



ACTION PLAN

**FOR THE IMPLEMENTATION OF THE STRATEGY OF SOCIAL INCLUSION OF
THE ROMA IN THE REPUBLIC OF SERBIA FOR THE PERIOD 2016-2025**

- for the period 2017 to 2018 -

June 2017

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I INTRODUCTION

The Government of the Republic of Serbia adopted the Strategy of Social Inclusion of the Roma in the Republic of Serbia for the Period 2016–2025 (hereinafter: the Strategy) by its Conclusion 05 No 90-1370/2016-1, issued at the session held on 3 March 2016 (Official Gazette of the Republic of Serbia, No 26/2016). The Strategy specifies that its implementation will be ensured through the adoption and implementation of biennial action plans.

In pursuing the Strategy's objectives through the implementation of the Action Plan for the Implementation of the Strategy of Social Inclusion of Roma in the Republic of Serbia for the Period 2016–2025 – referring to the period 2017–2018 (hereinafter: the Action Plan), it is vital to ensure joint action of the competent authorities and services with shared responsibilities, in view of the multidisciplinary nature of the social inclusion of Roma.

In the development of the Strategy, representatives¹ of the Roma community participated in the setting of strategic objectives and measures as members of the expert team. In the Action Plan development process, a public hearing about the Strategy's priority measures was also organised, with involvement of the representatives of the Roma community, relevant institutions and civil society organisations. Moreover, the priority measures were also discussed within the consultation process with Roma coordinators, teaching assistants and health mediators. Active participation of the Roma community in the implementation of the Action Plan will ensure that the implementation of measures and activities is monitored at both national and local government level.

After one year of its implementation, the Action Plan will undergo a revision based on the consultation process with the members of the Roma community. The consultation process with the members of the Roma community will include Roma persons, as well as the civil society organisations primarily dealing with Roma issues and the Roma National Minority Council. Furthermore, the amendments to the Action Plan will also be discussed with the relevant government and independent institutions, international and regional organisations and decision-makers in the line ministries. During the last quarter of the Action Plan's reference period (end of 2018), a new action plan will be adopted, taking into account the achieved results, gained experiences, identified hindrances and the possibilities for improving the Strategy's implementation in the next two-year period.

¹ All terms used in their masculine grammatical form encompass both the masculine and feminine gender of the person they refer to.

II PURPOSE OF THE ACTION PLAN

The purpose of the Action Plan is to contribute to the fulfilment of the goal, specific and operational objectives, as well as the measures specified by the Strategy, through the implementation of the foreseen activities.

The purpose of the Action Plan will be pursued through coordinated action of the lead implementing agencies and implementation partners.

III ACRONYMS

The acronyms used in the Action Plan have the following meaning:

AHA – Association of Housing Agencies

CBGE – Coordination Body for Gender Equality

CCIS – Chamber of Commerce and Industry of Serbia

CI – Cultural institutions

CRM – Commissariat for Refugees and Migration

CSOs – Civil society organisations

CSW – Centre for social work

GPEA – **Group for Preschool Education Affairs**

HC – Health Centre

HI – Healthcare Institutions

IEQE – Institute for Education Quality and Evaluation

IIE – Institute for the Improvement of Education

IPA – Instrument for Pre-Accession Assistance

ISC – Intersectoral Committee

LGU – Local government units

LHA – Local housing agencies

MoAEP – Ministry of Agriculture and Environmental Protection

MoCI – Ministry of Culture and Information

MoCTI – Ministry of Construction, Transport and Infrastructure

MoE – Ministry of Economy

MoESTD – Ministry of Education, Science and Technological Development

MoF – Ministry of Finance

MoH – Ministry of Health

MoI – Ministry of Interior

MoJ – Ministry of Justice

MoLEVSA – Ministry of Labour, Employment, Veteran and Social Affairs

MoPALS – Ministry of Public Administration and Local Self-Government

MoYS – Ministry of Youth and Sports

NCNM – National Council of National Minorities

NOCS – Network of Organizations for the Children of Serbia

NES – National Employment Service

NISP – National Institute for Social Protection

OCCS – Office for Cooperation with Civil Society

OHMR – Office for Human and Minority Rights

PISP – Provincial Institute for Social Protection

PPP – Preparatory Preschool Programme

PS – Primary schools

PSI – Preschool institutions

PSPS – Providers of social protection services

RCS – Red Cross of Serbia

RGA – Republic Geodetic Authority

RNMC – Roma National Minority Council

RSICB – Coordination Body for Monitoring the Implementation of the Roma Social Inclusion Strategy

RSA – Regional School Administration

SCTM – Standing Conference of Towns and Municipalities

SIG – Social Inclusion Group

SIPRU – Social Inclusion and Poverty Reduction Unit

SORS – Statistical Office of the Republic of Serbia

SS – Secondary schools

UNICEF – United Nations Children's Fund

In case an authority/body changes its official name, the acronym of the authority/body used in the Action Plan will refer to the successor authority/body that takes over the sphere of its competence.

IV ACTION PLAN ELEMENTS

Objectives. The goal of the Strategy, specific objectives and operational objectives are indicated as specified in the Strategy.

Measures and activities. The concept of the measures set forth in the Strategy is adopted and formulated so as to facilitate the specification of the set of necessary activities for implementation of the measures.

Indicators. The indicators are formulated as impact indicators and activity indicators.

Implementing agency. The implementing agencies are: 1) “lead implementing agencies”, competent under the law for implementing activities and planning resources; and 2) “implementation partners”, i.e. all other entities identified in the Action Plan as contributors to activity implementation.

Timeframe. The timeframes refer to the period from the day of announcement of the Action Plan to the end of the indicated quarter. Where there is the word “continuous” written after the indication of the quarter, this means that a particular activity is implemented until the expiry of the specified timeframe, and then it is implemented continuously.

Required funds are divided into regular budget funds and donor funds, depending on the source of financial support for the implementation of the activities specified in the Action Plan.

V ACTION PLAN IMPLEMENTATION AND MONITORING

The responsibility for Action Plan implementation rests with the lead implementing agencies, within their respective spheres of competence. Where several lead implementing agencies are specified for an activity, the first one of the stated lead implementing agencies takes the primary role and coordinates the work of other lead implementing agencies.

The institutional resources for Action Plan implementation are the Coordination Body for Monitoring the Implementation of the Roma Social Inclusion Strategy, the Council for the Improvement of the Position of Roma and Implementation of the Roma Decade, the Office for Human and Minority Rights, the Social Inclusion and Poverty Reduction Unit, competent line ministries, as well as local government bodies.

The Monitoring Plan for Action Plan Implementation will specify, based on indicators, how the data will be collected and how often reports on the implementation of the Action Plan will be made.

VI FUNDS FOR THE IMPLEMENTATION OF THE ACTION PLAN

Administrative and financial resources need to be secured at the national, provincial and local government level for the implementation of all activities specified in the Action Plan, in compliance with the law and the undertaken financial impact assessment. The implementation of the Action Plan at the national, autonomous province and local government level requires securing administrative and financial resources for the implementation of all activities in the Action Plan, in accordance with the law and the implemented financial impact assessment.

Significant importance was assigned to the assessment of the costs of activities envisaged by this Action Plan, particularly because the Action Plan is compatible with certain activities planned in the Action Plan for Chapter 23 - Judiciary and fundamental rights, i.e. envisaging a separate Action Plan that will define in more detail, inter alia, the financial resources. This was one of the reasons why the assessment of financial funds used the same Standard methodology of expressing unit costs for the rough estimate of financial funds accepted in Brussels and used to budget all costs for the implementation of the Action Plan for Chapter 23 - Judiciary and fundamental rights.

The assessment of the costs of implementation of the activities planned in this Action Plan is presented with significant precision, particularly due to the application of the Standard Methodology developed for Chapters 23 and 24, prepared in cooperation with international financial experts.

In accordance with the above methodology, financial funds assessments contain three aspects, namely: per institution, administrative capacity, and per individual area envisaged by the Action Plan, for all five areas: education and early development, housing, employment, healthcare and social protection.

The assessment was also conducted based on sources of financing, whether it is the Budget of the Republic of Serbia, the budget of local governments, i.e. local government units, donor funds, project and programme credit and loans, other sources and sources and amounts unknown at this time, due to the above reasons.

One key factor in setting up the relationship between activities, deadlines and sources of financing was the schedule of planning and implementing projects financed from IPA funds, as well as bilateral agreements.

Since the Action Plan covers a two-year period and it is the first action plan for the implementation of the Strategy with a duration of 9 years, the Action Plan contains a significant number of activities that require the drafting of various surveys, studies and analyses regarding sources of financing, and accordingly potential options to apply for donor funds, noted within the Action Plan under each such activity. All of these are activities with implementation timeframes starting in 2018, and/or continuously after that, so that all the elements for timely applications for donor funds may be identified by the end of 2017. In accordance with this, the implemented approach is one where for each case where the deadlines are 2018 and beyond and there is a need to apply for donor funds, it is marked as unknown at this moment, and to be known by the end of 2017. The reason is that the activities regarding applications for donor funds will be implemented in 2017, therefore it would be possible in 2018 to identify with certainty the related donor funds, their sources and purpose, within the planned deadlines, and thus the implementation of the activities envisaged by the AP would be adjusted accordingly.

The identification of donor funds by source and amount, and/or purpose the donors approve the funds for, as well as the schedule and duration of each project and the estimated amounts that could relate to the Roma population cannot be estimated with precision in each case at this time (since the projects are mostly parts of much larger units or have purposes not focused on national minorities only, but also, for example, the family, youth, the unemployed, and/or social groups etc., without discerning by nationality, etc.), thus presenting particular difficulties in budgeting.

Since the implementation of some of the activities was planned for multiple years, and/or continuously, and-or starting from 2018, etc. or the precise definition of the activities contain items conditional on the previous implementation of certain analyses or assessments, budgeting had to be delayed for the period after such assessments are implemented, and their results available as the baseline for creating further reform steps, including budgeting, as noted within such activities in the Action Plan. Adding to this certain existing limitations regarding scarce statistical and other relevant data regarding these specific issues, the issue of budgeting the amount of financial funds presented a rather complex and specific task.

Within the budgeting of approximate amounts of financial funds, the Action Plan contains assessments for two groups of activities, namely: legislative harmonization activities and implementation activities, and thus the costs are related to: the amendment or development of the normative framework, containing strategies, more or less complex laws, by-laws and internal regulations, as well as costs of training, seminars, costs of strengthening the institutional framework and administrative capacities, and/or investments, research, as well as needs and feasibility analyses and studies, technical specifications, etc.

The budgeting of costs for these groups of activities encompassed: costs of human resources, i.e. civil servants and/or other engaged persons, individually or in working groups, for the implementation of planned activities in these groups. The human resource costs primarily show average amounts established by the

above methodology for salaries and other personal income, as well as relevant costs for other expenditures, material and other permanent costs, office supplies, IT and other relevant costs, i.e. overheads.

The following section of the Action Plan contains individual activities with all required elements, including the assessment of financial funds by source and planned deadline, in accordance with the above elements and/or methodology and the Strategy, namely:

The overall goal of the Strategy of Social Inclusion of Roma in the Republic of Serbia for the period 2016–2025 is to improve the social and economic status of the Roma minority in the Republic of Serbia, while ensuring the full enjoyment of their minority rights, the elimination of discrimination and greater Roma social inclusion in all segments of the society.

I. EDUCATION

Specific objective 1: Full inclusion of Roma children and youth into good quality preschool, primary and secondary education, a greater share of Roma in the student population and support for the education of youth and adults who have no education or have dropped out of school, through the introduction of effective and efficient mechanisms to fight discrimination and create the conditions for Roma to exercise all minority rights in the education system.

Operational objective	Impact indicators	Outcome
<p>Operational objective 1: Ensure that Roma children have equal opportunities for early childhood development and learning from birth and that they are ready for inclusion in mandatory education.</p>	<p>Early childhood education attendance: percentage of children aged 3–5 years attending preschool programmes, of which 40% are girls.</p> <p><i>Baseline: Serbia 50.2; Serbia – Roma settlements: 5.7</i></p> <p>Adult support in learning: percentage of children aged 3-5 years with whom an adult has engaged in four or more activities to promote learning and school readiness in the last three days.</p> <p><i>Baseline: Serbia 95.5; Serbia – Roma settlements: 68.0</i></p> <p>Early childhood development index: percentage of children aged 3-5 years who are developmentally on track in three of the following four domains: literacy-numeracy, physical, social-emotional development and learning.</p> <p><i>Baseline: Serbia 95.1; Serbia – Roma settlements: 83.3</i></p> <p>School readiness: percentage of children in first grade of primary school who attended preschool in the previous year, of which 40% are girls.</p>	<ul style="list-style-type: none"> – Preschool education programmes are in line with the learning needs of Roma children. – A steady increase in the attendance rate of Roma children aged 4.5 to 5.5 years in good quality preschool programmes (full-day and diversified). – Regular attendance of children from the Roma community in PPP and non-segregated groups is secured. – A steady increase in the capacities of preschool institutions and staff to provide quality PPP to children from the Roma community.

		<i>Baseline: Serbia 98.1; Serbia – Roma settlement: 79.9</i>				
		Source: Serbia Multiple Indicator Cluster Survey 2014 / Serbia Roma Settlements Multiple Indicator Cluster Survey 2014 (Key Findings /July 2014), UNICEF and SORS				
Measure 1: Identify development and learning needs of children, as well as the needs of parents for various types of support in promoting early childhood development and learning, in order to develop adequate types of support by preschool institutions; provide programmes for parents and children up to three years of age in the family, community and preschool institution to promote child development and learning and parent skills development, and availability of high-quality preschool programmes for children aged 3–5 years ² (full-day, half-day).						
No	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
1.1.1.1	Analyse the needs, create special and accessible programmes for children up to three years of age and for adults responsible for their development and learning (parents/foster parents/guardians and teachers), in the family, community and preschool institutions.	Needs analysis conducted (yes/no) Number of programmes prepared in line with the needs of the children and adults (parent/foster parent/guardian and teacher) Source: MoESTD and UNICEF reports	Lead implementing agency: MoESTD Implementation partners: UNICEF LGU	Q2 2017	a) Budget of the Republic of Serbia - total RSD 2,507,109 in 2017 and 2018, RSD 1,253,555 each (budgeted under AP NC 23, activities 3.8.2.3 and 3.8.2.4) and b) Budget of the Republic of Serbia - funds from the World Bank loan, total €47,000,000 - negotiations under way	
1.1.1.2	Implement programmes for parents and children up to three years of age in the family, community and preschool institution designed to encourage child development and learning and parent skills (trainings for programme providers, providing for the financial and other conditions for the implementation for programmes).	Coverage by programmes for the development of parents' skills Percentage of increase of the number of children (girls and boys) included in development and learning programmes (at annual level)	Lead implementing agency: MoESTD Implementation partner:	Q4 2017	Budgeted under activity 1.1.1.1 (Budget of the Republic of Serbia - total RSD 2,507,109 in 2017 and 2018, RSD 1,253,555 each	

² Aligned with the Action Plan for Negotiating Chapter 23.

