process involves a systematic and continuous collection, analysis and utilisation of the information necessary in the management and decision-making processes for the implementation of measures and activities. The monitoring process allows both the implementation agencies and the target group an estimation of the course of the implementation and its effects. Monitoring is a tool in itself, used for the analysis of the achievement of the planned results for the purpose of improvement and decision-making in the implementation. The aim of monitoring is to detect positive trends and the level of achievement, but also issues that arise in the implementation of measures and activities. This enables the implementation agencies to act timely, adjust their approach, and intervene timely and appropriately. This includes routine and systematic monitoring of expenditures, use of resources, implementation of activities, achievement of results, risk management, and result sustainability.

For a successful monitoring of the implementation, it is also necessary to ensure the prerequisites by implementing the following activities:

- a) to map the endangered micro regions and segregated and marginalised settlements in order to obtain an overview of their physical position and a clear view of the condition in each of those regions, as well as their differences
- b) to adopt on the national level a directive (or regulation) on ethnically disaggregated data collection, and data collection broken down by gender and age, which will be transferred to the lower levels, in order to obtain a clear view of the status of the Roma national minority in different areas
- c) to establish mechanisms for the collection of data on the implementation of measures and activities related to the inclusion and the improvement of the status of the Roma national minority on all levels on which the activities take place - national, regional and local, which includes data and indicators of the public and executive bodies, but also data and indicators of the activities and initiatives of the civil sector.

Specific aims:

1. To ensure statistical collection of data on the Roma national minority in the Republic of Croatia (while protecting personal data), broken down by gender and age;
2. To improve the methodology of data collection on the rates of poverty, material and social deprivation, education, employment, and quality of living of the Roma population;

3. To improve the methodology of data collection on health, health habits and other health indicators of the Roma population;
4. To improve the method of monitoring the inclusion, representation and participation of the Roma national minority in the social, political and cultural life of the community.

Specific aim 1: To ensure statistical gathering of data on the Roma national minority in the Republic of Croatia (while protecting personal data), broken down by gender and age;

Definition:

In order to achieve this aim, forms for the monitoring of statistical data, broken down by gender and age of Roma people, with comparative data in relation to the total population, will be created within each national administrative authority, in cooperation with the Croatian Bureau of Statistics, within their competence. Furthermore, a unique database on the status of Roma men and women will be created and updated annually at the Government Office for Human Rights and Rights of National Minorities of the Government of the Republic of Croatia.

Indicators:

- a) Atlas of micro regions created
- b) Forms for collecting and monitoring of statistical data broken down by gender and age created
- c) Availability of information on the ethnic dimension of the implementation of rights and provision of social services
- d) National authorities, public institutions and services and the public have complete and reliable information relevant for the control of and combating discrimination
- e) Database established

Measure	Implementing agency/ Participants in the implementation	Indicators	Data sources and collection method	Project baseline	Deadline	Funds
8.1.1 To create, in cooperation with the Croatian Bureau of Statistics, in each national administrative authority and within their competence, forms for the monitoring of	<i>Implementing agency:</i> GOHRRNM, NAA in cooperation with the Croatian Bureau of Statistics <i>Participants in the implementation:</i>	a) Forms for collecting and monitoring statistical data created b) Database established	Administrative sources (records by ethnicity and gender, kept by certain national administrative authorities, as well as surveys)	a) Data from the existing research and records for 2012: The project baseline is 0 (new measure)	2015	State budget funds for operating expenses; L(R)SGU budget

statistical data broken down by gender and age of members of the Roma national minority, with comparative data in relation to the total population.	NAA in cooperation with the Croatian Bureau of Statistics, which will provide methodological assistance	c) Availability of information on the ethnic dimension of implementing rights and providing social services				funds; additional funds from international and EU funds
8.1.2 To create at GOHRRNM and update at least annually a unique database on the position of Roma men and women, including an atlas of micro regions	<u>Implementing agency:</u> GOHRRNM <u>Participants in the implementation:</u> State administration bodies in cooperation with the Croatian Bureau of Statistics, which will provide methodological assistance	a) Database established	Administrative sources (records by ethnicity and gender, kept by certain state administration bodies, as well as surveys)	a) Data from the existing research and records for 2012: The project baseline is 0 (new measure)	2015	State budget funds for operating expenses; L(R)SGU budget funds; additional funds from international and EU funds

Specific aim 2: To improve the methodology of data collection on the rates of poverty, material and social deprivation, education, employment, and quality of living of the Roma population

Definition:

To implement new statistical forms for social care centres, social care homes, and other service providers in the social care system, which will be able to monitor the statistical data on social care beneficiaries by ethnicity, which will, along with the computerisation of the social care system, enable a better monitoring and targeted implementation of social care policy measures toward this national minority. The measures within this aim will include analyses of the reports of the social care centres and other bodies (family centres, health institutions, educational institutions, civil society organisations, data collection, and implementation of targeted research on the effects of social protection measures, availability and effects of social services,

longitudinal research with the aim of monitoring indicators related to the social status of Roma men and women, continuous monitoring of social care provision by local self-government units, and recording of the issues the Roma population faces on the territory of the local self-government unit.

