

Roma Integration 2020

REPORT ON THE IMPLEMENTATION OF THE STRATEGY FOR SOCIAL INCLUSION OF THE ROMA IN THE REPUBLIC OF SERBIA 2016-2025 DURING 2016

:: Monitoring and reporting form 2016 ::

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INSTITUTIONAL ARRANGEMENTS

Background	
Reporting year	2016
Country	Serbia
Strategic document	Strategy for Social Inclusion of the Roma in the Republic of Serbia 2016-2025
Period	2016-2025
Link for download	http://www.minrzs.gov.rs/cir/dokumenti/medjunarodna-saradnja/strategija-za-socijalno-ukljucivanje-roma-i-romkinja-u-republici-srbiji-za-period-od-2016-do-2025-godine
Action Plan	Action Plan for the Implementation of the Strategy for Social Inclusion of the Roma in the Republic of Serbia 2017-2025, for the period 2017 to 2018
Period	2017-2018
Link for download	http://www.minrzs.gov.rs/cir/pres/saopstenja/item/8871-vlada-usvojila-akcioni-plan-za-primenu-strategije-za-socijalno-ukljucivanje-roma-i-romkinja-u-republici-srbiji
Operational Conclusions	
Link for download	
Action Plan for Chapter 23	Adopted
Link for download	http://www.mpravde.gov.rs/files/Action%20plan%20Ch%2023.pdf

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MEASURES BY PRIORITY AREAS

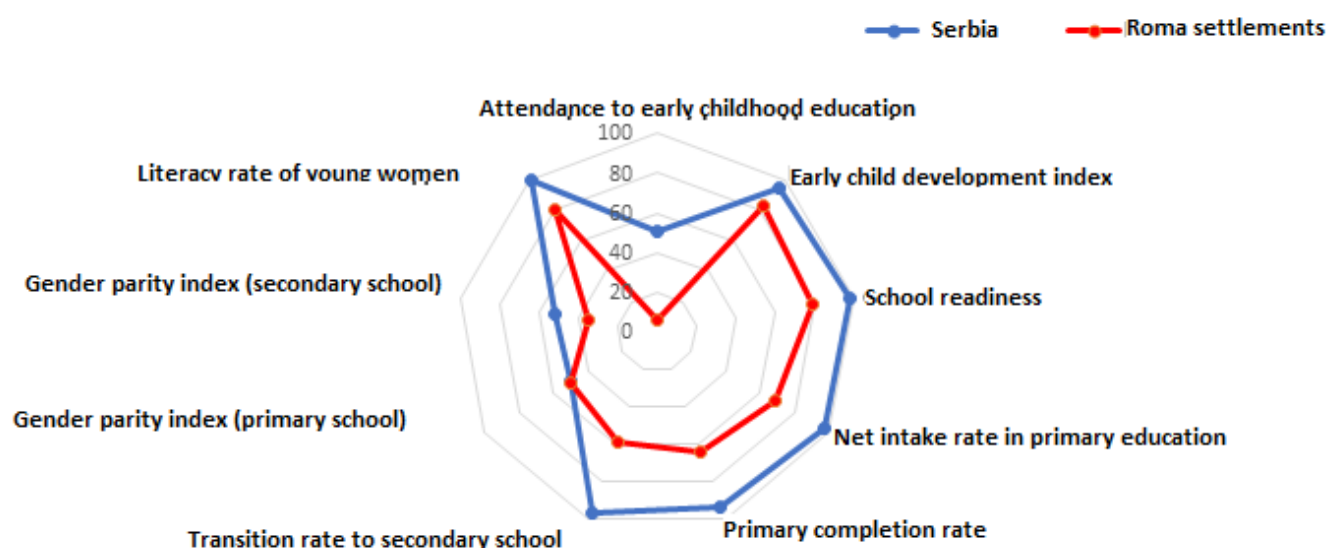
Education

Specific objective: Full inclusion of Roma children and youth into good quality preschool, primary and secondary education, and effective and efficient mechanisms to fight discrimination and create the conditions for Roma to exercise all minority rights in the education system.

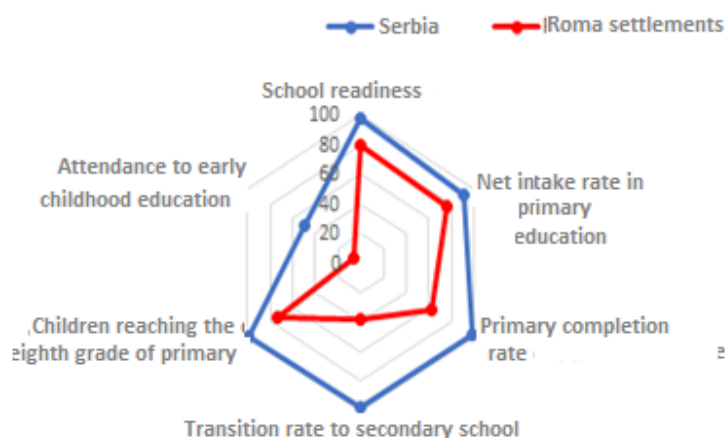
Ensure full inclusion of Roma children and youth into good quality preschool, primary and secondary education, a greater share of the Roma in the student population and support for the education of youth and adults who have no education or have dropped out of school, through the introduction of effective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

Total budget	
Planned budget (2016)	RSD 637,011,724.03
Spent budget (2016)	RSD 539,693,236.40

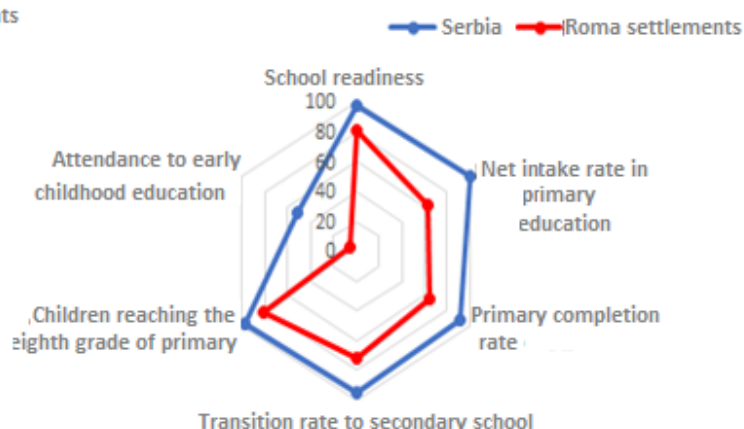
Education in Serbia and Roma settlements in 2014



Girls' education in Serbia and Roma settlements in 2014



Boys' education in Serbia and Roma settlements in 2014



Education indicators in 2014	Roma men	Roma women	Total population
School readiness	81	79	98.1
Net intake rate in primary education	63	76	97
Primary completion rate	65	63	93.4
Transition rate to secondary school	72	39	96.3
Children reaching the eighth grade of primary	81	73	97.9
Attendance to early childhood education	5	7	50.2

Achievement: The results of the *Multiple Indicator Cluster Survey 2014* show that the participation of children from Roma settlements in education is lower compared to the national level. The most room for improvement is recorded in the indicator *attendance to early childhood education* (early childhood education programmes are attended by only 5% of the Roma boys and 7% of the Roma girls aged 3-5). On the other hand, the smallest gap between the results for children from Roma settlements and children from Serbia as a whole is found in the area of social-emotional development and learning for children aged 3-5, as measured by the *early child development index*. By sex, there are discernible discrepancies in the *intake rate in primary education* (76% of Roma girls enrol in primary school, compared to 63% of Roma boys) and *transition rate to secondary school* (only 39% of the girls who complete primary school enrol in secondary school, while 72% of the boys who complete primary school enrol in secondary school). A comparison between girls from Roma settlements and all girls in the territory of Serbia reveals a gap in the *transition rate to secondary school* (2.5 times fewer Roma girls enrol in secondary school compared to girls from Serbia as a whole), while the gaps between boys from Roma settlements and boys from the general population (except for attendance to early childhood education) are the widest in the net intake rate in primary education (boys from the general population are 1.5 times more likely to enrol in primary school than boys from Roma settlements).

Operational objective 1: Ensure that Roma children have equal opportunities for early childhood development and learning

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.

Total budget			
Planned budget (2016)			
Spent budget (2016)	RSD 792,200.00		
Indicators for operational objective 1:	Baseline (2010)	Milestone (2014)	Change
<u>Attendance to early childhood education</u> : Percentage of children aged 3-5 years who are attending an early childhood education programme, of whom 40% are girls	8.2	5.7	↓
<u>Support for learning</u> : 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.	67.2	68	↑
<u>Availability of children's books</u> : percentage of children under age 5 who have 3 or more children's books	23.1	11.9	↓
<u>Availability of playthings</u> : percentage of children under age 5 who have 3 or more types of playthings	54.4	53.2	↓
<u>Inadequate care</u> : percentage of children under age 5 left alone or in the care of another child younger than 10 years of age for more than one hour at least once in the last week	4.7	3.6	↓
<u>Early child development index</u> : 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, and learning.	88.3	83.3	↓
<u>School readiness</u> : percentage of children in first grade of primary school who attended pre-school during the previous school year, of whom 40% are girls.	78	79.9	↑
Achievement: According to the most recent data available, obtained through the <i>Multiple Indicator Cluster Survey 2014</i> , progress is observed among pre-school-age children. Greater learning support to children aged 3-5 from adults (by 2.8 pp) and a higher percentage of pre-school-age children attending pre-school programmes (by 1.9 pp) resulted in higher school readiness, as well as a higher percentage of children enrolled in the first grade of primary school. On the other hand, most indicators observed individually recorded a decline, in particular the availability of playthings (drop by 11.2 pp).			
Measures implemented under objective 1 in 2016			
Measure 1.1.1: 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* (full-day, half-day).			
<u>Activity</u> Analyse the needs, create special and accessible programmes for children up to three years of age and for adults	In the next reporting period.	<u>Planned budget (2016)</u>	
		<u>Spent budget (2016)</u>	

* Aligned with the Action Plan for Negotiating Chapter 23.

responsible for their development and learning (parents/foster parents/guardians and teachers), in the family, community and preschool institutions.			
	Roma men	Roma women	Total population
<u>Activity</u> 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).	Inclusion of more Roma children and parents in early childhood development support programmes under the “equity” component of the “Inclusive Pre-School Education” project, to be implemented by the MoESTD in cooperation with partners (UNICEF, Novak Djokovic Foundation, Red Cross, Ministry of Health, Ministry of Finance, Ministry of Labour, Employment, Veteran and Social Affairs, Ministry of Public Administration and Local Self-Government etc.), with funding from a World Bank loan. The focus of the equity component is on designing mechanisms to provide cross-sectoral community-based support to the families of children up to 3 years of age, from vulnerable groups, in particular of Roma ethnic background. There are plans to develop community-based support programmes for Roma families aimed at developing family functioning and building parenting skills to support child development, and developing healthy lifestyles.		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
<u>Activity</u> Organize various shorter-duration preschool education programmes for children aged 3-5.5 years (20% of children from vulnerable social groups).	Under the “Inclusive Pre-School Education” project, to be implemented by the MoESTD in cooperation with partners (UNICEF, Novak Djokovic Foundation, Red Cross, Ministry of Health, Ministry of Finance, Ministry of Labour, Employment, Veteran and Social Affairs, Ministry of Public Administration and Local Self-Government etc.), with funding from a World Bank loan, under the “coverage” component, possibilities are sought to provide free-of-charge attendance of at least four hours’ pre-school programme by children aged 3-5.5, especially those from vulnerable groups.		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
<u>Activity</u> 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.	Increased enrolment of Roma children aged 3-5 in preschool institutions should be aided by the “Inclusive Preschool Education” project, worth EUR 50 million, to be implemented by the MoESTD in cooperation with partners. The MoESTD implemented a range of activities with a view to project preparation – studied international good practices, analysed the current situation and prepared a draft project document. A broad coordination meeting was organised with		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>

	<p>representatives of the relevant MoESTD units, professional associations, representatives of the academia, Institute for Education Development (IED), Institute for Education Quality Evaluation (IEQE), Red Cross, Association of Teaching Assistants of Serbia (ATAS), SIPRU, FOS, civil society organisations. It was agreed that project activities should be implemented under three components: 1. increasing coverage, 2. enhancing quality and 3. enhancing the equity of the preschool education system. The following activities were implemented during the reporting period: In July 2016, a two-day technical meeting titled “Preschool Education Tailored to Every Child” was held for preschool institution directors and education advisers; the following topics were addressed at the meeting: prevention of violence and discrimination in the education system, with emphasis on the preschool education (PSE) system; potential funding sources for preschool institutions through applications for funding from various European funds and drafting project proposals to facilitate increased coverage and enhanced equity of the system; increasing the coverage and quality of PSE for children aged three to five and a half through diversifying supply and modernising the approach – the project “Kindergartens without Borders 2 – Quality Inclusive Preschool Education in Serbia”; proactive role of preschool institutions (PSI) and local governments (LG) in increasing coverage and providing additional support for preparatory preschool programme (PPP) attendance; PSI and LG activities to increase the coverage of children by the preparatory preschool programme; child transition and procedures for the involvement of personal attendants in preschool institutions. By designing the activities and further steps to be taken by preschool institutions, the directors considered the issue of inclusion of children from vulnerable groups and the provision of additional support in preschool institutions.</p> <p>In this reporting period, the Social Inclusion and Poverty Reduction Unit provided support to the MoESTD in preparing the Sector Reform Contract for the IPA 2016 programme to raise the participation of Roma children and students in pre-university education and reduce the dropout rate in accordance with the Strategy for Social Inclusion of the Roma in the Republic of Serbia.</p> <p>In addition, the City of Belgrade and Save the Children International formed a working group for the development of a protocol on street-involved children.</p>	<p>RSD 94,000.00 (source 06 – Grants from international organisations – UNICEF, Joint Programme for Roma and Marginalized Groups Inclusion)</p>
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	A regional conference of drop-in centres and day centres for street-involved children was organised as well. The preparatory activities for the launch of the “Inclusive Preschool Education” project include situation analysis, project component planning and development of the project feasibility assessment document. The third coordination meeting was held; at the meeting, members of the advisory body discussed different options for project implementation.		
	Roma men	Roma women	Total population
Measure 1.1.2: In the period 2016-2018, contribute to the full coverage of Roma children aged 5.5 to 6.5 years 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).			
<u>Activity</u> Identify Roma children from 5.5 to 6.5 years of age who have reached the age for attending the preparatory preschool programme.	Continuous information provision to the key stakeholders at the local level about the forthcoming project activities under the “Inclusive Preschool Education” project, implemented by the Ministry of Education, Science and Technological Development, to ensure their proactive role in the process. Local governments were informed that, after the formation of local cross-sectoral teams (mobile teams), each municipality should: map the needs of Roma children at the local community level, assess the support needed for inclusion in preschool education at age 3-5.5 and develop community-based programmes focused on providing support to Roma children and families to address the identified needs of the most vulnerable population.		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
<u>Activity</u> Organize activities for increasing the coverage of Roma children of relevant age by the preparatory preschool programme.	A campaign for enrolment in the preparatory preschool programme and primary school in school year 2015/16 was conducted and guidelines for the campaign for school year 2016/17 prepared. Records show that 953 children enrolled in the PPP during the campaign. The third meeting of the SCTM Network on Roma Affairs gathered 125 participants: representatives of 32 LGs and 11 metropolitan municipalities. Activities to be implemented under the “Inclusive Preschool Education” project were presented. The participants were informed about grants to be awarded to municipalities for projects and activities to support the implementation of the Action Plan for Roma Inclusion in Education. At least 300 PSI associates, teachers and directors were informed about the forthcoming activities and invited to initiate and advocate the launch and design of early child		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
			RSD 12,200.00 (source 06 – Grants from international organisations – UNICEF, Joint Program for Roma and Marginalized Groups Inclusion)

	support programmes for Roma children at the local community level and to actively participate in local teams.	
	Roma men	Roma women
<u>Activity</u> Increase the quality of PSE programmes: - PSI 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 teaching assistants (TA) engaged - Progress in the development and learning of Roma children is monitored and supported - Institutions pay attention to the transition along the PSI-PS relation	In the next reporting period.	<u>Planned budget (2016)</u>
		<u>Spent budget (2016)</u>
	Roma men	Roma women
Measure 1.1.3: Provide additional educational, social and healthcare support to children.		
<u>Activity</u> Regulate support for poor families to attend PSE from the earliest age (LGs recognize, organize and finance additional support and services at the local level: free programmes, secured materials, transport, food, clothes...)	Under the "Inclusive Preschool Education" project, in November 2016, the MoESTD and partners agreed on the following: Under project component 3: Support to children and families (worth about USD 9 million), it was agreed that further strengthening of early education of children aged 3 to 5 should be pursued through a child-centred support system, by running a national communication campaign and implementing programmes to reach vulnerable children and families with a view to providing support to early development. The national campaign should be aimed at raising parents' and local-level decision-makers' awareness of the importance of the early years and improving parental competencies to promote child development by early stimulation, play and positive interaction, good health practices and nutrition practices at home; providing information about a range of available community-based services to support the overall development of their children (including the areas of health, nutrition, early detection of developmental disabilities, social protection and early learning); and the importance of attending preschool programmes. In addition, under this component, grants should be awarded to selected municipalities to address the key	<u>Planned budget (2016)</u>
		<u>Spent budget (2016)</u>

	challenges compromising the well-being of young children in vulnerable groups such as the Roma, children with developmental disabilities and children of low economic status. Local governments would apply for grants and have a leading role in municipal teams that should develop support programmes for children and families through cooperation between the local government and non-governmental bodies, all stakeholders and communities.	
	Roma men	Roma women
<u>Activity</u> 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 LG to provide various forms of additional support to Roma children proposed by the ISC.	Between January and March 2016, together with representatives of the Office for Cooperation with Civil Society, the MoESTD Social Inclusion Unit organised and participated in the panel for the selection of CSO candidates for representatives in the Joint Body, with a view to the establishment of the Joint Body for support to social inclusion, support to the operation of and coordination of oversight of inter-sectoral committees (ISCs) for the assessment of needs for further educational, health and social support to children and students (hereinafter: Joint Body). The Joint Body is to be formed by the MoESTD, Ministry of Health, MoLEVSA and MoPALSG, as well as representatives of other bodies, as per ministers' decision. The Joint Body is responsible for the coordination and monitoring of the operation of inter-sectoral committees. In February 2016, technical meetings/training courses were organised for ISC members (in Belgrade on 10 February, in Šabac on 11 February, in Niš on 17 February) under the project "Capacity building of Intersectoral Committees (ISCs) for additional support to children for inclusion into early childhood development programmes and education", implemented by the Centre for Social Policy (CSP) and UNICEF. In the coming period, intersectoral committees are expected to assume a more prominent role in supporting Roma children in the education system. Part of the funding for community-based services aimed at the social inclusion of Roma children will be provided under the "Inclusive Preschool Education" project.	<u>Planned budget (2016)</u>
		<u>Spent budget (2016)</u>
	Roma men	Roma women
<u>Activity</u>	Improving competences for high-quality (inclusive) education contributes both to increasing the coverage	<u>Planned budget (2016)</u>

<p>Support to the development of employee competences (including TA) 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 also pertains to objective 1.2.)</p>	<p>and to improving the children/students' academic performance within the institutions they attend. With a view to improving education institutions' employee competencies for the provision of additional educational support to children from vulnerable groups, including the Roma community, numerous training courses were delivered: "Cooperation with parents – support to inclusive education", VelikiMali Initiative for Inclusion, UNICEF; "Contribution of external evaluation to current system-wide education quality assurance projects"; 4 technical meetings – joint activities of the Unit for Social Inclusion and school administrations; training for intersectoral committee members from all local governments; training for Inclusive Education Support Network members titled "Strengthening the competencies of Inclusive Education Support Network members"; 5 technical meetings titled "Preschool education tailored to every child"; panel "Inclusive education through the eyes of students and parents"; round-table discussion "Inclusive education policies and practices in Serbia"; technical meeting "Teachers to teachers"; presentation of action plans and strategic measures to improve the inclusiveness of PSE. The Unit for Social Inclusion, in cooperation with UNICEF and the CSO VelikiMali Initiative for Inclusion, launched the free "Info-line for parents – support to inclusive education", which started operation on 11 January 2016 to provide support to parents of children from vulnerable groups, including the Roma population. At the two-day technical meeting titled "Preschool Education Tailored to Every Child", organised for preschool institution directors and education advisers, one of the central topics was "Preschool institutions' activities to increase the coverage of children by the preparatory preschool programme". The Report on the implementation and impact of the campaign to increase the coverage of children by the preparatory preschool programme in school year 2015/16 was presented and a new campaign was launched. A memo from the Minister required all preschool institutions to submit activity plans for increasing the coverage of children from vulnerable groups by the preparatory preschool programme (as part of their annual work plans) to the competent school administrations by 15 July of the current year; the preschool institutions complied with this requirement.</p> <ul style="list-style-type: none"> · Preschool institutions' activities to increase the coverage of children aged 3.5-5.5 by the preschool programme – Improving the mechanisms for high- 	<p><u>Spent budget (2016)</u></p> <p>RSD 686,000.00 (source 06 – Grants from international organisations – UNICEF, Joint Program for Roma and Marginalized Groups Inclusion)</p>
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	<p>quality entry into preschool education and transition to higher education levels for all children. During the reporting period, the MoESTD, in cooperation with the World Bank office in Serbia, held consultative workshops on improving the accessibility, quality and equity of preschool education. In June 2016, three workshops were held: in Ruma, Loznica and Kovin, and in September – in Surdulica, Kruševac, Leskovac, Zaječar, Paraćin and Belgrade. The ATAS and the MoESTD held the conference titled "Teaching assistance in the education system of the Republic of Serbia at a development milestone – good practice examples, challenges, vision for the future"; the results of previous year's campaign to increase the coverage of Roma children by the mandatory PPP were discussed at the conference, as were ways to improve the activities of teaching assistants, as well as other key partners during the current year's campaign (80 participants: ATAS members and representatives of the key partner institutions and organisations).</p>		
	Roma men	Roma women	Total population

Operational objective 2: Provide quality primary and secondary education for Roma children/youth

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.

Total budget			
Planned budget (2016)	RSD 143,556,402.16		
Spent budget (2016)	RSD 153,060,402.16		
Indicators for operational objective 2:	Baseline (2010)	Milestone (2014)	Change
<u>Net intake rate in primary education</u> : percentage of children of school-entry age who enter the first grade of primary school	90.9	69.1	↓
<u>Primary school net attendance ratio</u> : percentage of children of primary school age currently attending primary or secondary school	88.5	84.9	↓
<u>Secondary school net attendance ratio</u> : percentage of children of secondary school age currently attending secondary school or higher	19.3	21.6	↑
<u>Children reaching last grade of primary</u> : percentage of children entering the first grade of primary school who eventually reach last grade	89.9	77	↓
<u>Primary completion rate</u> : number of children attending the last grade of primary school (excluding repeaters) divided by number of children of primary school completion age (age appropriate to final grade of primary school)	35	64	↑

<u>Transition rate to secondary school</u> : 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	68.1	58.7	↓
<u>Gender parity index (primary school)</u> : primary school net attendance ratio for girls divided by primary school net attendance ratio for boys	0.96	1.01	↑
<u>Gender parity index (secondary school)</u> : secondary school net attendance ratio for girls divided by secondary school net attendance ratio for boys	0.72	0.53	↓

Achievement: Among the primary and secondary education indicators obtained through the *Multiple Indicator Cluster Survey*, progress was achieved in the primary completion rate (29 pp higher in 2014 relative to 2010) and the secondary school net attendance ratio (2.3 pp higher in 2014 relative to 2010). However, the intake rate in primary education recorded a downward trend (21.8 pp lower in 2014 relative to 2010), and the percentage of children enrolling in the eighth grade of primary school was on the decline as well (12.9 pp lower in 2014 relative to 2010). With regard to the gender breakdown of the children from Roma settlements attending primary and secondary education, the number of girls attending primary school was discernibly higher than the number of boys of the same age (5 pp higher in 2014 relative to 2010 compared to boys), while the gender parity index in secondary school showed that boys were at an advantage (the number of girls was 19 pp lower in the period of 2010-2014 compared to boys).

Measures implemented under objective 2 in 2016

Measure 1.2.1: Ensure the efficient implementation of existing regulations on intake in primary education to ensure timely enrolment in the mainstream primary education system and prevent unjustified enrolment of Roma children in special primary education or special classes within the mainstream primary education system, especially of children living in Roma settlements and indigent children.

