



**Transition Assistance and Institutional Building  
(IPA Component I) National Programme 2011**



# **Local Integration of Refugees, Internally Displaced Persons and Minority Groups**

*Contract No.: 12-8715/1*

**POLICY ADVICE PAPER ON DURABLE LOCAL  
PUBLIC POLICIES IN ROMA INTEGRATION  
Final – 21 September 2016**

*Date 21/09/2016*



This project is funded by  
the European Union

The project is implemented  
in a consortium led by





This project is funded by the European Union  
LOCAL INTEGRATION OF REFUGEES,  
INTERNALLY DISPLACED PERSONS  
AND MINORITY GROUPS



---

# **POLICY ADVICE PAPER ON DURABLE LOCAL PUBLIC POLICIES IN ROMA INTEGRATION**

## **Final – 21 September 2016**



This project is funded by the European Union  
LOCAL INTEGRATION OF REFUGEES,  
INTERNALLY DISPLACED PERSONS  
AND MINORITY GROUPS



The contents of this report are the sole responsibility of EPTISA and its consortium partners and can in no way be taken to reflect the views of the European Union.



## DOCUMENT CONTROL SHEET

<b>Project Name:</b>	Local Integration of Refugees, Internally Displaced Persons and Minority Groups
<b>Reference No:</b>	EuropeAid/136616/IH/SER/MK
<b>Contracting Authority:</b>	Central Financing and Contracting Department, Ministry of Finance, Republic of Macedonia
<b>Beneficiaries:</b>	<ul style="list-style-type: none"> <li>• Ministry of Labour and Social Policy (MLSP);</li> <li>• Cabinet of the Minister without Portfolio;</li> <li>• Secretariat for European Affairs (SEA)</li> <li>• Roma Information Centres (RICs);</li> <li>• National Coordinative Body for Implementation of Strategy and Decade for Roma;</li> <li>• Local self-government units;</li> <li>• Employment Service Agency;</li> <li>• Civil society organizations active in the field of Roma issues, refugees and internally displaced persons.</li> </ul>
<b>Consultant:</b>	Eptisa in consortium with CARE, MCIC and Roma Education Fund
<b>Report:</b>	Policy advice paper on durable local public policies in Roma integration
<b>Project activity:</b>	Activity 2.2 – Providing policy advice for revision of existing public policies to municipalities for creation of workable, realistic and durable local public policies for Roma on local level
<b>Project output #:<sup>1</sup></b>	21. Policy advice paper on durable local public policies in Roma integration

<sup>1</sup>As per the numbering of outputs made in Chapter 12 of the project's Inception Report.



