



ACTION PLAN
OF BOSNIA AND HERZEGOVINA
FOR SOCIAL INCLUSION OF ROMA
2021 – 2025

December, 2020

1. Introduction

The Framework Convention for the Protection of National Minorities of the Council of Europe¹ (hereinafter: the Convention) establishes that the protection of national minorities, their rights and freedoms, is an integral part of protection of human rights at the international level. Bosnia and Herzegovina, as a party to this Convention, undertakes to guarantee members of national minorities equality before the law and equal legal protection. This means that any form of discrimination based on belonging to a national minority is prohibited. In practice, this requires the adoption of appropriate measures to improve the position of minorities in all areas of economic, social, political and cultural life and to guarantee full and effective equality between persons belonging to a national minority and those belonging to the majority.

The BiH Law on the Protection of National Minorities² recognizes 17 national minorities in BiH, the Roma being the largest. According to various reports of the Ministry of Human Rights and Refugees of BiH (hereinafter: MHRR) and the Ombudsman of BiH, as well as other international and domestic researches, the position of Roma in Bosnia and Herzegovina has been assessed as more difficult than that of other minorities, primarily due to a high unemployment rate, low enrollment of Roma children in schools and poor level of education among adults, poor housing and infrastructure, poor access to health care and social services. All this shows that the Roma population is, more or less, marginalized: economically, spatially, culturally and politically.

The Strategy of Bosnia and Herzegovina for Addressing the Issues of Roma³ (hereinafter: the Strategy) was adopted in 2005 with the aim of improving socio-economic status of Roma in Bosnia and Herzegovina. *The Strategy does not determine the time frame for implementation of the planned strategic goals due to a long-term need for concrete initiatives towards integration and inclusion of Roma.*

The objectives of the Strategy are focused on improving the access of Roma men and women to education, employment, health care, social housing and effective anti-discrimination measures. All planned activities on Roma integration and inclusion are long-term strategic measures, and in order to implement this Strategy in Bosnia and Herzegovina and with the consent of the governments of both entities and the Brčko District of BiH, three action plans have so far been adopted, covering three periods: 2009-2012, 2013-2016 and 2017-2020. Based on these action plans, more than BAM 51 million has been allocated in the past 10 years from the budget of Bosnia and Herzegovina and other levels of government, as well as donor funds. The planned activities are aimed at integration and inclusion of Roma in the sectors envisaged by the Strategy, except for the field of education, which is the responsibility of entity and cantonal authorities. Special plans⁴ have been adopted for education, and the currently valid one was adopted for the period 2018-2022 and endorsed by relevant education authorities in Bosnia and Herzegovina.

Analysis of implementation of all these plans has revealed that a visible progress has been made in the field of integration of Roma in Bosnia and Herzegovina.⁵ For the purpose of producing a new plan, the MHRR has collected in 2020 *new baseline indicators* on the status of Roma families in the fields of employment, health care, housing, education and discrimination. Analysis of indicators

¹ The Convention was signed and ratified on 24 February 2000

² Official Gazette of BiH, 12/2003

³ The Strategy accessible in the Official Gazette 67/05 on:

http://www.mhrr.gov.ba/ljudska_prava/Odbor_za_Rome/Strategija%20BIH%20za%20rjesavanje%20PROBLEMA%20Roma.pdf

⁴ Action plan on educational needs of Roma and other members of national minorities in BiH (in cooperation with the OSCE) 2003, Action plan of Bosnia and Herzegovina on educational needs of Roma (2010), Revised action plan on educational needs of Roma in Bosnia and Herzegovina (adopted in 2014.), General plan on educational needs of Roma in Bosnia and Herzegovina 2018-2022 (adopted in 2018).

⁵ Report on implementation of APR 2017-2020 and the use of grants for employment, health care and housing in 2018 and 2019

gathered by units of local government (hereinafter: LGU) has shown that the long-term need for initiatives to improve equality and social inclusion of Roma in BiH society is still present.

2. Inclusion of Roma and the process of EU accession of Bosnia and Herzegovina

As already pointed out, BiH authorities have confirmed their dedication to this issue and have, in the past years, continuously implemented activities and concrete measures regarding Roma integration, all with the aim of increasing their participation in the development of Bosnia and Herzegovina. Implementation of measures ensuring equal opportunities for Roma will contribute to the overall inclusive growth in Bosnia and Herzegovina. On the other hand, Roma inclusion is high on the agenda of the European Union (hereinafter: the EU) as a part of a process initiated earlier in Europe and beyond through the Decade of Roma Inclusion 2005 – 2010, which BiH also joined. Following this process, the countries of the Western Balkans region, as candidate countries, agreed to align their strategies with the EU framework for national Roma integration strategies as part of the EU enlargement process.

The directions of EU action are set out in “*EU Roma strategic framework for equality, inclusion and participation 2020 – 2030*”, adopted in Brussels on 7 November 2020. In order to define the directions of action in Bosnia and Herzegovina, it is therefore necessary to take into account expectations from candidate countries stated in Chapter V of this document:

“The EU and Member States should promote Roma equality, inclusion and participation in their external action, in particular under their enlargement, neighborhood, development and humanitarian policies. The Western Balkan region represents a geostrategic priority for the EU. The Commission Communication of February 2020⁶ calls for alignment with EU policies, including support for the most disadvantaged. Western Balkan partners already aligned, voluntarily, with the EU framework for national Roma integration strategies up to 2020. And they have made some remarkable advances. At the Zagreb EU – Western Balkans Summit in May 2020, EU leaders reaffirmed their support for the European perspective of the Western Balkans and their determination to step up support for its political economic and social transformation⁷. They welcomed the Western Balkan partners’ strong commitment to the primacy of democracy and the rule of law, including human rights, gender equality and minority rights.⁸

*The presence of Roma in Western Balkans is important and similar to EU Member States with a significant Roma population. There is a compelling case for addressing Roma equality, inclusion and participation in the EU and **Western Balkans** in the same way, including application of the same objectives for the period up to 2030. In July 2019, the Western Balkans prime ministers adopted a **Declaration on Western Balkans Partners on Roma Integration within the EU Enlargement Process**, committing themselves to the concrete improvement of the situation of Roma as regards to education, employment, health, housing, civil registration and non-discrimination by the time of their accession.⁹ The EU will continue to support implementation of the Declaration and the work on data collection, Roma-responsive budgeting and the mapping of Roma housing. Progressive alignment with EU objectives and methodology will be part of the European perspective for all countries seeking to join the EU.*

*The Western Balkans partners, similarly to the EU Member States’ semester process, present annual Economic Reform Programs (ERP), including reforms to boost competitiveness and improve conditions for inclusive growth and job creation. ERPs report on social inclusion, poverty reduction and equal opportunities, including Roma. The **2021-2027 Instrument for Pre-Accession Assistance** – once*

⁶ Enhancing the accession process – A credible EU perspective for the Western Balkans - COM (2020) 57 final.

⁷ EU and Western Balkans Summit, 5-6 May 2020, Council Conclusions and COM (2020) 315 final.

⁸ Zagreb Declaration

⁹ Increase Roma employment (from 16.5 to 25%), compulsory education completion (from 51% to 90%), provide health insurance (for at least 95%), housing legislation, prevent discrimination, ensure full civil registration. [Poznan Declaration](#).

adopted – will continue to support reforms and alignment with EU requirements at regional and national levels. The economic and investment plan for Western Balkans identifies priority areas of investment to boost convergence, growth and competitiveness in the region, notably in support of marginalized groups and minorities, notably Roma communities.¹⁰

*Additional relevant EU funds, related to COVID-19 recovery or other external relations support measures, such as the Neighborhood development of cooperation instrument (NDICI), will also be mobilized to promote the inclusion of Roma.¹¹ The EU will continue to promote non-discrimination and equality across the world on the basis of the EU strategic framework¹² and **EU Action Plans on Human Rights and Democracy (2020-2024)**¹³ and the EU Gender Action Plans¹⁴ and cover Roma issues in the implementation of the **2019 EU Guidelines on Non-discrimination in External Action**¹⁵. EU action will complement national initiatives and support civil society. Roma equality and inclusion will be a regular agenda item in human rights and other political dialogues with non-EU countries having a significant Roma population. The EU will maintain its active engagement on Roma equality in regional and multilateral forums, in particular the Council of Europe, the Organization for Security and Cooperation in Europe and the United Nations.”*

In accordance to the objectives of EU enlargement and the accession process of Bosnia and Herzegovina, the drafting of the Action Plan of Bosnia and Herzegovina for Social Inclusion of Roma 2021-2025 (hereinafter: APIRBiH 21/25) represents a concrete step towards harmonizing the existing policies dealing with Roma. This plan harmonizes, as far as possible, the strategic goals and measures with the **Declaration of the Western Balkans Partners on Roma Integration within the EU Enlargement Process**¹⁶ (hereinafter: the Poznan Declaration) and the **EU Strategic Framework for Roma Equality, Inclusion and Participation 2020-2030**.

The Poznan Declaration was signed by Bosnia and Herzegovina as part of the Berlin Process and ratified by the Presidency of Bosnia and Herzegovina by Decision No. 01-50-1-2547-2/19 on 2 July 2019. By ratifying it, Bosnia and Herzegovina has agreed to intensify the process of Roma Integration in Bosnia and Herzegovina until the end of its EU integration process.