<u>Activity</u> 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.	In the next reporting period.		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
<u>Activity</u> 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.	In the next reporting period.		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
<u>Activity</u>			<u>Planned budget (2016)</u>

<p>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.</p>	In the next reporting period.		<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
<p><u>Activity</u> 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>	<ul style="list-style-type: none"> The MoESTD, in cooperation with the Social Inclusion and Poverty Reduction Unit and the ATAS, prepared conclusions and recommendations based on an assessment of the impact of teaching assistants' work on the process of raising the coverage and improving the education of Roma children/students. Under the project "We Are Here Together – European Support to Roma Inclusion", at the University of Kragujevac, on 20 October 2016, certificates were presented to 174 teaching assistants, who had completed accredited training modules at the Life-Long Learning Centre of the University of Kragujevac. A Working Group is being formed to amend the existing Rulebook on the Teaching Assistant Training Programme, develop a framework for the teaching assistant job description, education type and level and training programme, performance quality standards, and deal with the rationalisation of the teaching assistants' network, recruitment of new teaching assistants and their labour status, in accordance with Art. 121, para. 12 of the Law on the Foundations of the Education System (<i>Official Gazette of the RS Nos 72/2009, 52/2011 and 55/2013</i>). The TA network will be strengthened by recruiting 50 additional TAs by school year 2018/19. 		<u>Planned budget (2016)</u> RSD 103,556,402.16
			<u>Spent budget (2016)</u> RSD 103,556,402.16
	Roma men	Roma women	
			Total population
<p><u>Activity</u> 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>In the first phase of the "Combating Early School Leaving in Serbia" project (MoESTD in partnership with CEP and UNICEF), a baseline study was performed to map the situation in the 10 schools participating in the project. The conference "How to stay in school: Preventing early school leaving from the education system in the Republic of Serbia" was held; the data obtained during the project were presented at the conference. According to the data, significant results were achieved in all 10 schools involved in piloting the project and the dropout rate was reduced</p>		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>

	by 66.1%. During the implementation of this phase, tools for the recognition of dropout risk were developed for teachers. The tools were tested in pilot schools and yielded good results. On the basis of risks identified by applying the tools, different tailored support measures were planned and implemented; they proved to be the most effective for students at risk of dropout and contributed to achieving the abovementioned reduction in the dropout rate. It was found that schools were able to influence even those factors that were commonly thought to be beyond their reach – severe poverty, serious family problems and serious behavioural problems, through engaging in cooperation with other relevant partners at the local level and involving parents. Project results included the development of three manuals for teachers.		
	Roma men	Roma women	Total population
<u>Activity</u> 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, 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.	In the next reporting period.		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
Measure 1.2.2: 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.			
<u>Activity</u> 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).	The Rulebook on the measures and procedure for the enrolment of students – members of the Roma national minority in secondary schools under more advantageous conditions for the achievement of full equality (Official Gazette of RS No 12/2016) was adopted in early February 2016. At the same time, all school administrations received instructions for the application of this Rulebook, as well as the model student application for affirmative action. School administrations forwarded this information to all primary schools in the Republic of Serbia. Primary schools submitted the collected data on the students who applied for affirmative action. Through the application of this Rulebook, in school year 2016/17, primary schools submitted applications for a total of 2,101 Roma students		<u>Planned budget (2016)</u> No specific budget was planned for this activity, since it was implemented as part of student enrolment in secondary school.
			<u>Spent budget (2016)</u> The enrolment of Roma students in secondary schools was performed as part of the regular

	<p>to benefit from affirmative action. A total of 1,632 Roma children enrolled (840 males, 792 females).</p> <p>A total of 1607 children enrolled in the first enrolment cycle.</p> <ul style="list-style-type: none"> · 955 Roma children (without social support) – 499 M, 456 F; · 652 Roma children (with social support) – 332 M, 320 F; <p>In the second enrolment cycle, a total of 25 children enrolled.</p> <ul style="list-style-type: none"> · 15 Roma children (without social support) – 6 M, 9 F; · 10 Roma children (with social support) – 3 M, 7 F; <p>Enrolment in the desired school:</p> <ol style="list-style-type: none"> 1. choice – 72.6 % of those who applied for affirmative action enrolled 2. choice – 13.2 % 3. choice – 5.8 % 4. choice – 2.7 % 5. choice – 2.1 % 6. choice – 1.3 % 		activities of the Department for Secondary and Adult Education.
	Roma men	Roma women	Total population
<p><u>Activity</u></p> <p>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.</p>	<ul style="list-style-type: none"> · In the first phase of the “Combating Early School Leaving in Serbia” project (MoESTD in partnership with CEP and UNICEF), a baseline study was performed to map the situation in the 10 schools participating in the project. The study identified schools’ practices with regard to the implementation of legally stipulated measures to prevent dropout and will serve as the point of reference for the analysis of the final study. The conference “How to stay in school: Preventing early school leaving from the education system in the Republic of Serbia” was held; the data obtained during the project were presented at the conference. According to the data, significant results were achieved in all 10 schools involved in piloting the project and the dropout rate was reduced by 66.1%. During the implementation of this phase, tools for the recognition of dropout risk were developed for teachers. The tools were tested in pilot schools and yielded good results. On the basis of risks identified by applying the tools, different tailored support measures were planned and implemented; they proved to be the most effective for students at risk of dropout and contributed to achieving the abovementioned reduction in the dropout rate. It was found that schools were able to influence even those factors that were commonly thought to be beyond 		<p><u>Planned budget (2016)</u></p> <p>Scholarships for Roma students: IPA 2012 – TARI project Total: RSD 40,000,000.00</p>
			<p><u>Spent budget (2016)</u></p> <p>Scholarships for Roma students:</p> <ol style="list-style-type: none"> 1. IPA 2012 – TARI project: 520 students Monthly scholarship amount: RSD 3900.00 per student Total: RSD 25,000,000.00 200 mentors Amount paid per student: RSD 2900.00 Payments for 10 months

	<p>their reach – severe poverty, serious family problems and serious behavioural problems, through engaging in cooperation with other relevant partners at the local level and involving parents. Project results included the development of three manuals for teachers.</p> <ul style="list-style-type: none"> Through the IPA 2012 – TARI project, 520 scholarships were awarded to Roma students from the first to the fourth grade of secondary school (three- and four-year qualification profiles) with average grades from 2.5 to 3.5 for school year 2015/16. Support in inclusion, learning and progress was provided to these students by 201 teachers – mentors who had received training in mentoring. In schools that had scholarship beneficiaries for the first time, new mentors were selected to provide support to students and monitor their progress and regular attendance of classes and extra-curricular activities. The students who met the set criteria received scholarships for the period of September 2015 – January 2016. The monthly scholarship amount was RSD 3900. A total of 176 Roma students with excellent performance received regular monthly scholarships from the national budget. The monthly scholarship amount was RSD 5400. The award of scholarships was continued in school year 2016/17. Through the IPA 2012 – TARI project, 520 scholarships were awarded to Roma students from the first to the fourth grade of secondary school (both three- and four-year qualification profiles). The mentors continued working and regularly monitoring students' status according to all the adopted criteria. The students receiving scholarships from the national budget were monitored through the affirmative action system. First- and second-grade secondary schools students who would receive scholarships during this school year were selected through an open call. One of the results of this activity is that all students who improved their academic performance retained their scholarships; 200 mentors/secondary school teachers provided assistance and support to Roma students in class and extra-curricular activities. The students who met the set criteria received scholarships for the period of September 2015 – 	<p>Total: RSD 15,000,000.00</p> <p>2. RS budget 176 students Monthly scholarship amount: RSD 5400.00 per student Total: RSD 9,504,000.00</p>
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	<p>January 2016. The monthly scholarship amount was RSD 3900.</p> <ul style="list-style-type: none"> By the end of March 2017, all the planned scholarships will be disbursed to Roma students attending secondary school in the Republic of Serbia, as well as to the mentors/secondary school teachers providing assistance and support to Roma students – scholarship beneficiaries in regular classes and extra-curricular activities. This TARI project component will end in this scholarship disbursement period. The scholarship provision process will continue under a new IPA 2014 project; financing agreements were signed and implementation is expected to start in the second half of 2017. For school year 2016/17, the MoESTD awarded 150 scholarships to Roma secondary school students with excellent performance. 		
	Roma men	Roma women	Total population
<p><u>Activity</u></p> <p>Strengthen the professional capacities of secondary schools to ensure that they are ready to provide an adequate response 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.</p>	<p>Through the “Combating Early School Leaving in Serbia” project (MoESTD in partnership with CEP and UNICEF), implemented in 10 schools (4 primary and 6 secondary schools), a functional model for dropout prevention was developed. The Early Warning and Intervention System (EWIS) was designed and tested, school capacities to implement activities geared towards dropout prevention were increased (about 60% of the teachers from each school completed at least one training course focused on strengthening dropout prevention capacities), and a system for efficient support provision was established (including remedial teaching, peer support and cooperation with the local community) and successfully implemented at the school level. The data provided by schools showed markedly positive project results and impacts, reflected primarily in dropout rate reduction by as much as 53.2% relative to the year preceding project launch; the figure refers to the dropout rate at the level of all involved schools, and secondary vocational schools recorded a particularly prominent dropout rate reduction. Through the “Combating Early School Leaving in Serbia” project (MoESTD in partnership with CEP and UNICEF), the capacities of 10 mainstream primary and secondary schools to successfully apply a system for early identification of students at risk of dropping out and to plan and implement intervention measures were enhanced. New measures and activities were also introduced; these included peer support, increased</p>		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>

	parental participation in school life, improving the modality of remedial teaching delivery, as well as strengthening cooperation between schools and local communities. A plan for the implementation of the successful measures throughout the Serbian education system was developed.		
	Roma men	Roma women	Total population
Operational objective 3: Provide effective and efficient mechanisms for identifying various forms of discrimination against Roma persons			
Provide effective and efficient mechanisms for identifying various forms of discrimination against Roma persons, for preventing and intervening in cases of discrimination.			
Total budget			
Planned budget (2016)			
Spent budget (2016)			
Indicators for operational objective 3:		Baseline (2010)	Milestone (2014)
Number of cases of discrimination against the Roma on an annual basis			
Number of registered and reported cases of discrimination against the Roma in primary and secondary schools			
Number of reports on actions taken in cases of discrimination against the Roma			
Achievements:			
Measures implemented under objective 3 in 2016			
Measure 1.3.1: 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.			
<u>Activity</u> 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.	In view of the importance of preventing and combating discrimination in society, the MoESTD prepared and adopted the Rulebook on the Detailed Criteria for Recognising Acts of Discrimination Committed by Staff, Children, Students or Third Parties in an Educational Institution (<i>Official Gazette of RS No 22/2016</i>) in February 2016. In May 2016, a working group was formed to prepare the Guidelines for the implementation of this Rulebook. The working group consists of experts from the relevant MoESTD departments, Office for Human and Minority Rights, MoPALSG, Ministry of Health, Ministry of Justice, SIPRU, while representatives of independent authorities – the Ombudsman and the Commissioner for the Protection of Equality– participate in the capacity of observers. The level of commitment required by the Guidelines is satisfactory, and the application of the		<u>Planned budget (2016)</u> Regular budget funds
			<u>Spent budget (2016)</u>

	<p>Rulebook will be expanded to involve other community stakeholders beside schools, while the mandate of the existing school teams for the protection against violence will be expanded to include protection against discrimination. Within the existing working group, a narrower technical group will be formed to align the text of the Guidelines with the existing legal provisions and practice.</p> <p>The working group for the development of the Guidelines will also design desegregation measures. It continued its activities on the basis of the Manual for Preventing Segregation/Development of Inclusive Enrolment Policies and Desegregation of Schools and Classes, developed by a group of experts under a UNICEF project.</p>							
	<table> <tr> <th>Roma men</th><th>Roma women</th><th>Total population</th></tr> <tr> <td></td><td></td><td></td></tr> </table>	Roma men	Roma women	Total population				
Roma men	Roma women	Total population						
<p><u>Activity</u></p> <p>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.</p>	<p>Under the project “Support to the implementation of anti-discrimination regulations in education”, implemented by the MoESTD, UNICEF and the Commissioner for the Protection of Equality, after the adoption of 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, three manuals for recognising and responding to discrimination in education will be prepared – for teaching staff, parents and students. A set of training courses will then be organised for teachers, education inspectors, advisers, school principals, school administrations, with a view to improving the capacities for the implementation of the Rulebook.</p>	<p><u>Planned budget (2016)</u></p> <p>No budget planned for 2016.</p>						
	<table> <tr> <th>Roma men</th><th>Roma women</th><th>Total population</th></tr> <tr> <td></td><td></td><td></td></tr> </table>	Roma men	Roma women	Total population				<p><u>Spent budget (2016)</u></p>
Roma men	Roma women	Total population						
<p><u>Activity</u></p> <p>Support to the development of employee competences (including TA) required for quality inclusive preschool education:</p>		<p><u>Planned budget (2016)</u></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 *(the activity also pertains to objective 1.2.)	In the next reporting period.		<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
Operational objective 4: Create the conditions for expressing the identity, fostering the language and culture and exercising all minority rights			
Create the conditions for expressing the identity, fostering the language and culture and exercising all Roma minority rights in education.			
Total budget			
Planned budget (2016)			
Spent budget (2016)	RSD 12,200,000.00		
Indicators for operational objective 4:	Baseline (2015)	Milestone (2016)	Change
Number of Roma students attending the elective course “The Roma Language with Elements of Culture”		2,264	
Number of schools in which “The Roma Language with Elements of Culture” is taught as an elective course		72	
Number of teachers teaching the Roma language in primary schools		55	
The syllabus for the course “The Roma Language with Elements of Culture” improved.			
Achievement:			
Measures implemented under objective 4 in 2016			
Measure 1.4.1: 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.			
Activity: Conduct research on the Roma language, culture and identity, in keeping with scientific research standards.	In the next reporting period.		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
Activity: Improve opportunities for learning the native language and			<u>Planned budget (2016)</u>

<p>elements of ethnic culture in schools, by preserving the status of elective courses and developing optional and other extracurricular activities, and by providing the means for the implementation of optional extracurricular activities.</p>	<ul style="list-style-type: none"> · The Department for the Roma Language at the Faculty of Philology in Belgrade started operating in school year 2015/16. · The MoESTD, in cooperation with the Centre for Continuing Education and Evaluation of the Faculty of Philology of the University of Belgrade and the Roma National Minority Council, launched a one-month course for Roma language teachers. The course was delivered in June/July 2015. A total of 23 future Roma language teachers received certificates of A1 and A2 levels. In 2016, at the Centre for Continuing Education and Evaluation of the Faculty of Philology of the University of Belgrade, 47 new participants obtained certificates for teaching <i>The Roma Language with Elements of National Culture</i>. · In school year 2015/16, in 18 primary schools in Central Serbia, <i>The Roma Language with Elements of National Culture</i> was introduced as an elective course. In the territory of the AP of Vojvodina, this elective course was taught in 42 primary schools and covered 1000 students. · In school year 2016/17, a total of 2264 students attended the elective course <i>The Roma Language with Elements of National Culture</i> in 72 primary schools in Serbia. · A total of 55 teachers taught <i>The Roma Language with Elements of National Culture</i>. 		<p><u>Spent budget (2016)</u></p> <p>Wages of <i>The Roma Language with Elements of National Culture</i> teachers – RSD 12,200,000.00.</p>
	Roma men	Roma women	Total population
<p><u>Activity</u></p> <p>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.</p>	<p>The MoESTD launched an open call for applications for the approval of textbooks for the elective course <i>The Roma Language with Elements of National Culture</i> for the first, second, third and fourth grades of primary education, with a deadline until December 2016. The Rulebook on the Textbook Plan (<i>Official Gazette of RS – Education Gazette No 9/16</i>) provides that the following textbooks are used for this elective course:</p> <p>1st grade – <i>Počelnica (Beginner's Primer)</i>, picture book for the first grade of primary school;</p> <p>2nd grade – Primer for the second grade of primary school;</p> <p>3rd grade – Reader for the third grade of primary school; <i>The Roma Language with Elements of National Culture</i> – workbook with grammar for the third grade of primary school;</p> <p>4th grade – Reader for the fourth grade of primary school; <i>The Roma Language with Elements of National Culture</i> –</p>		<p><u>Planned budget (2016)</u></p> <p>Not planned in 2016.</p>
			<p><u>Spent budget (2016)</u></p>

	workbook with grammar for the fourth grade of primary school; These textbooks are planned to be printed by the beginning of school year 2017/18.		
	Roma men	Roma women	Total population
Operational objective 5: Ensure higher representation of the Roma in the student population and education of Roma experts			
Ensure higher representation of the 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.			
Total budget			
Planned budget (2016)			
Spent budget (2016)			
Indicators for operational objective 5:	Baseline (2015)	Milestone (2016)	Change
Number of Roma men and women who continue their education at higher education institutions after secondary school (number of the Roma enrolling in faculties and colleges)	96 (43 M; 53 F)	175 (85 M; 87 F)	↑
Proportion (in %) of the Roma population with a higher education degree in the total Roma population	60		
Number of student scholarships awarded to members of the Roma population	74	93	↑
Number of student loans awarded to members of the Roma population	42	34	↓
Number of Roma men and women graduating from higher education institutions			
Number of Roma professionals in professions of particular relevance for the Roma community			
Achievement: The implementation of the <i>Affirmative action programme for enrolment in higher education institutions founded by the Republic of Serbia</i> facilitated an increase in the number of the Roma enrolling in the first year of studies at colleges and faculties by 82% year-on-year. In addition, from the aspect of gender equality, both in the current and the preceding year, female students accounted for the majority, although the number of male students recorded a faster growth (by 97% year-on-year, compared to a 64% year-on-year growth in the number of female Roma students). Given that the number of student scholarships and loans awarded to Roma students is on the increase, the upward trend in the number of enrolled students, as well as the number of those graduating from colleges and faculties, is expected to continue.			
Measures implemented under objective 5 in 2016			
Measure 1.5.1: Provide support to young Roma who have successfully completed four-year secondary education in preparing for enrolment, career guidance and further education.			
Activity Organise training for pedagogues-psychologists in secondary education institutions about the specific needs of Roma students in career guidance.	In the next reporting period.		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population

<u>Activity</u> 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.	Under the affirmative action programme for enrolment in higher education institutions founded by the Republic of Serbia, 96 students (43 M; 53 F) enrolled in academic year 2015/16. Under the affirmative action programme for enrolment in higher education institutions founded by the Republic of Serbia, 175 students (87 F; 85 M) enrolled in academic year 2016/17. The Technical Instructions for managing the enrolment in first year study programmes for basic and integrated studies at higher education institutions are adopted each academic year and stipulate the documentation to be submitted by candidates. Students who pass the entrance examination are eligible for enrolment in higher education institutions under the affirmative action programme for the enrolment of members of the Roma national minority within the quota of up to 1%. When enrolling in subsequent years of studies, students who enrolled under the affirmative action programme as budget-funded students are not ranked together with other students; instead, they retain the status of budget-funded students if they achieve 36 ECTS credits in accordance with the Law on Higher Education. Faculties are required to keep records in their information systems about the students who enrolled in the first year of studies under the affirmative action programme and attained the right to budget funding. The students who enrolled under the affirmative action programme as budget-funded students are eligible for accommodation and meals under the terms and conditions of the Open Call for admission of higher education students in the Republic of Serbia to student accommodation and nutrition institutions, which is launched each year and reserves 10% of the places for the beneficiaries of the affirmative action programme.		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
<u>Activity</u> Improve the Call for the award of student loans and scholarships to students of higher education institutions to enable the ranking of students enrolling in university	<ul style="list-style-type: none"> In academic year 2015/16, 74 student scholarships and 42 student loans were awarded. A total of 65 Roma students gained access to student living standards institutions under more advantageous terms on the grounds of membership in the Roma ethnic community in academic year 2015/16. 		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>

courses of particular relevance for the Roma community.	· In academic year 2016/17, 93 student scholarships and 34 student loans were awarded.			
	Roma men	Roma women	Total population	
<u>Activity</u> Improve the Call 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.	Planned for the next reporting cycle.		<u>Planned budget (2016)</u>	
			<u>Spent budget (2016)</u>	
	Roma men	Roma women	Total population	
Operational objective 6: Provide high-quality primary and secondary education to Roma youth and adults who have no education				
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.				
Total budget				
Planned budget (2016)	RSD 493,455,321.87			
Spent budget (2016)	RSD 373,640,634.24			
Indicators for operational objective 6:		Baseline (2015)	Milestone (2016)	Change
<u>Literacy rate of young women:</u> 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		76.5	80.1	↑
Illiteracy rate of Roma population aged over 10		15.1 (9.2 M; 21.1 F)		
Percentage of Roma youth and adults completing primary and secondary education and included in adult education programmes		60 (40 F)		
Achievement:				
Measures implemented under objective 6 in 2016				
Measure 1.6.1: Regulate and improve primary and secondary education of youth and adults who have no education or have dropped out of school.				
<u>Activity</u> Ensure the transition into primary schools of children below the age of 15 who are attending schools for primary education for adults.	With a view to supporting vertical and horizontal transition of children/students from vulnerable groups, including Roma children, the development of a Guide for Transition of Children in Education (UNICEF) was launched in pre-university education in the Republic of Serbia, and good practices are being collected and promoted by professional associations. The work plan of the MoESTD Unit for Social Inclusion includes the provision of support		<u>Planned budget (2016)</u>	

	for the transition of students (under the age of 15) from adult education schools to primary schools. With a view to preventing unwarranted enrolment of Roma children in adult education schools, the MoESTD sent a memo to these schools and the competent school administrations requiring them to include children in the mainstream education system, with support. As a result of last year's campaign, after September 2015, 1000 children were enrolled. A new campaign was launched in May 2016. The campaign was focused on enrolment, as well as regular attendance by children from vulnerable groups.		<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
<u>Activity</u> Optimise the network of primary and secondary schools providing primary and secondary education programmes for adults to make them accessible to the Roma.	In the next reporting period.		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
<u>Activity</u> Improve professional capacities of primary and secondary adult education teaching staff through standardized, good quality training.	<ul style="list-style-type: none"> With a view to increasing accessibility and coverage of adult education participants, a majority of whom were Roma, the following bylaws were adopted: First Annual Adult Education Plan for 2015 (Official Gazette of RS No 2/2015 dated 9 January 2015). The Report on the Implementation of the Annual Adult Education Plan for 2015 showed high coverage in adult primary education (according to the functional adult primary education model), in particular with regard to Roma participants. Adult primary education was delivered in 73 primary schools in the territories of 15 school administrations; it was attended by 5950 adults who had dropped out of primary education or had never entered it for various reasons, and were above the age of 15. Part-time secondary education was delivered in 235 secondary schools in the territories of 17 school administrations; it was attended by 2952 participants above the age of 17. Retraining, further training and specialisation were delivered in 191 secondary schools in the territories of 11 school administrations, with 8399 participants. By Government Decision, the Annual Adult Education Plan for 2016 was adopted (Official Gazette of RS No 5/2016 dated 5 February 2016); it foresaw the delivery of adult primary education in the territories of 15 school administrations, in 68 primary schools, with 6,421 participants. Part-time secondary education was delivered in 209 secondary schools in the territories of 		<u>Planned budget (2016)</u> – Functional adult primary education: RSD 419,299,548.57 – Part-time education: RSD 73,875,773.30 – Implementation of the Rulebook on publicly recognised providers: RSD 280,000.00
			<u>Spent budget (2016)</u> Spent in 201, by activity: – Functional adult primary education: RSD 327,192,950.24 – Part-time education: RSD 46,167,684.00 – Implementation of the Rulebook on publicly recognised providers: RSD 280,000.00