## PROJECT SYNOPSIS

<p><b>Programme Name:</b></p> <p><b>Project Name:</b></p> <p><b>Reference No:</b></p> <p><b>Contract Number:</b></p> <p><b>Project Duration:</b></p> <p><b>Project Commencement Date:</b></p> <p><b>Project End Date:</b></p> <p><b>Name:</b></p> <p><b>Role:</b></p> <p><b>Address:</b></p> <p><b>Telephone:</b></p> <p><b>Fax:</b></p> <p><b>E-mail:</b></p> <p><b>Contact Person:</b></p> <p><b>Overall Objective:</b></p> <p><b>Purpose:</b></p> <p><b>Expected Results:</b></p>	<p>Transition Assistance and Institutional Building (IPA Component I)</p> <p>Local Integration of Refugees, Internally Displaced Persons and Minority Groups</p> <p>EuropeAid/136616/IH/SER/MK</p> <p>12-8715/1</p> <p>18 months</p> <p>11 January 2016</p> <p>11 July 2017</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%; vertical-align: top;"> <p>Ministry of Labour and Social Policy (MLSP)</p> <p>.....</p> <p><i>Beneficiary</i></p> <p>Dame Gruev 14</p> <p>+389 2 311 0700</p> <p>+389 2 311 0700</p> <p>GMustafova@mtsp.gov.mk</p> <p>Gjulten Mustafova</p> </td> <td style="width: 33%; vertical-align: top;"> <p>Central Financing and Contracting Department (CFCD), Ministry of Finance</p> <p>.....</p> <p><i>Contracting Authority</i></p> <p>Dame Gruev 12</p> <p>+389 2 3255 404</p> <p>+389 2 3255 374</p> <p>Radica.Koceva@finance.gov.mk</p> <p>Radica Koceva</p> </td> <td style="width: 33%; vertical-align: top;"> <p>EPTISA SOUTHEAST EUROPE doo</p> <p>.....</p> <p><i>Contractor</i></p> <p>Orce Nikolov 74</p> <p>+389 2 311 99 07</p> <p>+389 2 311 99 89</p> <p>bpetak@eptisa.com</p> <p>Bojan Petak</p> </td> </tr> </table> <p>To enhance the state administration and implementation capacities for further strengthening and supporting the local integration process and inclusion of the residential and / or non-residential displaced persons (refugees and internally displaced) and minority groups (Roma), as well increasing the sustainability of their reliance.</p> <p>To contribute in supporting the process of residential and / or non-residential displaced persons in their access for provision of comprehensive state administration services, increase self-reliance via participation and inclusion of the displaced persons in the society, as well as improve the quality of life and access to rights and services for social inclusion of the Roma, Ashkali and Egyptian communities in the country.</p> <p><u>Component 1: Support to the implementation of national and local public policies for Roma inclusion:</u></p> <ul style="list-style-type: none"> <li>○ Implemented training plan for capacity building of relevant institutions on the Local Action Plans (LAPs) within the implementation of the Roma Strategy and Decade;</li> <li>○ Enhanced capacity for all the relevant stakeholders for implementation of Roma Strategy and Decade and memorandum for cooperation with the municipalities;</li> <li>○ Local Action Plans for Roma implemented.</li> </ul> <p><u>Component 2: Institutional Capacity Building and Access to Labour Market for refugees and IDPs:</u></p> <ul style="list-style-type: none"> <li>○ Increased capacity of state institutions and policy makers to deliver integration policies and facilitate access to services;</li> <li>○ Achieved economic sustainability;</li> <li>○ Increased employability;</li> <li>○ Gained experience and best practices in the area of refugee integration.</li> </ul>	<p>Ministry of Labour and Social Policy (MLSP)</p> <p>.....</p> <p><i>Beneficiary</i></p> <p>Dame Gruev 14</p> <p>+389 2 311 0700</p> <p>+389 2 311 0700</p> <p>GMustafova@mtsp.gov.mk</p> <p>Gjulten Mustafova</p>	<p>Central Financing and Contracting Department (CFCD), Ministry of Finance</p> <p>.....</p> <p><i>Contracting Authority</i></p> <p>Dame Gruev 12</p> <p>+389 2 3255 404</p> <p>+389 2 3255 374</p> <p>Radica.Koceva@finance.gov.mk</p> <p>Radica Koceva</p>	<p>EPTISA SOUTHEAST EUROPE doo</p> <p>.....</p> <p><i>Contractor</i></p> <p>Orce Nikolov 74</p> <p>+389 2 311 99 07</p> <p>+389 2 311 99 89</p> <p>bpetak@eptisa.com</p> <p>Bojan Petak</p>
<p>Ministry of Labour and Social Policy (MLSP)</p> <p>.....</p> <p><i>Beneficiary</i></p> <p>Dame Gruev 14</p> <p>+389 2 311 0700</p> <p>+389 2 311 0700</p> <p>GMustafova@mtsp.gov.mk</p> <p>Gjulten Mustafova</p>	<p>Central Financing and Contracting Department (CFCD), Ministry of Finance</p> <p>.....</p> <p><i>Contracting Authority</i></p> <p>Dame Gruev 12</p> <p>+389 2 3255 404</p> <p>+389 2 3255 374</p> <p>Radica.Koceva@finance.gov.mk</p> <p>Radica Koceva</p>	<p>EPTISA SOUTHEAST EUROPE doo</p> <p>.....</p> <p><i>Contractor</i></p> <p>Orce Nikolov 74</p> <p>+389 2 311 99 07</p> <p>+389 2 311 99 89</p> <p>bpetak@eptisa.com</p> <p>Bojan Petak</p>		