		Source: MoESTD and LGU reports	LGU		(budgeted under AP NC 23, activities 3.8.2.3 and 3.8.2.4)	
1.1.1.3	Organize various shorter duration preschool education programmes for children aged 3-5.5 years (20% of children from vulnerable social groups)	Number of preschool institutions organizing various shorter duration preschool education programmes for children aged 3-5.5 years Number of children (boys and girls) aged 3 to 5.5 included in the programmes Number of children from vulnerable social groups included in the programmes (up to 20%) Source: MoESTD, UNICEF and LGU reports	Lead implementing agency: MoESTD LGU Implementation partner: UNICEF	Q4 2017 – continuous	Budgeted under activity 1.1.1.1 (Budget of the Republic of Serbia - total RSD 2,507,109 in 2017 and 2018, RSD 1,253,555 each (budgeted under AP NC 23, activities 3.8.2.3 and 3.8.2.4)	
1.1.1.4	Stimulation of local governments to finance various programmes to increase the coverage of children by preschool programmes at the age of 4.5 - 5.5 years	There is a decision at the LGU level on financing diversified PE programmes (various programmes, with various durations and times adapted to the family) Various programmes were organized available to children of Roma nationality without segregation LC provide support for the inclusion of Roma children in PE The Rulebook on the further conditions for establishing priorities for the enrolment of children in preschool institutions is being consistently applied Number of encompassed Roma children Source: MoPALSNG reports	Lead implementing agencies: MoFIN, MoPALSNG Implementation partners: LGU SIG/PI	Q4 2017	Budgeted under activity 1.1.1.1 (Budget of the Republic of Serbia - total RSD 2,507,109 in 2017 and 2018, RSD 1,253,555 each (budgeted under AP NC 23, activities 3.8.2.3 and 3.8.2.4)	
Measure 2: In the period 2017–2018, contribute to the full coverage of Roma children aged 5.5 to 6.5 years ³ by good quality preschool education and learning, primarily through their attendance of full-day or four-hour programmes, as well as the full coverage by and regular attendance of high quality preparatory preschool programme (PPP).						
No	Activity	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget	Donor funds

³ Aligned with the Action Plan for Negotiating Chapter 23.

					funds	
1.1.2.1	Identify Roma children from 5.5 to 6.5 years of age who have reached the age for attending the preparatory preschool programme	<p>Established methodology of mapping children of age to attend PPP at the LGU level</p> <p>LGUs have a database of children of age to attend PPP</p> <p>The need to include children in various programmes has been identified through a survey (yes/no). Completed a needs analysis of families for the inclusion of children in half-day or four-hour forms of PPP</p> <p>Source:</p> <p>Reports of LGU and CSOs participating in the programme</p>	<p>Lead implementing agency: MoESTD</p> <p>Implementation partner: LGU RNMC PSI Local CSOs RNMC</p>	Continuous 2017 - 2018	Budgeted under activity 1.1.1.1 (Budget of the Republic of Serbia - total RSD 2,507,109 in 2017 and 2018, RSD 1,253,555 each (budgeted under AP NC 23, activities 3.8.2.3 and 3.8.2.4)	Social Inclusion Group of MoESTD (part of the Joint programme for the inclusion of Roma and vulnerable social groups - negotiations under way
1.1.2.2	Organize activities for increasing the coverage of Roma children of relevant age by the preparatory preschool programme	<p>Campaign realized on time - prior to the start of PPP enrolment</p> <p>Assistance to parents regarding the enrolment organized and operating at the LC level Number of children enrolled in PPP</p> <p>Source: MoCTI, PI and LGU data and reports</p>	<p>Lead implementing agency: MoESTD, PEAG</p> <p>Implementation partners: SIG, UNICEF, Roma League, MODS</p>	Continuous 2017 - 2018.	Budgeted under activity 1.1.1.1 (Budget of the Republic of Serbia - total RSD 2,507,109 in 2017 and 2018, RSD 1,253,555 each (budgeted under AP NC 23, activities 3.8.2.3 and 3.8.2.4)	Social Inclusion Group of MoESTD (part of the Joint programme for the inclusion of Roma and vulnerable social groups - negotiations under way
1.1.2.3	<p>Increase the quality of PE programmes:</p> <ul style="list-style-type: none"> - PI implement programme activities promoting multiculturalism and contributing to the protection of the identity, culture and language of the Roma national minority - A sufficient number of PA engaged - Progress in the development and learning of Roma children is monitored and supported - Institutions pay attention to the transition along the PI-PS relation 	<p>Relevant professional instructions drafted and implemented Number of engaged PA</p> <p>Source: PI report; Evaluation report on the coverage and continuity of attendance of PPP by Roma children (girls and boys) - prepared by CSOs and the MoESTD</p>	<p>Lead implementing agency: MoESTD</p> <p>Implementation partners: MoESTD, IIE, IVQE, CSOs, MoESTD (PEAG, SIG), UNICEF, Roma league, MODS, PI</p>	Annual - Q4	Budget of the Republic of Serbia, total of RSD 1,130,493 for 2107 and 2018, RSD 565,247 per year	Apply for donor funds - negotiations are under way with Save the Children for a project partially related to training PAs for preschool

Measure 3: Provide additional educational, social and healthcare support to children.						
No	Activity	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
1.1.3.1	<p>Regulate support for poor families to attend PE from the earliest age</p> <p>(LC recognize, organize and finance additional support and services at the local level: free programmes, secured materials, transport, food, clothes...)</p>	<p>Adopted documents for support to families and the LGU for PE attendance of poor children</p> <p>Proportion of LGU budgets allocated to additional support measures and services for children</p> <p>Increase in the number of children (boys and girls) receiving support in line with their individual needs</p> <p>Increased coverage of children by the support provided by teaching assistants over a period of at least six months</p> <p>There is cooperation between PI with the SWC in the LGU during child enrolment in the preschool institution</p> <p>LGU, PI, CSW and parents informed</p> <p>Families have received support</p> <p>Source: LGU and the Ministry of Finance reports; MoESTD reports and records</p>	<p>Lead implementing agency: MoESTD MoH MoLEVSA</p> <p>Implementation partner: ISC LGU RNMC PSI CSW Local CSOs HI PSPS</p>	Q4 2018	<p>Planned within regular LGU budget funds -</p> <p>total RSD 32,590,080, in 2017 and 2018 RSD 16,295,040 each</p>	<p>Social Inclusion Group of MoESTD (part of the Joint programme for the inclusion of Roma and vulnerable social groups - negotiations under way</p>
1.1.3.2	<p>Ensure a more effective ISC by strengthening competencies of its members for defining adequate forms of additional support, by adopting professional guidelines, identifying best practices, etc., as well as by providing the conditions for LGU to provide various forms of additional support to Roma children proposed by the ISC.</p>	<p>Number of programmes for strengthening the capacities of ISC members</p> <p>Additional support documents and programs proposed by the ISC are implemented (yes/no)</p> <p>Source: ISC reports and training materials, documents</p>	<p>Lead implementing agency: MoESTD MoH MoLEVSA</p> <p>Implementation partner:</p>	Q2 2017 – continuous	<p>Budget of the Republic of Serbia - a total of RSD 482,037, in 2017 and 2018 RSD 241,019 each</p>	<p>Social Inclusion Group of MoESTD (part of the Joint programme for the inclusion of Roma and vulnerable social groups - negotiations under way</p>

		prepared by ISC and reports of MoESTD, MoH, MoLEVSA and LGU, reports of the Ombudsman	LGU ISC RNMC CSOs UNICEF			
1.1.3.3	<p>Support to the development of employee competences (including PA) required for quality inclusive preschool education:</p> <ul style="list-style-type: none"> - Promote good practices and developed programmes - Provide employee training - Create relevant guides, collections of good practice, professional materials - Establish a network of mentors for support to IE - Establish closer cooperation and horizontal learning between educational institutions <p>*(the activity is also common for objective 1.2.)</p>	<p>Number of trained PI representatives applying the acquired knowledge</p> <ul style="list-style-type: none"> - Number of implemented various forms of learning - Number of educated and monitoring the application of new knowledge - Mentor network activities <p>Number of developed professional materials</p> <p>Source: ISC and LGU reports; Reports of the Ombudsman</p>	<p>Lead implementing agency: MoESTD MoH MoLEVSA</p> <p>Implementation partner: LGU ISC RNMC PSI CSW Local CSOs HI PSPS MoESTD, IIE, IVQE, CSOs, SIG, MIO, professional associations</p> <p>Institutes, universities, NGOs, APA</p>	Continuous 2017 - 2018	Budget of the Republic of Serbia - a total of RSD 106,840,014, in 2017 and 2018 RSD 53,420,047 each, with the schedule to be implemented upon the adoption of the Professional Development Programme	Social Inclusion Group of MoESTD (part of the Joint programme for the inclusion of Roma and vulnerable social groups - negotiations under way
Operational objective		Impact indicators		Outcome		
<p>Operational objective 2: Provide good quality primary and secondary education for Roma children/youth, effectively prevent school dropout, and provide various forms of additional support until completion of secondary education.</p>		<p>Net intake rate in primary education: percentage of children of school-entry age who enter the first grade of primary school <i>Baseline: Serbia 97.0; Serbia- Roma settlements: 69.1</i></p> <p>Primary school net attendance ratio: percentage of children of primary school age currently attending primary or secondary schools <i>Baseline: Serbia 98.5; Serbia – Roma settlements: 84.9</i></p> <p>Secondary school net attendance ratio: percentage of children of secondary school</p>		<ul style="list-style-type: none"> - Decreased share of early school dropouts among Roma youth aged 18–24 years (failed to reach level 3B of the ISCED classification⁴ and are not in any education or training programme); progress is measured based on annual performance. - Increased number of Roma youth who have completed secondary education. - Steady improvement of the learning achievements of Roma students, both boys 		

⁴ International Standard Classification of Education.

	<p>age currently attending secondary school or higher <i>Baseline: Serbia 89.1; Serbia - Roma settlements: 21,6</i></p> <p>Children reaching last grade of primary: percentage of children entering the first grade of primary school who eventually reach last grade <i>Baseline: Serbia 97.9; Serbia - Roma settlements: 77.0</i></p> <p>Primary completion rate: number of children attending the last grade of primary school (excluding repeaters) divided by the number of children of primary school completion age (age appropriate to final grade of primary school) <i>Baseline: Serbia 93.4; Serbia - Roma settlements: 64.0</i></p> <p>Transition rate to secondary school: number of children attending the last grade of primary school during the previous school year who are in the first grade of secondary school during the current school year divided by number of children attending the last grade of primary school during the previous school year <i>Baseline: Serbia 96.3; Serbia - Roma settlements: 58.7</i></p> <p>Gender parity index (primary school): primary school net attendance ratio (adjusted) for girls divided by the primary school net attendance ratio (adjusted) for boys <i>Baseline: Serbia 0.99; Serbia - Roma settlements: 1.01</i></p> <p>Gender parity index (secondary school): secondary school net attendance ratio (adjusted) for girls, divided by the secondary school net attendance ratio (adjusted) for boys <i>Baseline: Serbia 1.08; Serbia - Roma settlements: 0.53</i></p> <p>Source: MICS: Serbia Multiple Indicator Cluster Survey 2014 and Serbia Roma Settlements Multiple Indicator Cluster Survey 2014 (Key findings/July 2014), UNICEF and SORS.</p>	<p>and girls, at the end of secondary education (progress is monitored and evaluated at annual level).</p>
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Measure 1: Ensure the efficient implementation of existing regulations on intake in primary education to ensure timely enrolment in the regular primary education system and prevent unjustified enrolment of Roma children in special primary education or special classes within the regular primary education system, especially children living in Roma settlements and indigent children.

No	Activity	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
1.2.1.1	Introduce active measures for awareness raising, provision of adequate legal and other support services for parents/guardians in exercising the right of the child to elementary education	<p>Number of national campaigns organized on an annual level</p> <p>Number of promotional and awareness raising materials</p>	<p>Lead implementing agency: MoESTD</p> <p>Implementation partner:</p>	Q1 2018 – continuous	Budget of the Republic of Serbia – RSD 2,130,975 in 2018	Apply for donor funds - unknown at this time - to be known by the end of 2017

		Source: MoESTD reports	LGU RNMC PS in the local community Local CSOs			
1.2.1.2.	Strengthen the professional capacities of primary schools to ensure that they are ready to adequately respond to the educational needs of Roma children – by informing and training teachers, parents of Roma and non-Roma children and students, about the rights of Roma children, cultural differences, barriers to regular school attendance, learning and development.	Number of school staff, parents and students attending the training on the rights of Roma children, difficulties and barriers to regular attendance, learning and development Number of primary schools participating in training programmes Increase of the number of Roma children with completed primary school Source: MoESTD and LGU reports Data from the Statistical Office of the Republic of Serbia	Lead implementing agency: MoESTD Implementation partner: LGU RNMC PS in the local community CSOs	Q1 2018 - Continuous	Planned under regular LGU budget funds - unknown at this time - to be known with the adoption of the Professional Development Programme Budget of the Republic of Serbia - budgeted under activity 1.1.3.3 (Budget of the Republic of Serbia - a total of RSD 106,840,014 in 2017 and 2018, RSD 53,420,047 each, with the schedule to be implemented upon the adoption of the Professional Development Programme)	Apply for donor funds - unknown at this time - to be known by the end of 2017
1.2.1.3.	Improve the procedure for testing children before starting school (as needed) in their native Roma language, to facilitate an impartial and valid assessment of their educational and learning needs and the adaptation of the school and teachers to the needs of the children.	Learning needs of Roma children are identified on an annual level (yes/no) Number of schools implementing new programmes Number of schools who have hired professionals who know the Roma language and culture	Lead implementing agency: MoESTD Implementation partner: LGU PS in the local community	Q3 2018	Budget of the Republic of Serbia - unknown at this time - to be known upon the analysis of children applying for school enrolment, when the data on the number of translators can be	Apply for donor funds - unknown at this time - to be known by the end of 2017

		<p>Number of primary schools that hire language assistants when testing children before they start school</p> <p>Source: MoESTD and LGU reports</p>			envisaged	
1.2.1.4.	<p>Improve the work of teaching assistants by setting the criteria for their recruitment, their job and responsibilities description, as well as by enabling their professional training and development, which should include gender sensitized and anti-discriminatory content. Provide a sufficient number of teaching assistants by regulating and providing funding for them.</p>	<p>A new bylaw is developed to regulate the employment status of teaching assistants (yes/no indicator)</p> <p>Number of teaching assistants engaged in teaching</p> <p>Number and types of training programmes for teaching assistants</p> <p>A network of teaching assistants is in place (yes/no)</p> <p>Source: MoESTD and LGU reports; Reports of CSOs involved in the programmes; Reports of the Ombudsman</p>	<p>Lead implementing agency: MoESTD</p> <p>Implementation partner: LGU RNMC PS CSOs</p>	Q2 2018	<p>Budget of the Republic of Serbia – RSD 183,476,271 in 2018</p>	<p>Social Inclusion Group of MoESTD (part of the Joint programme for the inclusion of Roma and vulnerable social groups - negotiations under way</p>
1.2.1.5.	<p>Provide effective and efficient mechanisms for the prevention of early school dropout among Roma children, and ensure that educational institutions have the capacity to implement them.</p>	<p>Decreased proportion of early primary school dropouts among Roma children (especially girls)</p> <p>Number and type of measures for preventing</p> <p>Percentage of Roma children who transit to fifth grade (in the total number of enrolled children)</p> <p>Proportion of Roma children entering first grade of secondary school</p> <p>Source: MoESTD and LGU reports; Serbia, Multiple Indicator Cluster Survey of the Status of women and Children in 2014; Serbia – Roma Settlements, Multiple Indicator Cluster Survey for the Status of Women and Children in 2014 (Key Finding/July 2014), UNICEF and SORS</p>	<p>Lead implementing agency: MoESTD</p> <p>Implementation partner: LGU RNMC PS CSOs</p>	Q4 2018	<p>Budget of the Republic of Serbia – RSD 83,640, in 2017 and 2018 RSD 41,820 each</p>	<p>Apply for donor funds - unknown at this time</p>
1.2.1.6.	<p>Ensure regular school attendance and development of Roma children, in particular girls, especially when transitioning from fourth to fifth grade and from primary to secondary education,</p>	<p>Percentage of Roma children transitioning to fifth grade (in the total number of enrolled children)</p>	<p>Lead implementing agency: MoESTD</p>	<p>Continuous 2017 - 2018</p>	<p>Budgeted as part of Activity 1.2.1.5</p>	<p>Budgeted under the AP for PG 23, Activity 3.8.2.18. (Implementation of the survey and analysis of the reasons</p>

	by stipulating the responsibility of schools to monitor and react in cases of school absenteeism and/or early dropout, in cooperation with parents and CSW.	Source: MoESTD reports; Serbia, Multiple Indicator Cluster Survey of the Status of women and Children in 2014; Serbia – Roma Settlements, Multiple Indicator Cluster Survey for the Status of Women and Children in 2014 (Key Finding/July 2014), UNICEF and SORS	Implementation partner: LGU RNMC PS CSW CSOs		(Budget of the Republic of Serbia – RSD 83,640, in 2017 and 2018 RSD 41,820 each)	for early drop-out - IPA 2013 - UNICEF project €324,038, i.e. RSD 39,856,674, from 2015 to 2018 €81,010 each, i.e. RSD 9,964,230)
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Measure 2: Improve intake of Roma children in secondary education through affirmative secondary education enrolment for all Roma children who have completed primary education and are eligible to continue their education at the secondary education level, as well as regular secondary school attendance.

No	Activity	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
1.2.2.1	Define ways to monitor the effects of affirmative action on the education of the Roma population through amendments to the Law on the Foundations of the Education System (LFES).	LFES and bylaws are amended (yes/no) Questionnaire for schools is prepared (yes/no) Source: MoESTD reports	Lead implementing agency: MoESTD Implementation partner: IEQE OHMR LGU SS	Q3 2018	Budget of the Republic of Serbia – unknown at this time – to be known by the end of 2017	Apply for donor funds - unknown at this time - to be known by the end of 2017
1.2.2.2	Based on a survey and analysis of the causes of school dropout, establish mentorship and scholarship programmes in order to provide effective and efficient mechanisms for the prevention of secondary school dropout ensuring regular development, learning and completion of secondary education of Roma children and youth	Percentage of Roma children completing secondary education: - relative to the number of Roma children entering secondary schools, - relative to the total number of Roma children and the boys/girls ratio – according to the gender equality index Source: MoESTD reports; Serbia, Multiple Indicator Cluster Survey of the Status of women and Children in 2014; Serbia – Roma Settlements, Multiple Indicator Cluster Survey for the Status of Women and Children in 2014 (Key Finding/July 2014), UNICEF and SORS	Lead implementing agency: MoESTD Implementation partner: SS	Q3 2018 – continuous	Budget of the Republic of Serbia – RSD 49,735,050, in 2017 and 2018 RSD 24,867,525 each	IPA Action Programme 2016 - sectoral budget support - unknown at this time
1.2.2.3	Strengthen the professional capacities of secondary schools to ensure that they are ready to provide an adequate response to	Number of teachers, parents and students participating in the training on the rights of Roma children, difficulties and barriers to regular school attendance, learning and	Lead implementing agency: MoESTD	Continuous	Budgeted under	

	the educational needs of Roma children — by informing and training teachers, parents of Roma and non-Roma children and students, about the rights of Roma children, cultural differences, barriers to regular school attendance, learning and development.	development Number of secondary schools participating in training programmes Source: MoESTD and LGU reports	Implementation partner: LGU PS in the local community RNMC RCS CSOs	2017 - 2018	activity 1.1.3.3 (Budget of the Republic of Serbia - a total of RSD 106,840,014 in 2017 and 2018, RSD 53,420,047 each, with the schedule to be implemented upon the adoption of the Professional Development Programme)	
Operational objective		Impact indicators		Outcome		
Operational objective 3: Provide effective and efficient mechanisms for identifying various forms of discrimination against Roma persons, for preventing and intervening in cases of discrimination.		Number of cases of discrimination against Roma on an annual basis Number of registered and reported cases of discrimination against Roma in primary and secondary schools Number of reports on actions taken in cases of discrimination against Roma Source: Reports of the Commissioner for the Protection of Equality; Ombudsman reports		<ul style="list-style-type: none"> – Cases of discrimination against Roma children, youth and adults in accessing high quality educational services are effectively identified and legally processed. – Institutions providing educational services have developed effective mechanisms for the prevention of discrimination against Roma. 		
Measure 1: Develop educational institutions as inclusive, intercultural, non-discriminatory and safe environments for Roma children and all other children by developing an inclusive educational setting, based on respecting diversities and promoting equality, the rights of the child and human rights.						
No	Activity	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
1.3.1.1	Develop the Guidelines for the Implementation of the Rulebook on the Detailed Criteria for Recognising Acts of Discrimination Committed by Staff, Children, Students or Third Parties in an Educational Institution.	Drafted instructions for the application of the Rulebook on further criteria for the identification of forms of discrimination in education (yes/no) Number of discrimination cases in educational institutions (percentage of annual decrease) Source:	Lead implementing agency: MoESTD Implementation partner: Commissioner for the Protection of Equality	Q2 2017	Budget of the Republic of Serbia – RSD 659,772 in 2017	UNICEF project - Support for the implementation of regulations in the field of anti-discrimination in education (total UNICEF project - EUR18,684/\$20,864, i.e. RSD 2,298,132; for education activities from donor funds - \$10,930/€11,528, i.e. RSD