Based on the Poznan Declaration and the EU Strategic Framework for Roma Equality, Inclusion and Participation, the competent authorities in Bosnia and Herzegovina and other enlargement countries oblige to:

- ✚ devise strategic activities aimed at Roma integration, strengthen the Roma contact point and set goals that promote effective equality, socio-economic inclusion, ensure Roma participation and show increased political commitment to the process of social inclusion of Roma.
- ✚ Also, all competent institutions in Bosnia and Herzegovina shall, in accordance with their competencies, make a direct contribution to the implementation of adopted European standards in the field of social rights¹⁷, in the fight against racism and in achieving the UN Agenda 2030 and

¹⁰ COM (2020) 641 final adopted on 6 October 2020

¹¹ Commission Communication on Support to the Western Balkans in tackling COVID-19 and the post-pandemic recovery (COM (2020) 315 final).

¹² 11855/12 Annex II, Council of the EU, 25 June 2012

¹³ EU Action Plans on Human Rights and Democracy 2021-2014 and 2015-2019; Joint Communication and EU Action Plan on Human Rights and Democracy (2020-2024), as adopted by the College on 25 March 2020, adoption by the Council is foreseen in the last quarter of 2020.

¹⁴ Gender equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016-2020 SWD (2015) 182) and its planned successor

¹⁵ EU Human Rights Guidelines in Non-discrimination in External Action

¹⁶ The Presidency of Bosnia and Herzegovina has ratified the Poznan Declaration by Decision No. 01-50-1-2547-2/19 on 2 July 2019.

¹⁷ Revised European Social Charter (ESC/R/), Official Gazette of RBiH 25/93/Ratified on 7 October 2008 (quality and inclusive education, equal opportunities and access to basic services)

the sustainable development goals (hereinafter: SDG)¹⁸, since a successful implementation of APIRBiH 21/25 is associated with the fulfillment of these standards as well.

By ratifying the Poznan Declaration, the competent BiH authorities have committed to do the following:

- (1) Employment: Increase the employment rate of Roma in the public sector to the rate proportional of the participation of Roma in the overall population; Increase the employment rate among Roma to at least **25%**;
- (2) Housing: Wherever possible, legalize all informal settlements where Roma live or provide permanent, decent, affordable and desegregated housing for Roma currently living in informal settlements that cannot be legalized for justified reasons;
- (3) Education: Increase the enrollment and completion rate of Roma in primary education to **90%**, and the enrollment and completion rate of Roma in secondary education to **50%**.
- (4) Health: Ensure universal health insurance coverage among Roma of at least 95% or to the rate equal to the rest of the population;
- (5) Civil registration: Ensure that all Roma are registered in the civil registers;
- (6) Non-discrimination: Strengthen the government structures to protect against discrimination and establish a specific sub-division for non-discrimination of Roma within formal non-discrimination bodies to process complaints by Roma, provide legal support to alleged victims and identify discrimination schemes, including institutional and hidden discrimination;
- (7) Undertake to use available data (including the results of the 2017 Western Balkans Regional Roma Survey) to formulate evidence-based policies for integration of Roma and commit to establish proper mechanism for monitoring and reporting on the implementation of the Roma policies, including data relevant to measure the achievements of the objectives set forth in this Declaration, by designating the national statistical offices as key responsible institutions for data collection in accordance with their programs;
- (8) **Ensure to strengthen and support** the National Roma Contact Points as a comprehensive mechanism for coordination and implementation of the objectives agreed within the Declaration and for ensuring synergies among line ministries responsible for Roma integration;
- (9) Agree to develop, adopt and implement **regional standards on public budgeting** related to Roma integration for mainstream and targeted policies, use and increase the public budgeting, both central and local, reaching Roma communities to achieve the abovementioned objectives, use available donor funding, including Instrument for Pre-Accession Assistance, to advance the status of Roma;
- (10) Commit to establish formal channels and mechanisms for joint involvement of the local governments and the Roma communities in the formulation of policy, decision making, implementation and monitoring of the efforts undertaken to achieve the objectives of this Declaration.

On the other side, the European Union shall:

- (1) Continue the support to the efforts of the Western Balkans partners to achieve the objectives for integration of Roma set forth in this Declaration;
- (2) Link the agreed Roma integration objectives set forth in this Declaration with the key performance indicators to assess progress within the enlargement process;
- (3) Ensure that the enlargement flagship initiatives will advance the situation of Roma by introducing Roma specific indicators for key measures, in particular within the Rule of Law Initiative, and the Socio-Economic Development initiative with a view to prevent adverse effects or leave Roma behind the rest of the society;

¹⁸ SDGs 1-2: No Poverty and Zero Hunger, 3-4: Good Health and Well-Being and Quality Education, 6-7: Clean Water and Sanitation and Affordable and Clean Energy, 10-11: Reduced Inequalities and Sustainable Cities and Communities, 16: Inclusive Societies, Peace, Justice and Strong Institutions

- (4) Envisage a stronger role of the Western Balkans partners in the European Union's post 2020 policy on Roma integration by ensuring participation of the Western Balkans partners in the process in an observer status at minimum.

Based on this, APIR BiH 21/25 has been drafted to enable significant achievement of the set goals by 2025 in cooperation with all relevant institutions, and to support achievement of maximum harmonization of this process with EU processes until 2030. Depending on needs of the Roma, the planned activities will be continued until 2030.

The activities planned within APIR BiH 21/25 are based on the provisions of the Law on Protection of Rights of National Minorities in Bosnia and Herzegovina (Official Gazette of BiH, No. 12/2003), Law on Protection of Rights of Persons Belonging to National Minorities, Law on Protection of Rights of National Minorities of RS, Law on Protection of Persons Belonging to National Minorities of the Brčko District, Law on Gender Equality in BiH (Official Gazette of BiH, No. 32/10) and Law on Prohibition of Discrimination of BiH (Official Gazette of BiH, No. 59/09 and 66/16).

3. Methodology

Terms written, for the sake of clarity, in one grammatical gender pertain without discrimination to both men and women.

A. In addition to the above-mentioned regional and European frameworks, APIR BiH 21/25 is based on the following documents:

- (1) The Strategy of Bosnia and Herzegovina for Addressing the Issues of Roma in BiH
- (2) ***Mid-term action program of the Council of Ministers of BiH 2021-2023***, in which it is determined that the MHRR with its activities ***contributes to meeting the goal of inclusive growth of Bosnia and Herzegovina***, i.e. *implements coordinated policies which will ensure significant progress by increasing employment of all social groups, which strengthen active and passive measures on the labor market, support lifelong learning, civic culture and social cohesion, prevent social exclusion and reduce poverty*. Within the principles of inclusive growth of Bosnia and Herzegovina, the Agenda of the Council of Ministers of BiH sets four strategic goals: – Increasing employment opportunities – Promoting inclusion in education – Reducing poverty and social exclusion – Improving health care. These goals present strategic determinants for APIR BiH 21/25.

B. Indicators on the needs of Roma in 2020¹⁹ present a starting point for assessment of the needs in various sectors, with the possibility for local self-government units to update the data on an annual basis²⁰. The following data were used in the drafting of APIR BiH 21/25:

(1) **General indicator – assessment of the number of Roma in a state of need**, indicator submitted by 50 JGUs out of a total of 88 to which the questionnaire was submitted; some LGUs failed to classify their data. The following was collected:

- **4,008** Roma families (**19,295** persons),
- 35 LGUs stated **8,295** men and **7,767** women were in a state of need.
- 35 LGUs stated that **1,855** children under 5 years of age, **4,099** children under 18 and **9,320** persons older than 18 were in a state of need.

¹⁹ Annex: Table 1: General indicators

²⁰ LGUs will be supported only after they submit data required for successful monitoring of Roma integration in the coming years.

Note: Out of 88 LGUs that received the questionnaire, 50 LGUs sent data and 8 LGUs did not have updated data on Roma, but were willing to work on solving the Roma issues. Until these LGUs send updated data, the data gathered at the last population census will be used. To use APIRBiH 21/25 support, LGUs must submit updated data.

(Table 1: General indicators)

(2) **Employment:** The competent employment services registered **3,270 unemployed Roma** in 2020.²¹ The data include those registered at employment offices, those who want professional retraining and those looking for any type of job, classified according to sex, LGUs and qualification structure. The status of Roma who are actively looking for a job (registered at employment offices) is deteriorating due to COVID-19. Analysis of general indicators on Roma derived from MHRR data (9,320 adults, of which 8% over 65 years of age), has shown that, besides the 3,270 of the registered unemployed Roma, there are around 5,500 additional Roma who are employable or employed in the gray market.

(Annex - Table 3: Expressed employment needs of Roma – Source: entity and Brčko District employment offices and Table 1: General data on the number of Roma – Source: LGUs 2020)

(3) **Housing:** 50 LGUs sent data pertaining to the need of legalization of **1,539** Roma housing units, the need to build **885** housing units, the need to reconstruct **1,300** housing units and the need to construct or improve infrastructure for **2,480** beneficiaries in **28** local government units. *(Annex – Table 2: Expressed needs in the field of housing of Roma – Source: LGUs 2020).*

(4) **Health:** In this domain, we are starting with a burning problem - health insurance of Roma. There are no indicators on the number of uninsured Roma. This problem is characteristic for the Federation of BiH, since the cantons have established different systems of additional health insurance. This issue has been resolved in Republika Srpska and the District of Brčko. When assessing needs, we use general population data²², indicators contained in the Multiple Indicator Cluster Survey (hereinafter: MICS)²³ according to which the mortality rate of Roma children (infants) is 24%, compared to the mortality rate of 8% in the total population; this percentage rises to 27% for Roma children of up to 5 years of age, whereas the percentage remains 8% in the total population. Indicators on birth weight show that 14% of Roma children are born with the weight below 2,500 grams, while only 3% of general population newborns are underweight. Only 4% of Roma children get vaccinated, whereas the coverage rate is 68% for the total population. The Early Growth and Development Index shows a rate of 85%, whereas this percentage is 96% in the total population. The rate of early childbirth indicates that 31% of Roma women give birth before the age of 18 *(Annex – Table 1: General data on the number of Roma in BiH – Source: LGUs 2020).*

(5) When it comes to cases of discrimination against Roma and combatting antigypsism, we notice that there are very few court proceedings on this matter, which is a result of both insufficient knowledge of anti-discrimination legislation and lack of available legal protection mechanisms and problems in access to rights and free legal aid. Some cases have reached

21 Annex, Table 3: Employment

22 Annex, Table 1: General Data

23 MICS, conducted in 2011 by the MHRR and UNICEF

courts, but certain researches²⁴ (in particular the “Antigypsism Hoop in Bosnia and Herzegovina”²⁵ and “Discrimination in Bosnia and Herzegovina: perceptions, attitudes and experiences of the public”²⁶), indicate that the level of acceptance of Roma by the general population is insufficient and that problems and needs in Roma communities are often not recognized or ignored. One of the examples is different treatment of victims of trafficking, especially women and children. The issues of identification documents and entry of Roma children into registries are especially indicated. They further generate the problem of poor access to health care and social protection.