	<p>17 school administrations; it was attended by 4628 participants above the age of 17. According to unofficial findings, in the delivery of adult primary education, over 60% of the participants were Roma, of whom 40% were girls. Through joint activities of the MoESTD and the Ministry of Justice – Administration for the Enforcement of Penal Sanctions, steps were agreed to systematically address the issue of education of the residents of penal and correctional facilities, including those of Roma ethnicity.</p> <ul style="list-style-type: none"> · In 2015, the functional adult primary education programme was delivered in the penal and correctional facilities in Niš, Kruševac and Valjevo. · In 2016, functional adult primary education was delivered in the penal and correctional facilities in Požarevac and Sremska Mitrovica. Pursuant to the provisions of the Rulebook on the measures and procedure for the enrolment of students completing the functional adult primary education programme in secondary schools under more advantageous conditions for the achievement of full equality (Official Gazette of RS No 42/2016 dated 22 April 2016) and the Minister's Decision on the enrolment of students in secondary schools for school year 2016/17, for participants above the age of 17, the number of points scored on the basis of academic performance and school-leaving examination was increased by 30 percent of the number of points by which they fell short of 100 points. If these participants lived in families receiving financial social assistance, the number of points scored on the basis of academic performance and school-leaving examination was increased by 35 percent of the number of points by which they fell short of 100 points. This facilitated Roma students' entry into the desired secondary schools. · The Annual Adult Education Plan for 2016/17 identified priority areas on the basis of the conclusions of the Report on the Implementation of the Annual Adult Education Plan for 2015/16. The following priority areas were identified for 2017: 1. adult formal education (adult primary and secondary education); 2. non-formal adult education; 3. Implementation of the Rulebook on detailed conditions in terms of curricula, staffing, space, equipment and teaching aids for attaining the status of publicly recognised adult education provider 	
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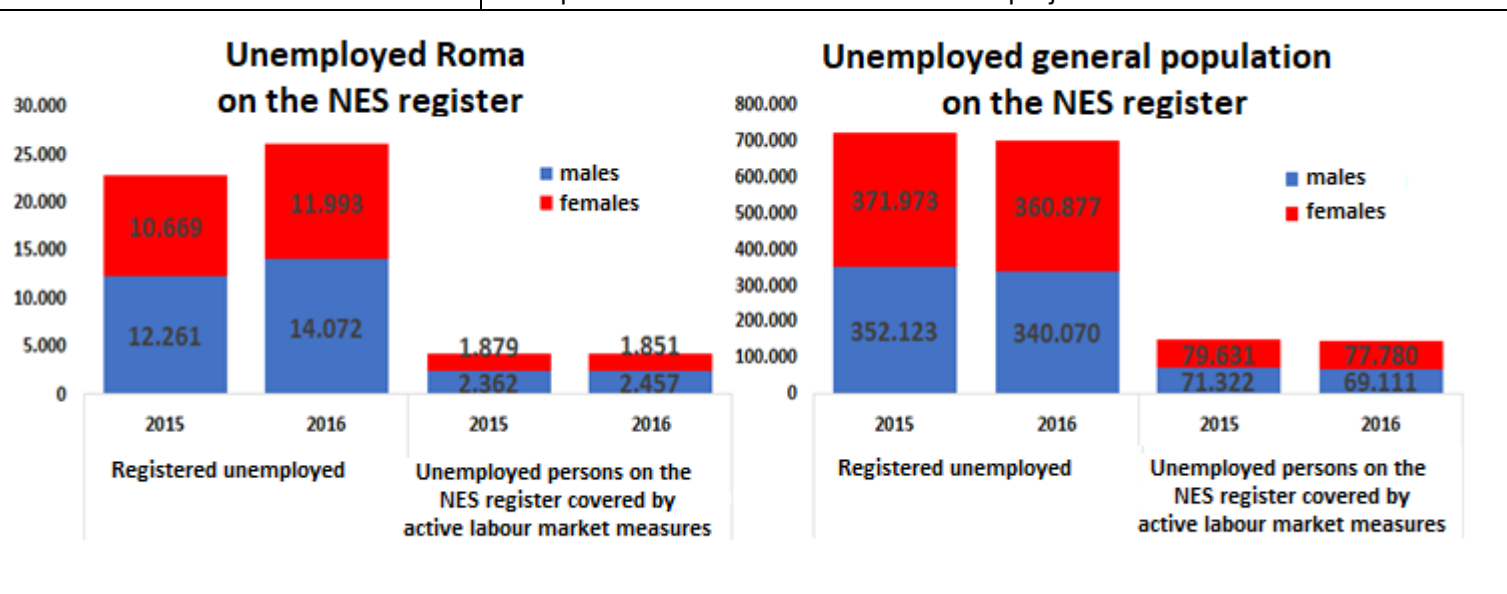
	(Official Gazette of RS No 89/2015); 4. prior learning recognition.	
	· A total of 128 applications for the accreditation of publicly recognised training providers (P RTP). The procedure was completed in respect of ten providers and they were presented with accreditation decisions.	
	Roma men	Roma women
<u>Activity</u> 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.	An initial meeting on the regulation of teaching assistance in the Serbian education system was held. The existing regulations, the analyses performed and reports on TAs' practice provided sufficient data to serve as a valid basis for the development of a rulebook on teaching assistance. In that respect, of particular importance is the comprehensive analysis titled "International Policies and Practices in Teaching Assistance in the Region and Worldwide", produced by joint efforts of the MoESTD Unit for Social Inclusion and UNICEF in Serbia, to contribute to the contextual framework for improving educational policy and practice in the area of teaching assistance in Serbia and preparations for amendments to the legislation and adoption of bylaws.	<u>Planned budget (2016)</u> Funds for adult education teaching assistants are included in the sum for teachers for the delivery of functional adult primary education.
		<u>Spent budget (2016)</u> No training was delivered. Funds for adult education teaching assistants are included in the sum for teachers for the delivery of functional adult primary education.
	Roma men	Roma women
<u>Activity</u> Develop specific support measures and teaching arrangements suited to women, especially young mothers, by facilitating child care, free transport to school, as well as instruction in Roma settlements.	In the next reporting period.	<u>Planned budget (2016)</u>
		<u>Spent budget (2016)</u>
	Roma men	Roma women
Person in charge of reporting		
Full name	Anamarija Viček	
Position	State Secretary	
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Employment

Specific objective: Encourage the participation of working-age Roma persons in the formal labour market

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.

Total budget (2016)	
Planned budget (2016)	The total national budget funds for the implementation of active labour market measures in 2016 amounted to RSD 2.8 billion, with an additional RSD 550 million provided from the Budget Fund for vocational rehabilitation and employment promotion of persons with disabilities. Additional funds were provided from LG budgets and the IPA 2012 programming cycle.
Spent budget (2016)	In 2016, a total of RSD 2,424,035,901.25 was spent from the national budget, as well as RSD 411,039,734.11 from the Budget Fund for vocational rehabilitation and employment promotion of persons with disabilities (contracted liabilities from 2016 to be disbursed in 2017 were estimated at RSD 331,315,000.00, as well as RSD 90,846,140.00 from the Budget Fund). From LG budgets, RSD 289,810,817.60 were earmarked for co-funding active labour market programmes and measures foreseen by local employment action plans (LEAP). By 31 December 2016, EUR 1,885,430.37 was spent on activities under the IPA 2012 project.



Baseline (2015)	Roma men	Roma women	Total population
	2,362	1,879	150,953 unemployed
	Total unemployed Roma on the NES register 4,241		persons on the NES register, of whom 79,631 women
Achievements (2016)	Roma men	Roma women	Total population
	2,457	1,851	146,891 unemployed
	Total unemployed Roma on the NES register 4,308		persons on the NES register, of whom 77,780 women
	<i>*Note: The total coverage of the Roma by active labour market measures in 2016 is shown.</i>		

Operational objective 1: Increase the share of working-age Roma in the formal labour market.

Increase the share of working-age Roma in the formal labour market.			
Total budget			
Planned budget (2016)			
Spent budget (2016)			
Baseline (2015)	Roma men	Roma women	Total population
	12,261	10,669	724,096 unemployed persons on the NES register, of whom 371,973 women
	Total unemployed Roma on the NES register 22,930		
	<i>*Note: Registered Roma unemployment is shown.</i>		
Achievements (2016)	Roma men	Roma women	Total population
	14,072	11,993	700,947 unemployed persons on the NES register, of whom 360,877 women
	Total unemployed Roma on the NES register 26,065		
Measures implemented under objective 1 in 2016			
Measure 2.1.1 Establish national databases of the unemployed Roma, regardless of their status in the National Employment Service register. The database would be created by the body in charge of Strategy implementation, with technical logistical support from the Statistical Office of the Republic of Serbia, as part of a single database on Strategy implementation and the status of the Roma, under the auspices of the authority responsible for Strategy management; the data would be provided by annual surveys of the Roma population from the aspect of both employment and unemployment.	The National Employment Service keeps the unemployment register. As at 31 December 2016, the number of unemployed persons on the National Employment Service unemployment register was 700,947, of whom 360,877 were women (51.48%). Out of this number, 26,065 unemployed persons (of whom 11,993 women) declared to be of Roma ethnicity, which constituted a 3.72% share in the total registered unemployment.		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
	/	/	/
Measure 2.1.2 Raise awareness of the Roma (especially those in the multiply vulnerable category) about the significance of and conditions for registering with NES as unemployed persons, i.e. about the rights and obligations of unemployed persons, with support from civil society organisations advocating the improvement of the status of the Roma.	Under the Law on Employment and Unemployment Insurance (<i>Official Gazette of RS Nos 36/09, 88/10 and 38/15, hereinafter: Law</i>), the National Employment Service (NES) and an unemployed person conclude an individual employment plan (IEP) at the latest within 90 days of registration; the plan is revised to adapt to labour market needs and the unemployed person's characteristics at least once every six months. The individual employment plan is the key instrument in working with unemployed persons and provides the basis for their participation in active labour market measures. The individual employment plan identifies		Planned budget (2016)
			<u>Spent budget (2016)</u>

	<p>the occupations for which the person concerned will be provided with jobmatching services, the activities to be taken by the person and the measures in which he/she will participate with a view to employment or employability enhancement. At the same time, during interviews with employment counsellors, the unemployed are informed of their rights and obligations, in accordance with the Law.</p> <p>In 2016, 801,583 individual employment plans were concluded (including revisions), which constituted the performance rate of 126.42% against the plan; out of these, 28,357 individual employment plans were concluded with Roma persons (12,672 Roma women). In 2016, 958,639 individual interviews had been held, of which 37,996 with members of the Roma national minority (18,750 Roma women). In addition, as part of the operation of mobile teams formed for 20 municipalities, which are required to include a NES representative, a substantial number of Roma were informed of their rights and obligations, in accordance with the Law.</p>		Given that this activity was carried out by NES staff as part of their regular work, it is not possible to state the planned and spent funds, except the cumulative amount earmarked for NES staff wages.
	<u>Roma men</u> IEPs – 15,685 Individual interviews – 19,246	<u>Roma women</u> IEPs – 12,672 Individual interviews – 18,750	<u>Total population</u> IEPs – 801,583 Individual interviews – 958,639
<u>Measure 2.1.3</u> Increase the coverage of the unemployed Roma by training under the active job search system.	Under the National Employment Action Plan for 2016 (Official Gazette of RS No 82/2015), the active job search system comprises: active job search training, self-efficiency training, workshop on coping with stress due to job loss, job club, job fairs and entrepreneurship development training. These training courses are organised by the NES and delivered by NES employment counsellors.		<u>Planned budget (2016)</u> Out of the total national budget funds earmarked for the implementation of ALM measures, RSD 3,000,000.00 were allocated to the implementation of active job search measures.
			<u>Spent budget (2016)</u> RSD 1,258,371.34
	Roma men	Roma women	Total population
	1,804	1,333	124,223 unemployed persons on the NES register, of whom 66,161 women
<u>Measure 2.1.4</u> Improve the National Employment Service procedures governing the employment counsellors' work with hard-to-employ categories of unemployed persons.	Total unemployed Roma on the NES register in training courses under the active job search system – 3,137		
	Amendments to the Rulebook on the criteria, modality and other matters relevant to the implementation of active labour market measures were adopted (<i>Official Gazette of RS Nos 102/2015 and 5/2017</i>). In line with operational needs, and in order to improve the quality of services provided to the unemployed and employers, the NES staff carried		<u>Planned budget (2016)</u> <u>Spent budget (2016)</u>

	<p>out continuous activities to improve internal working procedures.</p> <p>The Centre for Trafficking Victims Protection signed a memorandum on Cooperation with the National Employment Service, governing the response of employment counsellors in cases of trafficking victims. The procedures and actions guaranteeing personal data protection and work with trafficking victims as part of the hard-to-employ categories were defined.</p>	Given that this activity was carried out by NES staff as part of their regular work, it is not possible to state the planned and spent funds, except the cumulative amount earmarked for NES staff wages.		
	Roma men	Roma women	Total population	
	/	/	/	
<p><u>Measure 2.1.5</u></p> <p>Increase the coverage of the unemployed Roma by methods and techniques for early profiling and more intensive work with persons actively seeking jobs who need additional assistance and support through jobmatching and participation in active labour market measures.</p>	<p>As part of the NES employment counsellors certification process (to be implemented by the end of 2017), under the World Bank project <i>Competitiveness and Jobs</i>, the methods and techniques for professional counselling work with the unemployed will be improved, as the basis for risk assessment and development of the individual employment plan, on the basis of which unemployed persons participate in active labour market measures. The basis for this is the Action Plan for improving the services provided to employers and unemployed persons, adopted by the NES and endorsed by the World Bank. Accordingly, the initial results are expected towards the end of 2018.</p>		<p><u>Planned budget (2016)</u></p>	
				<p><u>Spent budget (2016)</u></p>
			Roma men	Roma women
	/	/	/	
<p><u>Measure 2.1.6</u></p> <p>Organise seminars and training courses for sensitisation of NES employment counsellors for working with hard-to-employ categories of unemployed persons; seminars and training courses would be delivered as part of the NES staff training and development programme aimed at enhancing the effectiveness and quality of the services provided.</p>	<p>In 2015, under the project <i>Strengthening Social Cohesion in the Labour Market through Support to Disadvantaged and Vulnerable Groups</i>, funded by the European Union and implemented by the United Nations Office for Project Services (UNOPS) in Serbia in partnership, <i>inter alia</i>, with the Office of the United Nations High Commissioner for Human Rights (OHCHR), the training course <i>Preventing discrimination in Roma Employment</i> was organised. The training was delivered by the UNOPS in partnership with the OHCHR. It was attended by 36 employment counsellors.</p> <p>In 2016, 15 NES staff members attended training of trainers titled <i>Preventing discrimination in the employment of vulnerable and hard-to-employ categories of the unemployed</i>. Further, 5 NES staff members attended external training titled <i>Economic empowerment of Roma women: Improving employment and self-employment capacities</i>. It should be noted that NES staff participation in training courses aimed at gaining additional knowledge, skills</p>		<p><u>Planned budget (2016)</u></p>	
				<p><u>Spent budget (2016)</u></p>

	and competencies for working with hard-to-employ categories depended on the availability and quality of training programmes.	
	Roma men	Roma women
	/	/
		Total population
		/
<u>Measure 2.1.7</u> Involve employment agencies in training and capacity building for working with hard-to-employ categories with a view to increasing the number of the Roma seeking employment through employment agencies as well.	In 2016, no activities were implemented in connection with the involvement of employment agencies in training and capacity building for working with hard-to-employ categories with a view to increasing the number of the Roma seeking employment through employment agencies as well.	
	Roma men	Roma women
	/	/
		Total population
		/

Operational objective 2: Prevent and reduce discrimination against the Roma in the labour market.			
Prevent and reduce discrimination against the Roma in the labour market.			
Total budget			
Planned budget (2016)			
Spent budget (2016)			
Baseline (2015)			
Achievements (2016)	Roma men	Roma women	Total population
Measures implemented under objective 2 in 2016			
<u>Measure 2.2.1</u> Ensure effective enforcement of the Law on the Prohibition of Discrimination in the access to the labour market, employment and work-related rights, along with continued capacity strengthening of the Commissioner for the Protection of Equality.			<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
<u>Measure 2.2.2</u> Formulate clear and measurable indicators for recognising discrimination in the access to the labour market, employment and work-related rights.			<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
<u>Measure 2.2.3</u> Develop the system for provision of free legal aid.			<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population

<u>Measure 2.2.4</u> Organise seminars and training on anti-discrimination in the access to the labour market, employment and work-related rights, for the staff of relevant institutions at the national and local levels, as well as for employers' associations.	Given that the regulatory framework for employment policy is based on the principle of anti-discrimination, as part of NES promotional activities, especially those aimed at raising awareness of concrete forthcoming or ongoing ALM programmes and measures, special attention is paid to informing employers about the status of hard-to-employ categories in the labour market and the importance of timely and efficient labour market integration or reintegration of these categories, with affirmative action methods and in compliance with the prohibition of discrimination.		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
	/	/	/
<u>Measure 2.2.5</u> Train and strengthen capacities of civil society organisations advocating the improvement of the position of the Roma in the field of non-discrimination in the access to the labour market, employment and work-related rights.			<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
<u>Measure 2.2.6</u> Raise societal (and Roma community's) awareness of the importance of anti-discrimination and mechanisms for the protection against discrimination, in cooperation with Roma civil society organisations.			<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
	/	/	/
<u>Measure 2.2.7</u> Promote good practices in Roma employment as ways of eliminating prejudice and stereotypes.	On 19 May 2016, the National Employment Service and the Embassy of the Republic of Austria to the Republic of Serbia organised the Regional conference titled <i>Employment of Less Employable Groups</i> , with a view to promotion, sharing of experiences and good practices in the implementation of activities aimed at timely and high-quality labour market integration or reintegration of hard-to-employ persons. On 13 April 2016, as part of the project <i>We Are Here Together – European Support to Roma Inclusion</i> , funded under the IPA 2012 programming cycle, a thematic presentation of the results of component 6 on Roma employment promotion was held. Also, on 31 May 2016, the OSCE Mission to Serbia, in cooperation with the MoLEVSA and the Social Inclusion and Poverty Reduction Unit, organised a Conference on		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
			As these were promotional activities funded with donor funds, the information on the funds spent is not available.

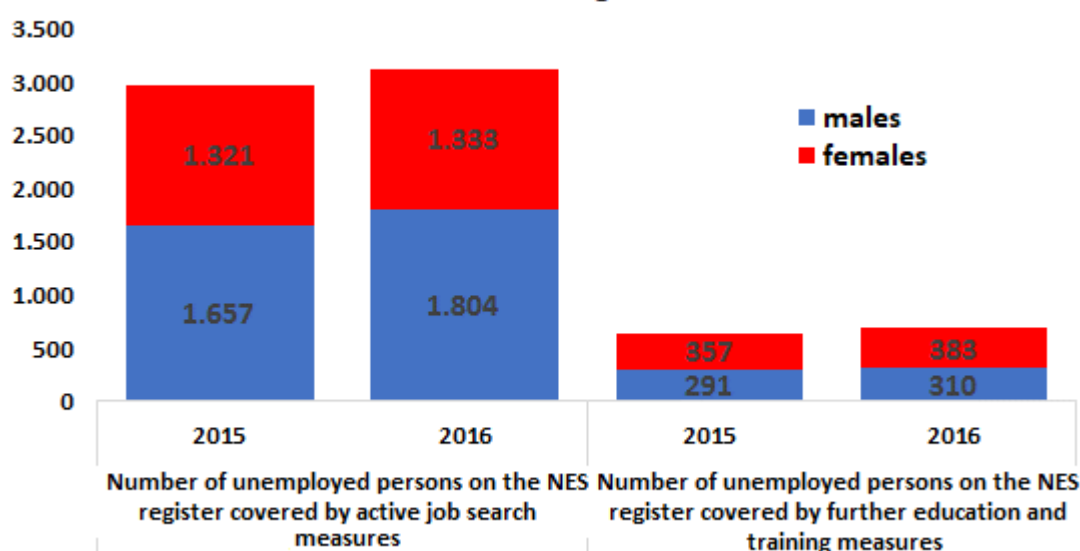
	best practices in Roma employment, as part of which the results and good practices from component 6 of the project <i>We Are Here Together – European Support to Roma Inclusion</i> were presented.		
	Roma men	Roma women	Total population
	/	/	/

Operational objective 3: Increase Roma competitiveness in the labour market.

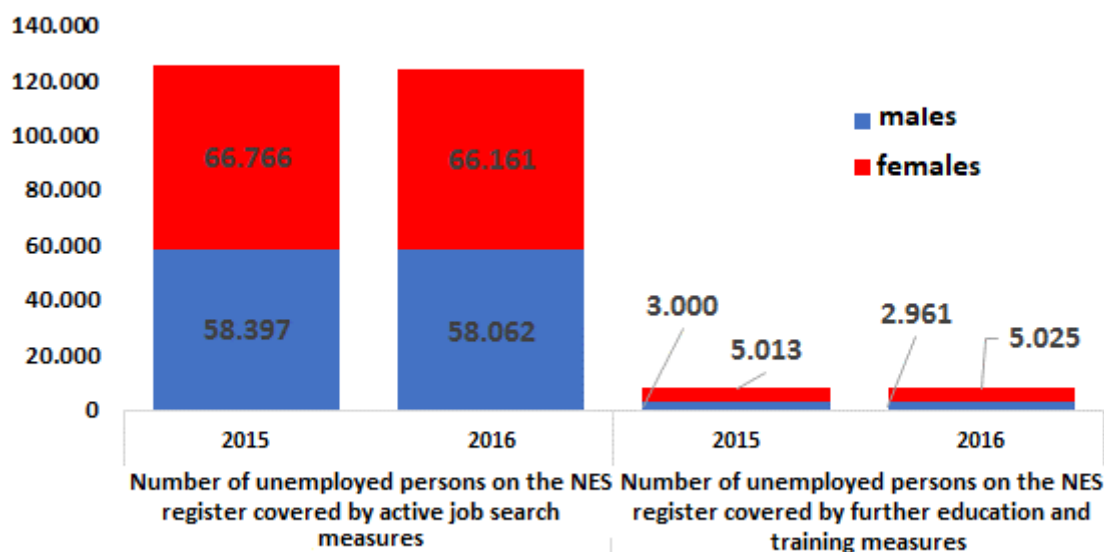
Increase Roma competitiveness in the labour market.

Total budget	
Planned budget (2016)	Out of the total national budget funds earmarked for the implementation of active labour market measures in 2016, RSD 949 million were allocated to the delivery of further education and training (FET), while RSD 46,740,000.00 were allocated to vocational rehabilitation measures and activities in the Budget Fund for vocational rehabilitation and employment promotion of persons with disabilities. In addition, RSD 3 million were allocated to the implementation of measures under the active job search system. Additional funds were provided from LG budgets and the IPA 2012 programming cycle.
Spent budget (2016)	In 2016, RSD 650,140,288.07 from the national budget were spent on FET, as well as RSD 17,362,874.23 from the Budget Fund for vocational rehabilitation and employment promotion of PWD. For active job search measures, RSD 1,258,371.34 were spent on PWD vocational rehabilitation measures and activities. In the IPA 2012 project budget, PWD were not identified as a separate target group (funding is provided for unemployed persons belonging to vulnerable groups).