## TABLE OF CONTENTS

1. INTRODUCTION .....	8
2. POLICIES FOR ROMA IN MACEDONIA.....	9
2.1 National level .....	9
2.1.1 The Strategy for Roma 2014-2020.....	9
2.1.2 National Action Plans .....	9
2.2 Local level.....	10
2.2.1 Local action plans .....	10
2.2.2 Memoranda of Cooperation .....	11
3. SITUATION IN THE PILOT MUNICIPALITIES .....	12
3.1 Education.....	12
3.2 Employment .....	12
3.3 Health .....	13
3.4 Housing and infrastructure .....	13
4. RECOMMENDATIONS .....	14
4.1 Education.....	14
4.2 Employment .....	15
4.3 Health .....	15
4.4 Housing and infrastructure .....	15
4.5 General recommendations .....	16
BIBLIOGRAPHY .....	18



This project is funded by the European Union  
LOCAL INTEGRATION OF REFUGEES,  
INTERNALLY DISPLACED PERSONS  
AND MINORITY GROUPS



---

## ABBREVIATIONS

EU	European Union
IDP	Internally Displaced Person
LAP	Local Action Plan
MLSP	Ministry of Labour and Social Policy
MoC	Memorandum of Cooperation
NAP	National Action Plan
RIC	Roma Information Centre



## **1. INTRODUCTION**

The Strategy for Roma in the Republic of Macedonia 2014-2020 calls for policies which take into account the specific situation of Roma and notes that the success of a national strategy depends primarily on its practical realization at local level (Ministerstvo za trud i socijalna politika 2014: 28-29, 61). Building on these insights, this policy paper contains brief and practical advice for drafting and/or revising local public policies for the integration of Roma.

In addition to this Introduction, the document is composed of three main sections. The first of these is a review of national- and local-level policies for Roma to date, with the Strategy for Roma 2014-2020, its National Action Plans (NAPs), local action plans (LAPs), and memoranda of cooperation between central and local governments treated in turn. The second substantive section consists in a synthetic overview of the situation of Roma in the 12 municipalities selected for participation in the activities planned at local level in the framework of the project “Local Integration of Refugees, Internally Displaced Persons and Minority Groups”: Berovo, Bitola, Chair, Delchevo, Gostivar, Kochani, Kumanovo, Prilep, Shtip, Shuto Orizari, Tetovo and Vinica.<sup>2</sup> In the third and final section of this policy paper, a set of recommendations are presented as a basis for designing and implementing durable local policies for improving the situation of Roma. Additionally, a concise bibliography provides a list of sources which may be useful for local actors as they create relevant policies.

This policy paper (Output 21) contributes to the implementation of Activity 2.2 (“Providing policy advice for revision of existing public policies to municipalities for creation of workable, realistic and durable local public policies for Roma on local level”). Building significantly on the analysis of the current state of service delivery of the local public administration institutions in 12 selected pilot municipalities (Activity 2.1), the policy paper at the same time provides a basis for the other output under this Activity, a series of workshops focusing on approaches to the design and implementation of local policies targeting Roma. The participants in these workshops will consist primarily of members of the local coordinating bodies being formed in the selected municipalities in the framework of the project for the purpose of improving cross-sectoral coordination and establishing a mechanism for networking to address and assist in coping with the challenges facing the Roma population in social inclusion at the local level. These bodies will in turn play the leading role in developing new LAPs for Roma in line with the Strategy for Roma 2014-2020 and the corresponding NAPs (see Ministerstvo za trud i socijalna politika 2014; 2015; 2016a; 2016b; 2016c; 2016d).

---

<sup>2</sup> For information on the criteria used in the selection of municipalities for inclusion in the project, see EPTISA (2016e).

## **2. POLICIES FOR ROMA IN MACEDONIA**

Targeted policies for Roma in Macedonia first appeared in 2004, with the adoption of a national strategy (Ministry of Labor and Social Policy 2004). That strategy was supplemented with NAPs, followed in some municipalities by LAPs. In the ensuing decade, both strategy and NAPs have been replaced, as have some LAPs. In 2009, memoranda of cooperation between municipalities and the central government were introduced as an additional mechanism for targeting Roma at local level.