(6) **Education:** According to MHRR data, progress has been achieved in enrollment of Roma children in schools. Even bigger progress has been achieved in the completion rate and improvement of participation of Roma children in early childhood and compulsory education. However, the collected MHRR indicators show that the enrollment of Roma children in pre-school institutions is still very low (4%), as well as the rate of enrollment in primary and secondary schools (only 35%). (*Annex – Table 4a: Education – Official data provided by education authorities for school year 2019/20 and Table 1: General data on the number of Roma in BiH – Source: LGUs 2020*)

3. STRATEGIC OBJECTIVES FOR THE PERIOD 2020-2025

A. In order to ensure continuity in the current efforts aimed at Roma inclusion, taking into account the above standards and collected indicators, the long-term objective of this plan is: **“Improvement of the social status and inclusion of Roma in BiH”**.

- (1) To ensure comprehensiveness and long-term nature of the proposed activities, a large number of institutions will be involved in a way and to the extent which correspond to their constitutional competence and responsibilities.
- (2) The planned activities will be coordinated by the MHRR and aligned to the 5 sectoral strategic goals, with deadlines for the implementation of activities and assessment of the funds needed for their implementation.

B. Coordination by the MHRR includes providing support to other levels of government related to:

- (1) Annual provision of grants to support competent levels of government and civil society organizations in realization of APIRBiH 21/25 objectives; Public budgets, central and local, will be increased as needed, in order for a better integration of Roma to be achieved.
- (2) Within the MHRR, a *Contact Point for Roma* has been designated and tasked with ensuring coordination between the ministries in charge of certain sectors for Roma integration and providing, within its capabilities, professional and technical assistance. The Contact Point will contribute to the increase in capacities of the competent MHRR sector.
- (3) The monitoring of implementation of priorities related to integration and inclusion of Roma in BiH set forth in the EU acquis (Chapter 23 – Judiciary and Fundamental Rights; Chapter 19 – Social Policy and Employment), as well as those defined by the Stabilization and Association Subcommittees, Subcommittee on Justice, Freedom and Security; The monitoring of implementation of Conclusions adopted at the Seminar on Roma in Bosnia and Herzegovina

²⁴ The Status of Roma Children and Families in BiH, UNICEF 2013

²⁵ Civil Rights Defenders 2018

²⁶ OSCE 2020

organized by the EU; Preparation of all necessary information and reports to be submitted to the competent domestic and international bodies.

- (4) Monitoring the implementation of the Guidelines for Roma Responsive Budgeting, the Regional Methodology on Mapping of Roma Housing and the Roadmap for Ending Roma Statelessness in Bosnia and Herzegovina
- (5) Coordinating all stakeholders in the activities aimed at improving the integration of Roma in order to use available donor funds, including the Instrument for Pre-Accession Assistance (IPA) in accordance with the established system of coordination between the competent institutions.
- (6) Establishment of formal channels and mechanisms for involving local authorities and Roma communities in policy formulation, in order to improve the status of Roma; Decision making, implementation and monitoring of efforts undertaken to achieve the set objectives.
- (7) Encouraging the competent institutions involved and designing a system for regular provision of information and data needed to measure and achieve the objectives and formulate data-based Roma integration policies.
- (8) Coordination and initiation of allocation of available resources, as well as involvement of and partnership with Roma communities and other CSOs and regional and international organizations.

C. In order to ensure the implementation of this Action Plan, the MHRR will annually adopt an operational plan for implementation of measures and activities that will be aligned with the available funds. Measures to address the consequences of the COVID-19 pandemic, especially in the areas of health care, education and employment of Roma, will be an integral part of the operational plan.

C. Institutional structure

ADVISORY MANDATE:

National Minorities Council of the Parliamentary Assembly of BiH
National Minorities Council of the Parliament of the Federation of BiH
National Minorities Council of the National Assembly of Republika Srpska

DECISION-MAKING MANDATE:

Council of Ministers of Bosnia and Herzegovina – 1st level
Roma Committee – 2nd level - one representative of each of the following:

Ministry for Human Rights and Refugees of BiH – 3rd level
Ministry of Civil Affairs of BiH

Ministry of Security of BiH

Ministry of Justice of BiH

Ministry of Finance and Treasury of BiH

Gender Equality Agency of BiH

Labor and Employment Agency of BiH

Directorate for European Integration of BiH

Government of the Federation of BiH

Government of Republika Srpska

Government of Brčko District of BiH

Roma organizations participating in the Roma Committee

The Roma Committee was established by decision of the Council of Ministers of BiH on 29 October 2012.

During the implementation of the Plan, composition of the Roma Committee may vary.

IMPLEMENTATION MANDATE:

Ministry for Human Rights and Refugees of BiH – 3rd level of decision making (executive)

- Coordinating function
- Budget management according to established criteria
- Establishment of expert groups/bodies and management thereof
- Implementation monitoring
- Cooperation with partners

Department for Protection of Rights and Cooperation with National and Other Minorities

- Professional support
- Administrative support
- Operational support
- Data collection

IMPLEMENTATION PARTNERS (GRANT IMPLEMENTERS)

Employment:

- Federal Employment Institute
- Employment Institute of Republika Srpska
- Employment Institute of Brčko District of BiH

Housing:

- Local self-government units
- Social services centers
- Federal Ministry of Physical Planning
- Ministry of Physical Planning, Civil Engineering and Ecology of RS
- Department of Displaced Persons, Refugees and Housing Issues and Department for Physical Planning and Property Affairs of the Government of Brčko District of BiH

Health care:

- Ministry of Health, Solidarity Fund and Institute for Public Health of FBiH
- Ministry of Health and Social Protection and Institute for Public Health of RS
- Department for Health and Other Services of the Government of Brčko District of BiH

4. PLAN FOR THE REALIZATION OF STRATEGIC GOALS IN 2021-2025

Plan for the realization of the long-term goal: **Improvement of social status and inclusion of Roma in BiH** will be realized through the implementation of 5 strategic goals. The first goal is a **horizontal goal** which pertains to several areas: equality (reduction of discrimination), strengthening the capacity for Roma inclusion, strengthening coordination and participation of competent authorities and local governments, improving cooperation with civil society organizations and international and regional institutions.

The remaining 4 goals are **sectoral goals** which aim at improvement of employment of Roma, better health care coverage, improvement of housing conditions and enrollment in schools.

Goal 1: Strengthening of support system, coordination and monitoring of APIRBIH 21/25, reduction of discrimination of Roma and elimination of antigypsism
Measure 1: The strengthening of the APIRBIH 21/25 coordination and monitoring systems;
Measure 2: The strengthening of the system for combatting discrimination with the aim of elimination of antigypsism
Goal 2: Improvement of the employability and employment of Roma
Measure 1: Provision of support to employment and employability of Roma
Measure 2: Ensuring funds for implementation of Roma employment programs
Measure 3: Encouraging employment of Roma in the public sector
Goal 3: Improvement of housing conditions of the Roma population in BiH
Measure1: Legalization of all informal settlements where Roma live and provision of permanent, decent, affordable and desegregated housing for Roma
Measure 2: Improvement of living conditions in Roma housing units
Measure 3: Construction of social housing units for Roma (collective/individual units)
Goal 4: Improvement, availability and quality of health care for members of the Roma population
Measure 1: The strengthening of capacities of Roma representatives to improve the health of Roma
Measure 2: Decrease of risk factors for health of the Roma population
Goal 5: Improvement of enrollment of BiH Roma in schools through a more effective implementation of the 2018-2022 Framework Action Plan on Educational Needs of Roma

RECAPITULATION OF FUNDS NEEDED FOR REALIZATION OF STRATEGIC GOALS

STRATEGIC GOAL	Strengthening of support system, coordination and monitoring of APIRBiH 21/25 aimed at reduction of discrimination of Roma	Improvement of the employability and employment of Roma	Improvement of housing conditions of the Roma population in BiH	Improvement, availability and quality of health care for members of the Roma population	Improvement of enrollment of BiH Roma in schools through a more effective implementation of the 2018-2022 Framework Action Plan on Educational Needs of Roma	TOTAL FUNDS
COST DESCRIPTION:	1	2	3	4	5	1+2+3+4+5
Estimation of the total necessary funds for the implementation of the Action Plan in BiH until 2025	BAM 261,000	BAM 21,160,000	BAM 73,510,000	BAM 2,250,000	BAM 962,000	BAM 98,143,000
Estimation of the total necessary funds for the implementation of the Action Plan in BiH until 2025 annually (1/5)	BAM 52,200	BAM 4,232,000	BAM 14,702,000	BAM 450,000	BAM 192,400	BAM 19,628,600
Total difference - total lacking funds for the period up to 2025	BAM 200,000	BAM 20,960,000	BAM 64,060,000	BAM 1,250,000	BAM 612,000	BAM 87,082,000
Lacking funds for the period up to 2025 - annually (1/5)	BAM 40,000	BAM 4,192,000	BAM 12,812,000	BAM 250,000	BAM 122,400	BAM 17,416,400
Estimation of the total necessary funds for the implementation of the Action Plan in BiH until 2025 from the budget of BiH institutions	BAM 261,000	BAM 5,200,000	BAM 9,450,000	BAM 1,000,000	BAM 350,000	BAM 16,261,000