		MoESTD reports Reports of the Commissioner for the Protection of Equality				1,417,944 in 2017
1.3.1.2	Support the implementation of the Rulebook on identification of all forms of discrimination by developing a manual and implementing trainings for teaching staff, children and parents.	Number of registered discrimination cases and forms of discrimination (percentage of annual decrease in the number of discrimination cases ascertained by monitoring the number of registered cases) Training programmes for educational system staff are conducted (yes/no) Manual for recognizing and responding to discrimination in education is developed (yes/no) Source: MoESTD reports Reports of the Commissioner for the Protection of Equality	Lead implementing agency: MoESTD Implementation partner: LGU RNMC PSI PS SS RSA CSOs	Q4 2018	Budget of the Republic of Serbia – RSD 4,500,078 in 2017 and 2018, RSD 2,250,039 each	Budgeted under activity 1.3.1.1 (UNICEF project - Support for the implementation of regulations in the field of anti-discrimination in education (total UNICEF project - EUR18,684/\$20,864, i.e. RSD 2,298,132; for education activities from donor funds - \$10,930/€11,528, i.e. RSD 1,417,944 in 2017
1.3.1.3	Eliminate content from curricula that spreads negative stereotypes about members of the Roma community, incorporate affirmative content on Roma language, culture, history and tradition, as well as elements of intercultural education, into curricula for various subjects.	Curricula content analysis with the focus on negative stereotypes about Roma is carried out (yes/no) Curricula and textbooks contain affirmative content about the Roma language, culture, history and tradition (yes/no) Source: MoESTD reports Reports of the Commissioner for the Protection of Equality	Lead implementing agency: MoESTD and IIE Implementation partner: LGU RNMC IIE PI PS SS CSOs	Q4 2018	Budget of the Republic of Serbia – RSD 282,654 in 2018	Apply for donor funds - unknown at this time - to be known by the end of 2017
Operational objective		Impact indicators		Outcome		
Operational objective 4: Create the conditions for expressing the identity, fostering the language and culture and exercising all Roma minority rights in education.		Number of Roma children and youth attending elective course “The Roma Language with Elements of Culture” <i>Baseline: the Roma language with elements of culture is studied at schools</i>		– Conditions are created for teaching in the Roma language (legal basis, curricula, education and professional specialization of staff, textbooks, teaching materials and similar).		

	<p>Prerequisites for teaching the Roma language in schools: improved education and professional specialization of the staff, improved curricula, availability of textbooks and teaching materials and similar.</p> <p>(Yes/No)</p> <p><i>Baseline: Number of teachers teaching the Roma language in primary schools – prerequisites are partially fulfilled</i></p> <p>Number of teachers who have acquired a certificate to teach the Roma language and have been introduced in the primary education system</p> <p>Textbook in the Roma language have been provided for this elective course.</p> <p><i>Baseline: The curriculum for the course in The Roma Language with Elements of Culture needs to be improved.</i></p> <p>The curriculum for the course in <i>The Roma Language with Elements of Culture</i> has been improved.</p> <p>Source: MoESTD reports</p>	<ul style="list-style-type: none"> – All Roma children and youth who wish to attend the course in “The Roma Language with Elements of Culture” and who are enrolled in schools in which legal conditions for introducing this course have been met are attending this course. – A 50% increase of the population that has a positive attitude towards the language, culture and tradition of the Roma community and the contribution of the Roma community to the cultural heritage of the Republic of Serbia.
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Measure 1: Facilitate the implementation of measures that will contribute to strengthening and preserving the Roma language and identity, as well as Roma inclusion in the society as opposed to their assimilation.

No	Activity	Indicators	Implementing agency	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
1.4.1.1	Conduct research on the Roma language, culture and identity, in keeping with scientific research standards.	<p>Number and type of scientific research publications dedicated to the Roma language, culture, customs and identity</p> <p>Source: MoESTD reports; National Library of Serbia records</p>	<p>Lead implementing agency: MoESTD</p> <p>Implementation partner: Faculty of Philology in Belgrade RNMC CSOs UNICEF</p>	Q1 2018	Unknown at this time - to be known upon the completion of analyses	Apply for donor funds - unknown at this time - to be known by the end of 2017
1.4.1.2	Improve opportunities for learning the native language and elements of ethnic culture in schools, by preserving the status of elective courses and developing facultative and other extracurricular activities, and by providing the means for the implementation of facultative extracurricular activities.	<p>Number of Roma children (girls and boys) attending the course in “The Roma Language with Elements of Culture”</p> <p>Source:</p>	<p>Lead implementing agency: MoESTD</p> <p>Implementation partner: LGU RNMC</p>	Q3 2017 - continuous	Budgeted under activity 1.4.1.3 (Budget of the Republic of Serbia - a total of RSD 1,999,980 in 2017)	

		MoESTD and LGU reports	PSI PS SS CSOs		and 2018, RSD 999,990 each)	
1.4.1.3	Develop and promote publishing in the Roma language and bilingual, to be used in preschool institutions, primary and secondary schools: textbooks, teaching materials, school reading books and similar.	Results of publishing in the Roma language measured by the number of textbooks, teaching materials, school reading books, etc. Source: MoESTD reports National Library of Serbia records	Lead implementing agency: MoESTD Implementation partner: LGU	Q3 2017 – continuous	Budget of the Republic of Serbia - a total of RSD 1,999,980 in 2017 and 2018, RSD 999,990 each	
Operational objective		Impact indicators		Outcome		
Operational objective 5: Ensure a greater representation of Roma in the student population and education of Roma experts in fields that are relevant for the Roma community and the implementation of the Strategy.		<i>Baseline: to be determined</i> Number of Roma enrolled in university and post-secondary education <i>Baseline: to be determined</i> Proportion of the Roma population with a higher education degree in the total Roma population. <i>Baseline: total 0.6%, men 0.8%, women 0.4%</i> Number of Roma completing their studies at higher education institutions <i>Baseline: to be determined</i> Number of Roma professionals in professions of particular relevance for the Roma community <i>Baseline: to be determined</i> Source: Records of the Statistical Office of the Republic of Serbia, data from NES, data from MoESTD		– Roma are proportionally employed in the education, health and social sectors, and are included in the sector implementing active labour market measures in line with statutory conditions. – Constant increase in the number of Roma in positions relevant for the implementation of public policies aimed at the achievement of Roma social equality.		
Measure 1: Provide support to young Roma who have successfully completed four-year secondary education in preparing for enrolment, career guidance and further education.						
No	Activity	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget	Donor funds

					funds	
1.5.1.1	Organise training for pedagogues-psychologists in secondary education institutions about the specific needs of Roma students in career guidance.	<p>Number of organised training events</p> <p>Number of secondary education institutions implementing additional career guidance programmes</p> <p>Source: MoESTD reports</p>	<p>Lead implementing agency: MoESTD</p> <p>Implementation partner: SS</p>	Q2 2017 – continuous in each school year	<p>Budgeted under activity 1.1.3.3 (Budget of the Republic of Serbia - a total of RSD 106,840,014, in 2017 and 2018 RSD 53,420,047 each, with the schedule to be implemented upon the adoption of the Professional Development Programme)</p>	Apply for donor funds - unknown at this time - to be known by the end of 2017
1.5.1.2	Improve the Technical Instructions for managing the enrolment in first year study programmes for basic and integrated studies at higher education institutions, with a view to increasing the 1% quota for studies of particular relevance for the Roma community.	<p>Number of students who have enrolled in university courses of particular relevance for the Roma community in the 2016/2017 academic year, relative to the previous year</p> <p>Source: MoESTD reports</p>	<p>Lead implementing agency: MoESTD</p> <p>Implementation partner: Higher education institutions</p>	Q2 2017 – continuous in each academic year	<p>Budget of the Republic of Serbia - a total of RSD 418,692 in 2017 and 2018, RSD 209,346 each</p>	
1.5.1.3	Improve the competition for the award of student loans and scholarships to students of higher education institutions who are ranked according to special criteria for students enrolling in university courses of particular relevance for the Roma community.	<p>Number of students ranked according to special criteria who have been awarded loans and scholarships in the 2016/2017 academic year to study university courses of particular relevance for the Roma community</p> <p>Source:</p>	<p>Lead implementing agency: MoESTD</p>	Q2 2017 – continuous in each academic year	<p>Budget of the Republic of Serbia - a total of RSD 376,872 in 2017 and 2018, RSD 188,436</p>	

		MoESTD reports			each	
1.5.1.4	Improve the competition for the award of student scholarships to highly talented students in respect of the criteria for determining the ranking, by introducing affirmative action for Roma students to facilitate their enrolment in doctoral studies in fields of particular relevance for the Roma community and for the implementation of the Strategy.	<p>Number of students who have completed master degree courses and are enrolling in doctoral studies in priority fields for the Roma community and for the implementation of the Strategy</p> <p>Source:</p> <p>MoESTD reports</p>	<p>Lead implementing agency: MoESTD</p> <p>Implementation partner: Higher education institutions</p>	Q2 2017 – continuous in each academic year	Budget of the Republic of Serbia - a total of RSD 28,604,880, in 2017 RSD 9,534,960 and in 2018 RSD 19,069,920	
Operational objective		Impact indicators		Outcome		
Operational objective 6: Provide high-quality primary and secondary education to Roma youth and adults who have no education or have dropped out of school early, as well as various forms of additional support to enable them to acquire secondary education and vocational qualifications.		<p>Literacy rate for the 15–24 age group of the Roma population / in Roma settlements</p> <p><i>Literacy rate of young women:</i> percentage of young women aged 15-24 years who are able to read a short simple statement about everyday life or who attended secondary or higher education</p> <p><i>Baseline: Serbia 99.1; Serbia - Roma settlements: 80.1</i></p> <p>Literacy rate among the Roma population above age 10</p> <p><i>Baseline: total 15.1%, men 9.2%, women 21.2%</i></p> <p>Number of Roma youth and adults completing primary and secondary education and are included in adult education programmes</p> <p><i>Baseline: 80 primary schools are currently participating in the process, with 6,000 participants a year. More than 60% of Roma participate in this measure, of which 40% are girls.</i></p> <p>Source: MoESTD reports</p>		<p>– Decreased proportion of adult Roma who have no secondary education (including accredited adult education and vocational qualification programmes).</p>		
Measure 1: Regulate and improve primary and secondary education of youth and adults who have no education or have dropped out of school.						
No	Activity	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular	Donor funds

					budget funds	
1.6.1.1	Ensure the transition into primary schools of children below the age of 15 who are attending schools for primary education for adults.	Number of Roma students below the age of 15 attending schools for primary education of adults Source: MoESTD reports	Lead implementing agency: MoESTD Implementation partner: LGU	Continuous 2017 – 2018	Budget of the Republic of Serbia - total RSD 502,807,272 in 2017 and 2018, RSD 251,403,636 each (budgeted under AP NC 23, activity 3.8.2.25)	
1.6.1.2	Expand the network of elementary and secondary schools providing primary and secondary education programmes for adults to make them accessible to Roma in their places of residence.	Number of primary and secondary schools providing primary and secondary education programmes for adults Source: MoESTD and LGU reports	Lead implementing agency: MoESTD Implementation partner: LGU	Q4 2018	Unknown at this time - to be known in 2018	
1.6.1.3	Improve professional capacities of elementary and secondary adult education teaching staff through standardized, good quality training.	Number of training events organized for adult education teachers Number of participants in adult vocational training events Source: MoESTD and LGU reports	Lead implementing agency: MoESTD Implementation partner: LGU	Q4 2018 – continuous	Budgeted under activity 1.1.3.3 (Budget of the Republic of Serbia - a total of RSD 106,840,014 in 2017 and 2018, RSD 53,420,047 each, with the schedule to be implemented upon the adoption of the	

					Professional Development Programme)	
1.6.1.4	Regulate the role of adult education teaching assistants, organise training, provide the description of their job and an adequate number of adult education teaching assistants in the schools that need them.	Number of employed adult education teaching assistants Training for adult education teaching assistants (number and type) Source: MoESTD and LGU reports	Lead implementing agency: MoESTD Implementation partner: LGU	Q1 2018	Budget of the Republic of Serbia – RSD 157,071 in 2018	
1.6.1.5	Develop specific support measures and work schedule that suits women, especially young mothers, by facilitating child care, free transport to school, as well as jobs in Roma settlements.	Number of women regularly attending school programmes Types of specific support measures for women to attend education Source: MoESTD reports	Lead implementing agency: RSICB Implementation partner: LGU CSOs CSW	Q2 2018 - continuous	Unknown at this moment - to be known upon the analysis of the structure of specific support measures	Apply for donor funds – unknown at this time – to be known by the end of 2017

II. HOUSING

Specific objective 2: Improve the housing conditions of the Roma population in the Republic of Serbia by providing legal security of the housing status, access to services, materials, facilities, infrastructure, financial affordability, adequate habitability and accessibility, adequate location and cultural adequacy, as defined by international standards regulating the right to adequate housing ratified by the Republic of Serbia.

Operational objective	Impact indicators	Outcome
Operational objective 1: Ensure the preconditions, in terms of programmes and the required information, for improving the housing conditions of the Roma population	Number of LGU where measures have been adopted to implement activities for improvement of Roma housing conditions Number of LGU where social awareness has been raised and mechanisms have been established to resolve Roma housing problems A spatial database has been established on Roma settlements, encompassing information on the housing conditions in these settlements, as well as on the measures implemented for their improvement; data is regularly updated	<ul style="list-style-type: none"> – 50% of LGU have adopted measures that envisage activities for the improvement of housing for the Roma population. – Social awareness is raised and mechanisms are established to resolve Roma housing problems in 50% of LGU – A database on Roma settlements is established, including on the status of housing facilities in these settlements (categorization); data is regularly updated

Measure 1: Provide programme preconditions for the improvement of Roma housing						
No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
2.1.1.1	Coordinate the development and adopt local action plans for the improvement of Roma housing conditions, with full participation of the Roma population - phase one (In accordance with the Law on Planning and Construction).	Local action plans have been drafted and adopted in at least 50% of local governments, with significant participation of the Roma population	Lead implementing agency: RSICB Implementation partners: MoCTI LGU SIPRU RNMC CSOs	Q4 2018	Budgeted under activity 2.1.1.3 (Professional assistance - Budget of the Republic of Serbia – RSD 376,872 in 2018)	Apply for donor funds - unknown at this time - to be known by the end of 2017
2.1.1.2	Raise the awareness of associations advocating the improvement of the status of the Roma population about the issue of non-discrimination, the exercise of rights in the field of housing, as well as on the provision of free legal aid to residents of Roma settlements.	At least 20 associations involved in awareness raising activities in the field of housing Source: SIPRU reports	Lead implementing agency: RSICB Implementation partners: OCCS RNMC CSOs	Q4 2018	a) Education – Budget of the Republic of Serbia – unknown at this time, to be known by the end of 2017	Apply for donor funds - unknown at this time - to be known by the end of 2017
2.1.1.3	Provide professional and financial support to local government units in implementing local action plans and other measures for the improvement of Roma housing conditions.	Number of local government units receiving support from line ministries in implementing local action plans and other measures for the improvement of Roma housing conditions. Source: Ministry of Finance reports MoLEVSA report MoCTI reports	Lead implementing agency: MoCTI Implementation partners: MoPALSG MoLEVSA OHMR SIPRU	Q4 2018	Professional assistance - Budget of the Republic of Serbia - RSD 376,872 in 2018	Financial support - Budgeted under the Action Plan for NC 23, activity 3.8.2.41 (IPA 2013 (Technical Assistance Project “Improvement of the living and housing conditions of Roma currently living in informal settlements”) Services contract - €1,500,000, i.e. RSD 184,500,000 Contracting: Q3 2017 Implementation: Q3 2020 - IPA 2013 (TA project “Improvement of the

						living and housing conditions of Roma currently living in informal settlements”) – Grant - €9,500,000, i.e. RSD 1,168,500,000 Contracting: Q3 2017 Implementation: Q3 2020)
Measure 2: Provide the preconditions, in terms of the required information, for the improvement of Roma housing						
No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
2.1.2.1	Establish and maintain a spatial database of substandard Roma settlements for monitoring and improving housing conditions in such settlements.	Database for monitoring Roma settlements established and regularly updated (yes/no) Source: Database administered by MoCTI	Lead implementing agency: MoCTI Implementation partners: RGA SORS	Q4 2017 and continuously until 2018	Budget of the Republic of Serbia – RSD 1,004,861, in 2017-2018, RSD 502,430 each	Apply for additional funds - unknown at this time - to be known by the end of 2017
Operational objective		Impact indicators		Outcome		
Operational objective 2: Create spatial-planning preconditions for improving housing in sustainable Roma settlements.		<p>Number of LGU where urban plans have been developed for areas where substandard Roma settlements are located</p> <p><i>Baseline: of the total number of registered valid planning documents for the territories of 583 registered substandard Roma settlements in Serbia, 50% are municipal spatial plans, 21% are general regulation plans, 19% are general urban plans and 10% are detailed regulation plans</i></p> <p>Number of plans for the displacement of substandard Roma settlements prepared in accordance with displacement feasibility studies</p> <p><i>Baseline: to be determined</i></p> <p>Number of substandard Roma settlements displaced in accordance with the plans</p> <p><i>Baseline: to be determined</i></p> <p>Source: MoCTI reports, Annual reports on the implementation of the Strategy and the</p>	<ul style="list-style-type: none"> – Urban plans for areas where Roma settlements are located are developed in 50% of LGU. – Urban plans are an integral part of local action plans for the overall regulation and development of Roma settlements in 50% of LGU. – Audits and feasibility studies for the displacement of Roma settlements are conducted in all LGU. – LGU regularly submit data to be entered in the GIS database. – Professional and financial assistance has been provided to underdeveloped and devastated LGU to draft adequate planning documents for Roma settlements. 			