Number of the unemployed Roma on the NES register



**Number of unemployed members of the general population
on the NES register**



Baseline (2015)	Roma men	Roma women	Total population
	291 1,657	357 1,321	8,013 unemployed persons on the NES register, of whom 5,013 women in FET
	Total unemployed Roma on the NES register in FET measures – 648 Total unemployed Roma on the NES register in measures under the active job search system – 2,978		125,163 unemployed persons on the NES register, of whom 66,766 women in measures under the active job search system
	<i>*Note: The figures show the coverage of the unemployed Roma on the NES register by measures under the further education and training system and the active job search system.</i>		
Achievements (2016)	Roma men	Roma women	Total population
	310 1,804	383 1,333	7,986 unemployed persons on the NES register, of whom 5,025 women
	Total unemployed Roma on the NES register in FET measures – 693 Total unemployed Roma in measures under the active job search system – 3,137		124,223 unemployed persons on the NES register, of whom 66,161 women
	<i>*Note: The figures show the coverage of the unemployed Roma on the NES register by measures under the further education and training system and the active job search system.</i>		

Measures implemented under objective 3 in 2016

Measure 2.3.1 Through cooperation between the institutions in the social protection and education systems, design and implement integrated service provision activities to prevent early school leaving and support the attainment of higher qualification levels.			<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
	/	/	/
Measure 2.3.2 Actively promote and develop policies and measures aimed at increasing Roma employability, with a special focus on the multiply vulnerable categories.	Given that sustaining and improving the competitive position in the international capital market is dependent on the creation of a stable, sustainable and modern labour market characterised by high-quality human capital, in 2016 the employment policy remained focused, on the one hand, on private-sector employers and, on the other, on the unemployed; priority was given to hard-to-employ categories, i.e. those jobseekers that needed additional systematic assistance and support in the process of integration or reintegration in the world of work. Through the implementation of active labour market programmes and measures, the employability of unemployed persons was enhanced, i.e. support was provided to continuous investment in knowledge, skills and competencies, gaining first work experience and becoming familiar with the real world of work; training of those who were not competitive in the labour market owing to their education was promoted; further education was provided to unemployed persons for the performance of specific tasks that were in demand in the business sector. By affirmative action, i.e. by promoting the participation of vulnerable groups and persons in need of social assistance in work engagement and employment programmes, support was provided to ensuring equal access and opportunities for work and social integration of those persons who had difficulties accessing and remaining in the labour market, which was a prerequisite for full social participation and a form of fight against poverty and social deprivation. Accordingly, at numerous conferences, seminars, round-table discussions etc., MoLEVSA and NES representatives promoted active labour market measures focused on hard-to-employ persons (including the Roma). With regard to the development of policies and measures aimed at increasing Roma employability, with special focus on the multiply vulnerable categories, it should be noted that this category of the unemployed has priority in		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u> The activities were carried out as part of the regular MoLEVSA and NES work, tasks and promotional activities.

	participation in active labour market programmes and measures. National employment action plans (adopted at the annual level) set the concrete active labour market programmes and measures to be implemented in the year concerned, on the basis of the labour market characteristics, situation and trends, characteristics of registered unemployment, employers' identified needs and results of the implemented active labour market measures.		
	Roma men	Roma women	Total population
	310 1,804	383 1,333	7,986 unemployed persons on the NES register, of whom 5,025 women 124,223 unemployed persons on the NES register, of whom 66,161 women
	Total unemployed Roma on the NES register in FET measures – 693 Total unemployed Roma in measures under the active job search system – 3,137		
	<i>*Note: The figures show the coverage of the unemployed Roma on the NES register by measures under the further education and training system and the active job search system.</i>		
<u>Measure 2.3.3</u> Include a larger number of the unemployed Roma in functional adult primary education programmes and further education and training programmes, in order for them to acquire additional knowledge, skills and competences with a view to enhancing their competitiveness in the labour market.	The Annual Further Education and Training Programme (AFETP), which sets the further education and training programmes and measures to be delivered in the year concerned, forms part of the National Employment Action Plan. AFETP implementation entails the implementation of individual activities, i.e. programmes and measures to gain new knowledge, skills and work experience, with a view to creating employment and self-employment opportunities. The AFETP is based on an analysis of labour market needs, i.e. employers' needs in terms of the knowledge and skills needed to perform specific jobs, as identified through contacts with employers. The AFETP 2016 included the following programmes: Internship programme – gaining practical knowledge and skills for unassisted practice of the occupation for which the participant attained the relevant qualification, without entry into an employment relationship. The internship programme is delivered at private-sector employers, while up to 30% of the total number of participants may pursue the programme in the public sector, but only in the areas of health care, education and social protection. The internship programme entails: A) Training unemployed persons for the unassisted practice of their occupations and fulfilling the requirements for sitting the professional examination, in conformity with the pertinent general or specific law. The programme is intended for unemployed persons without occupation-		<u>Planned budget (2016)</u> Out of the total national budget funds earmarked for the implementation of active labour market measures in 2016, RSD 949 million were allocated to the delivery of further education and training (FET), while RSD 46,740,000.00 were allocated to vocational rehabilitation measures and activities in the Budget Fund for vocational rehabilitation and employment promotion of persons with disabilities. Additional funds were provided from LG budgets and the IPA 2012 programming cycle.
			<u>Spent budget (2016)</u> In 2016, RSD 650,140,288.07 from the

	<p>specific work experience, with at least secondary education.</p> <p>Programme duration is set by the pertinent general or specific law, and the NES provides funding for the programme for up to 12 months. B) Gaining specific practical knowledge and skills for practising one's occupation. The programme is intended for unemployed persons without occupation-specific work experience, with at least secondary education. Programme duration is 6 months, regardless of the education level.</p> <p><u>A total of 8 Roma persons (3 Roma women) participated in the programme in 2016.</u></p> <p>Apprenticeship programme – entails gaining practical knowledge and skills through the performance of concrete tasks, with entry into an employment relationship with a private-sector employer. The programme is intended for persons without secondary education attainment, i.e. without qualifications, persons without qualifications who completed a short training course or functional adult primary education, regardless of age. Priority is given to unemployed persons from the category of redundant workers and financial social assistance recipients. An employer enters into an employment relationship with an unemployed person and is entitled to reimbursement of the costs of the participant's 6 months' wages.</p> <p>The employer is required to retain the participant in employment for an additional 6 months after programme expiry.</p> <p><u>A total of 4 Roma persons (1 Roma woman) participated in the programme in 2016.</u></p> <p>Labour market training – gaining additional occupational knowledge and skills in line with labour market and employer's needs, with focus on cognitive and social skills, and/or transversal and generic skills which entail problem solving and analytical capacities, communication skills and team work, independent task management, language skills and digital technologies, initiative and entrepreneurship aptitude.</p> <p><u>A total of 6 Roma persons (4 Roma women) participated in the programme in 2016.</u></p> <p>Training at employers' request – gaining additional knowledge and skills needed to perform the tasks of a specific job, at the request of a private-sector employer, if no persons with the required knowledge and skills are available on the NES register. The employer is required to enter into an open-ended employment relationship with the participant upon completion of training. (Upon substantiated request, the employer may also enter into an</p>	<p>national budget were spent, as well as RSD 17,362,874.23 on PWD vocational rehabilitation measures and activities.</p> <p>In the IPA 2012 project budget, PWD were not identified as a separate target group (funding is provided for unemployed persons belonging to vulnerable groups).</p>
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	<p>employment relationship with the participant during the training.) This programme may be implemented concurrently with a subsidy for the employment of hard-to-employ persons, under the same terms for the award of the subsidy without training at the employer's request. <u>A total of 13 Roma persons (7 Roma women) participated in the programme in 2016.</u></p> <p>Functional adult primary education – completing primary education and competencies for performing simple tasks. The programme is intended for unemployed persons without primary education. <u>A total of 661 Roma persons (368 Roma women) participated in the programme in 2016.</u></p> <p>Prior learning recognition was not carried out, as the ministry competent for education affairs did not adopt all the legal instruments required for the implementation of this programme.</p> <p>In 2016, 1 Roma person participated in the Internship Programme funded under the IPA 2012 programming cycle.</p> <p>As shown by the above figures, the unfavourable educational structure of registered Roma unemployment (the Roma with no/low qualifications account for nearly 90%) constituted a significant hindrance to their participation in further education and training programmes (in view of the requirements for unemployed persons' participation) and competitiveness in the labour market.</p> <table><tr><td>Roma men</td><td>Roma women</td><td>Total population</td></tr><tr><td>310</td><td>383</td><td>7,986 unemployed persons on the NES register, of whom 5,025 women</td></tr><tr><td colspan="2">Total unemployed Roma on the NES register in FET measures – 693</td><td></td></tr></table> <p><i>*Note: The figures show the coverage of the unemployed Roma on the NES register by measures under the further education and training system.</i></p>	Roma men	Roma women	Total population	310	383	7,986 unemployed persons on the NES register, of whom 5,025 women	Total unemployed Roma on the NES register in FET measures – 693			
Roma men	Roma women	Total population									
310	383	7,986 unemployed persons on the NES register, of whom 5,025 women									
Total unemployed Roma on the NES register in FET measures – 693											
<p><u>Measure 2.3.4</u> Promote good practices in employment of the Roma, especially those highly educated.</p>	<p>On 19 May 2016, the National Employment Service and the Embassy of the Republic of Austria to the Republic of Serbia organised the Regional conference titled <i>Employment of Less Employable Groups</i>, with a view to promotion, sharing of experiences and good practices in the implementation of activities aimed at timely and high-quality labour market integration or reintegration of hard-to-employ persons.</p> <p>On 13 April 2016, as part of the project <i>We Are Here Together – European Support to Roma Inclusion</i>, funded under the IPA 2012 programming cycle, a thematic</p>	<table><tr><td><u>Planned budget (2016)</u></td></tr><tr><td><u>Spent budget (2016)</u></td></tr><tr><td>As these were promotional activities funded with donor funds, the information on the funds spent is not available.</td></tr></table>	<u>Planned budget (2016)</u>	<u>Spent budget (2016)</u>	As these were promotional activities funded with donor funds, the information on the funds spent is not available.						
<u>Planned budget (2016)</u>											
<u>Spent budget (2016)</u>											
As these were promotional activities funded with donor funds, the information on the funds spent is not available.											

	presentation of the results of component 6 on Roma employment promotion was held. Also, on 31 May 2016, the OSCE Mission to Serbia, in cooperation with the MoLEVSA and the Social Inclusion and Poverty Reduction Unit, organised a Conference on best practices in Roma employment, as part of which the results and good practices from component 6 of the project <i>We Are Here Together – European Support to Roma Inclusion</i> were presented.		
	Roma men	Roma women	Total population
	/	/	/
Operational objective 4: Stimulate employment and economic empowerment of the Roma, with particular focus on multiply vulnerable categories			
Stimulate employment and economic empowerment of the Roma, with particular focus on multiply vulnerable categories.			
Total budget			
Planned budget (2016)	The total national budget funds for the implementation of active labour market measures in 2016 amounted to RSD 2.8 billion, with an additional RSD 550 million provided from the Budget Fund for vocational rehabilitation and employment promotion of persons with disabilities. Additional funds were provided from LG budgets and the IPA 2012 programming cycle.		
Spent budget (2016)	In 2016, a total of RSD 2,424,035,901.25 was spent from the national budget, as well as RSD 411,039,734.11 from the Budget Fund for vocational rehabilitation and employment promotion of persons with disabilities (contracted liabilities from 2016 to be disbursed in 2017 were estimated at RSD 331,315,000.00, as well as RSD 90,846,140.00 from the Budget Fund). From LG budgets, RSD 289,810,817.60 were earmarked for co-funding active labour market programmes and measures foreseen by local employment action plans (LEAP). In the IPA 2012 project budget, PWD were not identified as a separate target group (funding is provided for unemployed persons belonging to vulnerable groups).		
Baseline (2015)	Roma men	Roma women	Total population
	2,362	1,879	150,953 unemployed persons on the NES register, of whom 79,631 women
	Total unemployed Roma on the NES register in programmes – 4,241		
	*Note: The figures show the coverage of the unemployed Roma on the NES register by all active labour market programmes and measures.		
Achievements (2016)	Roma men	Roma women	Total population
	2,457	1,851	146,891 unemployed persons on the NES register, of whom 77,780 women
	Total unemployed Roma on the NES register in programmes – 4,308		
	*Note: The figures show the coverage of the unemployed Roma on the NES register by all active labour market programmes and measures.		
Measures implemented under objective 4 in 2016			

<p><u>Measure 2.4.1</u></p> <p>Develop and implement affirmative actions of financial and non-financial support in order to enhance employment and economic empowerment of Roma business activities.</p>	<p>Within the active labour market policy system, financial measures aimed at employment promotion include the employment subsidy programme, the self-employment programme, subsidy programmes under the PWD vocational rehabilitation and employment system and the public works programme (since it entails work engagement of unemployed persons).</p> <p>Non-financial measures/services aimed at placing unemployed persons (including the Roma) carried out by NES staff include jobmatching services, selection in response to registered vacancies, mentoring and specialist training programme.</p>	<p><u>Planned budget (2016)</u></p> <p>Out of the total national budget funds earmarked for the implementation of active labour market measures in 2016, RSD 1,168,000,000.00 were allocated to the implementation of employment programmes, while RSD 477,140,000.00 were allocated to PWD employment promotion in the Budget Fund for vocational rehabilitation and employment promotion of PWD. Additional funds were provided from LG budgets and the IPA 2012 programming cycle.</p> <p><u>Spent budget (2016)</u></p> <p>In 2016, RSD 1,144,695,916.92 from the national budget were spent, as well as RSD 384,575,548.37 from the Budget Fund for vocational rehabilitation and employment promotion of PWD. Under the Agreement on Mutual Rights and Obligations in the implementation of active labour market programmes and measures, pursuant to which co-funding of active labour market programmes and measures was provided, RSD 289,810,817.60 were earmarked by local governments, and RSD 270,648,395.52 from the Republic of Serbia budget.</p>
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			<p>Additional funds amounting to RSD 431,463,531.64 were earmarked by LGs and spent on the implementation of local employment action plans with technical support.</p> <p>In the IPA 2012 project budget, PWD were not identified as a separate target group (funding is provided for unemployed persons belonging to vulnerable groups).</p>
	Roma men	Roma women	Total population
	/	/	/
<p><u>Measure 2.4.2</u> Develop sustainable programmes of financial support to private sector employers for recruiting Roma persons.</p>	<p>In accordance with the National Employment Action Plan for 2016, during 2016 the NES implemented the following programmes to promote the employment of unemployed persons with private-sector employers: Subsidies for the employment of hard-to-employ persons – private-sector employers, primarily small and medium-sized enterprises, were able to receive subsidies for the employment of hard-to-employ persons in newly-created jobs. Hard-to-employ persons eligible for this subsidy in 2016 were: youth up to the age of 30, persons over the age of 50, redundant workers, the Roma, persons with disabilities, financial social assistance recipients fit for work. The level of subsidies for the employment of hard-to-employ persons was tied to the LG development level and ranged from RSD 150,000.00 to RSD 200,000.00 or RSD 250,000.00. For the employment of persons with disabilities and financial social assistance recipients fit for work, the amounts were increased by 20%.</p> <p>Incentives for the employment of financial social assistance recipients – these are employment subsidies and are aimed at the activation of unemployed persons registered with the NES who are financial social assistance recipients, with a view to promoting work and social integration and reducing the dependency on social protection benefits. The measure consisted of 12 months' subsidy covering part of the wages of the financial social assistance recipients employed under the measure, amounting to RSD 15,000.00 per month. The private-sector employer was required to retain the</p>		Stated under the previous measure
			Stated under the previous measure

	<p>participant in employment for an additional 6 months after measure expiry.</p> <p>Wage subsidies for persons with disabilities without work experience (measure in accordance with the Law on Vocational Rehabilitation and Employment of Persons with Disabilities) – an employer who hires a person with disability without work experience on an open-ended basis is be entitled to wage subsidies for this person for 12 months. The wage subsidy is granted in the amount of up to 75% of the total wage costs including the appertaining statutory social insurance contributions, but may not exceed the minimum wage set in conformity with labour legislation, and is awarded in conformity with the legislation on state aid for the employment of persons with disabilities and other state aid legislation required for the implementation of legislation on state aid for the employment of persons with disabilities.</p> <p>Support measures for persons with disabilities employed under special conditions (workplace adaptation and work assistance).</p>							
	<table> <tr> <td>Roma men</td><td>Roma women</td><td>Total population</td></tr> <tr> <td>304</td><td>109</td><td>11,088 unemployed persons on the NES register, of whom 5,031 women</td></tr> </table>	Roma men	Roma women	Total population	304	109	11,088 unemployed persons on the NES register, of whom 5,031 women	
Roma men	Roma women	Total population						
304	109	11,088 unemployed persons on the NES register, of whom 5,031 women						
	Total unemployed Roma on the NES register in programmes – 413							
	<p><i>*Note: The figures show the coverage of the unemployed Roma on the NES register by the employment subsidies programme (excluding self-employment subsidies) and the public works programme.</i></p>							
<p><u>Measure 2.4.3</u></p> <p>Stimulate Roma entrepreneurship development and designated public calls for the award of self-employment funds to the Roma, in line with the available funds for active labour market measures.</p>	<p>Self-employment support entails the provision of professional assistance, entrepreneurship training and self-employment subsidy.</p> <p>In 2016, funds for self-employment were approved as lump-sum subsidies of RSD 180,000.00 per beneficiary, except in cases of self-employment of persons with disabilities, whose lump-sum subsidies amounted to RSD 200,000.00 per beneficiary; subsidies were awarded for the establishment of a sole proprietorship, cooperative or other form of entrepreneurship by an unemployed person or jointly by several unemployed persons, as well as for the establishment of a company, if the founder enters into a contract of employment with the company. Professional assistance with a view to promoting self-employment was provided to unemployed persons through information and counselling services at the NES business centres and entrepreneurship training, while support to entrepreneurs</p>	<p><u>Planned budget (2016)</u></p> <p>Out of the total national budget funds earmarked for the implementation of active labour market measures in 2016, RSD 1,168,000,000.00 were allocated to the implementation of employment programmes, while RSD 477,140,000.00 were allocated to PWD employment promotion in the Budget Fund for vocational rehabilitation and employment</p>						

	in the initial years of operation was provided through a mentoring programme and specialist training courses. A designated public call for the award of self-employment subsidies to the unemployed Roma was launched by the NES on 17 February 2016.		promotion of PWD. Additional funds were provided from LG budgets and the IPA 2012 programming cycle.
			Spent budget (2016) RSD 11,700,000.00
	Roma men	Roma women	Total population
	39	26	3,594 unemployed persons on the NES register, of whom 1,563 women
	The number of the unemployed Roma registered with the NES who exercised the right to a self-employment subsidy totalled 65.		
	<i>*Note: The figures show the coverage of the unemployed Roma on the NES register by the self-employment subsidy programme.</i>		
<u>Measure 2.4.4</u> Develop alternative ways of securing funding in line with good practices from European Union member states.	The project <i>We Are Here Together – European Support to Roma Inclusion</i> , funded under the IPA 2012 programming cycle and implemented by the OSCE Mission to Serbia, foresees the provision of technical assistance and support in the establishment of new enterprises and development of existing ones, with a view to creating opportunities for the employment, social mobilization and enhanced inclusion of the Roma. After mapping good practices in Roma employment and the selection process, 18 enterprises/initiatives were supported; out of these, 14 enterprises/initiatives were owned by the Roma (including 8 Roma women). As at 23 October 2015, equipment worth EUR 188,000 was supplied to twelve enterprises, while procurement was under way for the remaining seven. A total of 62 Roma would enter into an employment relationship as a result of investment support. Under the project <i>Strengthening Social Cohesion in the Labour Market through Support to Disadvantaged and Vulnerable Groups</i> , implemented by the United Nations Office for Project Services (UNOPS) (in cooperation with the International Labour Organization, UN Women, International Organization for Migration, Office of the United Nations High Commissioner for Human Rights (OHCHR) and the City of Belgrade), between 1 February and 31 July 2015, financial support for self-employment was provided to 44 Roma beneficiaries (the grants amounted to EUR 3,400 per client).		<u>Planned budget (2016)</u> /

training and support in preparing business plans, in cooperation with Roma civil society organisations.	Roma men	Roma women	Total population
	/	/	/
<u>Measure 2.4.6</u> Implement a mentoring programme of at least one year for Roma entrepreneurs.	The mentoring programme implemented by the NES entails assistance to newly-established businesses – self-employment subsidy beneficiaries in the first year of operation, with a view to their development and sustainability. The mentoring programme is implemented by the staff of the organisational unit in charge of employment programmes and entrepreneurship in NES branch offices. The mentoring programme is implemented continuously, throughout the year, in line with the needs declared by clients. In 2016, the mentoring programme was used by 449 unemployed persons.		Out of the 98 Roma persons who were granted self-employment subsidies in 2015, five (5) received mentoring in 2016.
	Roma men	Roma women	Total population
	4	1	449 unemployed persons on the NES register
<u>Measure 2.4.7</u> Promote business incubator services and their use by Roma entrepreneurs.			<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
	/	/	/
<u>Measure 2.4.8</u> Promote and develop traditional occupations among the Roma.			<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
	/	/	/
<u>Measure 2.4.9</u> Promote cooperatives and other forms of association among the Roma.			<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
	/	/	/

<u>Measure 2.4.10</u> Promote Roma employment through participation in social economy, including under the Law on Social Entrepreneurship.	<p>In 2016, preparation of the Draft Law on Social Entrepreneurship was under way; the Law should contribute to improving citizens' standard of living and reducing unemployment by pursuing activities of public interest, as well as by activation of specific groups of the unemployed (the Roma, persons with disabilities, persons aged 50+, the long-term unemployed etc.), beneficiaries of social protection entitlements and services fit for work.</p> <p>The Law on Social Entrepreneurship will govern:</p> <ul style="list-style-type: none"> • concept, goals and principles of social entrepreneurship, • legal forms of social entrepreneurship, • rights (use of incentives) and obligations (use of the designation "social entrepreneurship" in the business name, requirement to invest part of the profits generated in further operations, etc.), • promotion of social entrepreneurship development, • records, oversight and other matters relevant to social entrepreneurship. <p>Therefore, legal provisions should contribute to job creation and achievement of a higher level of social inclusion of specific groups and their sustainable economic independence.</p> <p>Experiences of the Republic of Slovenia in the process of designing and implementing the legislative framework for social entrepreneurship were presented to members of the Working Group for the development of the Draft Law on Social Entrepreneurship. In the forthcoming period, the position concerning financial incentives and support measures in the area of social entrepreneurship should be reconciled with the Ministry of Finance, and the Draft Law should be reconciled with the competent ministries and authorities and finalised.</p> <p>The Law is planned to be passed in the fourth quarter of 2017.</p>		<u>Planned budget (2016)</u> /
			<u>Spent budget (2016)</u> /
	Roma men	Roma women	Total population
	/	/	/
<u>Measure 2.4.11</u>			<u>Planned budget (2016)</u>

Develop affirmative agri-development programmes for the Roma living in rural areas and financial social assistance recipients who wish to engage in agricultural production and/or livestock breeding.			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
	/	/	/
<u>Measure 2.4.12</u> Strengthen capacities and empower civil society organisations advocating the improvement of the position of the Roma in the field of support in economic empowerment of the Roma.			<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
	/	/	/
Operational objective 5: Integrate the Roma employment policy into local economic development policies.			
Integrate the Roma employment policy into local economic development policies.			
Total budget			
Planned budget (2016)	Funds for co-financing active labour market programmes or measures foreseen by local employment action plans are provided within the funds earmarked in the national budget for the implementation of active labour market measures. In 2016, funds amounting to RSD 331,645,834.48 were earmarked.		
Spent budget (2016)	Under the Agreement on Mutual Rights and Obligations in the implementation of active labour market programmes and measures, pursuant to which co-funding of active labour market programmes and measures was provided, RSD 289,810,817.60 were earmarked by local governments, and RSD 270,648,395.52 from the Republic of Serbia budget. Additional funds amounting to RSD 431,463,531.64 were earmarked by LGs and spent on the implementation of local employment action plans with NES technical support.		
Baseline (2015)	Roma men	Roma women	Total population
	134	33	5,096 unemployed persons and 2,674 unemployed persons under the LEAP – technical support
	Total Roma men and women: 167		
Achievements (2016)	Roma men	Roma women	Total population
	136	37	4,395 unemployed persons and 3,308 unemployed persons under the LEAP – technical support
	Total Roma men and women: 173		

Measures implemented under objective 5 in 2016			
Measure 2.5.1 Strengthening the capacities of local self-government units in the fields of collection and analysis of local labour market indicators.	An assessment was conducted under the IPA 2012 programme cycle, i.e. the technical support projects, of active employment policy measures implemented through local employment action plans during the period 2010-2016, with particular focus on the categories of difficult-to-employ persons. An integral part of the evaluation are recommendations for further improvement of the capacities of local employment councils, i.e. local employment action plans. Likewise, as part of the above technical support project, a cycle of trainings was held during the period 28-29 November and 30 November - 1 December 2016, aimed at strengthening the capacities of local employment councils to define employment policy (in accordance with the needs of the local labour market) and more adequately recognize and include difficult-to-employ categories of unemployed persons in active employment policy programmes and measures, envisaged by the local employment action plans. Employees in NES branch offices, in addition to continued cooperation and support provided to LSUs (both during the process of preparing the local employment action plan, as well as during the implementation of public calls), comprise mandatory members of the local employment council.		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u> Having in mind that trainings were implemented by experts contracted by TAT IPA 2012, data is not available.
	Roma men	Roma women	Total population
	/	/	/
Measure 2.5.2 Strengthen the capacities of local self-government units and local employment councils for creating and implementing measures aimed towards improving the situation in the local labour market.	The implementation of the programme of co-financing and/or technical support for the implementation of local employment action plans represents a key mechanism for positioning employment policy as an integral part of the local economic development policy and implementing active employment policy measures in accordance with the needs of the local labour market, followed by continuous cooperation and strengthening of capacities (primarily of members of the local employment council) for creating and implementing measures aimed at improving the situation in the local labour market. There were 109 requests submitted to NES branches in 2016 for co-financing active employment policy programmes and measures, envisaging the allocation of funds from local self-government budgets. The Decision on the participation in financing AEP programmes and measures envisaged by local employment action plans in 2016 no. 401-00-00520/2016-24 of 20 April 2016 and the Decision on amendments to the decision on participation in financing AEP programmes and measures envisaged by		<u>Planned budget (2016)</u> RSD 331,645,834.48
			<u>Spent budget (2016)</u> Based on the Agreement on regulating mutual rights and obligations in the implementation of active employment policy programmes and measures, serving as the basis for co-financing active employment policy programmes and measures, the local self-governments allocated RSD 289,810,817.60, while the budget of the Republic of Serbia

	<p>local employment action plans in 2016 no. 401-00-00520/2016-24/1 of 23 June 2016 approved 97 requests by LSU/TA. Based on the above decision, local self-governments allocated a total of RSD 359,332,579.50 as participation in financing active employment policy programmes and measures. Funds for participation in financing active employment policy programmes or measures envisaged by local employment action plans have been secured as part of the funds allocated by the budget of the Republic of Serbia for the implementation of active employment policy measures in 2016 to a total amount of RSD 338,016,557.90.</p> <p>Among the 97 local self-government units, 84 local self-government units have continued the implementation of the Agreement regulating mutual rights and obligations in implementing active employment policy programmes and measures, while 13 local self-governments revoked their participation in financing AEP programmes and measures envisaged by local employment action plans in 2016.</p>		<p>allocated RSD 270,648,395.52. Additional funds to the amount of RSD 431,463,531.64 have been allocated by the LSUs and spent to implement local employment action plans with the technical support of NES.</p> <p>The precise amount of funds used to implement local employment action plans in 2016 will be known after the implementation of all measures, i.e. in early 2018.</p>
	Roma men	Roma women	Total population
	/	/	/
<p><u>Measure 2.5.3</u></p> <p>Stimulate the involvement of civil society organizations advocating the improvement of the status of Roma in creating measures and activities aimed at reducing unemployment among persons of Roma nationality at the local self-government level.</p>			<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
	/	/	/
<p><u>Measure 2.5.4</u></p> <p>Strengthen capacities and stimulate dialogue and cooperation among stakeholders of importance for the development of local economic policy and employment policy.</p>	<p>Having in mind that unemployment and social deprivation are the consequence of broader social and economic issues demanding integrated and/or combined solutions and the involvement of a broader spectrum of interest groups, local employment councils should be viewed as fora for the analysis of problems and capacities of local labour markets, along with methods of strengthening the efficiency of employment policy and achieving social cohesion through the combination of approaches characterized by greater joint participation. The forming and establishment of the composition of the local employment council is under the competence of the local self-government unit, while a mandatory member of the same is a representative of NES. An assessment was conducted under the IPA 2012 programme cycle, i.e. technical support projects, of active employment policy measures implemented through local</p>		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
			<p>Having in mind that trainings were implemented by experts contracted by TAT IPA 2012, data is not available.</p>

	<p>employment action plans during the period 2010-2016, with particular focus on the categories of difficult-to-employ persons. An integral part of the evaluation are recommendations for further improvement of the capacities of local employment councils, i.e. local employment action plans. Likewise, a cycle of trainings was held as part of the above technical support project during the period 28-29 November and 30 November - 1 December 2016, aimed at strengthening the capacities of local employment councils to define employment policy (in accordance with the needs of the local labour market) and more adequately recognize and involve difficult-to-employ categories of unemployed persons into active employment policy programmes and measures, envisaged by the local employment action plans.</p> <p>Employees in NES branch offices, in addition to continued cooperation and support provided to LSUs (both during the process of preparing the local employment action plan, as well as during the implementation of public calls), comprise mandatory members of the local employment council.</p>		
	Roma men	Roma women	Total population
	/	/	/
<p><u>Measure 2.5.5</u> Monitor and report on activities implemented regarding the planned Roma employment measures.</p>	<p>Aiming to monitor the efficiency of the implementation of active employment policy measures established by the National Employment Action Plan, and in accordance with Article 42 of the Law on Employment and Unemployment Insurance, an Agreement on the Performance of the National Employment Service is concluded at an annual level. The implementation of the AoP is monitored through monthly, quarterly, semi-annual and annual reports by the NES.</p> <p>The above reports, the Report on NES activities for the subject matter year, the reports of the Employment Sector, as well as data from the Labour Force Survey, i.e. regulations and data from reports by other relevant institutions (Ministry of Economy, Tax Administration, Ministry of Finance... Law on Budget, programmes for the allocation of the use of funds...), EU regulations, evaluations and analyses, are all used to prepare the Report on the Implementation of the NEAP, i.e. as the basis for drafting the NEAP for the subsequent year.</p> <p>Likewise, continuous evaluation of the impact of active employment policy measures is being performed. In 2015 evaluations were only performed for the impact of 3 active employment policy measures (training for the labour market, training for a known employer and training for the labour market for PWD) by the Foundation for the</p>		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u> Activities of monitoring the implementation of measures by NES and MoLEVSA represent regular operational activities. Impact assessments of EAP measures were implemented by the contracted expert support, financed by funds from bilateral and multilateral development assistance.