### **2.1 National level**

#### **2.1.1 The Strategy for Roma 2014-2020**

The Strategy for Roma in the Republic of Macedonia 2014-2020 was adopted in 2014 to replace the Strategy adopted in 2004 and is premised on the need for continued efforts to improve the integration of Roma despite some progress in recent years (see Ministerstvo za trud i socijalna politika 2014: 5; Ministry of Labor and Social Policy 2004). The vision underlying the Strategy is that “Roma in the Republic of Macedonia included in societal trends have increased opportunities for a better life” (Ministerstvo za trud i socijalna apolitika 2014: 31). The substantive sections of the Strategy are structured around five areas: culture, education, employment, healthcare, and housing. As shown in Table 1 below, the Strategy sets a strategic goal in each of these areas.

**Table 1. Strategic goals by area**

<b>AREA</b>	<b>STRATEGIC GOAL</b>
Culture	Development and promotion of Roma culture, language, and tradition
Education	Increased level of education of the Roma community
Employment	Improvement of conditions and opportunities for employment and reduction of unemployment of the Roma community, resulting in its integration in societal trends
Healthcare	Continuous improvement of the health status of the Roma community
Housing	Reduction of the gap in the quality of housing between Roma and non-Roma communities

#### **2.1.2 National Action Plans**

The current set of National Action Plans (NAPs) for Roma was adopted in 2015 and 2016. The areas covered by the NAPs are education, employment, healthcare, housing, and inclusion of the Roma woman. Although the total number of measures included in the NAPs varies widely (from 17 in the NAP for housing to 32 in the NAP for education), the fact that all five were prepared according to a common template makes it relatively easy to see how the various NAPs relate to one another. Another positive feature of the NAPs is the inclusion of baseline data, which effectively lays the groundwork for measuring progress toward goals. On the other hand, only the NAPs for housing and inclusion of the Roma woman include specific timeframes for completion of the planned activities.

## 2.2 Local level

### 2.2.1 Local action plans

Since 2005, a total of 17 municipalities have adopted LAPs for Roma. The Ministry of Labour and Social Policy (MLSP) has been involved in the development of LAPs in the majority of municipalities which have adopted them, with the most recent round of updating existing LAPs and/or developing new ones undertaken in 2012 in 12 municipalities within the framework of the EU-funded project “Support to the Implementation of the Roma Strategy.” An overview of the municipalities which have adopted LAPs to date is given in the table below.

As shown in the table, most municipalities which have adopted LAPs have chosen to cover the areas of education, employment, health, and housing. At the same time, the only area covered in the LAPs adopted by all municipalities to date is employment.

**Table 2. Municipalities which have adopted local action plans for Roma**

Municipality	Areas covered				Last update
	Education	Employment	Health	Housing	
Berovo	x	x	x	x	2012
Bitola	x	x		x	2012
Delchevo	x	x	x	x	2012
Gostivar		x		x	2012
Kochani	x	x	x	x	2012
Kriva Palanka	x	x	x	x	2010
Kumanovo	x	x	x	x	2012
Pehchevo	x	x	x	x	2012
Prilep		x			2012
Probishtip	x	x	x	x	2010
Rankovce	x	x	x	x	2010
Shtip	x	x	x	x	2012
Shuto Orizari	x	x	x	x	2012
Sveti Nikole	x	x	x	x	2012
Tetovo	x	x	x	x	2009
Veles		x			2011
Vinica	x	x	x	x	2011

To date, there has been neither a unified approach to drafting LAPs, nor a consistent relationship between the LAPs and the corresponding NAPs. Moreover, by the end of 2015 the only municipalities with valid NAPs were Gostivar and Kumanovo (see Opština Gostivar 2012; Opština Kumanovo 2012).

While there has been no systematic monitoring, evaluation, and reporting on LAP implementation, available information suggests that such implementation has been sporadic at best. Reasons for incomplete LAP implementation appear to include incomplete fiscal decentralization (which results

in municipalities waiting for funds from line ministries) and a lack of political will beyond mere declaration.

### **2.2.2 Memoranda of Cooperation**

Twelve municipalities – including two which have not adopted LAPs (Debar and Kichevo) – are signatories to a valid Memorandum for Cooperation (MoC) with the central government as represented by the Minister without Portfolio (Government of the Republic of Macedonia 2009). The Memorandum also calls for increasing levels of co-funding on the part of signatory municipalities for projects “relating to the Decade and the Strategy”, from a minimum of 25 percent in the first year, to 35 percent in the second year and 45 percent in the third, while stipulating that the remainder “should be provided with the full support by the Minister without Portfolio from donors’ funds and funds from projects financed by line ministries” (Government of the Republic of Macedonia 2009, Section 3.4). Projects supported on the basis of a Memorandum of Cooperation have received funding from the Ministry of Transport and Communications.