		Action Plan for the Social Inclusion of the Roma				
Measure 1: Develop planning documents						
No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
2.2.1.1	Allocate budget funds at the LGU level for drafting or adapting urban plans for areas containing Roma settlements that will be an integral part of the overall regulation and improvement of Roma settlements, or one of the first implementation phases of local action plans for the improvement of Roma housing conditions.	Number of developed or updated urban plans Source: LGU reports SCTM database	Lead implementing agency: RSICB Implementation partners: MoCTI LGU OHMR SIPRU	Q4 2018	Planned within LGU budgets – RSD 8,373,840 in 2017-2018, RSD 4,186,920 each – (budgeted under the AP for NC 23 - activity 3.8.2.43)	<i>IPA 2014</i> - (Technical assistance project Roma Inclusion) Services contract -EUR 3,100,000, i.e. RSD 381,300,000 2017 and 2018 - €516,667, i.e. RSD 63,550,041 per year, budgeted under the AP for NC 23 - activity 3.8.2.42.
2.2.1.2	Provide professional and financial assistance to LGU in the IV and V development category for drafting and adapting adequate planning documents for Roma settlements.	Number of LGU that received assistance Source: LGU reports MoCTI reports	Lead implementing agency: MoCTI Implementation partners: LGU	Q3 2017	a) Professional assistance - Budget of the Republic of Serbia RSD 502,430 in 2017 and 2018, RSD 251,215 per year	b) Financial support - Budgeted under the Action Plan for NC 23, activity 3.8.2.41 (IPA 2013 (Technical Assistance Project “Improvement of the living and housing conditions of Roma currently living in informal settlements”) Services contract - €1,500,000, i.e. RSD 184,500,000 Contracting: Q3 2017 Implementation: Q3 2020 - IPA 2013 (TA project “Improvement of the living and housing conditions of Roma currently living in informal settlements”)– Grant - €9,500,000, i.e. RSD 1,168,500,000 Contracting: Q3 2017 Implementation: Q3 2020)
Measure 2: Participation and information exchange						

No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
2.2.2.1	Through tender conditions or financing contracts, specify the obligation of the lead developers of urban plans to ensure early participation of the residents of Roma settlements, as well as to enable full participation during the drafting of the plan with professional assistance.	Number of urban plans that are developed through early and full participation of the residents of Roma settlements, with professional assistance Source: LGU reports	Lead implementing agency: MoCTI Implementation partners: LGU SIPRU	Q4 2018	Planned under LGU budgets – RSD 2,036,880 in 2017 and 2018, RSD 1,018,440 each	Apply for donor funds - unknown at this time
2.2.2.2	Local government units submit data to the line ministry on drafted and amended urban plans encompassing substandard Roma settlements, to be registered in the existing GIS database of substandard Roma settlements and to facilitate continuous monitoring of the status and improvement of housing conditions in such settlements.	Number of Roma settlements in the GIS database for which adequate urban plans have been adopted enabling the implementation of required construction interventions for the improvement and legalization of individual structures. Source: LGU reports GIS database - MoCTI	Lead implementing agency: MoCTI Implementation partners: LGU	Continuous 2017 - 2018	Budget of the Republic of Serbia - budgeted under activity 2.1.2.1. (Budget of the Republic of Serbia – RSD 1,004,861, in 2017 and 2018, RSD 502,430 each)	
Operational objective		Impact indicators		Outcome		
Operational objective 3: Create normative preconditions for regulating the ownership status of the lots and structures in sustainable Roma settlements with the final goal of legalization and improvement of housing structures in such settlements.		Percentage of housing structures undergoing the legalization process (regulated or initiated process of regulating the ownership status of lots and structures). <i>Baseline: in 80% of substandard Roma settlements, the percentage of housing structures in the process of legalization is below 30%. In the remaining 20%, the legalization process was initiated or completed to a certain degree.</i> Number of municipalities that have established a system for providing technical legal assistance to Roma with the aim of regulating the ownership and legal status of the property <i>Baseline: to be established during the first year of implementation of the Strategy</i> Source: LGU data		<ul style="list-style-type: none"> – The procedure of regulating the ownership status of lots and facilities in Roma settlements in LGU is regulated or initiated. – Technical legal assistance for Roma is provided in local government units to regulate the ownership and legal status of the property. – Measures and regulations enabling the spatial regulation and recovery of settlements with minimum demolition of existing structures are adopted. 		

Measure 1: Improve legal and policy frameworks						
No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
2.3.1.1	Include the regulation of the ownership status of lots and structures in the local action plan for the improvement of the housing of the Roma population at the local government level.	Number of adopted action plans containing activities referring to the regulation of the ownership status of individual housing structures and associated lots of building land	Lead implementing agency: RSICB Implementation partners: LGU MoCTI	Q3 2018	Budgeted under activity 2.1.1.3 (Professional assistance - Budget of the Republic of Serbia - RSD 376,872 in 2018)	Apply for donor funds - unknown at this time - to be known by the end of 2017
2.3.1.2	Undertake measures and activities to ensure more efficient spatial regulation and recovery of settlements with the least demolition of existing buildings, provide security of legal status for buildings and land, and increase the sustainability of traditional Roma settlements.	By-law adopted Instructions for LGUs drafted Source: Reports by MoCTI, Reports by the National Assembly of the Republic of Serbia	Lead implementing agency: MoCTI Implementation partners: LGU	Continuous 2017 – 2018	Budget of the Republic of Serbia – RSD 2,053,854, in 2017 RSD 942,057, in 2018 RSD 1,111,797	Apply for donor funds - unknown at this time - to be known by the end of 2017
Measure 2: Provide support to the population						
No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
2.3.2.1	Identify the number of structures for legalization in settlements predominantly populated by Roma.	Number of requests for legalization submitted under prior laws in force. Number of registered illegally built facilities in Roma settlements. Number of adopted decisions on demolition, in accordance with the Law on Legalization, initiating the procedure for legalization. Source: LGU records and information on the legalization of	Lead implementing agency: RSICB Implementation partners: MoCTI LGU SIPRU	Q4 2017	Planned under regular LGU budget funds – RSD 24,442,560, in 2017 and 2018 RSD 12,221,280 each	

		facilities requested by Roma				
2.3.2.2	Undertake measures to identify options for the legalization of existing housing structures in substandard settlements that may be retained at existing locations.	Number of substandard Roma settlements covered by measures for the identification of options for legalization of housing structures Source: LGU records and information on informal Roma settlements MoCTI records and information on Roma settlements	Lead implementing agency: MoCTI Implementation partners: LGU	Q4 2018	Budgeted under activity 2.1.1.3 (Professional assistance - Budget of the Republic of Serbia - RSD 376,872 in 2018)	
2.3.2.3	Provide legal and technical assistance to the Roma population to regulate ownership issues for structures and lots with a view to legalizing the structures, through organized and financially supported efforts of municipal offices providing free legal aid, local housing agencies and competent local authorities, civil society organisations, legal offices, etc. while ensuring equal rights for Roma women.	Number of cases of assistance provided for the legalization of structures and other property-related affairs Source: LGU reports	Lead implementing agency: RSICB Implementation partners: LGU MoCTI CBGE RNMC CSOs	Continuous 2017 - 2018	a) for financing the provision of free legal aid by registered providers in accordance with the law - Budgeted under the Action Plan for PG 23, Activity 3.7.1.3. (Budget of the Republic of Serbia— RSD 2,087,815,653)	IPA 2016 programme direct grant for SCTM, total programme value - EUR 4,000,000, i.e. RSD 492,000,000) - (support for at least 10 substandard Roma settlements for legal assistance and support in the legalization of residential facilities. Apply for donor funds
Operational objective		Impact indicators		Outcome		
Operational objective 4: Improve the utility infrastructure in Roma settlements		<p>Percentage of houses/housing units in substandard Roma settlements connected to the sewer network <i>Baseline: housing structures in 74% of substandard Roma settlements are not or cannot be connected to the sewer network</i></p> <p>Percentage of houses/housing units in substandard Roma settlements connected to the water supply network <i>Baseline: housing structures in 38% of substandard Roma settlements are not connected to the water supply network</i></p> <p>Water treatment: the percentage of households using unimproved sources of potable water applying adequate water treatment methods <i>Baseline: Serbia 3.3; Serbia - Roma settlements 4.1</i></p> <p>Percentage of housing structures in substandard Roma settlements connected to the</p>		<ul style="list-style-type: none"> - The utility infrastructure is developed and services are available in 60% of registered Roma settlements according to the GIS database. - Financial support is provided for utility infrastructure development. 		

	<p>electricity supply network</p> <p><i>Baseline: approximately 68% of substandard Roma settlements are connected to the electricity supply network</i></p> <p>Use of improved sources of potable water: percentage of household members using improved potable water sources</p> <p><i>Baseline: Serbia 99.5; Serbia - Roma settlements: 97.7</i></p> <p>Use of improved sanitary premises: percentage of household members using improved sanitary premises not shared with others</p> <p><i>Baseline: Serbia 96.9; Serbia - Roma settlements: 72.9</i></p> <p>Source: Serbia Multiple Indicator Cluster Survey 2014/ Serbia - Roma settlements Multiple Indicator Cluster Survey 2014 (Key Findings/July 2014), UNICEF and SORS.</p>	
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Measure 1: Improve the policy framework and work with the population

No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
2.4.1.1	Include the development of utility infrastructure in Roma settlements into local Roma inclusion action plans.	<p>Number of local action plans that include the development of utility infrastructures in Roma settlements</p> <p>Source: Information from the SCTM database</p>	<p>Lead implementing agency: RSICB</p> <p>Implementation partners: LGU MoCTI MoPALSG</p>	Q4 2017	Budgeted under activity 2.1.1.3 (Professional assistance - Budget of the Republic of Serbia - RSD 376,872 in 2018)	
2.4.1.2	Provide financial assistance to civil society organizations that will organise and implement activities aimed at raising the awareness of the population about the options for exercising the right to increased accessibility of utility services, the importance of the utility facilities in the settlements, as well as environmental regulation and protection, the necessity to pay bills regularly and the options and methods of using subsidies for payment of utility expenses.	<p>Number of CSOs that have received financial assistance</p> <p>Number and type of projects implemented by CSOs aimed at Roma awareness raising</p> <p>Source: CSO reports on project implementation (refers to CSOs that have received financial assistance)</p>	<p>Lead implementing agency: MoLEVSA</p> <p>Implementation partners: SCTM LGU RNMC CSOs</p>	Q4 2018	Funds from donor sources – unknown at this time	Apply for donor funds - unknown at this time - to be known by the end of 2017

Measure 2: Infrastructure development						
No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
2.4.2.1	At the LGU level and within the existing utility service providers, build the necessary infrastructure and connections to structures, subject to obtaining relevant construction and usage permits	Percentage of LGUs in which the necessary infrastructure has been built. Source: MoPALSG reports, MoCTI reports	Lead implementing agency: MoCTI Implementation partners: LGU	Q2 2018	Budgeted under activity 2.1.1.3 (Professional assistance - Budget of the Republic of Serbia - RSD 376,872 in 2018)	Budgeted under Activity 2.1.1.3. (IPA 2013 – Durable Housing Solutions and Physical Infrastructure Improvements in Roma Settlements – €9,500,000, i.e. RSD 1,168,500,000, Contracting: Q3 2017, Realization: Q3 2020)
2.4.2.2	Ensure support of the line ministry for financing or co-financing the construction of an infrastructural network and connections for structures in Roma settlements in the local governments that have previously prepared all the required technical documentation for such works through their own funds or funds acquired independently.	Number of LGUs that have received support (financing and co-financing) for infrastructural networks in Roma settlements Source: MoCTI reports and records	Lead implementing agency: MoCTI Implementation partners: LGU	Q4 2018	Budgeted under activity 2.1.1.3 (Professional assistance - Budget of the Republic of Serbia - RSD 376,872 in 2018)	Budgeted under Activity 2.1.1.3. (IPA 2013 – Durable Housing Solutions and Physical Infrastructure Improvements in Roma Settlements – €9,500,000, i.e. RSD 1,168,500,000, Contracting: Q3 2017, Realization: Q3 2020)
Operational objective		Impact indicators		Outcome		
Operational objective 5: Improve housing standards.		<p>Percentage of households (Serbia: Serbia - Roma settlements) with:</p> <ul style="list-style-type: none"> o Electricity: 99.7 : 89.7 o Finished floors: 99.0 : 96.4 o Finished roofing: 98.8 : 93.3 o Finished walls: 98.2 : 95.7 <p>Mean number of persons per room used for sleeping: <i>Baseline: Serbia 1.62; Serbia - Roma settlements 2.97</i></p> <p>Use of solid fuels for cooking: percentage of household members in households that use solid fuels as the primary energy source for cooking in the household <i>Baseline: Serbia 34.2; Serbia - Roma settlements 81.9</i></p> <p>Source: Serbia Multiple Indicator Cluster Survey 2014/ Serbia - Roma settlements Multiple Indicator Cluster Survey 2014 (Key Findings/July 2014), UNICEF and SORS</p>		<ul style="list-style-type: none"> – Action plans envisaging the development of utility, road and other infrastructure in Roma settlements are adopted in 70% of LGU. – A system of legal and technical assistance for the Roma population for obtaining technical legal documentation is established in LGU. – Housing cooperatives and construction companies that employ Roma persons are established in 20% of LGU. – Housing programmes are developed for the improvement of the existing housing stock. – The Law on Planning and Construction is amended to recognise self-building as a legal form of construction. 		

Measure 1: Improve the legal and policy frameworks						
No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
2.5.1.1	Include the measures for improving the existing Roma-occupied structures into local action plans for Roma inclusion and provide funds for their implementation.	Number of local action plans that include measures for the improvement of existing structures Source: MoCTI reports and SCTM records	Lead implementing agency: RSICB Implementation partners: LGU MoCTI MoPALSG	Q4 2017	Budgeted under activity 2.1.1.3 (Professional assistance - Budget of the Republic of Serbia - RSD 376,872 in 2018)	
Measure 2: Develop housing programmes and provide technical and financial support						
No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
2.5.2.1	Provide legal, engineering and material-financial support to Roma persons when obtaining and developing legal-technical documentation and the implementation of construction works for the expansion and repair of residential facilities.	Number of cases of provided support Source: LGU records and MoCTI reports	Lead implementing agency: MoCTI Implementation partners: LGU	Q4 2018	Unknown at this time - to be known upon the drafting of local action plans	The total amount of funds will depend on the solutions that will be envisaged by completing activity 2.5.1.1.
2.5.2.2	Provide support for the establishment of construction companies and housing cooperatives employing Roma from local communities and enable their equal participation in the undertakings aimed at the improvement of Roma housing, for the purpose of economic empowerment of families and individuals.	Number of cases of provided support Source: LGU records and MoCTI reports	Lead implementing agency: RSICB Implementation partners: LGU NES CCIS	Q4 2018	Unknown at this time - to be known upon the drafting of local action plans	Apply for donor funds - unknown at this time - to be known by the end of 2017

2.5.2.3	Develop various housing programmes for the improvement of the existing housing stock in Roma settlements.	Number and type of housing programmes for the improvement of the existing housing stock in Roma settlements Source: LGU records and MoCTI reports	Lead implementing agency: MoCTI	Q4 2018	Budget of the Republic of Serbia – RSD 1,884,114, in 2017 and 2018 RSD 942,057 each	
2.5.2.4	Provide technical and financial support to local governments to work independently, or in cooperation with civil society organisations, cooperatives and enterprises, on the improvement of existing structures in Roma settlements, in line with the goal of improving the energy efficiency of housing structures.	Number of cases of technical and financial support provided Source: MoCTI reports	Lead implementing agency: MoCTI Implementation partners: Ministry of Mining and Energy LGU	Q4 2018	Budgeted as part of Activity 2.5.2.3. (Budget of the Republic of Serbia – RSD 1,884,114, in 2017 and 2018 RSD 942,057 each)	
Operational objective		Impact indicators		Outcome		
Operational objective 6: Implement programmes for construction of social housing units.		Number of housing units for social housing of Roma <i>Baseline: to be determined during the first year of implementation of the Strategy</i> Number and type of Roma social housing programmes <i>Baseline: to be determined</i> Source: MoCTI reports and records		<ul style="list-style-type: none"> – Forms of social housing are developed as various housing support options – self-building, donation of new (prefabricated or built) houses, construction of a new house to replace an old one, house donations in rural areas, the “building land and utility infrastructure” programme, in accordance with international standards for adequate housing. – Temporary housing is provided for seasonal workers in LGU where seasonal work is organised. – Training is developed on the realisation and implementation of social housing programmes. – Housing problems of Roma persons displaced from Kosovo and Metohija are resolved. 		
Measure 1: Develop and implement housing programmes and social housing programmes						
No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds

2.6.1.1	Under the housing support programme, develop special schemes of housing for rent to meet the specific needs of vulnerable population groups, including Roma, determine the amount of required funds and provide the funds for the implementation of these programmes.	Number of developed and implemented housing for rent programmes, designed to meet the specific needs of vulnerable population groups, including Roma Source: MoCTI reports and records	Lead implementing agency: MoCTI Implementation partners: LGU	Q4 2018	Unknown at this time - the total amount of funds will depend on the solutions that will be envisaged by completing activity 2.5.1.1.	Apply for donor funds - unknown at this time - to be known by the end of 2017
2.6.1.2	Prepare locations for the construction of apartments for social housing (provisioning the land, adopting an adequate plan or urban planning design, design)	Number of prepared urban planning documents Approved locations for social housing (number and type) Source: MoCTI reports and data; LGU data	Lead implementing agency: MoCTI Implementation partners: LGU	Q4 2018	Unknown at this time - the total amount of funds will depend on the solutions that will be envisaged by completing activity 2.5.1.1.	Apply for donor funds - unknown at this time - to be known by the end of 2017
2.6.1.3	Find a solution for Roma persons internally displaced from Kosovo and Metohija and not planning to return, as well as Roma persons returnees under the readmission process, through financing programmes for the improvement of living conditions of internally displaced persons and other programmes intended for returnees under the readmission process, including Roma persons.	10% of the total funds intended for financing programmes for the improvement of living conditions of internally displaced persons used for finding solutions for internally displaced Roma persons from Kosovo and Metohija 10% of the total funds from the programme intended for the reintegration of returnees used for finding solutions for Roma persons returnees under the readmission process Source: Data from the Commissariat for Refugees and Migrations	Lead implementing agency: CRM Implementation partners: LGU	Q4 2018	Budget of the Republic of Serbia – RSD 60,000,000, in 2017 and 2018 RSD 30,000,000 each	Budgeted under the Action Plan for PG 23, Activity 3.8.2.39. (IPA 2012 - €9,000,000, i.e. RSD 1,107,000,000, IPA 2014 - €3,500,000, i.e. RSD 430,500,000, and IPA 2017 - €3,000,000, i.e. RSD 369,000,000) - in 2017 €5,166,667, i.e. RSD 635,500,041.