Estimation of the necessary funds for implementation of Action Plan annually until 2025 from the budget of BiH Institutions (1/5)	BAM 52,200	BAM 1,040,000	BAM 1,890,000	BAM 200,000	BAM 70,000	BAM 3,252,200
Funds that are already continuously provided in the budget of the institutions of Bosnia and Herzegovina	BAM 261,000	BAM 3,000,000	BAM 5,000,000	BAM 1,510.00	BAM 240,000	BAM 10,011,000
Total difference - total lacking funds from budgets of BiH institutions until 2025	0	BAM 500,000	BAM 300,000	BAM 152,000	BAM 18,000	BAM 970,000
Lacking funds from budgets of BiH institutions until 2025 annually (1/5)	0	BAM 500,000	BAM 300,000	BAM 152,000	BAM 18,000	BAM 970,000
IPA funds	<u>to be updated in 2021</u>					
Assessment of contributions by other donors and CSOs	<u>to be updated in 2021</u>					

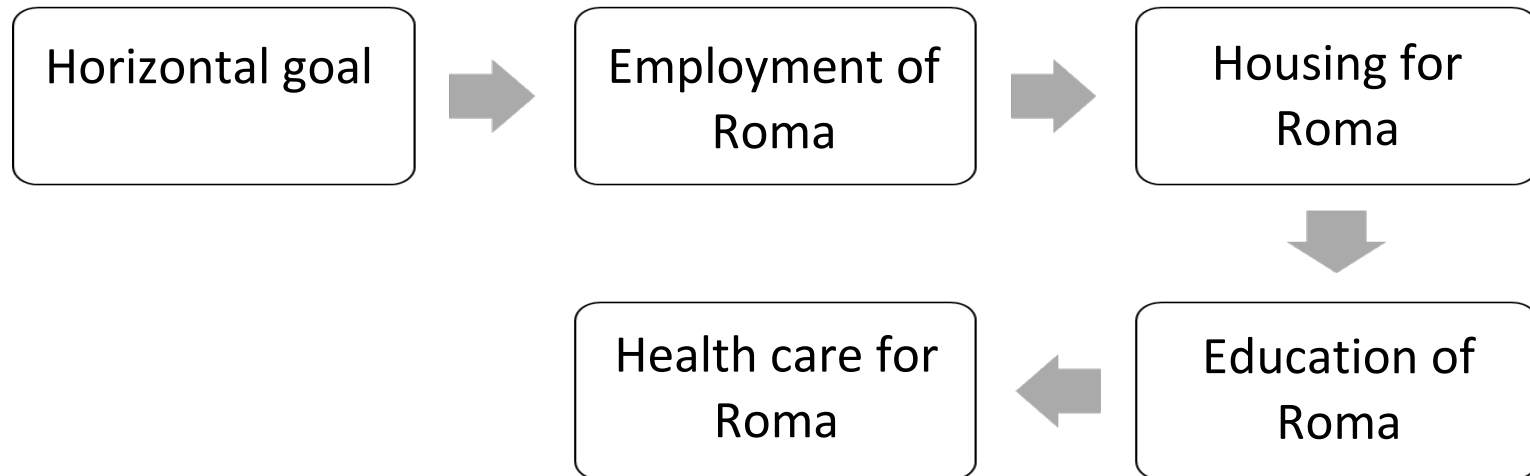
Source: Assessment made by the MHRR according to the expressed needs of local communities and other competent institutions

**Because of COVID, the funds are planned proportionally on an annual basis and can be reduced by 50% in 2021, 30% in 2022 and in the years from 2023 to 2025 returned to the planned amount by an increase of 26% compared to 2020.*

TABLES IN THE ATTACHMENT

PLAN

FOR REALIZATION OF SECTORAL GOALS



I HORIZONTAL GOAL

GOAL 1: Strengthening of support system, coordination and monitoring of APIR BiH 21/25, reduction of discrimination of Roma and elimination of antigypsism

Measure 1:	THE STRENGTHENING OF APIRBIH 21/25 COORDINATION AND MONITORING SYSTEM				REALIZATION DEADLINE				
					2021	2022	2023	2024	2025
Activity 1:	Maintenance and improvement of regional cooperation under IPA III multinational program for 2021, Regional Action for Roma in the Western Balkans and Turkey/25000				X	X	X	X	X
Activity 2:	Continuous participation in the work of the Council of Europe bodies CDADI and ADI ROM and other projects				X	X	X	X	X
Activity 3:	Improvement of the capacity of the relevant Ministry and provision of support to the Roma Contact Point				X	X	X	X	X
Activity 4:	Improvement of the work with and professional support provided to BiH Council of Ministers' Roma Board				X	X	X	X	X
Activity 5:	Development of a platform for the work of the Roma Thematic Group (RTG) and establishment of coordination with representatives				X	X	X	X	X
Activity 6:	Creation of a platform for cooperation with Roma associations and other CSOs				X	X			
Activity 7:	Development of a plan for collecting data on Roma, in cooperation with relevant statistical agencies, in order to program activities for social inclusion of Roma				X	X	X		
Activity 8:	Establishment of a monitoring team in cooperation with the BiH Council of Ministers' Roma Board				x	x	x	x	x
Activity 9	Provision of grant funding to Roma associations				X	X	X	X	X
Activity 10:	Maintenance of cooperation and the ensuring of participation and joint planning of activities with other programs and projects related to Roma inclusion - Horizontal Facility, Romacted 2, RTF, etc.				X	X	X	X	X
Reporting institution:	MHRR	Competent institution	MHRR, Roma Board	Cooperating institutions/ organizations:	Competent ministries/departments of FBiH cantons, RS and Brčko District, LGUs, Roma associations and CSOs				
Problem description:	Although coordination of activities between the involved institutions has been established in Bosnia and Herzegovina in recent years and MHRR grants are continuously provided, the assessments by international bodies regarding the effectiveness of the support system, coordination, monitoring and general strengthening of the system indicate that there is a need to improve the coordination system, especially with representatives of entity and cantonal governments, with local government units and Roma associations, but also with other CSOs. One of the most important aspects is the improvement of the data collection system, which will lead to improvement of the programming of needs, identification of key priorities and finding sufficient financial resources. An additional problem is the fact that the data are not classified by nationality and ethnicity within the existing statistics, and the only possible way to collect data administratively is by creating a questionnaire based on APIR 2021/2025 implementation needs. To maintain sustainability of this activity, it is necessary to establish a permanent scheme for								

	data collection and processing.
What is going to change:	The primary goal is to improve the coordination system and the exchange of information, which is the starting point for setting priorities for Roma integration and inclusion. Another important condition is a functional and organized system of cooperation with LGUs, Roma associations and other CSOs, and ensuring the continuity of participation of representatives of Bosnia and Herzegovina in the work of CoE bodies dealing with issues relevant for integration and inclusion of Roma in the social development of their communities. The implementation of 10 planned activities establishes a more sustainable mechanism for monitoring the implementation of APIRBIH 21/25 by defining a permanent model for administrative data collection on Roma and establishing a monitoring team in cooperation with the Council of Ministers' Roma Board and the MHRR. In addition to LGUs and competent institutions, statistical agencies will be involved in these activities as well.
INDICATORS:	<ol style="list-style-type: none"> 1. Number of meetings, conferences and other events; lists of materials developed within the Regional Action for Roma Education in the Western Balkans and Turkey; analysis of key recommendations of ADIROM, views presented to the Roma Board in BiH; 2. Number of meetings held and list of topics and initiatives implemented by the Roma Board; number and content of Roma Contact Point meetings; 3. Platform for the work of the Roma Thematic Group (RTG) supported; number of meetings held with representatives of LGUs and insight into topics discussed; 4. Signed Platform for cooperation with Roma associations and other CSOs – joint action plan developed; 5. The MHRR adopted a plan for regular collection of data on Roma for the purpose of programming activities for social inclusion of Roma; 6. A monitoring team established by the MHRR and a monitoring plan developed; 7. Number and purpose of grants awarded to Roma associations.