	<p>Development of Economic Science (FREN). An evaluation was implemented in 2016 of a package of services for youth and a programme of internships and programme of acquiring practical knowledge (with a focus on youth) - FREN. With the expert support of UNDP an evaluation was implemented in 2016 of the implementation of the Law on the Professional Rehabilitation and Employment of Persons with Disabilities. Likewise, an evaluation was performed of a package of services for youth and internship programme, as well as acquisition of practical knowledge (focus on youth) by FREN, with the financial support of SDC. Likewise, with TA IPA 2012 support an evaluation was performed of active employment policy measures implemented under the local employment action plans, with special focus on harder-to-employ categories.</p> <p>Starting in late 2015, activities were continued in 2016 on the evaluation of the success of the National Employment Strategy for the period 2011-2020, for the first five years of implementation and establishing further directions for development. Support in this process was provided by ILO, the World Bank and the European Commission. The document was submitted to the European Commission for information and comments to improve the final version of the document.</p>		
	Roma men	Roma women	Total population
	/	/	/
Operational objective 6: Increase the number of Roma employed in public authorities			
Increase the number of Roma employed in public authorities.			
Total budget			
Planned budget (2016)			
Spent budget (2016)			
Baseline (2015)	Roma men	Roma women	Total population
Achievements (2016)	Roma men	Roma women	Total population

Measures implemented under objective 6 in 2016.

<p><u>Measure 2.6.1</u></p> <p>Amend the Law on Public Servants and other regulations enabling the protection of personal data during the employment of national minorities in public service.</p>	<p>Aiming to adequately represent members of national minorities in the public sector, the Ministry of Public Administration and Local Self-Government initiated the creation of a basis for prescribing affirmative measures for national minorities through the introduction of provisions in special laws regulating the labour-law status of employees in the public sector, to make it possible to give preference to national minorities during employment/termination under the same conditions, up to the achievement of an adequate structure of employees in the public sector at all levels of territorial organization. The Ministry prepared a draft Law on Amendments to the Law on the Protection of Rights and Freedoms of National Minorities, referred to further assembly procedure, soliciting the opinions of the European Commission, competent ministries and other public administration bodies.</p> <p>Two meetings were held of the Special Working Group for Amendments to the Law on Registries, to prepare the draft amendments to this law regulating the right to the entry of data on national affiliation for members of national minorities into public documents, and/or official records and personal data collections.</p> <p>In late 2016 the Ministry of Public Administration and Local Self-Government proposed that financing from IPA funds be used to implement a project aimed at creating positive measures for the employment of members of national minorities in the administration to provide for improved exercise of rights for members of national minorities. The project was elaborated and designed as a component of a larger project (for financing from IPA 2017), at a workshop held with representatives of the European Integration Office, the Ministry of Justice and the EU Delegation in Belgrade. The communication that followed lead to the decision to separate this project and propose it to be financed through the Framework Contract from unallocated IPA funds. MoPALSG created a concept note that was submitted to the European Integration Office in February 2017, further referring it for a decision to the Committee for the unallocated IPA. The goal of the proposed project is to conduct an analysis of the situation: analysis of the comparative-law practice in EU countries in the region, analysis of positive regulations on the labour-law status of employees in the public sector, analysis of the conditions required to perform work in certain segments of the public sector, in accordance with the functions undertaken by the public sector and affecting the exercise</p>	<p><u>Planned budget (2016)</u></p>
		<p><u>Spent budget (2016)</u></p>

	<p>of rights of members of national minorities to communication in a language in official use.</p> <p>The National Assembly adopted the Law on Employees in Autonomous Provinces and Local Self-Government Units in March 2016, to be applied as of 1 December 2016, except for the provisions of articles 116-122, the provisions of articles 172-183 and Article 192, item 4), and the provisions of articles 188-191, that have been applied the day after this law came into force (Article 203 of the Law). The law regulates, for the first time and in a comprehensive manner, the system of labour relations in autonomous provinces and local self-government units. The goal of this law is establishing the fundamental principles of a civil servant system based on standards accepted in modern comparative legal systems, thereby meeting the basic preconditions for the full professionalization and depolitization of staff in autonomous provinces and local self-government units. The law envisages the principles of equal access to jobs. Namely, Article 19, paragraph 1 of the Law envisages that during employment all candidates have equal conditions for access to jobs, while paragraph 3 envisages that during employment care is taken to ensure the national composition, representation of genders and number of persons with disabilities reflects, among the employees and to the greatest possible extent, the structure of the population.</p> <p>Likewise, Article 190 of the Law envisages keeping staff records, further envisaging to register, inter alia, data related to the mother tongue (paragraph 2, item 2), this data being entered into the staff records with the written approval of the employee, without the obligation for the employees to make a declaration. (paragraph 5). In addition to the above data, the same article envisages that the staff records shall contain data regarding the language in which primary, secondary and higher education have been attained (paragraph 2, item 3). Likewise, the same article (paragraph 4) envisages that the staff records shall contain data on the national affiliation of officers and appointees in accordance with the regulation regulating the register of employees in the public administration in the Republic of Serbia, with the data on the national affiliation of officers and appointees entered into the staff records with the written agreement of the employee, without an obligation to make a declaration (paragraph 6).</p> <p>The Law on Employees in Autonomous Provinces and Local Self-Government Units ("Official Gazette of RS", no. 21/16), adopted in March 2016, is being applied as of 1 December 2016.</p>	
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	<p>Aiming to implementing these activities, the Law envisages the following.</p> <p>Article 19, paragraph 3 envisages that during employment attention is given that the national composition, representation of genders and number of persons with disabilities among the employees reflects, to the greatest possible extent, the structure of the population.</p> <p>Article 47 paragraph 2 envisages that the Government will further regulate the criteria for the classification of occupations and measures for describing civil servant occupations by way of a regulation, with attention given to knowledge of the language and script of national minorities, as a special condition for engaging in work in posts of importance for the exercise of the right of citizens for the official use of the language and script of national minorities.</p> <p>Article 190 of the Law envisages keeping staff records, envisaging the registration, inter alia, of data related to the mother tongue (paragraph 2, item 2), with this data entered into the staff records with the written approval of the employee, without the obligation for the employees to make a declaration (paragraph 5). In addition to the above data, the same article envisages that the staff records shall contain data regarding the language in which primary, secondary and higher education have been attained (paragraph 2, item 3). Likewise, the same article (paragraph 4) envisages that the staff records shall contain data on the national affiliation of officers and appointees in accordance with the regulation regulating the register of employees in the public administration in the Republic of Serbia, with the data on the national affiliation of officers and appointees entered into the staff records with the written agreement of the employee, without an obligation to make a declaration (paragraph 6).</p> <p>All these measures also apply to members of the Roma national minority.</p> <p><i>(These activities are envisaged by the AP for Chapter 23 and the AP for the exercise of the rights of national minorities)</i></p>		
	Roma men	Roma women	Total population
	/	/	/
<p><u>Measure 2.6.2</u></p> <p>Stimulate the employment of Roma in institutions at the local and national level, in agreement with local self-government bodies and in accordance with fiscal limitations.</p>			<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
	/	/	/

<u>Measure 2.6.3</u> Adopt a bylaw regulating the affirmative measure of employing national minorities in public authorities.	With the aim of implementing the Law on Employees in Autonomous Provinces and Local Self-Governments, and at the proposal of the Ministry of Public Administration and Local Self-Government, the Government of the Republic of Serbia adopted, on 22 October 2016, the Regulation on criteria for the classification of occupations and measures to describe the occupations of officials in autonomous provinces and local self-government units ("Official Gazette of RS", no. 88/16), and the Regulation on criteria for the classification of occupations and measures to describe the occupations of appointees in autonomous provinces and local self-government units ("Official Gazette of RS", no. 88/16). The above bylaws envisage that, for the autonomous province, local self-government unit or city municipality where the official use of the language and script of a national minority has been established, posts involving direct oral and written communication with citizens shall have a special condition of knowledge of the language and script of national minorities. Likewise, at its session held on 29 November 2016, the Government of RS adopted the Regulation on the implementation of the internal and public call for hiring in autonomous provinces and local self-government units that, inter alia, envisages that if there is need for the employment of members of national minorities insufficiently represented among employees in AP and LSU, the advertisement shall particularly state that such national minorities have an advantage in the selection, and in case of equal rating of qualified candidates. Likewise, it was envisaged that if an executor is being hired with the special requirement of knowledge of the language and script of national minorities, the advertisement shall specifically state that condition, as well as the potential written test of compliance. This activity was envisaged by the Action Plan for the Exercise of the Rights of National Minorities 8.5.		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
	/	/	/
<u>Measure 2.6.4</u> Improve information on employment opportunities by way of the civil society, particularly Roma organizations; with their assistance, the information network will be empowered to ensure informing the maximum			<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>

number of Roma persons about employment opportunities.	Roma men /	Roma women /	Total population /
Operational objective 7: Legalize the work of non-formally employed Roma persons			
Legalize the work of non-formally employed Roma persons, particularly individual collectors of secondary raw materials and introduce them into the waste management system at the level of local self-governments.			
Total budget			
Planned budget (2016)			
Spent budget (2016)			
Baseline (2015)	Roma men /	Roma women /	Total population /
Turning point (2016)	<p>The Law on Amendments to the Law on Waste Management ("Official Gazette of RS", no. 14/16) was adopted in March 2016, transposing a certain number of EU regulations into the national legislation related to the principle of circular economy, promoting the use of waste as a resource.</p> <p>Article 35, paragraphs 1 and 2 of the Law on Waste Management ("Official Gazette of RS", no. 36/09, 88/10 and 14/16) prescribe the following: "A person engaging in the collection, and/or transport of waste collects the waste from the producer or owner and/or other holder and transports it to the waste management facility, i.e. to the centre for the collection, storage, transfer station or treatment plan, and/or reuse or disposal.</p> <p>The person as per paragraph 1 of the Article hereof shall have a contract concluded with the waste management operator, regulating the method of handover of waste, payment by way of a bank account, as well as other issues of importance for the handover of waste (types, amounts, origin, classification of waste, etc.)"</p> <p>Based on these provisions, informal collectors are recognized in the legal system, and more efficient monitoring of the amounts and types of waste in this informal sector is being ensured.</p> <p>The introduction of this obligation into a law, instead of a strategic document, ensures a higher degree of obligation to apply these obligations, and therefore a higher potential for achieving the end goal - legalization of the work of individual informal collectors of secondary raw materials.</p>		
Achievements (2016)	Roma men /	Roma women /	Total population /

Measures implemented under objective 7 in 2016.

Measure 2.7.1 Regulate the prohibition of disposal of waste material that may be recycled under the Law on Waste Management.	Article 42, paragraph 1 of the Law on Waste Management ("Official Gazette of RS", no. 36/09, 88/10 and 14/16) already prescribes the following: "Waste is only disposed of on landfills if there is no other satisfactory solution, in accordance with the principle of waste hierarchy." Article 6, paragraph 1, item 3) prescribes the principle of hierarchy of waste management, whereby the operation of disposal is in last place in the hierarchy of waste management, as the final option.		<u>Planned budget (2016)</u> Regular budget funds
			<u>Spent budget (2016)</u> Regular budget funds
	Roma men	Roma women	Total population
	/	/	/
Measure 2.7.2 Stimulate local self-governments to regulate the issue of waste management: drafting local waste management plans envisaging the inclusion of individual collectors of secondary raw materials into legal waste management flows.	Introducing the legal obligation for the person collecting and transporting waste to have a contract concluded with the waste management operator, regulating the method of waste handover, payment by way of a bank account, as well as other issues of importance for the handover of waste - this issue is regulated at all levels. The prescribed obligation is mandatory at all levels. (Article 35, paragraphs 1 and 2 of the Law on Waste Management ("Official Gazette of RS", no. 36/09, 88/10 and 14/16) In accordance with Article 14, paragraph 2 of the Law on Waste Management ("Official Gazette of RS", no. 36/09, 88/10 and 14/16), the contents of local waste management plans shall be comprised, inter alia, of the programme of waste collection from households, as well as the programme of collecting commercial waste. In accordance with Article 43 of the Law on Waste Management, the local self-government unit, in accordance with the local plan, regulates and organizes the following: 1) Selection and separated collection of waste, including the frequency of waste collection for recycling (paper, metal, plastic and glass); 2) Ensures the disposal of household waste into containers or in some other way; 3) Provides and equips centres for the collection of household waste that cannot be disposed of in containers for municipal waste (large, biodegradable and other waste), including hazardous household waste. Households are obliged to dispose of their waste into containers or in other ways, as provided by the local self-government unit, while hazardous household waste (waste batteries, oils, electronic and electric waste, paint and varnish, pesticides, etc.) is to be handed over to centres for		<u>Planned budget (2016)</u>
			<u>Planned budget (2016)</u>

	the collection of household waste or an authorized legal person for the collection of hazardous waste. Households and other producers of municipal waste are to perform selection of municipal waste for recycling.	
	Roma men	Roma women
	/	/
		Total population
		/
Measure 2.7.3 Draft local planning documents (operational plan on the separation of waste, local economic development plan, social policy and social protection plan) regulating both the status of individual collectors of secondary raw materials as well as the system of local sustainable development, involving the separation of waste in landfills.	Most local self-government units have drafted local waste management plans, in accordance with the provisions of the Law on Waste Management, during the period from 2010 to the end of 2016, publishing the same on the official pages of the LSU.	<u>Planned budget (2016)</u>
		<u>Spent budget (2016)</u>
	Roma men	Roma women
	/	/
		Total population
		/
Measure 2.7.4 Provide subsidies to individual collectors of secondary raw materials for provision with necessary equipment.	To date, the Ministry of Agriculture and Environmental Protection did not have funds allocated for implementing the above activity.	<u>Planned budget (2016)</u>
		<u>Spent budget (2016)</u>
	Roma men	Roma women
	/	/
		Total population
		/

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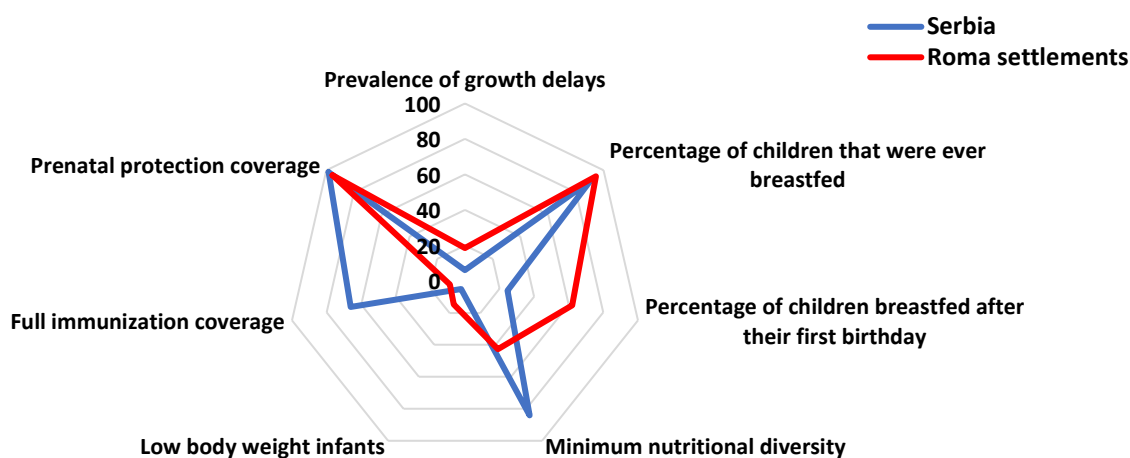
Healthcare

Specific objective: Improve the health of Roma persons, improve access to healthcare services and enable full realization of the right to healthcare in the healthcare system of the Republic of Serbia.

Improve the health of Roma persons, improve access to healthcare services and enable full realization of the right to healthcare in the healthcare system of the Republic of Serbia.

Total budget RSD 103,762,000.00 €830,000	Budget 2015= RSD 33,631,000.00 ; €269,000 Budget 2016= RSD 32,131,000.00 ; €257,000 Budget 2017= RSD 38,000,000.00 ; €304,000
Planned budget (2016)	Budget 2016= RSD 32,131,000.00 ; €257,000 Service contracts 3M= 30,131,000 Improvement of operations and basic funds for the work of healthcare mediators, other grants = RSD 2,000,000
Spent budget (2016)	Service contracts 3M= RSD 27,000,000; €216,000

Comparison of health indicators in Serbia in Roma settlements in 2014



Health indicators in 2014:			Serbia	Roma settlements
<u>Prevalence of growth delays:</u> Percentage of children under 5 with moderate or severe growth delays			6.00	18.50
<u>Percentage of children that were ever breastfed:</u> Percentage of women giving a live birth during the previous 2 years and breastfeeding the child at any time			90.40	94.40
<u>Percentage of children breastfed after their first birthday:</u> Percentage of women giving a live birth during the previous 2 years and placing it upon their breasts within 1 hour of the birth			24.60	62.00
<u>Minimum diversity in nutrition:</u> Percentage of children aged 6-23 months who took food from 4 or more food groups during the previous day			84.10	42.70
<u>Low body weight infants:</u> Percentage of live births with a body mass at birth below 2,500 grams			5.10	14.70
<u>Full immunization coverage:</u> Percentage of children aged 24-35 months who received all 7 recommended vaccines from the national immunization calendar by their second birthday			66.10	8.80
<u>Coverage with prenatal protection:</u> Percentage of women aged 15-49 years who were examined at least once during their pregnancy by a trained healthcare worker during the previous 2 years			98.30	95.50
<u>Total fertility rate:</u> Number of live births by women aged 15-49 years divided by the total number of women aged 15-49 years, expressed at 1,000 women			1.60	3.10
<u>Rate of adolescents giving birth:</u> Fertility rate of women aged 15-19 years			22.00	157.00
Achievements (2016)	Roma men	Roma women	Total population	

	43,879	47,407	143,150
Indicators we could monitor in the future			
The coverage of Roma mothers and children with medical field service visits has been increased by 50% (pre and post-natal)			
The coverage by development counselling services and parental counselling services has been increased by 50%			
The number of pregnant women covered by regular examinations in the infirmary and by the field service			
Number of mobile healthcare units			
Number of pregnant Roma women attending the programme			
Number of implemented educational programmes for pregnant women			
Number of distributed meals for pregnant women in soup kitchens			
At least 50% of informal Roma settlements covered by regular campaigns			
Number of children whose nutritive status is encompassed by healthcare mediator records			
Number of meals distributed at the monthly-annual level			
Number and type of organized professional development programmes for healthcare mediators			
Number of healthcare mediators who completed the professional development programme			
Number of healthcare mediator visits			
Number of healthcare institutions covered by healthcare worker trainings on the protection of patients from discrimination			
Operational objective 1: Develop a supporting environment for the development and health of Roma persons.			
Total budget			
Baseline (2015)	Roma men	Roma women	Total population
	43,201	46,453	140,408
Turning point (2016)			
Planned budget (2016)	[please enter the total budget for 2016, in euros] Budget 2016= RSD 32,131,000.00 ; €257,000		
Spent budget (2016)	Service contracts for healthcare mediators = 27,000,000; €216,000		
Achievements (2016)	Roma men	Roma women	Total population
	43,879	47,407	143,150
Measures implemented under objective 1 in 2016.			
Measure 3.1.1 Extend public-health programmes regarding all Roma within the territory of the Republic of Serbia, regardless of their status, having in mind primarily their healthcare needs, with an emphasis on those for whom vulnerability is most evident.			Planned budget (2016) Budget 2016= RSD 32,131,000.00 ; €257,000
			Spent budget (2016) Implementation of the AP on the healthcare protection of Roma - Service contracts 3M=27,000,000; €216,000
	Roma men	Roma women	Total population
Measure 3.1.2 Develop public-health activities eliminating conditions specifically affecting the health of Roma persons			Planned budget (2016) Budget 2016= RSD 32,131,000.00 ; €257,000

(improvement of hygienic-epidemiological conditions in Roma settlements, increasing mandatory immunization coverage, improvement of reproductive health, prevention of chronic non-communicable disease, improvement of the nutritional status of infants and young children in Roma settlements, reduction of substance abuse and other risks).			Spent budget (2016) Implementation of the AP on the healthcare protection of Roma - Service contracts 3M=27,000,000; €216,000
	Roma men	Roma women	Total population

Operational objective 2: Improve the development and health of Roma children.

Measure 3.2.1

Improve access to timely and comprehensive antenatal healthcare through the work of healthcare mediators

Measure 3.2.2

Support targeted preventive programmes in the Roma community for pregnant women aimed at reducing risks for child health (prevention of smoking and alcohol use during pregnancy, correct nutrition, regular pregnancy control) in cooperation with the social welfare sector.

Measure 3.2.3

Develop a programme to improve nutrition for Roma children that will monitor the nutritional status of Roma children, stimulate and protect breastfeeding, provide education for parents regarding nutrition, feeding and stimulation of the development of particularly small children, as well as necessary micronutrients (vitamin D, fluoride, iron if needed, etc.) through preventive examinations (at the infirmary and in the field, in the Roma community).

Measure 3.2.4

Increase the coverage of Roma children by immunization through the work of healthcare mediators, the field service and regular immunization campaigns in the community.