Measure 2: Develop financial and institutional mechanisms and provide support to beneficiaries

No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds

2.6.2.1	Strengthen the capacities of local government units, local housing agencies and other non-profit housing organisations for the implementation of housing support programmes.	Number and type of employees of local housing agencies and other non-profit housing organisations Source: MoCTI reports and records; LGU and LHA records	Lead implementing agency: MoCTI Implementation partners: LGU	Q4 2018	Budget of the Republic of Serbia – RSD 41,820, in 2017 and 2018 RSD 20,910 each	The draft IPA Action Programme of IPA 2017 envisages support for implementing these activities
2.6.2.2	Organise training for the staff of organisations and institutions responsible for assisting social housing beneficiaries to exercise their right to adequate housing.	Number and type of training events for the staff of organisations and institutions responsible for working with social housing beneficiaries Source: LGU reports and data; LGU data	Lead implementing agency: MoCTI Implementation partners: LGU	Q4 2018	Budgeted as part of 2.6.2.1. (Budget of the Republic of Serbia – RSD 41,820, in 2017 and 2018 RSD 20,910 each)	The draft IPA Action Programme of IPA 2017 envisages support for implementing these activities
2.6.2.3	Monitor the state of affairs and changes of the social and financial status of households with the aim to provide timely support to households that are facing difficulties in paying rent and other dues.	Number of households that have received assistance in sustainable housing Source: MoLEVSA and CSW reports and records	Lead implementing agency: MoLEVSA Implementation partners: CSW	Continuous 2017 - 2018	The total amount of funds will depend on the solutions that will be envisaged under activity 2.5.1.1.	
2.6.2.4	Organise workshops for social housing beneficiaries about their obligations and mechanisms for exercising rights to housing subsidies, allowances, incentives etc.	Number of workshops held Number of social housing beneficiaries participating in the workshops Source: MoCTI reports and records; LGU reports and records	Lead implementing agency: LHA Implementation partners: MoCTI	Q4 2018	The total amount of funds will depend on the solutions that will be envisaged under activity 2.5.1.1.	
Operational objective		Impact indicators		Outcome		
Operational objective 7: Identify and apply relevant international standards for the displacement of unsustainable substandard settlements.		Number of substandard Roma settlements in Serbia <i>Baseline: the number of substandard Roma settlements in Serbia is 583</i> Number of municipalities in which there are substandard Roma settlements <i>Baseline: the number of municipalities that include substandard Roma settlements is</i>		<ul style="list-style-type: none"> – The procedure for displacement of persons from unsustainable substandard settlements is defined and in use. – The methodology for displacement of informal and unsustainable Roma settlements is in place. 		

	<p>120 (71.01%). whereas in 49 municipalities (28.99%) there are no substandard Roma settlements</p> <p>Source: MoCTI and LGU records and reports.</p>	<ul style="list-style-type: none"> - Housing and/or compensation for damages is provided for persons displaced from informal settlements, in accordance with General Comment No 4 and/or General Comment No 7. - Educational mediators are introduced in social work centres and services are developed for persons displaced from informal settlements.
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Measure 1: Align the legal framework with international legal standards

No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
2.7.1.1	Draft an adequate legal instrument that specifies procedures for eviction and relocation in accordance with General Comment No 4 and No 7 of the United Nations Committee for Economic, Social and Cultural Rights, including guidelines and recommendations for local governments and other relevant stakeholders to ensure treatment in accordance with international human rights standards	<p>Number of amendments to key legal regulations on housing (amended and adopted relevant laws)</p> <p>Source: Reports and data by MoCTI; Information by the National Assembly of the Republic of Serbia</p>	<p>Lead implementing agency: MoCTI</p> <p>Implementation partners: Competent line ministries</p>	Q1 2018	Budget of the Republic of Serbia – RSD 753,621 in 2017	

Measure 2: Conduct studies on the reasons and justification of displacement, notify the residents of settlements, ensure adequate housing and provide socio-economic support

No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
2.7.2.1	Before launching the displacement, undertake a detailed study on the reasons and justification of displacement, with timely consultations with and notifications to residents of the settlement.	<p>Number of studies, consultations and notifications relative to the number of relocation cases</p> <p>Source: MoCTI reports and records LGU records</p>	<p>Lead implementing agency: MoCTI</p> <p>Implementation partners: LGU</p>	<p>Continuous</p> <p>2017 - 2018</p>	Planned within the LGU budget - average costs of developing a detailed study on the reasons and feasibility of displacement estimated at the amount of RSD 840,213, with the number of studies depending on the number of cases of required resettlement	

2.7.2.2	Through state support, ensure that displaced families receive adequate housing from LGU, in accordance with the definition of adequate housing given in the General Comment No 4 and No 7: Right to Adequate Housing of the United Nations Committee for Economic, Social and Cultural Rights.	Number of families provided with adequate housing relative to the number of relocation cases Source: MoCTI reports and records; LGU records	Lead implementing agency: MoCTI Implementation partners: LGU	Q4 2018	Unknown at this time - to be known upon the development of the detailed study under activity 2.7.2.1.	Apply for donor funds - unknown at this time - to be known by the end of 2017
2.7.2.3	Include community workers, Roma coordinators and other experts, through the activities of social work centres during and after relocation, in the mediation between Roma persons and the majority population to increase mutual trust and, in particular, to sensitise the majority population to Roma housing needs and rights.	Number of professional mediators provided relative to the number of relocation cases Source: MoLEVSA reports and records; CSW and LGU records	Lead implementing agency: MoLEVSA Implementation partners: CSW LGU	Q4 2018	Budget of the Republic of Serbia – RSD 628,038, in 2017 and 2018 RSD 314,019 each	Apply for donor funds - unknown at this time - to be known by the end of 2017
2.7.2.4	Provide relocated residents with continued institutional assistance and socio-economic support through social work centres even after relocation to new locations.	Number of assistance and support measures relative to the number of relocation cases Source: MoLEVSA reports and records; CSW and LGU records	Lead implementing agency: MoLEVSA Implementation partners: CSW LGU NES	Continuous 2017 - 2018	Budgeted as part of Activity 2.7.2.3. (Budget of the Republic of Serbia – RSD 628,038, in 2017 and 2018 RSD 314,019 each)	Apply for donor funds - unknown at this time - to be known by the end of 2017
Operational objective		Impact indicators		Outcome		
Operational objective 8: Raise the cultural standard of the Roma population, economic empowerment and preservation of the ethno-cultural identity.		Number of established Roma cultural centres <i>Baseline: there is no data on the number of Roma cultural centres</i> Number of books written and published in the Roma language <i>Baseline: 2010-10, 2011-10, 2012-20, 2013-11, 2014-7, 2015-15</i> Source: National Library of Serbia records		<ul style="list-style-type: none"> - Recommendations to local governments on establishing Roma cultural centres are adopted. - Roma cultural centres are founded in 30 LGU. 		
Measure 1: Establish the concept of culture as an incentive for improving the status of Roma in the fields of education, housing, healthcare awareness raising and economic empowerment.						
No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds

2.8.1.2	Stimulate intercultural exchange.	Number of programmes prepared and implemented on an annual level Source: Reports of the Ministry of Culture and Information, Reports of CSOs participating in the programmes	Lead implementing agency: RSICB Implementation partners: RNMC CI CSOs	Q3 2018	Funds from donor sources – unknown at this time	Apply for donor funds - unknown at this time - to be known by the end of 2017
Measure 2: Establish Roma cultural centres and adopt Roma settlement development programmes						
No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
2.8.2.1	Establish Roma cultural centres, and/or improve the capacities of existing institutions in larger sustainable settlements or in LGU with at least 300 Roma inhabitants.	Number of established Roma cultural centres, and/or institutions with improved capacities on the annual level Source: RSICB reports	Lead implementing agency: RSICB Implementation partners: LGU MoCI	Q4 2018	Unknown at this time - to be known by the end of 2017	Apply for donor funds - unknown at this time - to be known by the end of 2017
2.8.2.2	Define recommendations for local governments in line with Article 23 of the Law on Culture.	Drafted instructions for LGUs (yes/no) Source: Reports of the National Assembly of the Republic of Serbia	Lead implementing agency: RSICB Implementation partners: MoCI MoPALSG LGU SCTM	Q2 2017	Budgeted under activity 2.8.2.3 (Budget of the Republic of Serbia – RSD 251,166 in 2017)	
2.8.2.3	Design a programme for the development of integrated spatial-housing-cultural units, i.e. as a development programme or project for specific spatial units.	Programme is adopted (yes/no) Source: MoCTI reports	Lead implementing agency: MoCTI Implementation	Q4 2017	Budget of the Republic of Serbia – RSD 251,166 in 2017	

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III. EMPLOYMENT

Specific objective 3: Encourage the inclusion of working-age Roma persons in the formal labour market, improve their employability, employment and economic empowerment, especially of Roma persons from the category of multiply disadvantaged unemployed persons.

Operational objective	Impact indicators	Outcome
<p>Operational objective 1: Increase the share of working-age Roma in the formal labour market.</p>	<p>Employment rate (15-64) <i>Baseline: general population - men 63%, Roma men - 173 employed persons; general population - women 48.6%, Roma women — 102 employed persons; total general population in Serbia 55.8%, total Roma population — 275 employed persons</i></p> <p>Employment rate (15-24) Baseline: total general population in Serbia 19.7%, total Roma population — 69 employed persons</p> <p>Unemployment rate (15-64) <i>Baseline: general population — men 15%, Roma men — 13600 unemployed persons; general population — women 17.1%, Roma women — 11831 unemployed persons; total general population in Serbia 15.9%, total Roma population — 25431 unemployed persons</i></p> <p>Unemployment rate (15-24) Baseline: total general population in Serbia 36.1%, 4885 unemployed persons</p> <p>Source: Statistical Office of the Republic of Serbia (Labour Force Survey); National Employment Service data</p>	<ul style="list-style-type: none"> – National database of unemployed Roma in the Republic of Serbia is established. – The system for raising Roma awareness about the significance of and conditions for registering as unemployed, and about the rights and obligations of unemployed persons, is developed with the support of civil society organisations advocating the improvement of the status of Roma. – Increased number of Roma registered as unemployed (with the National Employment Service and employment agencies). – Additional programmes for activation of the Roma population in the labour market are created and implemented. – Intensified activities aimed at increasing labour market participation of unemployed Roma persons, most notably the recipients of financial social assistance. – Activities for building the capacities of counsellors in the National Employment Service and employment agencies for work with disadvantaged and particularly vulnerable categories of unemployed persons (including Roma) are implemented.

Measure 1: Enhance national databases of unemployed Roma, regardless of their status in the National Employment Service registry.

No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
3.1.1.1.	Conduct annual studies on the Roma population from the perspective of both employment and unemployment.	<p>Report of the survey on the Roma population from the perspective of employment and unemployment (yes/no)</p> <p>Source: Roma Social Inclusion Coordination Body reports;</p>	<p>Lead implementing agency: RSICB</p> <p>Implementation</p>	Q4 2018	Funds from donor sources – unknown at this time	Apply for donor funds – cost assessment in 2018 €48,700, i.e. RSD 5,990,100

		National Employment Service records	partner: SORS MoLEVSA NES ILO			
3.1.1.2	Connect the NES registry with the database for monitoring Roma inclusion measures at the local level.	Regular exchange of data, in accordance with positive legal regulations Source: National Employment Service report, Database for the monitoring of Roma inclusion measures	Lead implementing agency: NES Implementation partner: MoCTI SIPRU	Q4 2017	Budget of the Republic of Serbia – RSD 5,338,323 in 2017	
Measure 2: Increase the coverage of unemployed Roma by active job search training.						
No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
3.1.2.1	Raise the awareness of Roma (especially those in the multiply vulnerable category) about the significance of and conditions for registering with NES as unemployed persons, through: - direct work of NES branch offices and outreach activities of NES employment counsellors – mobile teams, employment caravans etc. - cooperation with civil society organisations that implement awareness raising activities about the rights and obligations of unemployed persons.	Number of Roma persons registered with NES as unemployed Number of civil society organisations with which cooperation has been established Source: National Employment Service report; OHMR report; Reports of civil society organisations	Lead implementing agency: RSICB Implementation partner: NES RNMC CSOs	Continuous as of 2018	Budget of the Republic of Serbia – unknown at this time, to be known by the end of 2017	IPA 2012 - Increasing the efficiency of employment policies towards vulnerable groups (total value €6,000,000, i.e. RSD 738,000,000 for 2014-2017) - €1,500,000, i.e. RSD 184,500,000 in 2017
3.1.2.2	Organise seminars and training courses for sensitisation of employment counsellors in NES and employment agencies for work with disadvantaged categories of unemployed persons.	Number of training courses and seminars for the staff of the employment support system (employment counsellors and staff in the employment agencies working with persons harder to employ) Source: National Employment Service report, MoLEVSA report	Lead implementing agency: NES Implementation partner: MoLEVSA RNMC CSOs agencies	Continuous in 2017 and 2018	Budget of the Republic of Serbia – RSD 291,264, in 2017 and 2018 RSD 145,632 each	Apply for donor funds - unknown at this time - to be known by the end of 2017
Operational objective		Impact indicators		Outcome		
Operational objective 2: Prevent and reduce discrimination against Roma		Number of campaigns and awareness raising activities aimed at eliminating		– Clear and measurable indicators are established for recognising discrimination against Roma in access to the labour market, employment and work-related		

<p>in the labour market.</p>	<p>discrimination against Roma in the employment process.</p> <p>Number of complaints of violation of the rights of Roma persons in the employment process received by the Ombudsman.</p> <p>Number of reports of cases of discrimination against Roma persons in the employment process received by the Commissioner for the Protection of Equality.</p> <p>Source: Annual Report on the Implementation of the Strategy and the Action Plan for the Social Inclusion of Roma; Reports of the Commissioner for the Protection of Equality and the Ombudsman</p>	<p>rights.</p> <ul style="list-style-type: none"> - Strengthened capacities of civil society organisations advocating the improvement of the status of Roma, raised Roma awareness about the significance of non-discrimination and special programmes are implemented for their empowerment with regard to the identification and reporting of discrimination cases, as well as other forms of violation of their rights. - Increased level of awareness of the staff of relevant national and local institutions, as well as employers' associations, about the prohibition of discrimination in access to the labour market, employment and work-related rights. - Decreased number of reports of discrimination against Roma in access to the labour market, employment and work-related rights.
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Measure 1: Ensure effective enforcement of the Law on the Prohibition of Discrimination in the access to the labour market, employment and work-related rights.