**Table 3. Memoranda of Cooperation on Roma between municipalities and central government**

<b>Municipality</b>	<b>MoC signed</b>	<b>LAPs adopted</b>
Berovo	x	x
Bitola	x	x
Debar	x	
Delchevo	x	x
Gostivar		x
Kichevo	x	
Kochani	x	x
Kriva Palanka		x
Kumanovo	x	x
Pehchevo		x
Prilep	x	x
Probishtip		x
Rankovce		x
Shtip	x	x
Shuto Orizari		x
Sveti Nikole		x
Tetovo	x	x
Veles	x	x
Vinica	x	x

### **3. SITUATION IN THE PILOT MUNICIPALITIES**

The situation of Roma varies by locality, as well as by thematic area. Nonetheless, the pilot municipalities display some considerable similarities. This section accordingly provides an overview of the situation in the areas of education, employment, health, and housing and infrastructure.<sup>3</sup>

#### **3.1 Education**

Where the inclusion of Roma is concerned, progress in the area of education has outstripped advances in other areas. At the same time, challenges persist at all levels:

- At the level of preschool education, despite significant advances resulting from a project implemented by municipal authorities in partnership with MLSP and supported by the Roma education fund, enrolment rates among Roma remain more than six times lower than the national average.
- In primary education, there is considerable dropout among Roma, due to a combination of poverty, discrimination, and in some municipalities, underage marriages.
- Inappropriate placement of Roma in special education for children with mental disability remains a problem, especially in Skopje.

#### **3.2 Employment**

Improvements in the area of employment have been more modest than those in education:

- The unemployment rate among Roma is almost double the national average and even higher among Roma women.
- The majority of registered unemployed Roma has not completed primary education, such that they are not eligible for employment and self-employment measures offered through the Employment Service Agency.
- Discrimination in employment appears to be growing, with cases reported when a job offer was withdrawn by a private employer after learning that the applicant for the job is a Rom.
- Roma women's access to the labour market is adversely affected by the patriarchal values observed in some relatively isolated settlements (e.g., in Bitola, Kumanovo, and Shuto Orizari), as well as by low access to child care services throughout the country.

---

<sup>3</sup> For a more detailed analysis of the state of service delivery in the pilot municipalities, see EPTISA (2016c).

### **3.3 Health**

The Roma health mediation programme under the Ministry of Health has received high marks for increasing vaccination rates, facilitating access to health insurance, and providing information on free services offered by the Ministry of Health. Nonetheless:

- Although most Roma have health insurance, access to health care is often limited by poverty.
- Reports of discrimination against Roma in the area of health care remain common.
- Access to professional pre-natal care is a problem for many Roma women, with insufficient numbers of gynaecologists noted in Bitola, Prilep, and Shuto Orizari.
- There is little coordination among institutions in addressing the phenomenon of early marriages among Roma.

### **3.4 Housing and infrastructure**

The level of investment required to bring improvements in Roma's housing situation means that housing problems are often viewed as intractable in the pilot municipalities.

- Conditions in segregated settlements such as those that exist in Bitola, Gostivar, Kumanovo, Prilep, and Shuto Orizari tend to be worse than those of Roma households located in integrated neighbourhoods.
- Inhabitants of Roma settlements often lack documentation establishing ownership of their dwellings and/or of the land on which they are built, with progress in implementation the Law on Procedure for Illegally Built Structures varying widely across the pilot municipalities.
- Roma account for approximately 17 percent of all beneficiaries of the social housing project administered by the Ministry of Transport and Communications. Pilot municipalities covered by the project are Berovo, Bitola, Kochani, and Shtip.

## **4. RECOMMENDATIONS**

Drawing on the analyses completed in the framework of the current project, the recommendations below outline steps to be taken toward the successful design and implementation of durable local policies for improving the situation of Roma. Immediately following the recommendations in the areas of education, employment, health, and housing and infrastructure, a set of more general recommendations is also provided.