Measure 3.2.5

Improve the capacity of healthcare workers working with children to respond to the development needs of Roma children to ensure them adequate stimulation for early development and healthcare. Improve the capacity of the field service and paediatric service to assess and monitor the risk for child development (such as injury, poor hygienic conditions, poverty, mental health of parents) and document them, for the assessment and monitoring of development achievements and deviations using standard instruments, as well as for the provision of adequate service, and the referral of Roma children and their parents to other services within the healthcare and other systems.

Measure 3.2.6

Increase the coverage of the Roma population by development counselling services (organizational and functional) through stationary and field work.	
<u>Measure 3.2.7</u> Prioritize the coverage of Roma children by field service visits - achieve full coverage of children up to four years of age.	
<u>Measure 3.2.8</u> Organize mixed groups, not separate groups for Roma parents.	
<u>Measure 3.2.9</u> Increase the coverage of Roma adolescents by youth counselling services. In cooperation with the educational system implement special programmes for adolescent pregnant women - mothers.	
Operational objective 3: Improve the health of Roma persons in the field of chronic non-communicable disease and reproductive health.	
Total budget	Total budget Budget 2015= RSD 33,631,000.00 ; 269,000€ Budget 2016= RSD 32,131,000.00 ; 257,000€ Budget 2017= RSD 38,000,000.00 ; 304,000€ Total: RSD 103,762,000.00 830,000€
<u>Measure 3.3.1</u> Improve access to services for the protection of the reproductive health of women through intensifying preventive work, prioritization of prenatal and postnatal visits to pregnant women.	
<u>Measure 3.3.2</u> During the promotion and implementation of the colon, cervix and breast carcinoma screening programme, plan measures to ensure coverage of the population of Roma settlements.	
<u>Measure 3.3.3</u> Ensure the healthcare-promotional activities and culturally adequate promotional materials indicating the harmful consequences of improper nutrition, smoking, alcoholism and other risk factors.	
<u>Measure 3.3.4</u> Ensure access and information on counselling work regarding non-communicable disease (primarily diabetes).	
<u>Measure 3.3.5</u> Improve access to services for the protection of the reproductive health of women through intensifying	

preventive work, prioritization of prenatal and postnatal visits to pregnant women.		
<u>Measure 3.3.6</u> During the promotion and implementation of the colon, cervix and breast carcinoma screening programme, plan measures to ensure coverage of the population of Roma settlements.		
<u>Measure 3.3.7</u> Ensure the healthcare-promotional activities and culturally adequate promotional materials indicating the harmful consequences of improper nutrition, smoking, alcoholism and other risk factors.		
<u>Measure 3.3.8</u> Ensure access and information on the counselling work regarding non-communicable disease (primarily diabetes).		
Operational objective 4. Improve access to quality healthcare without discrimination.		
Measures implemented under objective 4 in 2016.		
<u>Measure 3.4.1</u> Define and legally regulate an adequate programme of education for the post of healthcare mediator through formal education, the nomenclature of occupations and implemented employment of healthcare mediators in healthcare centres, as well as a programme of their continuous professional development.		<u>Planned budget (2016)</u> Budget 2016= RSD 2,000,000.00 ; €16,000
		<u>Spent budget (2016)</u> Not implemented
	Roma men	Roma women
		Total population
<u>Measure 3.4.2</u> When employing staff in the healthcare system, in cases of candidates with the same competences, give advantage to the employment of candidates of the Roma nationality.		<u>Planned budget (2016)</u>
		<u>Spent budget (2016)</u> Measure not implemented
	Roma men	Roma women
		Total population
<u>Measure 3.4.3</u> Provide Roma persons with access to relevant information related to rights in the field of healthcare at the level of the healthcare institution, local self-government and independent bodies, and regularly monitor the functioning of these mechanisms. Empower and support the Roma		<u>Planned budget (2016)</u> Budget 2016= RSD 32,131,000.00 ; €257,000
		<u>Spent budget (2016)</u> Implementation of the AP on the healthcare protection of Roma - Service contracts 3M=27,000,000; €216,000

population to use available mechanisms for the protection of the right to healthcare	Roma men	Roma women	Total population
Operational objective 5: Promote healthy lifestyles and improve the coverage of Roma persons by preventive healthcare activities.			
Total budget			
Baseline (2015)	Roma men	Roma women	Total population
Turning point (2016)			
Planned budget (2016)			
Spent budget (2016)	Implementation of the AP on the healthcare protection of Roma - Service contracts 3M=27,000,000; €216,000		
Achievements (2016)	Roma men	Roma women	Total population
Measures implemented under objective 5 in 2016.			
<u>Measure 3.5.1</u> Organize healthcare-educational work and education of Roma persons in informal settlements and families through the work of healthcare mediators and the institution for public health; introduce the Roma population to health risks and healthy lifestyles through organizing lectures, workshops and the development of promotional materials.			Planned budget (2016) Budget 2016= RSD 32,131,000.00 ; 257,000€
			Spent budget (2016) Implementation of the AP on the healthcare protection of Roma - Service contracts 3M=27,000,000; €216,000
	Roma men	Roma women	Total population
<u>Measure 3.5.2</u> Organized public-health activities and advocacy towards other systems with the aim of improving the hygienic-epidemiological conditions (improving access to potable water and sanitation, deratization, disinsection and disinfection of the area of informal settlements and organized removal of waste, etc.			Planned budget (2016) Improvement of operations and basic funds for the work of healthcare mediators, other grants = RSD 2,000,000
			Spent budget (2016) Not implemented
	Roma men	Roma women	Total population

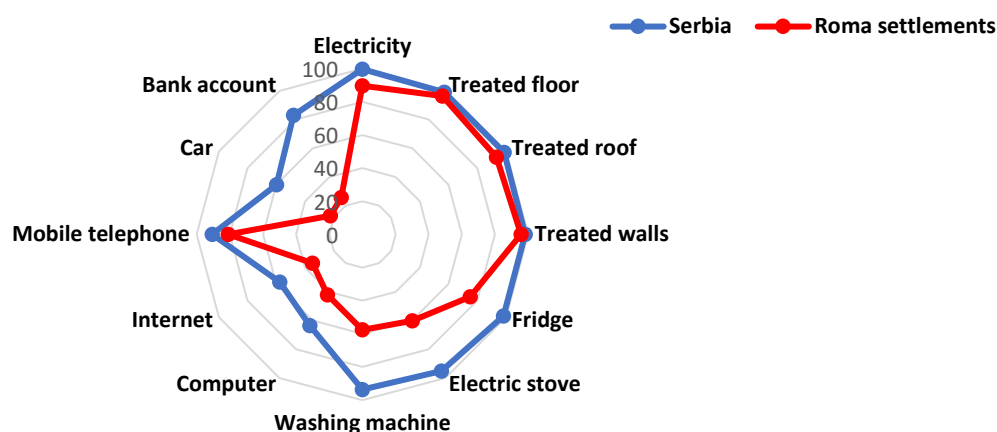
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Housing

Specific objective: undertake measures regulating forced displacement to achieve high standards in the field of human rights protection			
Total budget			
Indicator			
Baseline (2015)	Roma men	Roma women	Total population
Turning point (2016)			
Planned budget (2016)			
Spent budget (2016)			
Achievements (2016)	Regarding the percentage of households with treated walls, floors, roof and mobile telephones, Roma settlements are converging towards the levels of Serbia. However, measured by the share of households from Roma settlements that have a bank account, car, washing machine or electric stove, the indicator is below the level of the Republic.		

Comparison of living conditions in Serbia and Roma settlements in 2014



Measure 4.1.1 Adopt the Law on Housing and Maintenance of Buildings	The Deputy Prime Minister and Minister of Construction, Transport and Infrastructure formed a working group with the aim of preparing a legal solution regulating forced displacement from informal settlements. The draft law on Housing and Maintenance of Buildings contains articles regulating cases of “forced displacement” of persons living in substandard settlements and facilities built contrary to the regulations on the construction of facilities on land that is property of another person. The above draft law precisely defines when, how and under what conditions is displacement of persons from a settlement implemented, i.e. regulates the procedure of displacement of such persons, their legal protection under this procedure, as well as the option of their relocation to adequate housing, if they do not have	<u>Planned budget (2016)</u>
		<u>Spent budget (2016)</u>

	possession of other housing real estate nor funds to secure other accommodation. The draft law was adopted at a Government Session held on 17 November 2016, ratified at the National Assembly of the Republic of Serbia on 22 December 2016, coming into force on 1 January 2017 ("Official Gazette of RS", no. 104/16). It is harmonized with the provisions of the International Covenant on Economic, Social and Cultural Rights. Through this legislation, the Republic of Serbia is endeavouring to achieve high standards in the field of protection for human rights established by international legal documents representing an integral part of the legal regulations of European Union member states, primarily regarding the following provisions:		
	<ul style="list-style-type: none"> • European Charter for the Protection of Human Rights and Fundamental Freedoms: Article 8 – Right to respect for private and family life and, inter alia, the right to a home; Article 13. – Right to effective legal remedy and Article 14. – Prohibition of discrimination), as well as • Revised European Social Charter, Article 31 establishing the basic elements of housing rights: 1. improvement of access to adequate standard accommodation; 2. prevention and reduction of homelessness until its full elimination; 3. ensuring accessibly priced housing accommodation for persons without sufficient funds. 		
	Roma men	Roma women	Total population
<u>Measure 4.1.2</u> Collecting data on all substandard Roma settlements within the territory of the Republic of Serbia	The Ministry of Construction, Transport and Infrastructure established a GIS database in 2015, used to collect data on all substandard Roma settlements within the territory of the Republic of Serbia. Thus, for the first time, records were established on the number and location of informal settlements in the Republic of Serbia, providing the opportunity for planned allocation of funds to resolve these issues (the drafting of this regulation was years in the making). According to municipal data, there are 593 substandard informal Roma settlements in the Republic of Serbia.		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population

<p><u>Measure 4.1.3</u></p> <p>Improvement of the status of Roma in the local communities through the implementation of priority strategic measures envisaged within the Strategy for the Social Inclusion of Roma in the Republic of Serbia 2016-2025.</p>	<p>In order to apply and secure financial funds for improving the status of Roma in local communities, the Ministry of Construction, Transport and Infrastructure participated in the programming for IPA 2016 - Support for Roma Inclusion. A grant scheme was applied for worth EUR 4.2 million, to be implemented by the Standing Conference of Towns and Municipalities.</p> <p>As part of the preparations for the Project of improvement of the socio-economic living conditions of the Roma population, to be financed by IPA 2014 funds, at a meeting held at the Office for European Integration on 9 June 2016, it was clarified that the end-user of this project will be the Ministry of Construction, Transport and Infrastructure. The collection of information and initiation of preparatory activities for drafting the terms of reference is under way, with the Republic Housing Agency producing the relevant logframe. The initiation of the tender procedure is expected during the second half of 2017.</p> <p>Preparatory activities were initiated for the project "Implementation of durable solutions for housing and improvement of physical infrastructure in Roma settlements, to be financed by IPA 2013 funds. Project documentation for these solutions has been prepared to a large extent under the European Union project "We are here together" (financed from IPA 2012), and local self-governments and non-government organizations will be able to apply with additional projects, if they have prepared project documentation.</p> <p>As part of these preparations, a call was issued on 5 July 2016 for submitting grant applications to implement activities aimed at securing durable housing solutions and improving the infrastructure in Roma settlements, published on the EuropeAid website, the website of the Department for Contracting and Financing of European Union Funded Programmes (CFCU) and the local newspaper "Politika".</p> <p>Informative sessions were implemented with the aim of informing the public on this project, during the period 13-15 July 2016, in Belgrade, Novi Sad and Niš. The deadline</p>	<u>Planned budget (2016)</u>	
		<u>Spent budget (2016)</u>	

	<p>for project applications, originally envisaged by 9 September 2016, was extended to 23 September 2016. The Ministry of Finance - Department for Contracting and Financing of European Union Funded Programmes published a call on its website on 9 August 2016 for the submission of applications for awarding contracts for technical assistance services for this project. The deadline for the submission of applications for technical assistance was by 8 September 2016, and the evaluation of applications is under way.</p> <p>As part of this project, the official CFCU website published a call for the selection of external consultants on 10 August 2016, to help the Commission evaluate the project proposals, open by 17 August 2016. The tender procedure is under way, with the deadline for signing the contracts being 6 June 2017.</p> <p>The continued implementation of activities under the competence of MCTI, contained in the Action Plan for the implementation of activities under negotiation chapter 23 (judiciary and fundamental rights). Likewise, the activities in the Action Plan for the Exercise of Rights of National Minorities.</p>		
	Roma men	Roma women	Total population

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Social Protection

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

Total budget			
Indicator			
Baseline (2015)	Roma men	Roma women	Total population
Turning point (2016)	<p>The adoption of the Regulation on targeted transfers in March 2016 enabled local self-government units to be beneficiaries of targeted funds from the budget of the Republic to initiate the development of social services at the local level, financed by local self-government units in accordance with the Law on Social Protection. The transfer of funds to LSUs was implemented based on the concluded contracts. Contracts have been signed on targeted transfers with representatives of 125 local self-governments from across Serbia, intended for the development and establishment of services in the field of social protection.</p>		
Planned budget (2016)			
Spent budget (2016)			
Achievements (2016)	Roma men	Roma women	Total population
			RSD 400 million for targeted transfers in 2016.

Operational objective 1: Apply solutions in the social protection system that give preference to family support in providing support to at-risk children

Apply 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.

Total budget			
Indicator			
Baseline (2015)	Roma men	Roma women	Total population
Turning point (2016)	<p>With the aim of continuing the process of deinstitutionalization, two new services have been developed intended for families with children at risk of displacement, aimed at respecting the right of a child to be cared for by its parents before anyone else. These two services are: family associate, defined by amendments to the Law on Social Protection as a socio-educational service of a regional type, and <u>occasional foster care</u> already introduced into the system through existing solutions under the Family Law and Law on Social Protection.</p> <p>A working group has been established for support in the process of transformation of social protection institutions for children and youth, tasked with providing support in the process of transformation, drafting transformation plans, establishing mechanisms for the transformation of institutions through the introduction and development of innovative services of intensive support to the family and children devoid of parental care or under risk of becoming devoid of parental care, in accordance with their spatial, staff and technical capacities.</p>		

A draft standard was produced for the service “Family Associate”, a proposal was drafted for the full documentation for monitoring the professional procedure in the service, a five-day basic training for the provision of the service was tested and prepared for accreditation, an instrument was designed for the quantitative evaluation of effects in working with the family, a methodology was designed for the quality evaluation - user and stakeholder satisfaction with the service, the price of service was calculated, the service was established with 4 providers with trained family associates, managers and established mechanism of internal supervision.

A concept design was prepared for the Centre for Support to the Child and Family, as one potential form of transformation of institutions for child accommodation.

Not only with the aim of continuing the process of de-institutionalization, but primarily with the goal of providing support to families to ensure the protection of the fundamental rights of the children, primarily the right to development and the right to living with their parents.

The service provides intensive and individualized support to the child and its family and represents one of the necessary services in the range of various services aimed at the family. Introducing the service of “Family Associate” in the social protection system, the state opts to support families, i.e. parents/caregivers, to care for their children. Through the development of this service the social protection system endeavours to ensure the conditions to apply solutions giving advantage to support for the family-parenthood under procedures for the protection of children from neglect and abuse, i.e. ensure life in the community for children with disabilities.

During the period of implementation of the Action Plan for Chapter 23, the Republic of Serbia undertook the commitment to continue work on increasing the number of children who benefit from family support measures, aiming to reduce the need to use alternative care, i.e. placement of children in residential institutions and foster homes.

The family associate service has its standards, it belongs to the group of “intensive family support services”, with work on drafting a special Rulebook for such services being finalized. The initial idea was to regulate intensive family services through amendments to laws as a separate service, not belonging among advisory-therapeutic services, since the group of advisory-therapeutic services are not intensive services and are financed at the local level, whereas family associate, as one of the services of intensive family support, should move to national financing. Since the Law on Social Protection is being amended in its entirety, a transitional solution needs to be found for intensive family support services until the amendments to the law are adopted.

Occasional family accommodation - a service piloted by the Provincial Institute for Social Protection under the IPA 2013 project “Development of relative fostering, shared care for children with development disabilities and culturally competent practices in social work”.

The family associate service was developed for families with numerous and complex needs and for families with children with development disabilities. By the end of 2016 the service encompassed 479 families with numerous and complex needs and 189 families with children with development disabilities. It was shown that the service intended for families

	with numerous and complex needs corresponds to the needs of Roma families, thus 37% of the families using this service were Roma families.		
Planned budget (2016)			
Spent budget (2016)			
Achievements (2016)	Roma men	Roma women	Total population
			A study was developed: "Piloting of a service - family associate and evaluation of the results of the provision of the service". The study is based on information collected through piloting this service, as well as direct work with families, children and professionals during the period 2013-2015 in Belgrade (Centre for the Protection of Infants, Children and Youth), Niš (institution for the accommodation of children and youth "D. Radović"), Novi Sad (SOS Children's Village from Sremska Kamenica) and Kragujevac (Centre for Local Services "Knežinja Ljubica), while the Republic Institute for Social Protection coordinated the piloting process.
Measures implemented under objective 1 in 2016.			
<u>Measure 5.1.1</u> Exercise of the right to registration of residence at the address of the social work centre for persons who cannot register their residence on any other basis.	The Ministry of the Interior and the Ministry of Labour, Veteran and Social Affairs will monitor with particular care the exercise of the right to register residence at the address of the social work centre for persons who cannot register their residence on any other basis. Particular efforts will be invested in the provision of social and healthcare service by the Ministry of Labour, Employment, Veteran and Social Affairs, as well as the Ministry of Health, to raise awareness among local authorities regarding this issue, to enable full access to social and healthcare services, prevent discrimination and ensure consistent application of relevant legislation, inter alia with the		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>

	<p>aim of covering internally displaced persons with residences in Kosovo and Metohija.</p> <p>Through the legal norms of the Law on Permanent and Temporary Residences of Citizens ("Official Gazette of RS", no. 87/11), the Rulebook on the form for the registration of residence at the address of the institution, and/or social work centre ("Official Gazette of RS", no. 113/12), as well as the Rulebook on the procedure of registration and de-registration of the permanent and temporary residence of citizens, registering of temporary stay abroad or return from abroad, passivization of permanent and temporary residence, forms and method of keeping records ("Official Gazette of RS", no. 68/13), with the adoption initiated by the Ministry of the Interior, all citizens of the Republic of Serbia, and thus Roma as well, who do not have a permanent residence based on any legal basis, are provided the option to register their residence by adopting a decision on establishing their residence at the address of the social work centre covering the area the citizen is located in, and/or the institution where the citizen is permanently accommodated, with the application of the citizen to the institution and/or social work centre that their address will be at the address of the institution, and/or centre. The registration of residence at the address of the social work centre, and/or institution where the citizen has their permanent residence, is implemented by police administrations and police stations with an application by the citizen to the institution, and/or social work centre that their address will be at the address of the institution, and/or centre. The Ministry of the Interior established, by decision, the residence of 476 persons in 2016 at the address of the competent social work centres. Considering that Article 47 of the Constitution of the Republic of Serbia ("Official Gazette of RS", no. 98/06) prescribes that no one has the obligation to state their national affiliation, we are unable to state the number of members of the Roma population among the indicated number of persons for whom decision have been issued to establish their residence at the address of the competent Social Work Centres.</p> <p>Eight trainings were implemented in 2016 on the topic "Registration in the Birth Registry and exercise of rights in the field of citizenship, permanent and temporary residence of citizens and family law protection with a reflection on the field of anti-discrimination and good governance". As part of the Agreement on Understanding, 8 trainings were implemented in 2015 regarding "Registration in the birth registry and registration of residence", with participation by employees</p>	
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	<p>from social work centres, registrars and deputy registrars, and police officers.</p> <p>The activities of MoLEVSA are aimed at establishing positive practices in the application of the adopted improved normative framework, and accordingly it has issued mandatory instructions to social work centres to ensure uniform treatment of foster bodies regarding the implementation of regulations, thereby ensuring their full implementation (instructions under the procedure of registering residence at the address of the SWC or accommodation institution, instructions for the actions of foster bodies under the procedure of establishing the time and place of birth and instructions for the actions in cases of determining the personal name). The Ministry is continuously monitoring the implementation of regulations in this field.</p> <p>In cooperation with UNHCR, 5 trainings are planned for 2017 for employees in social work centres, aimed at internally displaced persons - members of the Roma national minority, with the aim of promoting tolerance, combating discrimination and respecting the rights of IDPs seeking durable solutions.</p>		
	Roma men	Roma women	Total population
<p><u>Measure 5.1.2</u></p> <p>Improve the system of case management in social work centres with the aim of developing culturally competent practice and reaching the most vulnerable Roma families.</p>			<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
<p><u>Measure 5.1.3</u></p> <p>Develop local agreements on cooperation between social work centres, social welfare service provides and schools, as well as agreements on support for families where children do not attend school or are under risk of drop-out.</p>			<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
<p><u>Measure 5.1.4</u></p> <p>Draft a new National Strategy for the prevention and protection of children from violence</p>	<p>A decision was adopted at the session of the Council for the Rights of the Child held on 20 December 2016 on starting an initiative to adopt a new Strategy for the Prevention and Protection of Children from Violence.</p>		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population

with a clear plan to reach Roma children living in informal settlements.			
<u>Measure 5.1.5</u> Ensure the new national strategy for combating violence against women in the family and intimate partner relations contains clear measures of prevention and protection from violence against Roma women.			<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
<u>Measure 5.1.6</u> Develop and institutionalize local protocols for the protection of children of Roma nationality living and/or working in the street and ensure sustainable financial support for “city” services in the community, such as reception centres, contributing to protection and social inclusion.	Sustainable financial support for “city” services in the community is provided through the Regulation on targeted transfers. Targeted transfers are intended for underdeveloped municipalities within the territory of Serbia, municipalities and towns that have institutions undergoing transformation and for the development of innovative services of importance for Serbia.		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
<u>Measure 5.1.7</u> Organize support for children living and/or working in the street, with greater use of the capacities of social protection institutions providing services of occasional or permanent housing, including intensive therapy services for children with structural personality or behavioural disorders.	An action plan has been produced for the implementation of the expansion and de-concentration of capacities for the implementation of the programme of intensive treatment - PIT programme, implemented at the Institute for the Education of Children and Youth for the past 12 years. Over 200 boys have passed through this programme to date, and as many as 97% of them have been permanently removed from the streets. The programme lasts 6 to 9 months. A new facility for the implementation of the PIT programme was opened in April 2016. The capacity was thus expanded from 6 to 20 beneficiaries. The programme is planned to be extended to another 6 towns in Serbia.		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population

<p><u>Measure 5.1.8</u></p> <p>Identify methods for the more intensive inclusion of Roma children in local social protection services, improve support programmes for mothers and strengthen advisory roles in working with Roma families.</p>	<p>The Law on Social Protection has opened the doors relatively broadly for counselling - therapeutic and socio - educational services in the social welfare system. This group of services can thus include: 1. Counselling - therapy and social - educational services as intensive support services for families in crisis; 2. Counselling and support for parents, foster parents and adopters; 3. Support to a family taking care of their child or adult family member with development impairments; 4. Maintenance of family relations and reconnection of families; 5. Counselling and support in cases of violence; 6. Family therapy; 7. Mediation; 8. SOS hotlines; 9. Activation, and 10. Other counselling and educational services and activities.</p> <p>In municipalities where counselling services are developed, they are equally available to the non-Roma, as well as Roma population, and are free-of-charge for the beneficiaries. The problem is that only a small number of municipalities has the financial capacities to fund the provision of such services to an adequate volume and in accordance with the needs of the population, yet according to the Law on Social Protection all of the above groups of services are financed mostly from local self-government resources.</p> <p>A number of local self-governments has specialized institutions for mediation in family relations - marriage and family counselling, development counselling, etc. Their services are free of charge for citizens.</p> <p>The end goal is for all municipalities to develop a support infrastructure for independent living.</p> <p>An advisory parental hotline started operating in May 2016, as a two-year pilot project of UNICEF, where parents can receive advice on numerous questions regarding parenthood and raising children by way of a free-of-charge call.</p>		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
<p><u>Measure 5.1.9</u></p> <p>Improve the system of prevention, protection, support and reintegration of victims of human trafficking in accordance with the new Strategy for Combating Human Trafficking, including</p>	<p>The Strategy for the Prevention and Combating of Human Trafficking, particularly women and children and protection of victims for 2017-2022 with the relevant Action Plan has not been adopted yet. Technically, the Strategy for Combating Human Trafficking in the Republic of Serbia from 2006 is still in force, because it is not limited in time, but there is no action plan, since the planned activities are in accordance with the draft new strategy.</p> <p>The protection of Roma human trafficking victims is being implemented within the framework of the unified system of identification and support to victims of human trafficking, even</p>		<u>Planned budget (2016)</u>

victims of Roma nationality.	though the Strategy for the Prevention and Combating of Human Trafficking, particularly women and children, has not been adopted yet. The identification of human trafficking victims in Serbia is being conducted within the social protection system, based on violations of the human rights of victims, regardless of their ethnic affiliation and citizenship. This system provides for the timeliness of support and protection of victims during court proceedings, establishing whether the crime of human trafficking has been committed or not. The protection of victims of human trafficking starts with their identification, then by securing support through the coordination of all institutions and organizations that can provide adequate support. The tasks of identification and coordination of support to victims of human trafficking are undertaken by the Centre for the Protection of Victims of Human Trafficking, as a specific social protection organization entrusted with these activities by decision on the Government of the Republic of Serbia. Support to victims of human trafficking is individualized, with the coordination of support implemented by professional associates of the Centre for the Protection of Victims of Human Trafficking. All measures for the improvement of identification, support, maintenance of records and documentation include beneficiaries of Roma nationality. Support and integration activities pay particular attention to previous history, culture, the will of the beneficiaries, intending to provide the victims with support in employment and additional education, as well as psychological support and representation in court proceedings. The Centre’s database of human trafficking victims at this point enables the classification of data according to the beneficiaries’ nationality, thus there are no available data on the ethnic affiliation of victims. The database is undergoing a redesign, with such data to be available thereafter.		<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
<u>Measure 5.1.10</u> Improve the system for the reintegration of asylum-seekers and returnees, including a large number of Roma persons, based on the Readmission Agreement.	The Ministry of the Interior of the Republic of Serbia undertook the obligation, based on the Strategy for the reintegration of returnees based on the implementation of the Readmission Agreement (“Official Gazette of RS”, no. 15/09), of providing assistance to returnees, and therefore Roma persons as well, based on the Readmission Agreement under the procedure of resolving status issues: temporary and permanent residence and issuing of personal ID cards, as well as pending issues for resolving problems with social insurance, healthcare, enrolment of children in schools, etc. The above issues are being resolved under an accelerated procedure through a		<u>Planned budget (2016)</u>