No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
3.2.1.1	Formulate clear indicators for recognising discrimination in the access to the labour market, employment and work-related rights.	<p>Prepared draft indicators for recognising discrimination in access to labour market, employment and work-related rights (yes/no)</p> <p>Source: Records of the National Assembly of the Republic of Serbia</p>	<p>Lead implementing agency: RSICB</p> <p>Implementation partner: Commissioner for the Protection of Equality MoLEVSA OHMR</p>	Q2 2018	Budget of the Republic of Serbia – unknown at this time, to be known by the end of 2017	
3.2.1.2	Develop the system for provision of free legal aid.	<p>Number of free legal aid recipients</p> <p>Source: MoPALSG and MoJ records and reports</p> <p>Reports of CSOs participating in free legal aid activities</p>	<p>Lead implementing agency: MoJ</p> <p>Implementation partner: CSOs</p>	Q1 2017	Budgeted for within the Action Plan for Chapter 23, Activity 3.7.1.3. (Budget of the Republic of Serbia – RSD	

			LGU		2,087,815,653)	
Measure 2: Raise the awareness of the society (including the Roma community) about the importance of non-discrimination and the mechanisms for protection against discrimination.						
No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
3.2.2.1	Organise seminars and training on non-discrimination in the access to the labour market, employment and work-related rights, for the staff of relevant institutions, employers' associations and CSOs.	<p>Number of seminars and training events on non-discrimination in the access to the labour market, employment and work-related rights</p> <p>Number of staff of relevant institutions participating in training and seminars</p> <p>Source: Annual Report on the Implementation of the Strategy for the Social Inclusion of Roma</p>	<p>Lead implementing agency: RSICB</p> <p>Implementation partners: OHMR Human Resources Service</p>	Q2 2018	Budget of the Republic of Serbia - unknown at this time - to be known by the end of 2017	Apply for donor funds - unknown at this time - to be known by the end of 2017
3.2.2.2	Launch a public call for CSOs advocating the improvement of the position of Roma, in the field of non-discrimination in the access to the labour market, employment and work-related rights.	<p>Number of CSOs implementing projects for improvement of the position of and the prevention of discrimination against Roma in the access to the labour market, employment and work-related rights.</p> <p>Number of approved projects and the amount of funds awarded to CSO projects</p> <p>Source: MoLEVSA annual reports; Reports by CSOs implementing projects / participating in programmes</p>	<p>Lead implementing agency: MoLEVSA</p> <p>Implementation partners: RNMC</p>	Q1 2018 - Continuous	<p>Budget of the Republic of Serbia - negligible amount of funds for publishing an advertisement;</p> <p>Budget of the Republic of Serbia - funds for the remaining costs of this activity to be known upon the issuing of the call;</p>	Apply for donor funds - unknown at this time - to be known by the end of 2017
Operational objective		Impact indicators		Outcome		
Operational objective 3: Increase Roma competitiveness in the labour market.		<p>Employment rate (15-64)</p> <p><i>Baseline: Roma men 40%; general population — men 55%; Roma women 13%; general population — women 31%; total Roma 26%, total general population in</i></p>		<p>– Increased number of unemployed Roma who have received formal education through the programme of functional elementary adult education.</p> <p>– Increased number of highly educated Roma in the National Employment Service</p>		

	<p><i>Serbia 43%</i></p> <p>Employment rate (15-24)</p> <p>Baseline: Roma men 25%; general population — men 24%; Roma women 6%; general population — women 11%; total Roma 16%, total general population in Serbia 17%</p> <p>Unemployment rate (15-64)</p> <p><i>Baseline: Roma men 39%; general population — men 21%; Roma women 67%; general population — women 37%; total Roma 49%, total general population in Serbia 27%</i></p> <p>Unemployment rate (15-24)</p> <p>Baseline: Roma men 54%; general population — men 36%; Roma women 82%; general population — women 67%; total Roma 65%, total general population in Serbia 50%</p> <p>According to the records on unemployed Roma (disaggregated by educational level), the largest share is that of persons with no/low qualifications — 19,961 persons (88.66% of the total number of Roma registered as unemployed), followed by persons with secondary education qualifications — 2,426, college degree — 82 persons, and university degree — 44 Roma persons (0.2%), which is a considerably poorer educational profile compared to that of the general unemployed population.</p> <p>Source: Records of the Statistical Office of the Republic of Serbia (Labour Force Survey); National Employment Service records</p>	<p>registry.</p> <ul style="list-style-type: none"> – Greater interest of employers in including Roma persons in vocational education and training programmes, especially the training at employer’s request, as well as apprenticeship and on-the-job training programmes. – Internship programmes for young highly educated Roma are implemented in institutions at the national and local levels.
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Measure 1: Actively promote and develop policies and measures aimed at increasing Roma employability, with a special focus on the multiply vulnerable categories.

No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
3.3.1.1	Support the inclusion of unemployed Roma in the labour market, taking into account the specific difficulties faced by Roma women, especially recipients of financial social assistance, through active labour market measures: active job search training, self-efficiency training, job club, employment fairs and entrepreneurship training.	<p>Number of Roma covered by active labour market measures</p> <p>Source: MoLEVSA records and NES reports</p>	<p>Lead implementing agency: NES</p> <p>Implementation partner:</p>	Continuous 2017 - 2018	Regular budget funds Budget of the Republic of Serbia – RSD 4,270,683, in 2017 and 2018 RSD	Apply for donor funds - unknown at this time - to be known by the end of 2017

			MoLEVSA		2,135,342 each	
3.3.1.2	Launch public calls for award of self-employment subsidies to Roma persons.	Number of Roma beneficiaries of self-employment subsidies Source: MoLEVSA records and NES reports	Lead implementing agency: MoLEVSA Implementation partner: NES	Continuous 2017 – 2018	Budgeted under activity 3.3.1.1 (Regular budget funds Budget of the Republic of Serbia – RSD 4,270,683, in 2017 and 2018 RSD 2,135,342 each)	Apply for donor funds - unknown at this time - to be known by the end of 2017
Measure 2: Include a larger number of unemployed Roma in the programme of functional primary education of adults and vocational education and training, in order to acquire additional knowledge, skills and competences with a view to enhancing their competitiveness in the labour market.						
No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
3.3.2.1	Include a larger number of Roma in the Functional adult primary education programme.	Number of Roma covered by functional adult education programmes Source: MoLEVSA records and NES reports	Lead implementing agency: NES Implementation partner: MoLEVSA	Continuous 2017 - 2018	Budget of the Republic of Serbia – RSD 4,270,683, in 2017 and 2018 RSD 2,135,342 each	
3.3.2.2	Organise paid on-the-job training, internship programmes and other schemes for gaining work experience, for young Roma in institutions at the national, provincial and local levels.	Number of young Roma covered by paid on-the-job and internship programmes Number of institutions at the national and local level participating in internship programmes for young Roma persons Source: MoCTI records and reports	Lead implementing agency: RSICB Implementation partner: MoLEVSA MoPALSG LGU OHMR	Q1 2018 - Continuous	Budget of the Republic of Serbia - the individual sum of RSD 214,635 per person has been established, while the total sum will be determined upon the completion of the public call procedure	Apply for donor funds - unknown at this time - to be known by the end of 2017
Operational objective		Impact indicators		Outcome		

<p>Operational objective 4: Stimulate employment and economic empowerment of Roma, with particular focus on multiply vulnerable categories.</p>	<p>Employment rate (15-64)</p> <p><i>Baseline: Roma men 40%; general population — men 55%; Roma women 13%; general population — women 31%; total Roma 26%, total general population in Serbia 43%</i></p> <p>Employment rate (15-24)</p> <p><i>Baseline: Roma men 25%; general population — men 24%; Roma women 6%; general population — women 11%; total Roma 16%, total general population in Serbia 17%</i></p> <p>Unemployment rate (15-64)</p> <p><i>Baseline: Roma men 39%; general population — men 21%; Roma women 67%; general population — women 37%; total Roma 49%, total general population in Serbia 27%</i></p> <p>Unemployment rate (15-24)</p> <p><i>Baseline: Roma men 54%; general population — men 36%; Roma women 82%; general population — women 67%; total Roma 65%, total general population in Serbia 50%</i></p> <p>Using the self-employment subsidy for disadvantaged unemployed persons, 50 Roma (of which 28 women) became employed, which accounts for only 2.8% of all cases of subsidised employment.</p> <p>Source: Records of the Statistical Office of the Republic of Serbia (Labour Force Survey); National Employment Service records</p>	<ul style="list-style-type: none"> – Increased coverage of Roma by employment programmes (including as a result of affirmative action). – Increased number of Roma entrepreneurs. – The system of support to Roma entrepreneurship is developed.
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Measure 1: Develop and implement affirmative action of financial and non-financial support in order to enhance employment and economic empowerment of Roma business activities.

No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
3.4.1.1	Develop sustainable programmes of financial support to private sector employers for recruiting Roma persons.	Number of Roma employed in the private sector as a result of the measures of financial support to employers Source: National Employment Service records	Lead implementing agency: MoLEVSA Implementation partner:	Continuous 2017 - 2018	Budget of the Republic of Serbia – RSD 523,365, in 2017 and 2018 RSD 261,683 each	

			NES			
3.4.1.2	Launch a call for project proposals from civil society organisations that stimulate and develop: <ul style="list-style-type: none"> - traditional occupations among Roma persons, - Roma cooperatives and other forms of association, - agro-development for Roma living in rural areas, IDPs, returnees and financial social assistance recipients who wish to engage in agricultural production and/or livestock breeding. 	Number of projects/CSOs stimulating and developing: <ul style="list-style-type: none"> - traditional occupations among Roma persons, - Roma cooperatives and other forms of association, - agro-development for Roma. Source: Reports of the Ministry of Economy, Ministry of Trade Business Registers Agency records	Lead implementing agency: RSICB Implementation partner: Ministry of Trade, Tourism and Telecommunications RNMC SIPRU CSOs	Q4 2018	Funds from donor sources – unknown at this time	Apply for donor funds - unknown at this time - to be known by the end of 2017
Measure 2: Stimulate Roma entrepreneurship development.						
No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
3.4.2.1	Secure support in the development of entrepreneurship through: <ul style="list-style-type: none"> - Trainings services, - Mentorship services, - Counselling services, - Equipment support through available programs. 	Number of training courses for business plan preparation Number of beneficiaries of mentoring services with a minimum duration of one year Number of beneficiaries supported with equipment Source: Reports of the Ministry of Economy, Ministry of Agriculture, Ministry of Trade	Lead implementing agency: MA Implementation partner: NES CSOs	Q4 2017 Q4 2018	Budget of the Republic of Serbia - a total of RSD 42,000,000, in 2017 RSD 20,000,000 and in 2018 RSD 22,000,000	Apply for donor funds for support in equipment - unknown at this time - to be known by the end of 2017
Operational objective		Impact indicators		Outcome		
Operational objective 5: Integrate the Roma employment policy into local economic development policies.		Number of municipalities/towns developing special strategies/action plans for Roma employment <i>Baseline: to be determined in the first year of Strategy implementation</i> Number of municipalities/towns whose general employment plans include specific measures for Roma employment		<ul style="list-style-type: none"> - Increased coverage of the Roma population by active labour market programmes and measures envisaged under local employment action plans. - Special programmes are developed for Roma employment and economic empowerment in LGU in which Roma community is found to have an unfavourable position in the labour market. - Partnerships and stakeholder cooperation are developed at the LGU level with a view to enhancing the position of the Roma community. 		

		<i>Baseline: to be determined</i>				
		Source:				
		MoLEVSA reports				
		LGU records and SCTM database				
Measure 1: Strengthen the capacities of and encourage dialogue and cooperation between stakeholders conducive to local economic and employment policy development.						
No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
3.5.1.1	Include Roma employment measures in local employment action plans, with the participation of CSOs.	<p>Number of LGU action plans that include Roma employment measures</p> <p>Number of local governments implementing Roma employment measures</p> <p>Source: MoLEVSA reports; LGU records and reports</p>	<p>Lead implementing agency: MoLEVSA</p> <p>Implementation partner: NES RNMC LGU SCTM CSOs</p>	Q1 2018	Budget of the Republic of Serbia - a total of RSD 157,071, in 2017 and 2018 RSD 78,536 each	
3.5.1.2	Strengthen the capacities of LGU and other social stakeholders in the local community for labour market analysis, implementation of measures and local action plan impact evaluation.	<p>Number of training courses for LGU and other social stakeholders in the local community for labour market analysis, implementation of measures and local action plan impact evaluation</p> <p>Source:</p> <p>MoLEVSA reports</p> <p>LGU records and reports</p>	<p>Lead implementing agency: RSICB</p> <p>Implementation partner: NES LGU</p>	Q4 2017 - continuous	Budgeted as part of Activity 3.2.1.1. (Budget of the Republic of Serbia - a total of RSD 157,071, in 2017 and 2018 RSD 78,536 each)	<p>IPA 2012 NES direct grant, technical support project - €1,000,000⁵, i.e. RSD 123,000,000</p> <p>In 2016 - €500,000, i.e. RSD 61,500,000</p> <p>In 2017 - €500,000, i.e. RSD 61,500,000</p>

⁵ The total value of the IPA 2012 project *Direct NES grant, technical support project* is EUR 1,500,000. These funds are intended for the period 2015-2017. The activity shows the schedule of spending project funds only for the period of validity of the *Action plan for the implementation of the strategy for the social inclusion of Roma in the Republic of Serbia for the period 2016-2025 - for the period 2016-2018*, i.e. for 2016 and 2017.

						Budgeted as part of Activity 1.1.2.1. (Social Inclusion Group of MoESTD (part of the Joint programme for the inclusion of Roma and vulnerable social groups - a total of US\$ 437,000 (€407,000, i.e. RSD 50,061,000) - in 2017 - negotiations under way.)
Operational objective		Impact indicators		Outcome		
Operational objective 6: Increase the number of Roma employed in public authorities.		Percentage of increase of the number of Roma civil servants at the national and local level, relative to the total number of civil servants. Source: MoPALSG records		<ul style="list-style-type: none"> - The Law on Civil Servants is amended. - The method for collecting information about ethnicity for purposes of affirmative action implementation is determined. - Relevant bylaws and decisions are adopted by LGU. 		
Measure 1: Stimulate employment of Roma in institutions at the local and national level, in coordination with local government authorities and in accordance with fiscal constraints.						
No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
3.6.1.1	Develop and strengthen the network of Roma coordinators, including by increasing their number, in accordance with local needs, in order to facilitate close cooperation with other relevant mechanisms for the improvement of Roma position.	Criteria for recruitment and work improvement defined Number of employed Roma coordinators Source: LGU records	Lead implementing agency: RSICB Implementation partner: MoPALSG SIPRU SCTM LGU	Continuous 2017 - 2018	Planned under LGU budgets, RSD 10,591,776 in 2017, budgeted under AP - NC 23, activity 3.8.2.6.	Apply for donor funds - unknown at this time - to be known by the end of 2017
3.6.1.2	Establish mobile teams (consisting of a Roma coordinator, a health mediator, a teaching assistant and the representatives of NES and CSW) at the local level to facilitate intersectoral cooperation.	Number of established mobile teams Source: LGU records	Lead implementing agency: RSICB Implementation partner: MoPALSG SIPRU SCTM	Continuous 2017 - 2018	Budgeted under Activity 3.6.1.1. (Planned under LGU budgets, RSD 10,591,776 in 2017, budgeted under AP - NC 23, activity 3.8.2.6.)	Budgeted as part of Activity 1.1.2.1. (Social Inclusion Group of MoESTD (part of the Joint programme for the inclusion of Roma and vulnerable social groups - a total of US\$ 437,000 (€407,000, i.e. RSD 50,061,000) - in 2017 - negotiations under way.)

			LGU			Apply for donor funds - unknown at this time - to be known by the end of 2017
3.6.1.3	Enhance awareness raising about Roma employment possibilities through CSOs.	Number of CSOs participating in Roma awareness raising about employment possibilities Source: Reports of CSOs participating in awareness raising activities	Lead implementing agency: RSICB Implementation partner: OCCS OHMR RNMC MoYS SIPRU CSOs LGU	Q2 2018	Unknown at this time - to be known by the end of 2017	Apply for donor funds - unknown at this time - to be known by the end of 2017
Operational objective		Impact indicators		Outcome		
Operational objective 7: Formalize the work of informally employed Roma, especially individual collectors of recyclable materials, and introduce them in the waste management system at the local government level.		Number of registered collectors of recyclable materials who have permits issued by the competent authority Source: Business Registers Agency records; OHMR reports		<ul style="list-style-type: none"> - Legal basis for waste management is adopted. - Legal status of persons engaged in waste collection and sorting is regulated. 		
Measure 1: Formalize the work of informally employed Roma.						
No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
3.7.1.1	Analyse the reasons for the large number of Roma engaged in the grey economy.	Analysis of Roma engagement in the grey economy conducted (yes/no) Source: Analysis of Roma engagement in the grey economy	Lead implementing agency: MoLEVSA Implementation partner: OHMR CSOs	Q2 2017	Budget of the Republic of Serbia – RSD 1,062,966, budgeted under NC 23, activity 3.8.2.32	

Measure 2: Regulate the legal status of persons engaged in waste collection and sorting.

No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
3.7.2.1	Monitor the implementation of the Law on Waste Management under the segment related to the ban on the disposal of recyclable waste.	<p>Number of implemented inspection supervisions of LGUs.</p> <p>Number of submitted reports for initiating misdemeanour proceedings by the municipal inspection and local inspection for environmental protection</p> <p>Source: Annual reports by operators on waste landfills</p>	<p>Lead implementing agency: RSICB</p> <p>Implementation partner: MoPALSG LGU</p>	Q4 2018	Budget of the Republic of Serbia - unknown at this time - to be known by the end of 2017	
3.7.2.2	Encourage LGU to regulate waste management issues through public-private partnerships, taking into account the interests and resources of recyclable material collectors, by: <ul style="list-style-type: none"> - developing local plans that provide for the inclusion of individual collectors of recyclable materials into legal waste management operations, - developing local planning documents, - awarding subsidies to individual collectors of recyclable materials for the necessary equipment. 	<p>Number of LGU that have regulated waste management issues by developing local plans that provide for the inclusion of individual collectors of recyclable materials into legal waste management operations and by developing local planning documents.</p> <p>Number and amount of the subsidies awarded to individual collectors of recyclable materials for the necessary equipment</p> <p>Source: MoPALSG and LGU records</p>	<p>Lead implementing agency: RSICB</p> <p>Implementation partner: MoAEP MoPALSG LGU SIPRU</p>	Q1 2018 - Continuous	Funds only from donor sources – unknown at this time	Apply for donor funds - unknown at this time - to be known by the end of 2017

IV. HEALTH

Specific objective 4: Improve the health of the Roma population, enhance the access to healthcare services and facilitate full exercise of the right to health in the healthcare system of the Republic of Serbia.