### **4.1 Education**

1. *Expand access to pre-school education.* Taking into account the importance of pre-school education for children from marginalized and vulnerable communities and Roma's low enrolment rates relative to the general population, additional facilities should be established where objective demand exceeds the current supply with an eye to providing at least one year of free-of-charge pre-school education in ethnically mixed groups. Transportation should also be provided throughout the calendar year.
2. *Promote inclusion of Roma in primary education.* Roma educators should be engaged in primary school enrolment processes in order to create better conditions for entry testing. Local (as well as national) budgets should include an item for educational inclusion.
3. *Provide educational support beyond school hours.* As the recent pilot project with tutoring in the late years of primary education suggests, the effects of poverty on participation in education can be reduced through after-school programmes for assistance in completing homework assignments and remedial instruction in key subjects. Combining these forms of support with a hot meal should be considered as an additional way to reduce the effects of poverty on educational participation with its potential contribution to improving concentration while serving as an incentive for both parents and children.
4. *Continue reducing the number of Roma in special education.* Activities at national level to make testing processes more culturally sensitive and to re-integrate in standard education children inappropriately assigned to special education should be complemented with community-level outreach to raise awareness among Roma families about the educational and career disadvantages of enrolling non-disabled children in schools for children with special educational needs.
5. *Research and address discrimination in education.* The frequency of segregation and other more and less subtle forms of discrimination in education should be documented systematically as a basis for designing appropriate measures to address them, with findings transmitted to the Ministry of Education and Science for aggregation and follow-up. In addition to attending to issues of discrimination against Roma on the part of non-Roma,

attention should be paid to gender-based differences in rates of completion of compulsory education, treating underage marriages as violations of the rights of Roma girls.

## **4.2 Employment**

6. *Improve targeting and outreach in relation to employment measures.* A thorough assessment of the specific needs and skills of unemployed Roma should be undertaken, with findings transmitted to the Employment Service Agency for use in designing future measures. Digestible information on relevant measures of the Operational Plans for Employment should be disseminated via print and broadcast media, as well as in presentations at community level.
7. *Attend to informal waste collectors in local policies.* Treating the situation of informal waste collectors as a socio-economic issue, informal waste collectors should be included in public works projects incorporated in five-year local waste management plans. Additionally, easily digestible information on recycling schemes and on the importance and ease of recycling should be disseminated widely, including in primary schools. Consideration should also be given to subsidies for citizens' participation in recycling schemes.

## **4.3 Health**

8. *Sanction and prevent discrimination in healthcare services.* Complaints of improper treatment by healthcare workers should be investigated thoroughly and punished as appropriate. Additionally, intercultural competency among healthcare workers should be assessed and addressed as needed through targeted training events.

## **4.4 Housing and infrastructure**

9. *Tackle homelessness.* Shelters for homeless people should be established where needed in order to provide decent living conditions. Municipalities should provide support for such shelters.
10. *Address Roma settlements.* Feasibility studies should be undertaken as a basis for decisions on legalization of Roma settlements located outside areas foreseen as residential in urban plans. Whereas households located in settlements without prospects for legalization should be relocated to state-provided land with conditions for safe and durable residence, the inhabitants of settlements where legalization is possible should be given the option of remaining in the settlement or relocating to an integrated neighbourhood.



11. *Promote residential integration.* Following the positive example set by the Ministry of Transport and Communications' social housing programme, housing measures targeting Roma should focus on creating ethnically mixed neighbourhoods. Awareness of *de facto* segregation as a negative phenomenon for both Roma and non-Roma should be raised among local (as well as national) authorities and related explicitly to construction projects undertaken to date which effectively preserve or promote physical separation between Roma and non-Roma.