Indicator:

- a) Results of the qualitative and quantitative research on poverty, material and social deprivation, and quality of living

Project baseline:

- a) Results of the qualitative and quantitative research on poverty, material and social deprivation, and quality of living (UNDP, World Bank, DG REGIO - survey of households, 2011): data not available.

Sources:

- a) Surveys and research results of the Croatian Bureau of Statistics in the area of social statistics (vital statistics, statistics of justice, statistics of education)

Measure	Implementing agency/ Participants in the implementation	Indicators	Data sources and collection method	Project baseline	Deadline	Funds
8.2.1 To analyse reports of social care centres and other bodies (family centres, health institutions, educational institutions, NGOs)	<i>Implementing agency:</i> GOHRRNM in cooperation with the competent state administration bodies <i>Participants in the implementation:</i> L(R)SGU, council of Roma national minority, associations	a) Joint reports created	Reports and records of the competent NAA, L(R)SGU, council of Roma national minority, associations	a) Joint reports in 2012: The project baseline is 0 (new measure)		State budget funds for operating expenses; L(R)SGU budget funds
8.2.2. To collect data and carry out targeted research on the effects of social care measures, availability and effects of social services	<i>Implementing agency:</i> GOHRRNM in cooperation with the competent state administration bodies	a) Number of targeted research projects carried out	Records of bodies and services, research carried out by different agencies and institutes, reports of	a) Data from the existing research and records for 2012: The project baseline is 0 (new measure)		State budget funds for operating expenses; L(R)SGU budget

	<u>Participants in the implementation:</u> Social care centres, family centres, police, L(R)SGU, associations	b) Number of Roma persons involved in the research, by age and gender	associations			funds; additional funds from international and EU funds
8.2.3 To carry out longitudinal research with the aim of monitoring the indicators related to the social status of Roma men and women	<u>Implementing agency:</u> GOHRRNM in cooperation with the competent state administration bodies <u>Participants in the implementation:</u> Scientific institutions in cooperation with Roma associations and L(R)SGU	a) Number and type of longitudinal research b) Number of Roma persons involved in the research, by age and gender	Research on the social status of the Roma population, records of bodies and services, research carried out by different agencies and institutes, reports of associations	a) Data from the existing research and records in 2012: The project baseline is 0 (new measure)		State budget funds for operating expenses; L(R)SGU budget funds
8.2.4 To continuously monitor the provision of social care by local self-government units	<u>Implementing agency:</u> LSGU in cooperation with social care centres	a) Number of Roma beneficiaries of different rights, and type of rights used	LSGU reports	a) Number of Roma beneficiaries of different rights, and type of rights used in 2012: The project baseline is 0 (new measure)	Continuously	LSGU budget funds
8.2.5 Monitoring of the status regarding social care by means of a cooperation with the competent social work centre, councils or representatives of the Roma national minority, and the competent local administration body	<u>Implementing agency:</u> MSPY <u>Participants in the implementation:</u> Social care centres, family centres, L(R)SGU, councils and	a) Number of Roma beneficiaries of different rights	Reports of social care centres	a) Number of Roma beneficiaries of different rights in 2012: The project baseline is 0 (new measure)	Continuously	State budget funds for operating expenses; L(R)SGU budget funds

	representatives of the Roma national minority, associations					
8.2.6 To record the issues faced by the Roma population on the territory of the local self-government (atlas of micro regions)	<p><i>Implementing agency:</i> GOHRRNM</p> <p><i>Participants in the implementation:</i> MSPY, L(R)SGU, social care centres,</p> <p>family centres, councils and representatives of the Roma</p> <p>national minority, associations</p>	a) Reports on the status recorded in Roma communities	L(R)SGU reports	a) Reports on the status recorded in Roma communities in 2012: The project baseline is 0 (new measure)	2015	State budget funds for operating expenses, L(R)SGU budget funds

Specific aim 3: To improve the methodology of data collection on health, health habits and other health indicators of the Roma population

Definition:

To design and implement different tools to enable a systematic collection of data on the health and health habits of the Roma population, and thus enable a systematic monitoring of the progress of the implemented measures, aimed at the improvement of the health protection and total health of the Roma population.