Operational objective	Impact indicators	Outcome
Operational objective 1: Create a supportive environment for Roma development and health.	<p>Number of Roma health mediators in the healthcare system</p> <p><i>Baseline: 75 Roma health mediators in 59 municipalities</i></p>	– Raised Roma awareness of the healthcare sector benefits.

		Source: Ministry of Health records				
Measure 1: Increase the number of Roma benefiting from public health programmes and activities that address unfavourable conditions for the development and health of Roma in the Republic of Serbia, with particular emphasis on those who are the most vulnerable.						
No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
4.1.1.1	Organise periodical field visits of healthcare workers and/or health mediators from local health centres to Roma families to analyse their needs.	Number of visits of healthcare workers / health mediators to Roma families Source: Ministry of Health records	Lead implementing agency: MoH Implementation partner: Healthcare workers and health mediators	Continuous 2017 - 2018	Budget of the Republic of Serbia RSD 66,273,999, in 2017 RSD 30,130,941, in 2018 RSD 36,143,058	
4.1.1.2.	Support CSOs involved in activities that contribute to the preservation of Roma health (improving the sanitary and epidemiological conditions in Roma settlements, increasing the coverage of mandatory immunisation, improving reproductive health, preventing chronic non-communicable diseases, improving the nutritional status of infants and small children in Roma settlements, decreasing addiction diseases and other risks).	Number of projects aimed at the improvement of Roma health Source: Ministry of Health report Reports of CSOs implementing Roma health improvement projects	Lead implementing agency: MoH Implementation partner: RNMC CSOs	Q4 2017	Budget of the Republic of Serbia – RSD 11,869,008 in 2017	
Operational objective		Impact indicators		Outcome		
Operational objective 2: Improve the development and health of Roma children.		Mortality rate of Roma infants <i>Baseline: The mortality rate of Roma infants and children up to five years of age is nearly twice as high as the average rate for the Republic of Serbia.</i>		<ul style="list-style-type: none"> – Coverage of Roma mothers and children by community midwifery visits (pre- and postnatal) increased by 50%. – Coverage of Roma families by child development and parent counselling centres increased by 50%. 		

Percentage of children aged 24-35 months who received all vaccinations recommended in the national immunization schedule by their first birthday (by their second birthday for measles)

Baseline: Only 12.7% of Roma children received all the recommended vaccines by age one (MMR vaccine by age two), compared to 70.5% of children in the general population.

Number of Roma mothers and children visited by community midwives (pre- and postnatal visits).

Percentage of increase of the coverage of Roma families by child development and parent counselling centres

Minimum acceptable diet

(a) proportion of breastfed children 6–23 months of age who had at least the minimum dietary diversity and the minimum meal frequency during the previous day

Baseline: Serbia 68.9; Serbia — Roma settlements: 26.8

(b) proportion of non-breastfed children 6–23 months of age who received at least two milk feedings and had at least the minimum dietary diversity, not including milk feeds, and the minimum meal frequency during the previous day

Baseline: Serbia 73.0; Serbia — Roma settlements: 36.5

Early Child Development Index: percentage of children aged 3-5 years who are developmentally on track in at least three of the following four domains: literacy-numeracy, physical, social-emotional development and learning

Baseline: Serbia 95.1; Serbia — Roma settlements: 83.3

Baseline: Roma women (38%) used gynaecology services in primary health centres less frequently than other respondents (33%). Community midwives from the primary health centres visited Roma women less frequently than other pregnant women both during pregnancy (32% and 56%, respectively) and after childbirth (81% and 96%, respectively).

Source:

Serbia Multiple Indicator Cluster Survey 2014 / Serbia Roma Settlements Multiple Indicator Cluster Survey 2014 (Key Findings /July 2014), UNICEF and SORS

Measure 1: Improve the access to timely and comprehensive antenatal healthcare and provide targeted prevention programmes for pregnant women in the Roma community.

No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
4.2.1.1	Conduct regular health examinations of pregnant women, through ambulatory gynaecological examinations and visits by community midwives from health centres.	<p>Number of pregnant women covered by regular examinations in an ambulatory setting and by community midwives</p> <p>Number of adequately equipped community midwifery and domiciliary care services in extremely inaccessible regions</p> <p>Source:</p> <p>Ministry of Health records</p>	<p>Lead implementing agency: MoH</p> <p>Implementation partner: HC</p>	Q4 2018	Budget of the Republic of Serbia - the average price of an examination and field visit has been determined (RSD 1722), with the amount to depend on the number of pregnant women and number of field visits	<p>Apply for donor funds (equipment)</p> <p>Apply for donor funds - unknown at this time - to be known by the end of 2017</p>
4.2.1.2.	Provide awareness raising support programmes for pregnant women, delivered by health mediators and civil society organisations, as well as special meals for pregnant women.	<p>Number of pregnant Roma women participating in the programme</p> <p>Number of delivered awareness raising programmes for pregnant women</p> <p>Number of meals for pregnant women served in soup kitchens</p> <p>Source:</p> <p>Ministry of Health records</p>	<p>Lead implementing agency: MoH</p> <p>Implementation partner: MoLEVSA CSOs</p>	Continuous 2017 - 2018	<p>Budgeted as part of Activity:</p> <p>- 4.1.1.1 (Budget of the Republic of Serbia - a total of RSD 66,273,999, in 2017 RSD 30,130,941, in 2018 RSD 36,143,058) and</p> <p>- 4.1.1.2 (Budget of the Republic of Serbia – RSD 11,869,008 in 2017)</p>	

Measure 2: Increase the coverage of Roma children by immunization and implement a programme for improving the nutritional status of Roma children.

No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018
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					Regular budget funds	Donor funds
4.2.2.1	Organise regular immunisation campaigns, including in informal Roma settlements.	At least 50% of informal Roma settlements covered by regular campaigns Source: Ministry of Health records	Lead implementing agency: MoH Implementation partner: “Batut” Institute of Public Health of Serbia HC CSOs	Continuous 2017 - 2018	Budgeted as part of Activity: - 4.1.1.1 (Budget of the Republic of Serbia - a total of RSD 66,273,999, in 2017 RSD 30,130,941, in 2018 RSD 36,143,058) and - 4.1.1.2 (Budget of the Republic of Serbia – RSD 11,869,008 in 2017)	
4.2.2.2	Monitor the nutritional status of Roma children through regular ambulatory and field examinations.	Number of children whose nutritional status is registered in health mediators’ records Source: Ministry of Health records	Lead implementing agency: MoH Implementation partner: HC	Continuous 2017 - 2018	Budgeted as part of Activity: - 4.1.1.1 (Budget of the Republic of Serbia - a total of RSD 66,273,999, in 2017 RSD 30,130,941, in 2018 RSD 36,143,058) and - 4.1.1.2 (Budget of the Republic of Serbia – RSD 11,869,008 in 2017)	
4.2.2.3	Provide special meals for children up to 5 years of age.	Number of meals served on a monthly/annual level Source:	Lead implementing agency: MoH	Continuous 2017 - 2018	Budgeted as part of Activity 4.1.1.2	

		Ministry of Health records Red Cross of Serbia records	Implementation partner: Red Cross of Serbia CSOs		(Budget of the Republic of Serbia – RSD 11,869,008 in 2017)	
Measure 3: Enhance the capacities of health professionals working in community nursing, paediatric and counselling services to respond to developmental needs of Roma children and adolescents.						
No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
4.2.3.1	Increase the coverage of the Roma population by child development counselling services provided in counselling centres and through field work.	Number of Roma beneficiaries of child development counselling centres Number of Roma adolescents using the services of youth counselling centres Source: Records of the Ministry of Health and health centres in Serbia	Lead implementing agency: MoH Implementation partner: HC	Q1 2018 - Continuous	Budget of the Republic of Serbia - unknown at this time - to be known after the development of the analysis on the coverage of the Roma population for these services	
Operational objective		Impact indicators		Outcome		
Operational objective 3: Improve Roma health with regard to chronic non-communicable diseases and reproductive health.		Prevalence of chronic non-communicable diseases in the Roma population <u>Baseline:</u> The most frequently occurring diseases in the adult Roma population are cardiovascular diseases 10.47%, diabetes 3.03%, asthma 1.92%, malignant tumours 0.72%, addiction diseases 1.20% Total fertility rate ⁶ : total fertility rate for women aged 15–49 years <u>Baseline:</u> Serbia 1.6; Serbia — Roma settlements: 3.1 Adolescent birth rate: fertility rate of women aged 15–19 years		<ul style="list-style-type: none"> – 60% of Roma women at reproduction age use modern contraceptives. – In 60 health centres, health mediators are involved in the screening programmes for early diagnosing of cancer, diabetes and cardiovascular diseases. 		

⁶ The age-specific fertility rate is defined as the number of live births to women in a specific age group during a specified period, divided by the average number of women in that age group during the same period, expressed per 1,000 women. The age-specific fertility rate for women age 15-19 years is also termed as the adolescent birth rate. The total fertility rate (TFR) is calculated by summing the age-specific fertility rates calculated for each of the 5-year age groups of women, from age 15 through to age 49. The TFR denotes the average number of children to which a woman will have given birth by the end of her reproductive years (by age 50) if current fertility rates prevailed.

Baseline: Serbia 22; Serbia — Roma settlements: 157

Early childbearing: percentage of women aged 20–24 years who had at least one live birth before age 18

Baseline: Serbia 1.4; Serbia — Roma settlements: 38.3

Source: National Strategy for the Social Inclusion of Roma in the Republic of Serbia 2016-2025; Serbia Multiple Indicator Cluster Survey 2014 / Serbia Roma Settlements Multiple Indicator Cluster Survey 2014 (Key Findings /July 2014), UNICEF and SORS.

Measure 1: Improve the access to services of reproductive health protection and early diagnosing of chronic non-communicable diseases.

No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
4.3.1.1	Improve the access to reproductive health protection services.	<p>Number of field visits</p> <p>Number of adequately equipped community nursing and domiciliary care services in extremely inaccessible regions</p> <p>Source:</p> <p>Records of the Ministry of Health and health centres in Serbia</p>	<p>Lead implementing agency: MoH</p> <p>Implementation partner: HC</p>	Q4 2018	Budget of the Republic of Serbia - unknown at this time - to be known by the end of 2017	Apply for donor funds - unknown at this time - to be known by the end of 2017
4.3.1.2	Ensure that the Roma population in informal settlements is included in the screening programmes for colorectal, cervical and breast cancer.	<p>Number of Roma persons included in the screening</p> <p>Number of adequately equipped community nursing and domiciliary care services in extremely inaccessible regions</p> <p>Source:</p> <p>Records of the Ministry of Health and health centres in Serbia</p>	<p>Lead implementing agency: MoH</p> <p>Implementation partner: Health mediators Health institutions CSOs</p>	Q4 2018	Budget of the Republic of Serbia - price of service known, the total amount to depend on the number of Roma persons included in the screening programme	<p>Apply for donor funds (link to the activity 4.2.1.1 – equipment)</p> <p>Apply for donor funds - unknown at this time - to be known by the end of 2017</p>

Measure 2: Raise the level of Roma awareness about health-risk behaviour.						
No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
4.3.2.1	Acquaint the Roma population with the consequences of risky behaviour on health.	<p>Number of field visits and community-based activities</p> <p>Source:</p> <p>Records of the Ministry of Health and health centres in Serbia</p>	<p>Lead implementing agency: MoH</p> <p>Implementation partner: Health mediators HC CSOs</p>	Continuous 2017 - 2018	<p>Budgeted as part of Activity:</p> <p>- 4.1.1.1 (Budget of the Republic of Serbia - a total of RSD 66,273,999, in 2017 RSD 30,130,941, in 2018 RSD 36,143,058) and</p> <p>- 4.1.1.2 (Budget of the Republic of Serbia – RSD 11,869,008 in 2017)</p>	Apply for donor funds - unknown at this time - to be known by the end of 2017
Operational objective		Impact indicators		Outcome		
<p>Operational objective 4: Improve the access to high-quality health care without discrimination.</p>		<p>Number of healthcare professionals who are trained to work with Roma and implement the Law on the Prohibition of Discrimination</p> <p><i>Baseline: Research has revealed cases of Roma being referred by physicians to private health centres, as well as discriminated against based on the family name written in their health insurance cards. There are also concerns regarding the communication problems between healthcare professionals and Roma patients. Only an insignificant number of Roma have exercised their right to health care by declaring their Roma ethnicity, based on the prescribed affirmative action (Article 22, Paragraph 1 of the Law on Health Insurance). Nevertheless, despite the situation that is unfavourable on multiple grounds, Roma persons have not filed any complaints to any of the National Health Insurance Fund branch offices or to the NHIF Directorate. The situation in health centres is identical. The work of health mediators in the context of Roma health awareness raising is the most successful measure among the policies implemented after the adoption of the Strategy of Improvement of the Status of Roma 2009–2015.</i></p> <p>Number of local governments implementing programmes of Roma health awareness raising and exercise of their rights to health care, health insurance and patient</p>		<ul style="list-style-type: none"> - The number of health mediators is increased. - The data collected by health mediators are incorporated into the healthcare monitoring and reporting system, while the relevant data are also available to other systems. - In the health centres employing health mediators, the mediators are involved in the selection of personal physician (GP), vaccination of children, general health check-ups of Roma children and adults. - Training of healthcare workers to work with Roma persons and observe the Law on the Prohibition of Discrimination is organised in 75% of health centres. 		

		entitlements <i>Baseline:</i> As regards awareness, research has shown that Roma are usually unaware of the possibilities for the protection of patient rights. A total of 52% of Roma and 73% of other respondents stated that they knew that there was a complaint box at the health centre. Source: Ministry of Health records Reports of the Commissioner for the Protection of Equality and the Ombudsman				
Measure 1: Create and legally regulate an appropriate training programme for the position of health mediators through formal education, as well as a programme of their continuous professional training.						
No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
4.4.1.1.	Prepare the programme for initial training of new health mediators and advanced training of existing ones.	Programme for initial and advanced training of health mediators prepared and approved (yes/no) Source: Ministry of Health reports and announcements	Lead implementing agency: MoH Implementation partner: Health mediators	Q1 2018	Budget of the Republic of Serbia - funds unknown at this time, to be elaborated during the development of the Training Programme	Apply for donor funds - unknown at this time - to be known by the end of 2017
4.4.1.2.	Conduct a needs analysis in order to improve client access to the services provided by health mediators.	Needs analysis prepared (yes/no) Source: Needs Analysis, a document prepared by the Ministry of Health, SIPRU and UNICEF	Lead implementing agency: MoH Implementation partner: SIPRU UNICEF	Q4 2018	Budget of the Republic of Serbia - unknown at this time - to be known by the end of 2017	
4.4.1.3.	Allocate funds in the Budget of the Republic of Serbia for employment of health mediators.	Number of health mediators employed in the healthcare system <i>Funds provided for 75 health mediators in 2017</i> <i>Funds provided for 90 health mediators in 2018</i>	Lead implementing agency: MoH Implementation partner: MoF	Q4 2018	Budget of the Republic of Serbia - funds unknown at this time, to be elaborated during the development of regulations	Apply for donor funds - unknown at this time - to be known by the end of 2017

		Source: Ministry of Health records				
4.4.1.4.	Integrate the summary data collected by health mediators into the unified database on the implementation of the Strategy.	Databases are connected (yes/no) Source: Established database	Lead implementing agency: MoH Implementation partner: SIPRU OSCE Mission to Serbia UNICEF	Q3 2017	Budget of the Republic of Serbia – RSD 67,896 in 2017	
Measure 2: Develop mechanisms for Roma awareness raising and the protection of rights in the field of healthcare at the level of healthcare institutions.						
No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
4.4.2.1	Organise training of healthcare workers on the protection of patients against discrimination, especially when working with Roma persons.	Number of healthcare institutions covered by the training of healthcare workers on the protection of patients against discrimination Source: Ministry of Health records Records of LGU and the Protector of Patients' Rights	Lead implementing agency: MoH Implementation partner: LGU Protector of Patients' Rights	Q2 2018	Funds unknown at this time - to be known during the development of the training plan	Apply for donor funds - unknown at this time - to be known by the end of 2017
4.4.2.2.	Organise a campaign for raising Roma awareness about patients' rights in the field of healthcare.	Number of Roma covered by the campaign Source: Ministry of Health records	Lead implementing agency: MoH Implementation partner: LGU RNMC CSOs	Q2 2018	Budget of the Republic of Serbia - unknown at this time - to be known by the end of 2017	Apply for donor funds - unknown at this time - to be known by the end of 2017
Operational objective		Impact indicators		Outcome		
Operational objective 5: Promote healthy lifestyles and increase the		Percentage of health centres implementing health education programmes that include		– In 75% of local government units (in which Roma persons live), health centres have health education programmes in place, which include work with the		

coverage of Roma by preventive healthcare activities.	<p>work with the Roma population</p> <p><i>Baseline:</i> In 75% of local government units (in which Roma persons live), health centres have health education programmes in place, which include work with the Roma population, and these programmes are implemented according to the planned schedule. The programmes include promotional activities, prevention, treatment and rehabilitation, as well as awareness raising of Roma about the protection of patients' rights.</p> <p>Source: Ministry of Health records</p>	Roma population, and these programmes are implemented according to the planned schedule. The programmes include promotional activities, prevention, treatment and rehabilitation, as well as awareness raising of Roma about the protection of patients' rights.
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Measure 1: Organise health education and awareness raising of Roma about healthy lifestyles and improve sanitary and epidemiological conditions in their settlements.