#### **4.5 General recommendations**

12. *Ensure access to personal identification documents.* Taking into account that incomplete personal documentation contributes to the barriers faced by Roma in realizing their rights in the areas of education, employment, health, and housing, community-based legal support and advice should be made available. To this end, civic actors with knowledge of and contacts in local Roma communities should be strengthened in capacity and resources, with local (as well as central) authorities providing support in this direction.
13. *Bring national-level policies for Roma to local level.* LAPs for Roma should be designed on the basis of the National Action Plans adopted in the areas of education, employment, health, housing, and strengthening the position of the Roma woman in society, with differences between national and municipal priorities explained in terms of specific needs of local Roma. The adoption of LAPs should be backed up by a line for Roma inclusion in the municipal budget.
14. *Establish local coordinating bodies.* As foreseen in the Strategy for Roma, local coordinating bodies should be established in municipalities with a sizeable Roma population to move ahead the design and implementation of LAPs, with Roma input into the policy process guaranteed by the inclusion of representatives of Roma Information Centres (RICs) and civil society organizations. These bodies should be supported in their work by municipal authorities, as well as MLSP.
15. *Promote the continued development of Roma Information Centres.* RICs' institutionalization at municipal level supported both administratively and financially with an eye to enabling them to monitor the implementation of relevant initiatives and to transmit information among municipal authorities, state-level institutions, and local Roma populations. Key to this process is providing RIC staff with training in monitoring, evaluation and reporting.
16. *Require meaningful reporting.* The availability of data on LAP implementation should be increased by requiring the institutions tasked with implementation of the LAPs to include in their periodic reports information explicitly related to indicators for specific measures contained in the LAPs, referring to the measures by number. Included in the reports should be quantitative data on budget expenditures and beneficiaries reached, as well as a qualitative

assessment of implementation with suggestions for additional measures which may be necessary to facilitate effective LAP implementation. A standard template should be developed for this purpose in coordination with MLSP.

## **BIBLIOGRAPHY**

- EPTISA. 2016a. *Report on Policies Affecting Roma at National and Local Levels with Recommendations for Improving Legal and Policy Frameworks as well as Availability of Relevant Data*. Skopje: EPTISA.
- \_\_\_\_\_. 2016b. *Report on Possibilities for Professional Orientation and Inclusion in Active Labour Market Measures for Informal Waste Collectors*. Skopje: EPTISA.
- \_\_\_\_\_. 2016c. *Report on State of Service Delivery within Local Public Administration Institutions*. Skopje: EPTISA.
- \_\_\_\_\_. 2016d. *Review Report of Legislation, Procedures and Practices, with Recommendations Related to Citizen's Status and Personal Identification Documents for Roma*. Skopje: EPTISA.
- \_\_\_\_\_. 2016e. *Selection Report on 12 Selected Municipalities*. Skopje: EPTISA.
- Government of the Republic of Macedonia. 2009. *Information on the Conclusion of Memorandum for Cooperation between the Government of the Republic of Macedonia Represented by the Minister without Portfolio Nezet Mustafa, the National Coordinator of the Decade of Roma Inclusion 2005-2015 and the Roma Strategy in Republic of Macedonia and the Municipalities*. Skopje: Government of the Republic of Macedonia.
- Ministerstvo za trud i socijalna politika. 2014. *Strategija za Romite vo Republika Makedonija 2014-2020*. Skopje: Ministerstvo za trud i socijalna politika.
- \_\_\_\_\_. 2015. *Nacionalen akcionen plan za zdravstvo 2015-2020*. Skopje: Ministerstvo za trud i socijalna politika.
- \_\_\_\_\_. 2016a. *Nacionalen akcionen plan za domuvanje 2016-2020*. Skopje: Ministerstvo za trud i socijalna politika.
- \_\_\_\_\_. 2016b. *Nacionalen akcionen plan za obrazovanie 2016-2020*. Skopje: Ministerstvo za trud i socijalna politika.
- \_\_\_\_\_. 2016c. *Nacionalen akcionen plan za vrabotuvanje 2016-2020*. Skopje: Ministerstvo za trud i socijalna politika.
- \_\_\_\_\_. 2016d. *Nacionalen akcionen plan za zajaknuvanje na položbata na romskata žena vo opštествoto 2016-2020*. Skopje: Ministerstvo za trud i socijalna politika.
- Ministry of Labor and Social Policy. 2004. *Strategy for Roma in the Republic of Macedonia*. Skopje: Ministry of Labor and Social Policy.
- Opština Gostivar. 2012. *Akciski plan za domuvanje 2012-2017*. Gostivar: Opština Gostivar.
- Opština Kumanovo. 2012. *Nacrt - lokalni plan za akcija za implementacija na Dekadata na Romite vo Kumanovo za periodot 2012-2016 g.* Kumanovo: Opština Kumanovo.