Indicator:

- a) Number and type of methods and tools for the collection of data on the health, health habits, and other health indicators of the Roma population

Project baseline:

- a) Implemented epidemiological surveys, or monitoring forms at the offices of general practitioners through the Central Health Information Centre System of the Republic of Croatia (CEZIH): data not available.

Sources:

- a) Reports and records of bodies and services collecting health data

Measure	Implementing agency/ Participants in the implementation	Indicators	Data sources and collection method	Project baseline	Deadline	Funds
8.3.1 To implement analyses of the reports of attendant services, general practitioners, specialists and other professional services	<p><u>Implementing agency:</u> Ministry of Health</p> <p><u>Participants in the implementation:</u> CNIPH, county institutes of public health, Institute of Public Health of the City of Zagreb, other state bodies and offices</p>	a) Joint reports created	Reports of of attendant services, general practitioners, specialists and other professional services	a) Joint reports for 2012: The project baseline is 0 (new measure)		State budget funds for operating expenses; L(R)SGU budget funds
8.3.2 To collect data and carry out targeted research on the health habits, health, use of health protection, and number of uninsured persons	<p><u>Implementing agency:</u> Ministry of Health</p> <p><u>Participants in the implementation:</u> CNIPH, county institutes of public health, Institute of Public Health of the City of Zagreb, other state bodies and offices, L(R)SGU and other organisations</p>	<p>a) Number of targeted research projects carried out</p> <p>b) Number of Roma persons involved in the research, by age and gender</p>	Records of bodies and services, research carried out by different agencies and institutes, reports of associations	a) Data from the existing research and records for 2012: The project baseline is 0 (new measure)		State budget funds for operating expenses; L(R)SGU budget funds; additional funds from international and EU funds
8.3.3 To carry out longitudinal research in	<p><u>Implementing agency:</u></p>	a) Number and type of	Research carried out on the health habits	a) Data indicating certain health habits and the health status of the Roma		State budget funds for

order to monitor the indicators related to the changes in health habits and health status	Ministry of Health <i>Participants in the implementation:</i> CNIPH, county institutes of public health, Institute of Public Health of the City of Zagreb, GOHRRNM, other state bodies and offices, Roma and other associations	longitudinal research; b) Number of Roma persons involved in the research, by age and gender; c) Frequency of hereditary diseases, the most frequently occurring disease, and mortality within the Roma population in relation to the type of disease.	and health status of the Roma population, records of bodies and services, research carried out by different agencies and institutes, reports of associations	population: The project baseline is 0 (new measure)		operating expenses; L(R)SGU budget funds
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Specific aim 4: To improve the method of monitoring the inclusion, representation and participation of the Roma national minority in the social, political and cultural life of the community

Definition:

In order to achieve this aim, an analysis will be carried out on the proportion of the Roma national minority in the population, broken down by ethnicity, on the local and regional level, compared to the proportion in the representative bodies of local and regional self-government units in order to realise the representation rights stipulated in the Constitutional Act on the Rights of National Minorities.

Indicator:

- a) Analysis of the social and political inclusion of Roma people based on the data collection and monitoring form

b) Realising the right to representation of the Roma national minority in representative bodies

Data sources and collection methods:

- a) 2011 population census
- b) Surveys
- c) Reports on the activities of associations and support

Measure	Implementing agency/ Participants in the implementation	Indicators	Data sources and collection method	Project baseline	Deadline	Funds
8.4.1 Analyses of the proportion of the Roma national minority in the population, broken down by gender, on the local and regional level, compared to the representation in the representative bodies of L(R)SGU for the purposes of realising the right to representation in the executive and representative bodies of L(R)SGU stipulated by the Constitutional Act on the Rights of National Minorities	<p><i>Implementing agency:</i> Ministry of Administration in cooperation with state administration offices in counties, Association of Cities, and Association of Municipalities</p> <p><i>Participants in the implementation:</i> Ministry of Administration</p>	a) Realising the right to representation of the Roma national minority in the executive and representative bodies of L(R)SGU - after the local elections of 2013	<p>2011 population census;</p> <p>Data from the registry of voters in accordance with the Constitutional Act on the Rights of National Minorities;</p> <p>Analysis of the representation and realisation of rights</p>	a) Realising the right to representation of the Roma national minority in the executive and representative bodies of L(R)SGU - after the local elections of 2013: The project baseline is 0 (new measure)	II-III quarter of 2013	State budget funds for operating expenses

9. COMPLIANCE OF THE PROGRAMMES WITH INTERNATIONAL STANDARDS AND ACCEPTED TREATIES IN THE AREA OF HUMAN RIGHTS AND RIGHTS OF MINORITIES