Measure 2:	THE STRENGTHENING OF THE SYSTEM FOR COMBATTING DISCRIMINATION WITH THE AIM OF ELIMINATION OF ANTIGYPSISM	REALIZATION DEADLINE				
		2021	2022	2023	2024	2025
Activity 1:	Instructions and guidelines are to be developed for dealing with discrimination and for keeping records for BiH institutions in accordance with Article 8, Paragraph 1 and Article 24, Paragraph 4 of the Law on Prohibition of Discrimination, in order to improve the system of monitoring occurrence of discrimination and antigypsism.	X	X			
Activity 2:	Instructions are to be developed for provision of free legal aid for Roma (persons without identification documents) in cooperation with competent ministries from both entities and the Brčko District; the instructions are intended for institutions, Roma associations and CSOs.	X	X			
Activity 3:	An expert team within the MHRR will be established in cooperation with the Council of Ministers' Roma Board. The team will analyze collected data on discrimination against Roma and antigypsism and will draft special reports and/or participate in the drafting of the annual report on discrimination in BiH (Article 8 of the Law on Prohibition of Discrimination).	X	X	X	X	X
Activity 4:	Participation of Roma women and youth in all bodies dealing with minorities issues and inclusion of Roma	x	x	x	x	x

	will be increased. Support will be provided to the Platform for improvement of rights and the status of Roma women in Bosnia and Herzegovina, as well as the Rulebook establishing detailed criteria for detection, prevention of and protection against discrimination in the process of the upbringing and education in primary schools” by competent ministries of education; this will be presented by the MHRR BiH through the Report on Implementation of this AP.							
Activity 5:	Educations and other promotional activities will be organized with the aim of promoting the rights of Roma and eliminating discrimination; within this activity, BiH institutions will be familiarized with the Roadmap for Combatting Roma Statelessness.			X	X	X	X	X
Activity 6:	Initiative is to be undertaken to harmonize regulations related to the issuance of personal documents and subsequent registration of citizenships and to acquaint BiH institutions with the Roadmap for Combatting Roma Statelessness.			X	X	X		
Activity 7:	Initiative is to be undertaken to change the regulations standing in the way of solving the issue of registration of residence of people without ID documents – common solutions for the whole BiH will be established.			X	X			
Reporting institution:	MHRR	Competent institutions:	Ministry of Civil Affairs, BiH Ministry of Security, Ministry of Interior Affairs of FBiH and Brčko District BiH, Ministry of Local Government and Self-Government of RS and Ministries of Justice of both entities and BDBiH	Cooperating institutions/bodies:	EU , Council of Europe, OSCE, UNHCR, UNICEF			
Problem description:	Roma face prejudice and discrimination in their daily lives. This is due to lack of information and frequent invisibility of their problems, as well as the fact that institutions, when creating regulations, fail to take into account the multifaceted vulnerability of Roma, which significantly reduces their chances for equal treatment and rights. In Roma-inhabited communities, the non-Roma population is not familiar with problems of Roma and does not get involved in solving them. They also rarely involve Roma representatives in solving community problems in an integral way. One of the problems Roma have been facing in recent years is determining the place of residence and stay of a large number of Roma families. The latest amendments to the Law on Residence and Stay of BiH Citizens from 2015 have tightened the conditions and criteria for registering the residence of BiH citizens. Since 2015, each person registering his/her residence must have a valid legal proof of registration at a certain address (proof: land registry excerpt, title deed, a lease agreement or a contract for the use of real estate, as well as a statement by the property owner that he/she agrees for a person to register at his/her address). On the other hand, a large number of Roma do not own a real estate and live in illegal housing units. This makes it difficult for them to get or renew personal documents, as well as to register their new-born children. In addition to this problem, the issue of determining citizenship has been identified when it comes to registering children if one of the parents is a foreign citizen without a registered residence in BiH. The problem arises with registration of children born abroad and children whose documents issued by foreign authorities contain errors. It has been observed that registry offices in both entities act differently. In BiH, there is a central institution for protection against discrimination – the Institution of Human Rights Ombudsman, as well as the possibility of filing lawsuits for protection against discrimination before courts in accordance with the Law on Prohibition of Discrimination. There is also the possibility of filing petitions in a competent department of the MHRR, which, too,							

	is a system protecting Roma in BiH against discrimination. However, analysis of reports on discrimination and the special report prepared by the Human Rights Ombudsman have so far revealed there is insufficient quantitative and qualitative information which would help in identification of discrimination schemes.
What is going to change:	Implementation of these activities will result in improved protection against discrimination and an improved system for reporting and recording cases of discrimination and violation of human rights of Roma. It increases the understanding of key problems faced by Roma families in their communities and initiates a more effective integration. Finding solutions for key problems of Roma will be supported and cooperation with the majority population and LGUs intensified. Enhancement of coordination and cooperation with Roma associations and LGUs through continuous education will help establish adequate professional capacities in Roma associations, LGUs and CSOs involved in the implementation of this plan. The aim is to ensure that all parties involved have sufficient knowledge and understanding of the strategic process of social inclusion of Roma and the goals defined in this plan, as well as of the manner in which the activities are to be implemented and the success of their implementation assessed. Solving the issue of undocumented persons will be initiated, as well as the improvement of provision of free legal aid, laws, elimination of legal obstacles contained in the Law on the Register in FBiH and BD BiH, the Rulebook on Procedure, Evidence and Registration of Citizenship in FBiH, the Law on Registry Books of the FBiH, the Instruction on Keeping Registry Books and the Rulebook on Forms for Birth Registration and Death Certificates. In the context of monitoring discrimination against Roma, the plan is to strengthen the existing institutional structure in order to effectively monitor the problem of discrimination against Roma and discrimination schemes including institutional and hidden discrimination. Reports will be produced on types of discrimination in BiH relating to discrimination against Roma and on antigypsism.
INDICATORS:	<ol style="list-style-type: none"> 1. Number of submitted initiatives for amendments to laws and by-laws / number of persons registered in birth registers; 2. Developed instructions and guidelines for dealing with discrimination and establishing appropriate records; 3. Expert support provided to the Roma Board; meetings held with CSOs; 4. Number of organized trainings and other activities aimed at promotion of the rights of Roma in the field of protection against discrimination, for the purpose of combatting antigypsism; 5. Agreed platform for cooperation with Roma associations and other OCDs and a platform for cooperation between LGUs and Roma women's organizations in BiH and associations that bring together young Roma activists; 6. Number of meetings between the Roma Thematic Group (RTG) and LGU representatives; 7. Grant provided and awarded to Roma NGOs.

FINANCIAL PLAN FOR THE HORIZONTAL GOAL

(1) Starting value 2021-2025		(2) Target value 2021-2025		(3) Lacking funds calculated against the total funds	(4) FUNDS PLANNED IN ACTION PLAN 2021-2025					
Measures 1+2		Measures 1+2		Measures 1+2	Currency BAM	2021	2022	2023	2024	2025
420,000	41,000	220,000	41,000	200,000+0	RS	0	0	0	0	0
					FBiH	0	0	0	0	0
Total BAM	461,000	Total BAM	261,000	200,000	BDBiH	0	0	0	0	0
Annually BAM	92,200	Total BAM	52,200	40,000	BiH	52,200	52,200	52,200	52,200	52,200
Activities for which funds are lacking:			MEASURE 1: Activities: 4, 5, 6 and 8; Measure 2: Activities: 2, 3, 4 and 5							

II

EMPLOYMENT OF ROMA

CILJ 2:	IMPROVEMENT OF THE EMPLOYABILITY AND EMPLOYMENT OF ROMA								
Measure 1:	SUPPORTING EMPLOYMENT AND EMPLOYABILITY OF ROMA				REALIZATION DEADLINE				
					2021	2022	2023	2024	2025
Activity 1:	1. Preparation of an analysis of the qualification structure of the Roma registered at employment offices; preparation of recommendations				X				
Activity 2:	2. Development of a program for encouraging employable Roma to register at employment offices/to register as active job seekers by 2025				X	X			
Activity 3:	3. Preparation of an initiative to amend regulations regarding incentives for cooperatives/small businesses in order to exempt those starting small business from paying various fees					X	X		
Measure 2:	ENSURING FUNDS FOR IMPLEMENTATION OF ROMA EMPLOYMENT PROGRAMS								
Activity 1:	1. Provision of grants for employment of Roma with a focus on greater employability of women and youth				X	X	X	X	X
Activity 2:	2. Securing a grant to LGUs for starting cooperatives/small businesses/crafts for the purpose of employing Roma (partnerships with employers and existing or emerging cooperatives which cooperate with LGUs are to be used) – Pilot				X	X	X	X	X
Activity 3:	3. Securing a grant for training and retraining of Roma in institutions for education of adults				X	X	X	X	X
Activity 4:	4. Securing a worker training grant for known employers				X	X	X	X	X
Activity 5:	5. Securing a grant for public works				X	X	X	X	X
Measure 3:	ENCOURAGING EMPLOYMENT OF ROMA IN THE PUBLIC SECTOR								
Activity 1:	1. An analysis will be conducted on employability of Roma in the public sector with employment needs disaggregated by gender and age				X	X			
Activity 2:	2. Program for employment of Roma in the public sector will be created and the public sector will be encouraged to use grants for employment.					X	X	X	X
Reporting institution	MHRR	Competent institutions:	Employment offices in the FBiH, Republika Srpska and the Brčko District BiH	Cooperating organizations:	EU, cantonal employment offices, LGUs and OCDs				
Problem description:	Employment: Employment rate among Roma in the public sector is to be increased to the rate proportional to the participation of Roma in the total population; Employment rate of Roma is to be increased to at least 25% by 2030; According to general indicators, approximately 10,490 persons are unemployed (the indicator is considered according to which the								

	<p>estimated employability rate of Roma in BiH is 11%²⁷.) In the next period, 9,650 persons need to be employed (estimates based on the census data show that about 8% of people are over 65 years of age). Employment offices' data show that, out of this number, 3,270 persons were registered as job seekers by mid-2020. If we look at the qualification structure, 88% of Roma registered at employment offices are not qualified. In regards to gender, 45% of the unemployed are women. In context of age, the highest percentage refers to people between 25 and 44, with a markedly high unemployment rate of young people.</p> <p>It is evident that funds are allocated at the state level for employment and self-employment of Roma. However, the registered Roma did not complete training and retraining programs as foreseen by the action plan.</p> <p>The measures envisaged in the previous action plan did not contain activities or planned funds for inclusion of Roma in public work programs.</p> <p>Even though the employment offices and services in FBiH implemented public work programs and a certain number of Roma participated in them, no records were kept on the exact number of Roma who participated in these programs.</p>
What is going to change:	<p>A system for collecting and monitoring indicators on qualification structure of unemployed Roma will be established and their training and retraining will be encouraged.</p> <p>The number of Roma in employment offices' records will be reduced and the number of Roma employed in the public sector will be increased. A special model will be created for employment of hard-to-employ persons in cooperation with LGUs.</p>
INDICATORS:	<ol style="list-style-type: none"> 1. Two updated analyses drafted on qualified persons registered at employment offices, with data on persons with disabilities, women, unskilled workers, young people and elderly; 2. A program developed to encourage registration at employment offices; 3. A public call announced for Roma employment grants; 4. The number of employed qualified Roma (working for an employer, self-employed or starting a small business); 5. The number of established cooperatives; 6. The number of Roma trained or retrained in institutions for education of adults; 7. The number of trained workers employed by known employers; 8. Program for employment in the public sector developed.