	<p>continuous process in the competent organizational units of the Ministry of the Interior, having in mind the need for all persons returned to the Republic of Serbia based on the Readmission Agreement to be reintegrated into the social and economic flow in an efficient, effective and sustainable manner, regardless of the national, religions, racial or any other affiliation.</p> <p>Having in mind the above, this Ministry, under the Team for the Implementation of the Strategy, is in daily cooperation with the Commissariat for Refugees and Migration under the segment of implementing the above Strategy, since the Commissariat is the bearer of the implementation of the Strategy and informs the returnees upon their arrival to the Republic of Serbia on their options after their return.</p>		<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
<p><u>Measure 05/01/2011</u></p> <p>Social work centres will work on the more intensive inclusion of Roma children into local social protection services, with particular emphasis on children without parental care and the improvement of the programme of support for mothers.</p>	<p>Data from Social Work Centres for 2016 have not been processed, but there is data for beneficiaries of local SWC services for 2015, collected by the Centre for Social Policy in partnership with the Ministry of Labour, Employment, Veteran and Social Affairs and the Statistical Office of the Republic of Serbia. No separate data has been collected on the number of Roma children included in local self-services of social protection, only total numbers of all beneficiaries.</p> <p>http://socijalnoukljucivanje.gov.rs/wp-content/uploads/2016/12/Mapiranje-usluga-socijalne-zastite.pdf</p>		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
<p><u>Measure 05/01/2012</u></p> <p>Social work centres will strengthen their advisory services in working with Roma families, and beneficiaries of Roma nationality in general.</p>	<p>Data for 2016 from Social Work Centres have not been processed, but there is data for the beneficiaries of all SWC services for 2015. However, there is no special data on the number of Roma beneficiaries of advisory-therapeutic and socio-educational services.</p> <p>The total number of beneficiaries of SWC services in 2015 was 697,428, with SWC registering 72,609 beneficiaries of Roma nationality.</p>		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
<p><u>Measure 05/01/2013</u></p> <p>Pilot the work of support centres as a mechanism for targeting the population from environments deprived under multiple grounds.</p>			<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population

<u>Measure 05/01/2014</u> Improve the system of prevention and support aimed at reducing the number of underage and forced marriages and underage pregnancies in the Roma community,			<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population

Operational objective 2: Improve the availability of financial benefits for children and families of Roma nationality who have the right to this, with particular emphasis on financial social assistance, care and assistance by other persons and child allowance.

Improve the availability of financial benefits for children and families of Roma nationality who have the right to this, with particular emphasis on financial social assistance, care and assistance by other persons, and child allowance.

SORS only has data on the total number of beneficiaries, not separately for families of Roma nationality.

Total budget			
Indicator			
Baseline (2015)	Roma men	Roma women	Total population
Turning point (2016)	A draft Law on Financial Support to Families with Children has been produced. The draft Law on Social Protection has not been produced yet.		
Planned budget (2016)			
Spent budget (2016)			
Achievements (2016)	Roma men	Roma women	Total population

Measures implemented under objective 2 in 2016.

<u>Measure 5.2.1</u> Improve the system of financial support intended for vulnerable families of children with disabilities in accordance with the principles of social inclusion through amendments to the Law on Social Protection and the law regulating financial support for families with children.	A draft Law on Financial Support to Families with Children has been produced. One of the novelties envisaged by this law in exercising the right to child allowance is an amendment of the conditions for the exercise of rights regarding material conditions / income being assessed and ownership of real estate / termination of health insurance and cadastral income as a condition for exercising the right, enabling beneficiaries of financial social assistance to exercise the right without a reassessment of material income if their children regularly attend school, and beneficiaries for whose child the right to an allowance for the assistance and care for another person independently of material conditions has been exercised, as well as the exercise of the right to a next child in sequence of birth after the fourth, if the right has expired for any of the previous children due to the age limit. The amount of child allowance for a child with development impairments, a child with disabilities and a child for whom the right to allowance for assistance and care for another person not placed in an	<u>Planned budget (2016)</u>
		<u>Spent budget (2016)</u>

	accommodation institution has been exercised is increased by 50%.		
	Roma men	Roma women	Total population
<u>Measure 5.2.2</u> Implement supervision over the exercise of the right to the registration of the place of residence at the address of the social work centre.	The Ministry issued mandatory instructions for action by foster bodies in cases of initiating court proceedings for establishing the time and place of birth, in cases of determining the personal name and registering a residence at the address of the social work centre and/or social protection institution for the accommodation of the beneficiary. Social work centres are continuously acting in accordance with their legal authority and issued instructions. Under the procedure of registering residence, the competence of the social work centre is to issue approval after the competent organizational unit of MoI establishes compliance with the legally prescribed conditions to implement the registration of residence. All procedures regarding the resolution of status issues of members of the Roma national minority have priority in treatment. The Ministry is monitoring the implementation of the above instructions in social work centres and social protection institutions for the accommodation of beneficiaries and will continue to participate in all activities related to the improvement of the status of members of the Roma national minority, and the creation of conditions for the unfettered exercise of rights in the system of social and family law protection. The Ministry is periodically performing supervision in this field.		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
<u>Measure 5.2.3</u> Legally regulate and make effective the institute of free legal aid.			<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
Operational objective 3: Improve the data gathering system in the field of social protection so that it provides clear and regular data on making use of the rights of Roma persons in the field of social protection (community services for children and adults, access to financial social assistance, care and assistance by other persons, child allowance, residential accommodation for children and adults, etc.).			
Improve the data gathering system in the field of social protection so that it provides clear and regular data on making use of the rights of Roma persons in the field of social protection (community services for children and adults, access to financial social assistance, care and assistance by other persons, child allowance, residential accommodation for children and adults, etc.).			
Total budget			
Indicator			
Baseline (2015)	Roma men	Roma women	Total population
Turning point (2016)			

Planned budget (2016)			
Spent budget (2016)			
Achievements (2016)	Roma men	Roma women	Total population
Measures implemented under objective 3 in 2016.			
<u>Measure 5.3.1</u> Distribute information from the database of the Ministry of Health on Roma persons to the relevant sectors, by improving the Ministry software, respecting the Law on the Protection of Personal Data, with the aim of achieving a simpler and more comprehensive response by social services regarding the issue of social inclusion of Roma. Data from the database will be used by the Ministry of Labour, Employment, Veteran and Social Affairs and the Ministry of Education, Science and Technological Development.			<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
<u>Measure 5.3.2</u> Develop a methodology for gathering data organized by national affiliation regarding the exercise of social protection rights.			<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
<u>Measure 5.3.3</u> Establish regular reporting on the exercise of the rights of Roma in the field of social protection through the reporting of the Republic Institute for Social Protection, Ministry of Labour, Employment,	The strategy envisages a meeting with the Commissioner for Information of Public Importance in order to find a legal and relevant solution for collecting data at the SWC.		<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population

Veteran and Social Affairs and the body tasked with managing the Strategy.			
<u>Measure 5.3.4</u> Improve the work of the Council for the Right of the Child through technical support for the analysis of the availability of social protection services for children of Roma nationality.			<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
<u>Measure 5.3.5</u> Implement research on the experiences of the Roma national minority regarding social protection services at the annual level.			<u>Planned budget (2016)</u>
			<u>Spent budget (2016)</u>
	Roma men	Roma women	Total population
Person tasked with reporting			
First name, last name	Vladimir Ilić		
Position	State Secretary		
Institution	Ministry of Labour, Employment, Veteran and Social Affairs		
E-mail	vladimir.lilic@minrzs.gov.rs		
Telephone	011/361 7498		
Person tasked with reporting			
First name, last name	Marija Jakovljević		
Position	Coordinator for Support to Strategic Planning		
Institution	Ministry of the Interior		
E-mail	marija.jakovljevic@mup.gov.rs		
Telephone	011/313 1719		

BUDGET

Budget 2016	
Budget overview	
Total planned budget for the implementation of the Strategy in 2016.	
Total budget spent for the implementation of the Strategy in 2016.	
Total national budget spent for the implementation of the Strategy in 2016.	
Total regional/local budget spent for the implementation of the Strategy in 2016.	
Total IPA funds spent for the implementation of the Strategy in 2016.	
Total budget spent for the implementation of the Strategy from other sources.	
Budget by priority area	
Total budget spent for education in 2016.	RSD 539,693,236.40
Total budget spent for employment in 2016.	RSD 3,126,771,883.33
Total budget spent for healthcare in 2016.	RSD 27,000,000
Total budget spent for housing in 2016.	
Total other expenses in 2016.	
Budget of other expenses regarding the Strategy	
Total budget for the functioning of the National Focal Point and office in 2016.	
Total budget for the functioning of the multidisciplinary body in 2016.	
Total budget spent for raising institutional capacity.	
Total budget spent for fundraising in 2016.	
Total budget spent for international cooperation in 2016.	
Total budget for reporting, monitoring and evaluation in 2016.	
Total budget spent for other expenses in 2016.	

IMPACT ASSESSMENT

Code	Indicator	Roma persons			Total population	Year	Source	Definition
		Roma men	Roma women	Total				
Education								
EDU1	Rate of attendance of preschool education	4.9	6.5	5.7	50.2	2014	MICS	
EDU2	Rate of inclusion in primary education	84.5	85.2	84.9	98.5	2014	MICS	
EDU3	Rate of inclusion in secondary schools	28.0	14.9	21.6	89.1	2014	MICS	
EDU4	Rate of inclusion in higher education							
EDU5	Drop-out rate in primary education							
EDU6	Drop-out rate in primary education							
EDU7	Rate of completion of primary school	65.1	62.8	64.0	93.4	2014	MICS	
EDU8	Rate of completion of primary education							
EDU9	Rate of completion of higher education							
EDU10	Literacy rate		80.1	80.1	99.1	SORS	SORS	
EDU11	Rate of attendance of special schools							
EDU12	Rate of attendance of segregated schools				n/a			
Employment								
EMP1	Employment rate	32.2	12.1	22.4	45.2		SORS	
EMP2	Rate of informal labour	70.2	60.9	67.8	22.0		SORS	
EMP3	Unemployment rate	38.4	49.6	41.8	15.3		SORS	
EMP4	Rate of long-term unemployment	28.1	34.3	30.0	9.9		SORS	
EMP5	Last employment experience							(months)
EMP6	Rate of unemployment experience							
EMP7	Youth employment rate	26.1	10.4	18.6	19.7		SORS	
Healthcare								
HEA1	Rate of access to health insurance							
HEA2	Infant mortality rate	4.92	2.14	3.59	5.3		SORS	
HEA3	Life expectancy at birth							(years)
Housing								
HOU1	Homelessness rate							
HOU2	Rate of access to water			83.31	96.92	2011	“Census of the Population, Households and Dwellings 2011”	
HOU3	Rate of access to electricity			96.99	99.84	2011		
HOU4	Rate of ownership of property documents			92.61	97.99	2011		
HOU5	Rate of separate neighbourhood				n/a	2011		
HOU6	Overcrowding			13.98	25.17	2011		(km2)
Cross-cutting issues								
CRC1	Poverty risk			78	25.4	2014	SIPRU team	
CRC2	Average earnings				47,814.00	2017	SORS	(national currency)
CRC3	Poverty rate				8.9	2014	SIPRU team	
CRC4	Discrimination rate							
CRC5	Rate of registration of residence							

ANNEX

Culture and Information

Appendix by the Ministry of Culture and Information on the undertaken activities and used budget.

SECTOR FOR CONTEMPORARY CREATIVITY AND CREATIVE INDUSTRIES			
ROMA MINORITY PROJECTS			
Name of project bearer	Project	Brief description	Awarded amount
GRUBB Foundation - Gipsy Roma Urban Balkan Beats, Belgrade	Other Image	Innovative project promoting tolerance and the culture of Roma music; creative workshops with youth as the target group; characterized by an inclusive approach, i.e. interculturality.	200,000.00
National Library "Njegoš" Knjaževac	Exploration of the language and folklore of Roma in Knjaževac	The goal of the project is the exploration of the language and folklore of Roma in Knjaževac and the training of several Roma activists for the collection of a Roma lexicon. The final goal is to publish a dictionary of the Roma language from Knjaževac.	200,000.00
National Council of the Roma National Minority, Pančevo	Romology	Cycle of lectures on the Roma language. The project is being implemented by renowned romologists.	200,000.00
Roma Centre Kragujevac	ĐELEM FEST (travelling festival for the promotion of national minorities of Serbia)	Innovative model of promoting Roma culture and other values of other national minorities living in Serbia.	200,000.00
Roma Cultural Centre, Belgrade	Festival of Roma Culture and Activism - FRKA	Very high quality and innovative project with an intercultural approach, as well as a lot of Roma cultural characteristics. It affirms high culture, unlike amateur projects.	200,000.00
"Phralipe Novi Sad" citizens' association	SUMMER SCHOOL OF MUSICAL TALENT FROM GERMANY, FRANCE AND SWITZERLAND	Music workshops for young talented musicians. A well-designed project where international professionals strengthen the capacities of local Roma and non-Roma artists.	200,000.00
TOTAL:			RSD 1,200,000.00
MULTICULTURAL PROJECTS			

Name of project bearer	Project	Brief description	Awarded amount
Cultural Centre of Pančevo	14. ETHNO.COM 2016. World music festival 23-25 September	A well-renowned multi-ethnic music festival. It serves to preserve the tradition and characteristics of minority peoples in a specific way, as well as to promote contemporary creative work, a sense of community, unity in the region and high artistic attainments. It is being regularly supported by the Ministry.	400,000.00
Centre for Banat Studies in Vršac	SOUNDS OF RE(LI)GION: CULTURAL HERITAGE AND MUSIC OF THE RELIGIOUS COMMUNITIES OF BANAT	A good project based on research, education and promotion of multi-culturalism and tolerance. The project is contributing to the preservation of the cultural heritage of various religious communities in Banat.	200,000.00
TOTAL:			RSD 600,000.00

SECTOR FOR INFORMATION AND MEDIA

		ROMA			
1.	Belgrade	NID Romano Nevipe d.o.o.	Čirikljori, a children's magazine in the Roma and Serbian language	424	400,000.00
2.	Belgrade	Artakcija d.o.o. Company Belgrade	Bad Words	424	950,000.00
3.	Belgrade	Roma Media Service	Romano jhak/Roma Eye	481	400,000.00
4.	Belgrade	Media Centar d.o.o.	Beggars and Doctors	424	900,000.00
5.	Bujanovac	RPD Ema Trajković Oliver and Partners OD Božnjevac Bujanovac	Learning is number one	424	400,000.00
6.	Bujanovac	Bujanovačke	Strengthening the capacity of the editorial staff of Bujanovačke by establishing a Roma language editorial team.	481	400,000.00
7.	Vranje	PE "Radio Television Vranje"	Rom info	424	600,000.00
8.	Vranje	OK Radio d.o.o.	ŠUNEN E ROMEN/Listen to the Roma	424	500,000.00

9.	Zaječar	Zoran Nikolić PR, Agency for the production of radio and TV programme Studio 101, Zaječar	Amaro Đive	424	600,000.00
10.	Jagodina	DOO Kopernikus Radio Television Jagodina	TV show about Roma in the Pomoravski county	424	650,000.00
11.	Kragujevac	Business association of the association of local and independent media “Local Press”	“Voice of Roma in local communities”	481	520,000.00
12.	Kruševac	Radio Television Kruševac d.o.o.	Nevipe-Romano alav	424	600,000.00
13.	Leskovac	UG Nova Naša reč	The Decade of Roma in Our Mahala	481	400,000.00
14.	Leskovac	UG Centre for Education and Development	Information inclusion of Roma for a better life in the south of Serbia	481	400,000.00
15.	Niš	UG RTV Bum 018	Roma daily news	481	500,000.00
16.	Pirot	PD Televizija Pirot d.o.o.	Roma World	424	600,000.00
17.	Pirot	Ani Pres d.o.o. Pirot	“Inclusion is no longer on paper - Inkluzija nanaj ko lil”	424	400,000.00
18.	Požarevac	PD RDU Hit d.o.o. Požarevac	Education without discrimination	424	400,000.00
19.	Užice	IMD Vesti d.o.o. Užice	How to become Roma	424	400,000.00

Total amount of funds awarded: RSD 10,020,000

RETURNEES BASED ON THE READMISSION AGREEMENT

Appendix by the Commissariat for Refugees

The Commissariat for Refugees and Migration, when planning and implementing budget and donor funds, ensures that these programmes cover local self-government units where a large number of internally displaced persons or returnees based on the Readmission Agreement reside. Internally displaced Roma persons and returnees based on readmission may apply for all programmes for the improvement of living conditions, however, there is no obligation for the internally displaced persons nor returnees based on the Readmission Agreement to state their national affiliation as Roma. Therefore, it is impossible to state the precise number of Roma beneficiaries of aid programmes, and the following text presents information on programmes and activities covering the Roma population in 2016.

Under objective 6: Implement programmes for the construction of apartments for social housing; Measure M.6.7. Local housing agencies, in cooperation with the Commissariat for Refugees and Migration, will provide housing conditions for Roma not planning to return - Programmes for the improvement of living conditions of internally displaced persons from Kosovo and Metohija are implemented by the Commissariat in cooperation with local self-governments. The Commissariat used 10% of the total budget funds intended for financing programmes for the improvement of the living conditions of internally displaced persons to find a solution for internally displaced Roma in 2016, i.e. RSD 33,000,000.00.

Regarding the implementation of measure M1.10. Improve the system of reintegration of asylum-seekers and returnees (field of social protection) that include a large number of Roma, based on the Readmission Agreement - we note that the main problem the Republic of Serbia was facing regarding returnees was the lack of data on this category of persons and their needs. A lot has been done regarding data collection to adequately plan and develop policies. Through the regular annual development of the Migration Profile of the Republic of Serbia and the updating of statistical data, the Commissariat is continuously monitoring trends regarding the number and profile of returnees based on the Readmission Agreement.

One of the most frequently used records on returnees based on the Readmission Agreement was the database of the Commissariat for Refugees and Migration that mostly contains data from the Office at the "Nikola Tesla" airport.

During 2016 the Office for Readmission at the airport, under the competence of the Commissariat, received and registered a total of 3,655 persons, i.e. 1,299 families. In accordance with previous trends regarding the national structure, the greatest number of returnees are persons of Roma nationality, i.e. 2,696 persons.

The Commissariat used 75% of the total budget funds intended for financing programmes to ensure solutions for returnees through programmes to find solutions for Roma returned based on the Readmission Agreement in 2016, i.e. RSD 15,000,000.00.

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Appendix by the Office for Human and Minority Rights

The Office for Human and Minority Rights issued a call for association projects in September 2015, for improving the status of Roma in the Republic of Serbia. A total of 36 associations have been supported with a total amount of RSD 16,962,855.23.

The basis for defining the call priorities were recommendations stemming from the Operational Conclusions from the Seminar on the Social Inclusion of Roma in the Republic of Serbia.

Projects were supported that ensure the improvement of the quality of life for the Roma population through creating and promoting integrated local services or programmes; stimulating positive actions of the broader social community towards members of the Roma population as a socially vulnerable population; implementation of programmes intended for the greater inclusion of Roma and young members of the Roma population. As part of these goals, support was provided for initiatives, inter alia, aimed at the economic strengthening of young Roma, work activation, education, healthcare, support to early development, persons discriminated on multiple grounds, Roma empowerment, prevention of human trafficking, etc. The guidelines emphasize it is desirable for the project and project activities to be promoted in public and in media.

The implementation of project activities was started in November 2015, and they were implemented during the first half of 2016. All associations have implemented media campaigns, in TV and radio stations, social networks.

The Office for Human and Minority Rights issued a public call on 14 September 2016 as part of the programme for association projects for the improvement of the status of Roma in the Republic of Serbia, implementing project activities during the four months starting with November.

The basis for defining the call priorities were objectives stemming from the Strategy for the Social Inclusion of Roma in the Republic of Serbia.

Funds to an amount of RSD 14, 998.00 were allocated for 30 projects, with four aimed at education and support to children and young Roma, two at the improvement of the availability of healthcare, four for networking at the local level with the aim of providing availability and increasing the quality of services, one project for the integration of returnees based on the Readmission Agreement, five projects for the improvement of availability of social protection services, three projects aimed at stimulating the employment of members of the Roma nationality, two projects for the prevention of violence against women, and the remaining nine projects for various forms of education and awareness-raising on the needs of Roma through media reporting and campaigns in the local community.

The Office for Human and Minority Rights of the Government of the Republic of Serbia, in cooperation with the National Council of the Roma National Minority, celebrated 8 April 2016 with a number of activities on the occasion of International Roma Day, in cooperation with the national council of the Roma national minority, state bodies, local self-governments, civil society organizations, international partners and the media.

An exhibition of photographs entitled "Usnija Redžepova - the Life of Koštana" was opened in the foyer of the National Theatre in Belgrade.

A roundtable was organized on the same day at the Deputy's Club in Belgrade regarding the issue of "Roma and Chapter 23".

A concert and cultural-arts programme was held in the amphitheatre on the Niš quay, at the monument to Šaban Bajramović in Niš.

TARI

A three-and-a-half-year project for Roma inclusion financed by the European Union and implemented by the OSCE Mission to Serbia in cooperation with the Office for Human and Minority Rights was completed on 31 March 2017, with over a thousand Roma from over 20 towns and municipalities being direct beneficiaries of this project.

The project "We Are Here Together - European Support for Roma Inclusion" is one of the most successful and most effective programmes for Roma integration implemented during the past ten years in our country, implemented in 20 pilot municipalities and towns in Serbia.

The project is worth EUR 4.8 million, providing support to institutions of the Republic of Serbia to improve the status of Roma in the following areas: access to fundamental rights, civic participation, labour market, education, healthcare, social welfare, adequate housing and job creation. The key project partners are the Office for Human and Minority Rights, Ministry of Health, Ministry of Labour, Employment, Veteran and Social Affairs, Ministry of Education, Science and Technological Development, Ministry of Construction, Transport and Infrastructure, Roma National Council, Standing Conference of Towns and Municipalities, NVO Praxis, Roma Education Fund, European Integration Office of the Government of the Republic of Serbia and the Social Inclusion and Poverty Reduction Unit.

The project directly supported the implementation of the previous, as well as the new Strategy for the Social Inclusion of Roma in key areas, such as education, employment, housing, service provision at the local level, while some of the achieved results have certainly contributed to meeting the obligations undertaken by the Action Plan for Chapter 23 in the accession of Serbia to the European Union.

The project provided a significant contribution to meeting the Operational Conclusions of the seminar organized jointly by the Government of the Republic of Serbia and the European Union. The clearest example is the drafting of a single national **Database for monitoring the results of Roma inclusion measures**. The database is an important tool for the efficient implementation of policy at the national and local level, since the database provides for storage, maintenance and reading of data by national and local institutions in a single place. Information from the database will affect the creation of policy among national and local institutions, as well as the adoption of strategic decisions by donors, and by entry of data into the database all local self-governments can ensure greater visibility of results, plans and the needs of the Roma community at the local level. The database has been installed at the website of the Statistical Office of the Republic of Serbia.