Measure	Implementing agency/ Participants in the implementation	Indicators	Data sources and collection method	Project baseline	Deadline	Funds
91.1 Continuous monitoring of the realisation of human rights and minority rights of Roma people in accordance with international standards and accepted treaties in the area of human rights and rights of minorities, and active participation in international organisations (UN, CE, OSCE), as well as the EU and its bodies and agencies	<p><i>Implementing agency:</i> MFEA, GOHRRNM</p> <p><i>Participants in the implementation:</i> other NAA, in accordance with their competence regarding issues at hand</p>	<p>a) Realised communication with international mechanisms in the area of human rights, and feedback (reactions) based on the reports thereof in the part relating to Roma people and the protection of their rights</p> <p>b) Activities undertaken on the international level related to the issue of the protection of Roma people and their rights</p>	<p>a) by applying a methodology related to the drafting of replies to the inquiries by international mechanisms related to the protection of the rights of Roma people, whose methodology includes:</p> <ul style="list-style-type: none"> - the reports of individual NAA; - statistical indicators of NAA; - replies of NAA to questionnaires <p>b) representatives of national delegations undergo professional</p>	<p>a) All replies to the inquiries of international mechanisms to date, whose answers contain data related to the realisation of the rights of Roma people</p> <p>b) Previous national positions, as well as actions already undertaken with the aim of the continuity of further advancement in the resolution of Roma issues, and knowledge of the work of international organisations with the aim of making an active contribution in the area of the promotion and protection of the rights of Roma people</p>	Continuously	No additional funds are needed

			training for their work in international organisations which includes data collection and formulation of official positions on individual outstanding issues related to the protection of the rights of Roma people			
9.1.2 Monitoring of policies towards Roma people in other countries, especially in the region, and strengthening of bilateral relations in the context of the resolution of their common issues	<u>Implementing agency:</u> MFEA, GOHRRNM	a) Activities undertaken on the bilateral level	diplomatic activities	a) Diplomatic activities undertaken to date	Continuously	No additional funds are needed
9.1.3 Coordination of the preparation of national reports according to international treaties in the area of human rights, including reporting according to the Universal Periodic Review of the Human Rights Council, in the part relating to reporting on human rights and minority rights of Roma people	<u>Implementing agency:</u> MFEA, <u>Participants in the implementation:</u> other NAA, in accordance with their competence regarding issues at hand	a) Number of activities implemented in the context of reporting by the contracting bodies	by applying the methodology related to reporting processes of the contracting bodies in the part relating to the protection of the rights of Roma people, whose methodology includes: - the reports of individual NAA;	a) All reports to date according to the international contracting bodies, which include information related to the realisation of the rights of Roma people	according to the frequency of reporting	No additional funds are needed

			<ul style="list-style-type: none"> - statistical indicators of NAA; - the replies of NAA to questionnaires; - work in <i>ad hoc</i> interdepartmental working groups, established to draft detailed national reports 			
9.1.4 Monitoring of the process of the harmonisation of the legislation with international standards, with special emphasis on the <i>acquis communautaire</i> of the European Union	<u>Implementing agency:</u> MFEA	a) Legislation amendments	routine activities of the competent services of MFEA	a) The reporting process itself represents continuous development, and is transparent and measurable (regular EU and Croatian reports contain all data on the harmonisation of the legislation)	Continuously	No additional funds are needed

METHODOLOGY OF THE MONITORING OF THE ACTION PLAN IMPLEMENTATION

Pursuant to the National Strategy for Roma Inclusion, for the purposes of a systematic and purposeful monitoring of the implementation of this Action Plan, a simple and feasible methodology will be created, ensuring the understanding of the purpose of the process of monitoring and involvement of all participants. The monitoring of the implementation of the Action Plan will be implemented by means of the Implementation Report, and the Government Office for Human Rights and Rights of National Minorities will appoint a team of experts who will create the methodology of the monitoring of the Action Plan implementation according to individual departments and levels of implementation.

In order to ensure the harmonisation of aims and measures of the Strategy and Action Plan with trends related to the inclusion and change in the socio-economic status of Roma people, it is necessary to implement a middle-term and external evaluation, as well as periodic revision of the contents of the document. The process of routine revision of the Strategy or Action Plan is initiated by the Committee for the Monitoring of the Implementation of the National Strategy for Roma Inclusion from 2013 to 2020. The Government Office for Human Rights and Rights of National Minorities will be responsible for the coordination of revision activities, in cooperation with stakeholders on the national and local level, including the Roma community as the target group.