²⁷ Poznan EU DATA

FINANCIAL PLAN FOR EMPLOYMENT OF ROMA

(1) Starting value Register of unemployed Roma in BiH in 2020		(2) Target value The number of employed Roma until 2021		(3) Lacking funds calculated against the total funds needed in 2020	(4) FUNDS PLANNED IN ACTION PLAN 2021-2025 Goal: to employ 375 persons/amount per person BAM 8,000 - In its budget, the MHRR has allocated funds for employment of 75 persons					
3,270 persons		650 persons		2,620 persons	Currency: BAM	2021	2022	2023	2024	2025
Assessed funds		Assessed funds		Assessed funds	RS					
					FBiH					
Total BAM	21,160,000	Total BAM	5,200,000	20,960,0004	BDBiH					
Annually BAM	4,232,000	Annually BAM	1,040,000	4,192,000	BiH	600,000	600,000	600,000	600,000	600,000
Activities to be undertaken to achieve this goal by 2025 for which no funds are available: - employment of 25% of Roma who are actively looking for a job (registered in employment offices), in line with the Poznan Declaration					Funds for employment of 275 persons that are lacking and need to be ensured for other sources: BAM 2,200,000					

III

HOUSING

STRATEGIC GOAL 3:		IMPROVEMENT OF HOUSING CONDITIONS OF THE ROMA POPULATION IN BIH				
MEASURE 1:	Initiate and speed up legalization of all informal settlements where Roma live and provide Roma living in illegal housing units with permanent, decent, affordable and acceptable homes	REALIZATION DEADLINE				
		2021	2022	2023	2024	2025
Activity 1:	An initiative is to be launched to harmonize the existing regulations related to the issue of legalization.	X				
Activity 2:	Roma settlements are to be mapped and indicators gathered on the state of infrastructure, environment and other necessary living conditions.	X				
Activity :	Grants are to be allocated to LGUs that will be used to encourage Roma families to initiate the process of legalization of their housing units that meet the necessary standards.	X	X	X	X	X
MEASURE 2:	Improvement of living conditions in Roma housing units					
Activity 1:	Drafting of a plan are to be initiated for legalization of housing units that meet the requirements for reconstruction; LGUs will be supported in this process.	X	X	X	X	X
Activity 2:	Grants are to be allocated to LGUs for rehabilitation and reconstruction of Roma-owned housing units, accommodation facilities for Roma, as well as for the existing facilities suitable for conversion into social housing.	X	X	X	X	X
MEASURE 3:	Construction of social housing units for Roma (collective/individual units)					
Activity 1:	Funds are to be provided for the construction of social individual and collective housing units for Roma	X	X	X	X	X
MEASURE 4:	Improvement of housing infrastructure in Roma settlements and wider community					
Activity 1:	Roma settlements are to be mapped and indicators gathered on the state of infrastructure, environment and other necessary living conditions.	X	X			
Activity 2:	Funds are to be provided for implementation of infrastructure projects to improve housing conditions (water, electricity, sewage, access roads, etc.)	X	X	X	X	X
Reporting institution	MHRR	Competent institutions:	Local government units in Bosnia and Herzegovina	Cooperating organizations:	The Federal Ministry of Physical Planning, the RS Ministry for Spatial Planning, Construction and Ecology, the Government of the Brčko District BiH – Department of Refugees, Displaced Persons and Housing Issues	

<p>Problem description:</p>	<p>According to indicators obtained by LGUs in BiH, <u>in 24 local communities in BiH, 1,539 Roma families are in need of legalization of illegal housing units.</u> The number of illegal housing units needs to be reduced in the following period. <u>In 32 LGUs, 883 families</u> expressed the need for a newly-built housing unit, while <u>1,300 families in 32 LGUs expressed the need for reconstruction of their homes,</u> because they are unconditional and do not meet the minimum housing standards.</p> <p>Living conditions in many existing Roma settlements are poor. <u>28 LGUs expressed the need for rehabilitation of infrastructure,</u> such as access roads, sewers, lighting, water supply network, rehabilitation of common areas, playgrounds, removal of waste from settlements, construction of adequate landfills, etc, in order to improve the quality of life of the Roma population in BiH.</p>
<p>What is going to change:</p>	<p>Housing conditions will be improved for most Roma families who live in inadequate conditions. A sustainable model will be established for the development of social housing for all families who are unable to provide minimum housing conditions on their own. The goal is to significantly improve the living condition in the existing Roma settlements that will be mapped and, based on that, to monitor the development of these local communities. LGUs will be constantly encouraged to work on a continuous increase in the number of legalized housing units to ensure the sustainability of investments in the existing housing units that can be legalized and to initiate other projects for permanent housing of Roma families living in inadequate conditions whose homes cannot be legalized.</p>
<p>INDICATORS:</p>	<ol style="list-style-type: none"> 1. An initiative is launched for harmonization of the existing regulations related to the issue of legalization; 2. Roma settlements in local communities are mapped; 3. Grants are allocated to LGUs to support Roma in initiating the process of legalization of the housing units that meet the necessary conditions; 4. Support is initiated and, if necessary, provided to LGUs for the purpose of drafting a plan for legalization of housing units that meet the conditions for reconstruction; 5. Grants are allocated to LGUs for rehabilitation and reconstruction of Roma-owned housing units, accommodation facilities for Roma, as well as for the existing facilities suitable for conversion into social housing; 6. Funds are provided for the construction of social individual and collective housing units for Roma; 7. Roma settlements are mapped and indicators gathered on the state of infrastructure, environment and other necessary living conditions; 8. Funds are provided for implementation of infrastructure projects to improve housing conditions (water, electricity, sewage, access roads, etc.).

FINANCIAL PLAN FOR THE HOUSING FOR ROMA

(1) Starting value of legalization of housing units of Roma in BiH in 2020		(2) Target value of legalization of housing units of Roma in BiH until 2025		(3) Lacking funds calculated against the total funds needed in 2020	(4) FUNDS PLANNED IN ACTION PLAN 2021-2025 Measure 1:					
1,539		150 housing units			Currency: BAM	2021	2022	2023	2024	2025
Assessed funds		Assessed funds		Assessed funds	RS	31,34%				
Total BAM	6,120,000	Total BAM	600,000	5.520.000	FBiH	62,66%				
Annually BAM	1,224,000	Annually BAM	120,000	1.104.000	BDBiH	6%				
					BiH	120.000				
(1) Starting value of construction of housing units for Roma in BiH – requested by LGUs in 2020		(2) Target value of construction of housing units for Roma in BiH until 2025		(3) Lacking funds calculated against the total funds needed in 2020	(4) FUNDS PLANNED IN ACTION PLAN 2021-2025 Measure 2:					
885 housing units		100 housing units			785 housing units	Currency: BAM	2021	2022	2023	2024
Assessed funds 45.000 vr. 1 stamb. jedinice		Assessed funds		Assessed funds	RS					
Total BAM	39.825.000	Total BAM	4.500.000	35.325.000	FBiH					
Annually BAM	7.965.000	Annually BAM	450.000	7.065.000	BDBiH					
					BiH	450.000	450.000	450.000	450.000	450.000
(1) Starting value of reconstruction of housing units of Roma in BiH – requested by LGUs in 2020		(2) Target value of reconstruction of housing units of Roma in BiH until 2025		(3) Lacking funds calculated against the total funds needed in 2020	(4) FUNDS PLANNED IN ACTION PLAN 2021-2025 Measure 3:					
1,300 housing units		200 housing units			1,100 housing units	Currency: BAM	2021	2022	2023	2024
Assessed funds 20,250 vr. 1 housing unit		Assessed funds		Assessed funds	RS					
					FBiH					

Total BAM	26,325,000	Total BAM	4,050,000	22,275,000	BDBiH						
Annually BAM	5,265,000	Annually BAM	810,000	4,455,000	BiH	810,000					
(1) Starting value of improvement of infrastructure in Roma settlements in BiH – requested by LGUs in 2020		(2) Target value of improvement of infrastructure in Roma settlements in BiH until 2025		(3) Lacking funds calculated against the total funds needed in 2020	(4) FUNDS PLANNED IN ACTION PLAN 2021-2025 Measure 4:						
		LGUs			Currency BAM	2021	2022	2023	2024	2025	
Assessed funds (28 LGUs- 2480 beneficiaries)		Assessed funds 15 LGUs		Assessed funds	RS						
					FBiH						
Total BAM	1,240,000	Total BAM	300,000	940,000	BDBiH						
Annually BAM	248,000	Annually BAM	60,000	188,000	BiH	60,000	60,000	60,000	60,000	60,000	
(1) Starting value Measures 1+2 +3+4		(2) Target value until 2025 Measures 1+2 +3+4		(3) Lacking funds calculated against the total funds needed in 2020	(4) FUNDS PLANNED IN ACTION PLAN 2021-2025						
					Currency BAM	2021	2022	2023	2024	2025	
Assessed funds		Assessed funds		Assessed funds	RS						
					FBiH						
Total BAM	73,510,000	Total BAM	9,450,000	64,060,000	BDBiH						
Annually BAM	14,702,000	Annually BAM	1,890,000	12,812,000	BiH	1,890,000	1,890,000	1,890,000	1,890,000	1,890,000	
The needs related to legalization of housing units for Roma (measure 1) are much bigger. This plan includes only the average cost of initiating the process. We have not analyzed the price of building land and improvement of infrastructure (assessment will be possible only after all concrete locations that can be legalized are mapped).											