No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
4.5.1.1	Encourage public health activities (community clean-up, access to clean water, pest control...) with a view to improving sanitary and epidemiological conditions.	<p>Number of covered settlements</p> <p>Source:</p> <p>MoH reports and records</p> <p>LGU records</p>	<p>Lead implementing agency: RSICB</p> <p>Implementation partner: LGU RNMCM CSOs competent authorities SIPRU</p>	Q1 2018 - Continuous	Planned within regular LGU budget funds - unknown at this time - to be known with the development of the plan for the improvement of hygienic-epidemiological conditions	
4.5.1.2	Organise awareness raising activities for young Roma persons about the consequences of risky behaviour on health.	<p>Number of conducted awareness raising events</p> <p>Number of young Roma participating in awareness raising programmes</p> <p>Source:</p> <p>MoH reports and records</p> <p>Records of health centres</p>	<p>Lead implementing agency: MoH</p> <p>Implementation partner: HC Health mediators MoYS RNMCM CSOs</p>	Q4 2018	<p>Budgeted as part of Activity:</p> <p>- 4.1.1.1 (Budget of the Republic of Serbia - a total of RSD 66,273,999, in 2017 RSD 30,130,941, in 2018 RSD 36,143,058) and</p>	Apply for donor funds - unknown at this time - to be known by the end of 2017

- 4.1.1.2 (Budget of the Republic of Serbia – RSD 11,869,008 in 2017)

V. SOCIAL PROTECTION

Specific objective 5: Improve access to social protection services and availability of financial benefits with a view to reducing poverty and increasing the social inclusion of Roma in the local community.

Operational objective	Impact indicators	Outcome
<p>Operational objective 1: Implement solutions in the social protection system that give preference to family support in providing support to at-risk children, including special support to Roma families.</p>	<p>Proportion and number of Roma children who are beneficiaries of intensive family support services</p> <p><i>Baseline: Serbia 400 families, 898 children; Roma community 30%</i></p> <p>Proportion of Roma children in the number of children using residential care services</p> <p><i>Baseline: Roma children account for 26% of all children using residential care services</i></p> <p>Number of shelters for street children financed from local government budgets</p> <p><i>Baseline: to be determined during the first year of implementation of the Strategy</i></p> <p>Percentage of women aged 15-49 years who were first married or in union before age 15</p> <p><i>Baseline: Serbia 0.8; Serbia - Roma settlements: 16.9</i></p> <p>Mechanisms for recognising forced marriages among under-age marriages (considered a form of violence in accordance with the Istanbul convention) are in place (yes/no)</p> <p>Source: MoLEVSA data; Serbia Multiple Indicator Cluster Survey / Serbia – Roma Settlements Multiple Indicator Cluster Survey; UNICEF and SORS; Ministry of Health records</p>	<ul style="list-style-type: none"> - Increased number of families with children benefiting from new forms of family support through family visits and parenthood counselling centres working with the most vulnerable population, including children from Roma families with a share of at least 25% of the total number of children. Target: 1,000 families by 2017 and 10,000 by 2025. - Guidelines are developed for culturally competent social work practices and training is held for social work centres. The training covers 20% of professionals from all social work centres in the Republic of Serbia. - Family support centres are established in four towns in the context of transformation of children's homes. - Standards for intensive family support services are defined. - A financing system for intensive family support services is established. - The action plan for a new multiannual National Strategy for the Prevention and Protection of Children from Violence is adopted, encompassing in particular the issue of outreach to Roma communities through preventive action. - Local protocols for the protection of Roma children living and/or working in the street are developed and institutionalised. - Sustainable and regular financial support is provided on an annual level for urban community-based services. - Support has been improved for children living and/or working in the street through greater accessibility of casual or permanent residential services,

- including intensive therapy services for children with structural personality or behavioural disorders.
- Local support programmes for multiply deprived Roma mothers are enhanced.
- The system of prevention, protection, support and reintegration of the victims of human trafficking is improved through a developed plan of cooperation with Roma civil society organisations and the implementation of that plan.
- The system of reintegration of asylum seekers and returnees based on the Readmission Agreement and their social inclusion are improved through the cooperation of all social stakeholders in the local community.

Measure 1: Identify methods for intensifying the inclusion of Roma children in local social protection services, improve support programmes for mothers and strengthen the advisory roles in working with Roma families.

No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
5.1.1.1	<p>Strengthen the advisory role of social work centres in cooperation with CSOs, preschool and school institutions and intensify the inclusion of Roma children and youth into local social protection services, with particular emphasis on children without parental care and the improvement of the support programme for mothers by:</p> <ul style="list-style-type: none"> - initiating and developing support programmes for Roma families with children at risk of abuse, neglect, dropout, and those deprived of a family environment, - developing a programme for the improvement of prevention and support aimed at reducing the number of underage and forced marriages and underage pregnancies in the Roma community, - enabling additional engagement of social work centre professionals who are members of the Roma national minority, - initiating the development of services and programmes, e.g. employment fairs, kitchens for pregnant women (for quality diet and awareness raising), peer tutoring. 	<p>Number of Roma families using CSW support</p> <p>Number of coordinators for work with the community employed in CSW</p> <p>Proportion and number of Roma children who are beneficiaries of intensive family support services</p> <p>Instructions for implementation of the measure for registering personal residence at the address of the social work centre are adopted (yes/no)</p> <p>Local protocols for the protection of Roma children living and/or working in the street</p> <p>Number of shelters for street children financed from LGU budgets</p> <p>Proportion of professional workers who have completed training in culturally competent social work practices</p> <p>Percentage of women aged 15-49 years who were first married or in union before age 15</p> <p>Source: Serbia Multiple Indicator Cluster Survey 2014/</p>	<p>Lead implementing agency: MoLEVSA</p> <p>Implementation partners: NISP CSW PISP LGU RNMC CSOs Schools PSI</p>	Q1 2018 - continuous	Budget of the Republic of Serbia – RSD 617,706, in 2017 – RSD 513,033, in 2018 RSD 104,673	Apply for donor funds - unknown at this time - to be known by the end of 2017

		Serbia - Roma settlements Multiple Indicator Cluster Survey 2014 (Key Findings/July 2014), UNICEF and SORS; Reports of MoLEVSA, NISP, CSW				
5.1.1.2	<p>Develop mechanisms for targeting populations from multiply deprived communities by:</p> <ul style="list-style-type: none"> - developing instructions for improving the records of social work centres on Roma persons from multiply deprived communities, - employing Roma professionals in social work centres to improve field work, - exchanging positive practices among LGUs. 	<p>Instructions for improving the records of social work centres on Roma persons from multiply deprived communities are developed (yes/no)</p> <p>Number of Roma workers employed in the community to improve field work</p> <p>Number of LGU where positive practices are identified</p> <p>Number of organised events for exchange of positive practices among LGUs</p> <p>Source:</p> <p>MoLEVSA reports and MoLEVSA instructions for improving the records on Roma persons</p> <p>LGU and CSW records and information</p>	<p>Lead implementing agency: MoLEVSA</p> <p>Implementation partners: NISP CSW PISP LGU CSOs Schools PSI RNMC</p>	Continuous 2017 - 2018	Budget of the Republic of Serbia – RSD 240,711 in 2017	Apply for donor funds - unknown at this time - to be known by the end of 2017

Measure 2: Improve the system of prevention, protection, support and reintegration of Roma victims of human trafficking, as well as the system of reintegration of asylum-seekers and returnees, many of whom are Roma persons, based on the Readmission Agreement.

No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
5.1.2.1	Develop and institutionalise local protocols for the protection of Roma children living and/or working in the street, as well as of asylum-seekers and returnees based on the Readmission Agreement, and provide sustainable local community-based services (reception centres) and programmes contributing to protection and social inclusion.	<p>Local protocols for the protection of Roma children living and/or working in the street</p> <p>Number of reception centres operating in municipalities</p> <p>Number and type of programmes contributing to protection and social inclusion</p> <p>Source:</p> <p>Documents - Local protocols for the protection of Roma children living in the street</p> <p>MoLEVSA reports</p>	<p>Lead implementing agency: MoLEVSA CRM</p> <p>Implementation partners: MoI LGU CSW CSOs</p>	Q4 2017 - continuous	Budget of the Republic of Serbia – RSD 58,300,155, in 2017 RSD 20,500,041, in 2018 RSD 37,800,114	Apply for donor funds - unknown at this time - to be known by the end of 2017

		LGU and CSW records and information				
5.1.2.2	Plan and develop activities aimed at the prevention, reduction and abuse of child labour among Roma children.	<p>Percentage of professionals who have completed training for the implementation of activities aimed at reducing the abuse of child labour among Roma children</p> <p>Source:</p> <p>MoLEVSA reports</p> <p>LGU and CSW records and information</p> <p>CSO information and records</p>	<p>Lead implementing agency: MoLEVSA</p> <p>Implementation partners: CSW LGU CSOs</p>	Q2 2017 - continuous	Budgeted under activity 5.1.2.1. (Budget of the Republic of Serbia – RSD 58,300,155, in 2017 RSD 20,500,041, in 2018 RSD 37,800,114)	
5.1.2.3	<p>Provide support for children living and/or working in the street through the application of the Regulation on Earmarked Transfers, notably by:</p> <ul style="list-style-type: none"> - increasing the use of the capacities of social protection institutions providing casual residential services, - providing the <i>shelter</i> service through licenced service providers, particularly in larger urban environments, - developing intensive support services for Roma families with children. 	<p>Number of services implemented in shelters</p> <p>Proportion of Roma children in the number of all children using residential services</p> <p>Percentage and number of Roma children who are beneficiaries of intensive family support services</p> <p>Source:</p> <p>CSW reports and records</p> <p>Records and information of LGUs and CSOs involved in service provision</p>	<p>Lead implementing agency: MoLEVSA</p> <p>Implementation partners: CSW LGU CSO Social protection service providers</p>	Q1 2017 - continuous	<p>Budget of the Republic of Serbia:</p> <p>a) Budgeted as part of Activity 5.1.2.1. (Budget of the Republic of Serbia – RSD 58,300,155, in 2017 RSD 20,500,041, in 2018 RSD 37,800,114) and</p> <p>b) Budget of the Republic of Serbia – RSD 471,090, in 2017 and 2018 RSD 235,545 each, budgeted under NC 23, activity 3.8.2.45.</p>	
5.1.2.4.	Improve the system for the reintegration of asylum-seekers and returnees, many of whom are Roma persons, based on the Readmission Agreement.	<p>Finding a solution for Roma returned based on the Readmission Agreement used 75% of the total funds intended for financing programmes for ensuring solutions for returnees based on the Readmission Agreement</p> <p>Number of Roma beneficiaries of the reintegration system</p> <p>Percentage of consumption of the funds allocated to programmes for providing solutions for returnees based on the Readmission Agreement</p>	<p>Lead implementing agency: CRM, MoLEVSA</p> <p>Implementation partners: NISP PISP NES CSW</p>	Q4 2018	Budget of the Republic of Serbia – RSD 30,000,000, in 2017 and 2018 RSD 15,000,000 each	Apply for donor funds - unknown at this time - to be known by the end of 2017

		Source: Records and reports of CRM, NISP, PISP, NES and CSW	LGU RNMC CSOs			
Operational objective		Impact indicators		Outcome		
<p>Operational objective 2: Improve the availability of financial benefits for Roma children and families who are entitled to such benefits, with particular emphasis on financial social assistance, care and assistance by other persons and child allowance.</p>		<p>Percentage of households receiving financial social assistance (FSA)</p> <p><i>Baseline: FSA was received by 65% of households where the head of the household had no qualifications, in contrast to 32% of households where the head of the household had secondary or higher education qualifications. FSA was received by 64% of households from the poorest quintile, as opposed to 28% from the wealthiest.</i></p> <p>Percentage of children aged 0 to 18 years receiving child allowance – Roma settlements</p> <p><i>Baseline: 60.4%</i></p> <p>Percentage of children aged 0-18 years receiving child allowance for at least 12 months – Roma settlements</p> <p><i>Baseline: 56.1%</i></p> <p>Percentage of children under 5 years of age who have received child allowance</p> <p><i>Baseline: 75.6%</i></p> <p>Source: Serbia Multiple Indicator Cluster Survey 2014/ Serbia – Roma settlements Multiple Indicator Cluster Survey for the Status of Women and Children 2014 (Key Findings/July 2014), UNICEF and SORS.</p>		<ul style="list-style-type: none"> – The law regulating financial support for families with children is amended to become aligned with the principles of the social (functional) approach to disability. – The law regulating financial support for families with children is amended taking into consideration the needs and obstacles faced by the Roma population. It provides for the possibility to register one's place of residence at the address of the social work centre without administrative or other obstacles. – Exercising the right to financial benefits is facilitated for Roma who have fulfilled the clearly defined and prescribed conditions 		
Measure 1: Improve the system of financial benefits intended for vulnerable families.						
No.	Activities	Indicators	Implementing agencies	Timeframe	Required funds 2017-2018	
					Regular budget funds	Donor funds
5.2.1.1	Facilitate access to financial benefits by vulnerable families, especially families with children with disabilities and developmental challenges, in accordance with social inclusion	The legal framework is amended with a view to relaxing the criteria - Law on Social Protection and Law on Financial Support to Families with Children (yes/no)	Lead implementing agency: MoLEVSA	Q3 2017	Budget of the Republic of Serbia – RSD 4,814,958	

	principles: - Analyse the needs for amendment of regulations, - Based on the results of the analysis, initiate the relaxation of criteria, amendments to the Law on Social Protection and Law on Financial Support to Families with Children.	Increased amount of financial benefits Source: Report of the National Assembly of the Republic of Serbia Records and information from the National and Provincial Institute for Social Protection	Implementation partners: National Institute for Social Protection Provincial Institute for Social Protection in Novi Sad		in 2017	
5.2.1.2	Oversee the exercise of the right to registering one's place of residence at the address of the social work centre.	Number of cases of registration of one's place of residence at the address of the social work centre. Source: MoLEVSA report and records	Lead implementing agency: MoLEVSA, MoI	Continuous 2017 - 2018	Budget of the Republic of Serbia – RSD 209,346, in 2017 and 2018 RSD 104,673 each	
5.2.1.3	Monitoring the planning of budget funds for financing the free legal aid system through the programme structure of local government units – annual level.	Allocated budget funds for financing the free legal aid system at the LGU level (yes/no) Source: Report of the Ministry of Finance	Lead implementing agency: MoJ, MoF	Q1 2018 - Continuous	Budgeted for within the Action Plan for Chapter 23, Activity 3.7.1.3. (Budget of the Republic of Serbia – RSD 2,087,815,653)	
Operational objective		Impact indicators		Outcome		
Operational objective 3: Improve the data collection system in the field of social protection to provide clear and regular information on the exercise of the rights of Roma persons in the field of social protection (community-based services for children and adults, access to financial social assistance, care and assistance by other persons, child allowance, residential care for children and adults, services for supporting and empowering victims of family violence and intimate partner relations and abuse and neglect of children, etc.).		Rules and procedures for registration of Roma in the social protection system are defined <i>Baseline: there are no rules and procedures for registration of Roma in the social protection system</i> Source: Reports of the National Institute for Social Protection and the Ministry of Labour, Employment, Veteran and Social Affairs			<ul style="list-style-type: none"> - Reports of the Council for the Rights of the Child indicate areas of social protection where Roma children are underrepresented or overrepresented, including relevant recommendations. - Reports of the National Institute for Social Protection and the Ministry of Labour, Employment, Veteran and Social Affairs include information about Roma inclusion in the context of exercising social protection rights. 	
Measure 1: Introduce regular reporting on the exercise of social protection rights by Roma persons.						
No.	Activities	Indicators	Implementing	Timeframe	Required funds 2017-2018	

			agencies		Regular budget funds	Donor funds
5.3.1.1	Develop a methodology for collecting ethnically disaggregated data on the exercise of social protection rights, in conformity with the law.	<p>Methodology for collecting ethnically disaggregated data on the exercise of social protection rights is in place (yes/no)</p> <p>Legal instrument that prescribes the use of the developed methodology is adopted</p> <p>Source:</p> <p>Reports of the National Institute for Social Protection and the Ministry of Labour, Employment, Veteran and Social Affairs</p>	<p>Lead implementing agency: MoLEVSA</p> <p>Implementation partners: NISP PISP</p>	Q3 2017	Budget of the Republic of Serbia – RSD 4,814,958 in 2017	
5.3.1.2	Introduce reporting through the unified database on the implementation of the Strategy by the National Institute for Social Protection, Provincial Institute for Social Protection, the Ministry of Labour, Employment, Veteran and Social Affairs and the body tasked with managing the Strategy, regarding the exercise of social protection rights by Roma persons.	<p>The data collection methodology is connected with the unified database on the implementation of the Strategy</p> <p>Number of Roma persons exercising social protection rights</p> <p>Source:</p> <p>Reports of the National Institute for Social Protection and the Ministry of Labour, Employment, Veteran and Social Affairs</p>	<p>Lead implementing agency: MoLEVSA</p> <p>Implementation partners: NISP PISP</p>	Q4 2018 - continuous	Budget of the Republic of Serbia – RSD 3,851,991, in 2017 and 2018 RSD 1,925,996 each	