4

HEALTH CARE FOR ROMA

GOAL 4:	IMPROVEMENT, AVAILABILITY AND QUALITY OF HEALTH CARE FOR MEMBERS OF THE ROMA POPULATION					
Measure 1:	STRENGTHENING CAPACITIES OF ROMA REPRESENTATIVES TO IMPROVE THE HEALTH OF ROMA	REALIZATION DEADLINE				
		2021	2022	2023	2024	2025
Activity 1:	At least 20 mediators will be involved to strengthen the capacity of Roma associations to work in Roma communities on promotion of healthy living habits and the way to exercise the right to health insurance and care	X				
Activity 2:	Analysis of the number of uninsured Roma in the Federation of BiH and recommendations for resolving the health insurance issue	X	X			
Activity 3:	Development of instructions on how to exercise the right to health care and proposals for protocols for cooperation between local health institutions and Roma associations		X	X		
Activity 4:	Establishment of a more efficient system for accessing services and exercising rights by Roma and other vulnerable groups is to be initiated.		X	X	X	
Measure 2:	DECREASING RISK FACTORS FOR THE HEALTH OF THE ROMA POPULATION					
Activity 1:	Implementation of preventive activities in Roma communities in order to: - prevent infectious and non-infectious diseases; - improve sexual and reproductive health, including family planning; - Improve oral health.	X	X	X	X	X
Activity 2:	Creation and implementation of domestic violence prevention programs – health workers, in cooperation with social work centers and competent police administrations, work with families in Roma communities	X	X	X	X	X
Reporting institution	MHRR	Competent institutions	Institutes of health care and health centers in LGUs	Cooperating organizations:	Roma NGOs	
Problem description:	<p>The goal set in the Poznan Declaration envisages provision of general health insurance for at least 95% of the Roma population or a percentage proportional to the rate of insured persons from the general population.</p> <p>According to general indicators, the total number of Roma in BiH is 17,664 of which 7,625 are women and 1,828 children of preschool age and 4,025 children aged 6-18. According to the Register of Roma Needs, about 30% of members of the Roma national minority covered by ERP do not have health insurance. Out of these 30%, 5,200 or 34,7% are children under 15, which indicates a lack of parental knowledge about how to exercise their right to health care. Within the ERP, a high rate of disability has been recorded in the age group of up to 14 years, the percentage being as high as 34,7%. It is not known how many of these children are categorized.</p> <p>A lot has been done lately on educating Roma representatives on healthy living habits and exercising the right to health care, but the capacities of Roma NGOs need to be further strengthened. Various indicators show that there is some progress, but the situation is far from satisfactory and more efforts and resources need to be invested in promoting and improving the health of the Roma population in BiH. Existing capacities built through Roma mediators and their involvement in this area must be further</p>					

	<p>strengthened and used in the best way.</p> <p>Violence against women and children, especially Romani, is a problem that has been widespread in Bosnia and Herzegovina for a long time. Unfortunately, it is usually accepted as a private family matter. It is hard to determine the extent of the presence of violence, among other, because of the hidden nature of this problem, non-reporting of cases of violence against women and children and our failure to recognize certain forms of violence.</p> <p>It is evident that Roma women are the most vulnerable category, because they spend most of their time in unconditional homes, they lack knowledge about the factors that affect their reproductive health and parenting planning. In addition, most of these women do not have access to health institutions or pediatricians and have no knowledge of neonatal care.</p>
<p>What is going to change:</p>	<p>The goal is to increase the rate of persons covered by regular health insurance in the Federation of BiH and offer a solution that will fully solve this problem. It will be ensured that the number of beneficiaries using the services of Roma mediators working to provide key information and promote healthy living habits is monitored continuously.</p> <p>The number of Roma getting regular preventive examinations will be continuously monitored and increased. This way, we shall contribute to the reduced number of infectious and non-communicable diseases and mortality in the Roma population. In cooperation with the competent institutions, the number of reports of cases of violence against women and children will be increased and services will be provided to victims of violence.</p>
<p>INDICATORS:</p>	<ol style="list-style-type: none"> 1. Joint meetings of Roma associations and health institutions and other organizations in order to identify needs and improve cooperation; 2. Analysis conducted on the number of uninsured Roma and instructions drafted on how they can obtain health care; 3. Education conducted for representatives of Roma associations on the process of obtaining health insurance and health care; 4. Education conducted for representatives of Roma associations on health risk factors and how to reduce/eliminate these factors; 5. Informational and educational material that will be used by associations for the promotion of healthy living habits is ready; 6. Strengthened capacities of Roma mediators to improve the health of Roma and provide all necessary information; 7. Roma mediators are involved to work through Roma organizations on health promotion and disease prevention and to promote the right to health insurance and health care; 8. Education of Roma population on the importance and ways of prevention of infectious and mass non-communicable diseases; 9. Conducted education on the importance of regular immunization; 10. Conducted supervision of immunization and, if necessary, additional vaccination; 11. Surveillance of communicable diseases and adherence to hygienic and epidemiological measures in Roma communities in order to eliminate the risk of communicable disease with special emphasis on COVID-19; 12. Conducted preventive examinations with the aim of early detection of cervical and breast cancer in women and prostate and colon cancer in men; 13. Systemic examinations of children under 15 years of age conducted; 14. Informational and educational materials for the promotion of healthy living habits produced; 15. Program for the prevention of violence against women and children developed; 16. Education held on the importance of recognizing and the way to recognize violence;

FINANCIAL PLAN FOR HEALTH CARE FOR ROMA

(3) Starting value Goals 1+2		(2) Target value until 2025 Goals 1+2		(3) Lacking funds calculated against the total funds needed in 2020	(4) FUNDS PLANNED IN ACTION PLAN 2021-2025					
20 mediators/analysis/org. 15 workshops / 450 persons x 2 days					Currency: BAM	2021	2022	2023	2024	2025
Assessed funds		Assessed funds		Assessed funds:	RS					
					FBiH					
Total BAM	2,250,000	Total BAM	1,000,000	1,250,000	BDBiH					
Annually BAM	450,000	Annually BAM	200,000	250,000	BiH	100,000	150,000	200,000	250,000	300,000
Activities related to the achievement of this goal by 2025 for which funds are lacking pertain to a long-term involvement of health mediators and the conducting of trainings in Roma communities for which it is necessary to provide funds from other sources in the amount of BAM 1,250,000.										

5

EDUCATION OF ROMA

NOTE:

This part of strategic goals and measures is identical to the “General Plan on Educational Needs of Roma 2018 – 2022” adopted by the BiH Council of Ministers at its 155th session held on 18 September 2018. The goals and measures contained in this plan are included in APIRBiH 21/25 for the purpose of programming necessary means for implementation of the activities related to social inclusion of Roma in Bosnia and Herzegovina.

GOAL 5:	IMPROVEMENT OF ENROLLMENT OF ROMA IN SCHOOLS THROUGH IMPLEMENTATION OF THE 2018-2022 FRAMEWORK ACTION PLAN ON EDUCATIONAL NEEDS OF ROMA					
SUBGOAL 5.1.:	CONTENTS ON ROMA HISTORY AND CULTURE INCLUDED IN EXISTING CURRICULA AND TEXTBOOK BY 2021	REALIZATION DEADLINE				
		2021	2022	2023	2024	2025
Measure 1:	An analysis is to be conducted of the existing curricula and text books (national subjects) in the context of contents related to Roma history and culture. Any hint of prejudice and stereotyping of Roma is to be removed from textbooks and other teaching materials.	X	X			
Measure 2:	Curricula and school textbooks are to be improved by introducing thematic units and content related to Roma history and culture in which stereotyping is avoided.	X	X			
Measure 3:	Preparation of professional literature on the history and culture of Roma or procurement of the existing literature (kindergartens, primary and secondary schools)		X	X		
Activity description:	<p>1. The AOP expert team for evaluation and monitoring defines the TOR (job description for all experts).</p> <p>2. Experts are hired to develop a proposal for a unique methodology for curricula analyses, taking into account the already conducted REF analyses.</p> <p>3. Based on the experts' proposal, an initiative/proposal is to be prepared and sent to ministries of education for approval of a unique methodology.</p> <p>4. Prior to finalization of the proposed methodology and analysis, a public discussion will be held with participation of academia and NGOs.</p> <p>6. The expert team for AOP monitoring will produce a proposal of materials, which is then to be sent to competent ministries of education for approval.</p> <p>7. A detailed list is to be produced of professional literature available in BiH and the region that can be used in researching the culture and history of Roma. The list is to be sent to competent institutions and, if necessary, the books will be procured.</p>					
SUBGOAL 5.2.:	ROMANI LANGUAGE INTRODUCED IN SCHOOLS AS AN OPTIONAL SUBJECT OR THROUGH ALTERNATIVE SOLUTIONS BY 2022					
		2021	2022	2023	2024	2025
Measure 1:	Launching an initiative to establish a department for Romani language, literature and culture at faculties of philosophy	X	X	X		
Measure 2:	Provision of professional training for Romani language teachers or professors at higher education institutions	X	X	X	X	X
Measure 3:	Provision of funds for scholarships for students who are being trained as teachers and lecturers of the Romani language	X	X	X	X	X
Measure 4:	Procurement of school books (from the region) in the Romani language (for pupils, teachers, school libraries)	X	X	X	X	X
Measure 5:	Promotion of the Romani language as an optional subject	X	X	X	X	X
Measure 6:	The strengthening of cooperation through regional initiatives with school departments in the region	X	X	X	X	X

	in Europe					
Measure 7:	The Romani language introduced in schools as an optional subject	X	X	X	X	
Activity description:	<p>1. The MHRR sent an initiative to the Rector's Conference for the opening of departments for the Romani language at faculties of philosophy, so activities will be intensified in this direction; it is to be considered whether this pertains to both public and private universities in BiH.</p> <p>2. A public hearing is to be held in order to elaborate measures 1, 2, 3 and 6. If it is not possible to organize meetings, the session will be held online.</p> <p>3. The MHRR, in cooperation with the Roma Board, will organize the drafting of a detailed list of literature that can be found in BiH and the region and which can be used for the studying of the Romani language. The list will be sent to the competent institutions and, if necessary, procurement of the book will be ensured.</p> <p>4. Competent ministries of education should launch campaigns, discussions, publications, brochures...</p>					

SUBGOAL 5.3.		PREVENTION OF PREJUDICE, STEREOTYPES AND DISCRIMINATION BY 2020					
			2021	2022	2023	2024	2025
Measure 1:	A guidebook will be produced for school administration, teachers, kindergarten staff, parents and children in order to acquaint them with the traditions, culture and customs of the Roma population		X	X	X		
Measure 2:	Promotion of Guidelines for the Prevention of Discrimination in Education		X	X	X		
Measure 3:	Training for school administration, teachers, parents and children in recognizing discrimination, stereotypes and prejudices		X	X	X		
Measure 4:	Involvement of Roma mediators in education		X	X	X		
Activity description:	1. Educational institutions will be encouraged to implement this activity; 2. A work group will be established by competent educational institutions; 3. Three experts will be selected and a plan for realization of these measures will be drafted; 4. Promotion of the Program and Rules for Prevention of Discrimination in Education; 5. Training for school administration, teachers, parents and children in recognizing discrimination, stereotypes and prejudices						
SUBGOAL 5.4.	Support will be provided to education authorities in BiH in their efforts to adopt action plans in the field of education for Roma; adoption and the beginning of implementation of actions plans will be ensured in Republika Srpska, in 5 cantons of the Federation of BiH and the Brčko District by 2022.						
			2021	2022	2023	2024	2025
Measure 1:	A monitoring plan will be developed to monitor the implementation of Roma education action plans.			X			
Measure 2:	Two regional conferences on improvement of enrollment of Roma children in schools, on challenges and good practices will be held twice a year			X	X	X	X
Measure 3:	Support will be provided to LGUs for programs aimed at the improvement of enrollment of Roma children in schools			X	X	X	X
Reporting institution	MHRR	Competent institutions:	MHRR, RS Ministry of Education, Ministries of Education of Una-Sana Canton, Tuzla Canton, Zenica-Doboj Canton, Central Bosnia Canton, Herzegovina-Neretva Canton and Sarajevo Canton, as well as the competent department in the Brčko District	Cooperating organizations:	EU, Council of Europe, Roma Education Fund (REF), UNICEF, Roma association and other CSOs and international organizations, OSCE Mission in BiH		

<p>Problem description:</p>	<p><i>The Framework Plan on the Educational Needs of Roma 2018-2022</i> was adopted by the Council of Ministers of BiH at its 155th session held on 18 September 2018. This plan envisages the adoption of 8 action plans by the RS Ministry of Education and the Ministries of Education of the following cantons: Una-Sana Canton, Tuzla Canton, Zenica-Doboj Canton, Central Bosnia Canton, Herzegovina-Neretva Canton and Sarajevo Canton, as well as the Brčko District. Action plans have so far been adopted only by the Central Bosnia Canton and Republika Srpska.</p> <p>In the context of educational needs, 26 LGUs expressed needs related to: 1) enrollment of Roma children in a state of social need in preschool institutions and schools (1,658 children) 2) funds for books, school materials, transportation and snacks for Roma children in a state of need (3.631 pupils), no needs were expressed for 3) scholarships for Roma high school or university students in a state of needs.</p> <p>According to available data collected by the MHRR in 2020, the percentage of Roma children enrolled in preschool education is still extremely low – only 4%. The rate of children enrolled in primary and secondary schools is exceptionally low and amounts to only 35%. In order to achieve the goal set by the Poznan Declaration, it is necessary to ensure a 90%-increase of enrollment and the completion rate of primary education of Roma and a 50%-increase of enrollment and completion rate of secondary education.</p>			
<p>What is going to change:</p>	<p>Achieving greater enrollment of Roma preschool children in kindergartens increases their opportunities for further development and progress and indirectly reduced the dropout rate from primary and secondary schools.</p> <p>On the other hand, intensifying measures aimed at reducing the drop-out rate in primary and secondary schools increases the opportunities for Roma children to acquire good qualifications and consequently get employed or to continue their education.</p> <p>Since only two action plans have so far been adopted by education authorities, measure 4 has been envisaged to support the competent institutions to accelerate the adoption and implementation of action plans for Roma education.</p> <p>LGUs are implementing their programs in cooperation with educational institutions in their communities and will be encouraged in their efforts. They will also be encouraged to seek additional support, in cooperation with the MHRR and in partnership with CSOs, in order to accelerate their work and share their good practices with other LGUs, as expressed by Banja Luka and the Municipality of Novo Sarajevo.</p>			
<p>INDICATORS:</p>	<p>preschool</p>	<p>primary</p>	<p>secondary</p>	<p>high education</p>
	<p>1. Number of children in preschool institutions 2. Enrollment in special schools 3. Number of attendances in separate institutions</p>	<p>1. Literacy rate 2. Number of enrolled children – primary education 3. Number of drop-outs – primary education 4. Number of children who complete primary education</p>	<p>1. Number of enrolled children – secondary education, 2. Number of drop-outs – secondary education, 3. Number of children who complete secondary education</p>	<p>1. Number of enrollments in high education institutions 2. Number of those who complete high education</p>
<p>Additional indicator:</p>	<p>Number of APs drafted by competent education authorities - entities, cantons and BD BiH</p>	<p>Information on implementation of APs by competent education authorities – entities, canton and BD BiH</p>	<p>Information on good practices and challenges from LGUs</p>	

FINANCIAL PLAN - EDUCATION OF ROMA

(4) Starting value Goals 1+2 +3		(2) Target value until 2025 Goals 1+2+3		(3) Lacking funds calculated against the total funds needed in 2020	(4) FUNDS PLANNED IN ACTION PLAN 2021-2025					
10 mediators and Goal 1						Currency: BAM	2021	2022	2023	2024
Assessed funds		Assessed funds		Assessed funds	RS					
					FBiH					
Total BAM	962,000	Total BAM	350,000	612,000	BDBiH					
BAM annually	192,400	BAM annually	70,000	122,400	BiH	70,000	70,000	70,000	70,000	70,000
The lacking funds pertain to all proposed measures and activities.										

4. MONITORING, ASSESSMENT AND REPORTING ON IMPLEMENTATION OF THE ACTION PLAN

An operational plan will be adopted every year for the implementation of this Action Plan, which will be harmonized with the available funds. Funds for implementation are allocated by the Decision on the allocation of grant funds adopted annually by the Council of Ministers of BiH. The Ministry of Human Rights and Refugees of BiH is a key institution that collects, systematizes, updates and analyzes data on the implementation of activities contained in this Action Plan.

Data are collected from reports submitted by institutions that receive grants, as defined by this Plan. The BiH Ministry of Human Rights and Refugees shall specify in all grant agreements all segments pertaining to implementation, as well as which data it needs to monitor and adjust Action Plan activities with the strategic goals. Implementation is monitored throughout the year, and the BiH Ministry of Human Rights and Refugees analyzes data and prepares reports. These reports are considered at Roma Board sessions, consents of the entities' and the Brčko District are obtained and they are submitted to the Council of Ministers of BiH for adoption.

In addition to data on the progress in meeting the strategic goals of the Action Plan according to the set indicators, the report contains data on implementation of the planned budget, including data on collected donor funds and funds from other institutions. The BiH Ministry of Human Rights and Refugees will take into account the Regional Framework for Monitoring Progress in Roma Inclusion (a new form for reporting on the annual implementation of public policies of the participating countries related to Roma inclusion that is still to be developed and that will constitute an integral part of this Plan).

Annexes:

- 1. TABLE 1. GENERAL DATA ON THE NUMBER OF ROMA IN BiH – Source: LGUs, 2020**
- 2. TABLE 2. – NEEDS IN THE FIELD OF HOUSING FOR ROMA – Source: LGUs, 2020**
- 3. TABLE 3a – EMPLOYMENT AND SELF-EMPLOYMENT OF ROMA – THE NEEDS EXPRESSED BY LOCAL COMMUNITIES**
- 4. TABLE 3b – SOURCE: EMPLOYMENT AGENCIES**
- 5. TABLE 4.a – POTENTIAL NEEDS IN THE FIELD OF EDUCATION OF ROMA**
- 6. TABLE 4.b – OFFICIAL DATA PROVIDED BY EDUCATIONAL AUTHORITIES FOR SCHOOL YEAR 2019/20**