Housing: Records have been established for the first time on the number and location of informal settlements (583) in Serbia, providing the opportunity for planned targeting of funds

towards resolving these issues. A geographic information system (GIS) has been established, enabling the monitoring and improvement of living conditions. A total of 13 urban plans have been developed for substandard settlements in 11 municipalities, while in 14 municipalities technical documentation was prepared for around 20 infrastructural projects. Infrastructural investments will be made in these settlements in the coming period to ensure better living conditions.

Mobile teams: The forming of mobile teams in 20 local self-government units provides for improved intersectoral cooperation and division of competence and responsibility among local stakeholders dealing with Roma issues. Mobile teams have connected, for the first time, mechanisms established during the preceding period to enable citizens of Roma nationality to exercise their rights in a faster and easier manner.

Coordinators for Roma issues, healthcare mediators, pedagogical assistants, representatives of social work centres and representatives of the National Employment Service are participating in the work of mobile teams.

Mobile teams have been recognized under the new Strategy for the Social Inclusion of Roma in the Republic of Serbia 2016-2025 as a model to be developed in other municipalities.

Education: In the field of education, the project reached the set goal of 1.000 scholarships given during the two school years. The important process of certification of pedagogical assistants has been finalized, 191 of them received diplomas on completing the programme at the ceremony organized at the University in Kragujevac, thus completing the multiannual process and making the assistants part of the educational system of the Republic of Serbia.

Healthcare: Support was provided for healthcare mediators through a set of trainings, and 70 certificates were presented in order to systematize their jobs.

Employment: Support was provided for 17 Roma companies employing around 60 Roma with EUR 500,000. The support consists of equipment, professional assistance and professional training.

Access to fundamental rights: As part of the free legal aid programme, legal teams of the partner organization “Praxis” have initiated 969 administrative and court proceedings for subsequent registration in the Birth Register, for establishing the date and place of birth, as well as for establishing the personal name. They visited over 90 municipalities across Serbia and conducted over 200 field visits.

Roma organizations and civil society organizations have been mapped through the IPA 2012 project dealing with Roma inclusion in 20 municipalities/towns in Serbia, which lead to the development of the training programme, with 31 CSO and 4 networks participating in three training cycles.

The project “**Technical support for the Office for Human and Minority Rights in the implementation of the Strategy for the Improvement of the Status of Roma**” was completed in June 2016, with the project beneficiary being the Office for Human and Minority Rights and implemented by the OSCE Mission to Serbia with the financial assistance of the Swedish International Development Cooperation Agency (SIDA).

Six advisers for Roma inclusion have been engaged under the project in five institutions: Ministry of Education, Science and Technological Development, Ministry of Construction,

Transport and Infrastructure, Ministry of Labour, Employment, Veteran and Social Affairs, Ministry of Culture and Information and the Office for Human and Minority Rights.

Work on the preparation has been completed in cooperation with the Standing Conference of Towns and Municipalities and published in June. The guide for local Roma issue coordinators and officers in local self-governments monitoring Roma inclusion at the local level - Role of Coordinators for Roma Issues in the Local Self-Government.

A total of 13 local self-governments have been supported as part of the Programme of grants intended for local self-governments supporting Roma inclusion, with a focus on improving the living conditions of the Roma population in local communities. A ceremony was held on 27 June for awarding certificates, thus formally marking the end of activities in local self-governments under the most valuable component of the project, as well as the end of the project itself. The following local self-governments have been supported under this component: Prokuplje, Knjaževac, Zaječar, Požega, Ivanjica, Kuršumlija, Doljevac, Zvezdara, Koceljeva, Senta, Obrenovac, Ruma and Loznica. The total budget of funds used is over EUR 900,000, with the projects implemented during a one-year period (June 2015 - July 2016).

Appendix by the National Council of the Roma National Minority

The National Council of the Roma National Minority, based on the Law on the National Councils of National Minorities, is competent for issues in the field of education, culture, official use of language and script, and information of members of the Roma national minority.

The National Council of the Roma National Minority is implementing its activities in accordance with those competences. Since the problems of the Roma community are much broader and more complex, and exceed the entrusted competences of the national council, we are forced to deal with other issues of priority for members of the Roma national minority.

In addition to the regular activities during 2016, the National Council of the Roma National Minority actively participated in the adoption of strategic documents of the Republic of Serbia related to improving the status of members of the Roma national minority in the Republic of Serbia, and therefore submits the following:

1. Activities in the field of education

- The National Council of the Roma National Minority, in cooperation with the Ministry of Education, implemented the affirmative measure of enrolment of secondary school students for the 2016/2017 school year.
- The National Council of the Roma National Minority collected documentation for scholarships and loans for secondary school and faculty students.
- A seminar was organized in Divčibare, in cooperation with the Ministry of Education and the Faculty of Philology, for teachers of "Roma Language with Elements of National Culture".
- Diplomas have been handed out at the Faculty of Philology on completing the examinations in Roma language and culture for future teachers and lecturers.

2. Activities in the field of culture

- Events were held for the most important national holidays, organized by the National Council of the Roma National Minority: 8 April - World Roma Day, Bibijaka, St. George's Day, Day of the National Council, International Human Rights Day, etc.
- The National Council of the Roma National Minority is regularly marking and visiting monuments erected for victims of the Holocaust from World War II.
- The National Council of the Roma National Minority is visiting all cultural events, concerts, exhibitions and other gatherings promoting the culture and tradition of Roma.

3. Activities in the field of official use of language and script

- The National Council of the Roma National Minority believes that the introduction of the subject of "Roma Language with Elements of National Culture" into primary schools has created the foundation for introducing the Roma language as the official language in competent state and local bodies.
- Many multilingual information sheets, articles and other print materials in the Roma language have been printed.
- The National Council started the initiative before the competent ministry and local self-government units to reduce the percentage for the introduction of Roma language into official use.

4. Activities in the field of information

- The National Council of the Roma National Minority is updating its website regularly on a daily level, notifying the public on all activities they are implementing every day. The website also provides information on calls, documents and all issues of importance for the exercise of the rights of members of the Roma nationality.
- Meetings were held with representatives of OSCE regarding improvements to the provision of information.
- The National Council of the Roma National Minority is cooperating with nearly all electronic and print media.
- The National Council of the Roma National Minority is regularly holding, and/or attending public conferences regarding issues dealing with problems of members of the Roma national minority.

5. Activities in drafting strategic documents and other activities

- The National Council of the Roma National Minority was engaged and actively participated in drafting the "Strategy for the Social Inclusion of Roma in the Republic of Serbia 2016-2025". We participated in all phases of drafting this strategic document through the work of commissions, working groups and other expert bodies, tasked with preparing the draft Strategy. The National Council of the Roma National Minority provided suggestions, started initiatives and worked on harmonizing the final text. In cooperation with the Council for the

Improvement of the Status of Roma, the National Council of the Roma National Minority organized public debates in large city centres across the territory of the Republic of Serbia.

- The National Council of the Roma National Minority participated and was a constructive partner in drafting the text for the adoption of the Action Plan for the Exercise of Rights of National Minorities, and the part for members of the Roma national minority under Chapter 23 of the pre-accession negotiations.
- The National Council of the Roma National Minority participated in the work of the Coordination of national councils of national minorities and attended all conferences, seminars and workshops organized by the Coordination.
- The National Council of the Roma National Minority provided assistance and support for implementing the project “Let Us Build a Home Together”, financed by the European Union and implemented by the United Nations Office for Project Services (UNOPS) in partnership with the City of Belgrade, where 32 social apartments were provided for use to members of the Roma national minority.
- The National Council of the Roma National Minority continuously cooperated with international organizations.

European Integration and IPA Projects

Link to strategic documents

- ***Strategy for the Social Inclusion of Roma in RS 2016-2025*** was adopted at the Government Session on 3 March 2016. The relevant Action Plan has not been adopted yet. A decision was adopted on establishing the Coordination Body for monitoring the implementation of the Strategy for the Social Inclusion of Roma in the Republic of Serbia 2016-2025. The Coordination Body was established at the Government session held on 3 March 2017.
- ***Action Plan regarding the rights of national minorities*** - the AP was presented to member states on 3 February in Brussels, and the document was adopted on 3 March 2016 at a Government session. The Regulation on the procedure for the allocation of funds from the Budget Fund for National Minorities was adopted at the same session.
- Projects aimed at support for Roma inclusion in the Republic of Serbia provided a significant impulse for the implementation of inclusion policies and contributed to an overall improvement of the status of Roma. Currently, projects are being implemented worth nearly EUR 10 million and financed from IPA funds, with the same number being prepared for implementation. Likewise, our partners are providing additional strong support to Roma inclusion through bilateral assistance as support to public institution and civil society organization projects (Germany, Switzerland, Sweden). All these projects are dealing with various aspects of inclusion - access to the labour market, access to healthcare, education, improvement of living conditions. Development assistance implemented through these projects has significantly contributed to establishing and strengthening inter-sectoral cooperation and

to the development of an integrated approach in creating and implementing relevant policies and strategies.

- Despite the achieved progress and visible results, we must not lose sight of the remaining challenges. Some of the issues that remain are the still insufficient capacities of institutions for the implementation of Roma inclusion policy and their ownership over those processes, the need for stronger and better coordinated intersectoral cooperation, greater role of local self-governments. Although good institutional mechanisms have been established (Council for the Improvement of the Status of Roma, Strategy for the Improvement of the Status of Roma, etc.), challenges like the extremely low quality of life, problems such as a significant number of ethnic incidents aimed against the Roma, phenomena such as the increased number of asylum-seekers in Western European countries, all indicate the need for a more efficient and effective use of available budget and donor funds, with the precondition for this being more intensive communication and coordination among all stakeholders. Throughout our experiences in project implementation to date we have frequently faced the issue of acceptance by the majority population, particularly regarding projects for resolving housing issues. Likewise, support services for the Roma population at the local level must be additionally strengthened and improved to help inclusion and prevent illegal emigration.
- Aiming for the more efficient and effective use of budget and donor funds, as well as support to the process of improving the status of Roma in the Republic of Serbia, the European Integration Office (EIO), Office for Human and Minority Rights (OHMR) and Social Inclusion and Poverty Reduction Unit (SIPRU) of the Government of the Republic of Serbia have started an initiative for establishing a mechanism for holding regular coordination meetings on projects for the improvement of the status of Roma.

There aren't many *acquis* regulations at the European Union level regulating this field, and it is mostly left to the member states to best regulate these issues and respect the standards that are the foundation for the European Union.

The legal framework in this field is mostly not regulated uniformly by the European Union *acquis*, instead it consists of international documents and best practices. This in practice means that the standards are mandatory, but represent *soft acquis*. In this context, the best European practices started being defined in time as the standard to be attained by candidate states.

The fact that Chapter 23, where issues of Fundamental Rights are being negotiated, encompasses the political criteria for membership, while only a small segment is about the harmonization of legislation, makes it extremely political. This means that the successful end of negotiations is not affected only by the implemented reform, but also other circumstances from the broader political context.

Protection of minority rights in the context of European integration (broader, European context)

Article 2 of the Treaty on the EU explicitly states:

The Union is founded on the values of respect for human dignity, freedom, democracy, equality, the rule of law and respect for human rights, including the rights of persons belonging to minorities. These values are common to the Member States in a society in which pluralism, non-discrimination, tolerance, justice, solidarity and equality between women and men prevail.

The field of fundamental rights is very broad and thus the European Union *acquis* encompasses rights protected by the **European Union Charter of Fundamental Human Rights** comprising an integral part of the Lisbon Treaty. The EU Charter of Fundamental Human Rights has the same force as the founding treaties, thereby it holds the status of primary law.

The *acquis* also encompasses all those human rights protected by other international instruments, regardless of whether they were adopted at the level of United Nations or Council of Europe.

- **The Council of Europe Convention for the Protection of Human Rights and Fundamental Freedoms** is particularly important.
- Additionally, CoE has adopted a number of conventions establishing human rights protection standards in specific areas, such as the protection of national minorities, protection of children, etc.

Negotiations in this field will be aimed at several issues where a need for further progress was noted: Combating discrimination, protection of national minorities, including the improvement of the status of Roma, freedom of media, prevention of hate crime, access to justice through free legal aid, prison system, protection of women' rights, protection of the rights of the child, protection of persons with disabilities, rights of the LGBT population, protection of personal data.

Information on projects financed from the IPA fund during 2009-2016

- Projects aimed at support for Roma inclusion in the Republic of Serbia provided a significant impulse for the implementation of inclusion policies and contributed to an overall improvement of the status of Roma. Within the sector of Human Rights Development and Social Development, the programming cycles to date have programmed support aimed directly towards Roma as the target group. Support programmes have been envisaged under IPA national programmes intended for providing support to Roma inclusion:
 1. IPA 2009 improvement of living conditions of the most vulnerable Roma families from the territory of the City of Belgrade, EUR 3.6 million. The project is intended for housing a number of Roma families displaced from the "Belvil" locale, through three models: purchase of rural households, construction of social housing, repair of owned real estate. The project provided

for durable housing solutions for around 100 families, with 39 families moved to rural households, 11 families receiving support in the reconstruction of real estate they owned, while the remaining families will be placed in social apartments. These apartments will be built in 3 locations: Orlovsko naselje (building settled with 12 apartments in May 2015), Jabučki Rit and Mislođin.

2. The IPA 2012 programme of support for Social Development envisages and is currently implementing a grant scheme aimed at providing support for the most vulnerable groups (including the Roma), in the form of improving the quality of existing social protection services at the local level and cooperation of relevant organizations at the local level in the field of social protection, healthcare, education and employment. The total value of the grant contract is EUR 4.5 million, with 28 contracts signed with beneficiaries in December 2015 (civil society organizations, local self-governments, social protection organizations, etc.)
3. The IPA 2012 project “We Are Here Together - European Support for Roma Inclusion” (TARI project) with a budget off EUR 4.8 million is being implemented through six components: access to fundamental rights, formation of mobile teams, empowerment of civil society organizations, introduction of a programme of drop-out prevention, improvement of housing conditions, sustainable employment.
4. The IPA 2013 programme envisages a measure intended for the improvement of Roma inclusion. EUR 11 million has been earmarked for this measure, to be implemented through two agreements: agreement on technical assistance and agreement for the implementation of the grant scheme. The contracting process is in its final phase. The project will rely on the results of the project financed from IPA 2012, primarily regarding the component of housing and component of mobile teams. The grant scheme was envisaged to be used to implement works in 20 pilot municipalities for improving the infrastructure and housing conditions in substandard settlements based on technical documentation prepared under the IPA 2012 project. Likewise, the project envisages technical assistance in the implementation of the grant scheme, preparation of technical documentation for improving living conditions in substandard settlements for an additional 20 municipalities, as well as further support to the activities of mobile teams and other inclusion measures.
5. The IPA 2014 programme allocated EUR 4.1 million for improving the social inclusion of Roma through further investments into sustainable housing solutions, improved access of Roma students to the educational system and strengthening of national Roma inclusion mechanisms at the local level. The activity will improve the social inclusion of Roma regarding improvements to housing conditions, state mechanisms for inclusion and Roma scholarships. The improvement of living conditions in substandard Roma settlements will represent a precondition of their socio-economic empowerment and employment.
6. To ensure continuity of comprehensive support for Roma inclusion in the Action Programme for IPA 2016, further support is envisaged for the social inclusion of Roma through supporting the further development of inclusion mechanisms at the local level, a grant scheme focused on employment, increasing the coverage of Roma children in the preschool education system and reduction of discrimination, as well as preparation of further technical documentation for sustainable housing solutions. A direct award to the amount of EUR 4 million is envisaged for this intervention to the Standing Conference of Towns and Municipalities who will, in cooperation with relevant national institutions, coordinate the implementation of envisaged activities.
7. Namely, sectoral budget support for education is planned through the IPA Action Programme for 2016. It will, inter alia, target Roma as a special target group. Note that a final agreement on the target values has still not been reached with the European Commission.

8. The idea is for IPA 2017 to provide funds with particular focus on social housing that would encompass the socially and economically most vulnerable groups of population in Serbia - refugees, internally displaced persons, victims of family violence, Roma, persons with disabilities. Social housing is an extremely important factor for achieving social balance and it provides for the integration of all groups into the social community, including those we consider vulnerable. Note that the process of IPA 2017 programming is in the final phase of harmonization of Action Documents, thus the next step is the adoption of the Action Programme and signing of the Financial Agreement that represents the legal basis for implementing the annual Action Programme.

ANALYSIS OF THE STATUS OF ROMA INCLUSION AT THE LOCAL LEVEL

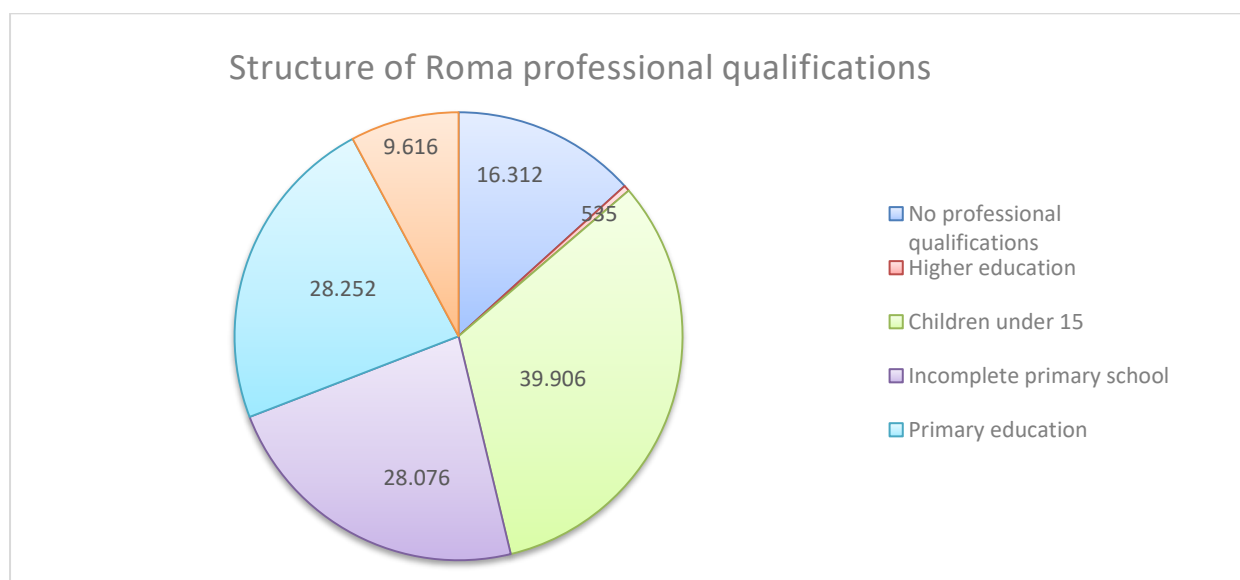
An important tool for efficient policy implementation at the national and local level are completed questionnaires by local self-government units, centralized in the database for monitoring Roma inclusion measures. The database is making progress regarding the amount of data. During 2016 data was entered by 124 local self-governments (of the 198 listed, with Kosovo and Metohija), while in 2015 the questionnaires were completed by 80 self-governments. Aiming to monitor the implementation of the National Strategy for Roma Inclusion through a set of strategic measures, local self-governments are engaging coordinators for Roma issues in the field of education, healthcare, social welfare and housing, reporting on project activities (particularly the work of the Council for Inter-Ethnic Relations and other relevant bodies for Roma inclusion) at the local level. Coordinators for Roma issues are available in 67 self-governments in the Republic of Serbia, comprising 54% of the total number of self-governments that have completed the questionnaire. The importance of coordinators for Roma issues is reflected in the fact that 23 of the 32 self-governments that have adopted the Action Plan for Roma Inclusion have engaged coordinators.



In addition to the 32 municipalities shown, a local Action Plan has been adopted by Surčin, Surdulica and Srbobran. However, the dates of adoption and duration have not been entered yet, so they have been left out of the chart.

There are 123,881 members of the Roma population living in the 124 municipalities that have completed the questionnaire (59,233 women and 57,171 men), thereby Roma participate in the total population of the Republic of Serbia with 2.07%. The greatest number of Roma live in Leskovac (7,700), Palilula (5,607) and Zemun (5,600). Expressed in percentages, the greatest percentage of Roma are reported in Bojnik (14.8%), Surdulica (13%) and Bela Palanka (11.6%).

There is room for improvement in the field of educational structure of Roma. Other than children under 15 years of age, the majority of the Roma population are Roma with primary education, nearly equal in the share of the Roma population with the number of those without a completed primary school. The lowest number is for those with higher education (535), whereas in as many as 24 of the registered municipalities there are no highly educated members of the Roma population. The greatest number of highly educated are in Novi Sad (34), Valjevo (24) and Leskovac (23).



Special funds for improving the status of Roma are being allocated by 44 municipalities to a total amount of RSD 61,086,780, with the notable examples of Šabac (RSD 7.4 million), Sopot (RSD 6.9 million) and Vranje (RSD 5 million).

Councils for inter-ethnic relations have been formed in 40 municipalities, with 25 having at least one member of the Roma population as a member. Councils/commissions for gender equality are operating in 86 municipalities, with 11 having Roma members.

Progress in the Roma inclusion process was shown, according to the above indicators, by 4 municipalities. Zvezdara (first level of development), Pančevo (first level of development), Šabac (second level of development) and Topola (second level of development) have adopted a local Action Plan, allocated separate funds for Roma inclusion, engaged a coordinator for Roma issues, formed all three councils (for inter-ethnic relations, gender equality and healthcare), and secured healthcare mediators.

HEALTHCARE

The role of healthcare mediators is to keep records on the health status of the population of informal settlements, to work with them on raising awareness on the need for child vaccination, as well as the importance of correct nutrition and hygienic habits. Healthcare mediators should ensure better insight for healthcare institutions into the state of these settlements, and inform the population about the importance of timely visits to the doctor. A healthcare mediator is not a healthcare worker (doctor, nurse), mediators connect the healthcare system and citizens of informal settlements. When choosing healthcare mediators, the Ministry of Health gave priority to Roma women who are mothers and are living in a Roma settlement. The total number of healthcare mediators is 58, and they are stationed in 51 municipalities, with the largest number of mediators per municipality in Obrenovac - 3.

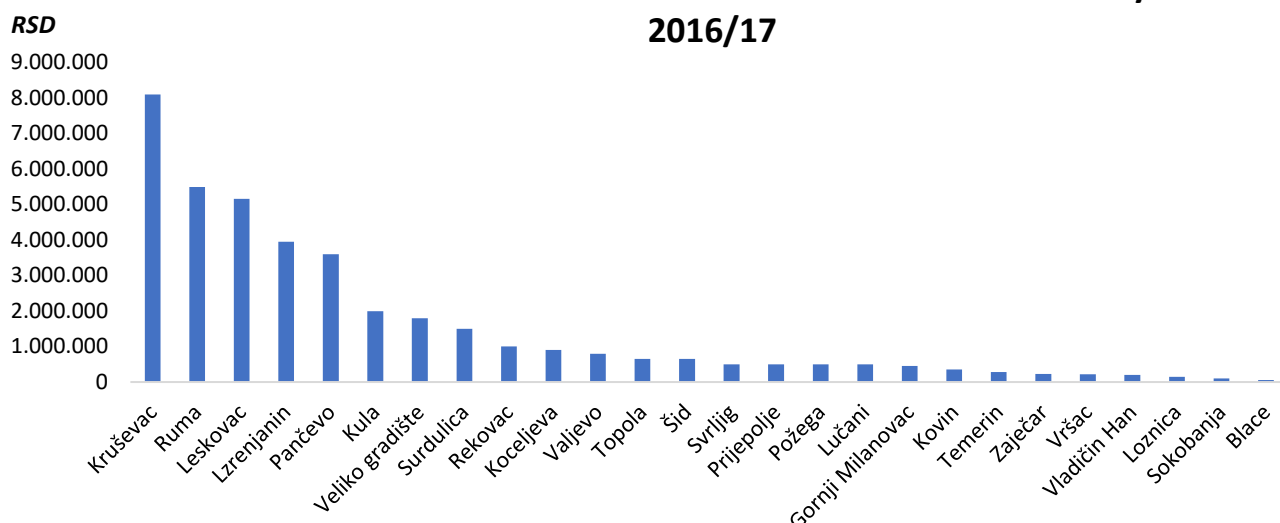
Health councils have been founded in 67 municipalities, 8 among them have Roma members in the council, with the services of healthcare mediators available in 6 of them. All three conditions for Roma inclusion in the field of health have been met by Vranje, Loznica, Vlasotince, Aranđelovac, Merošina and Pančevo.

EDUCATION

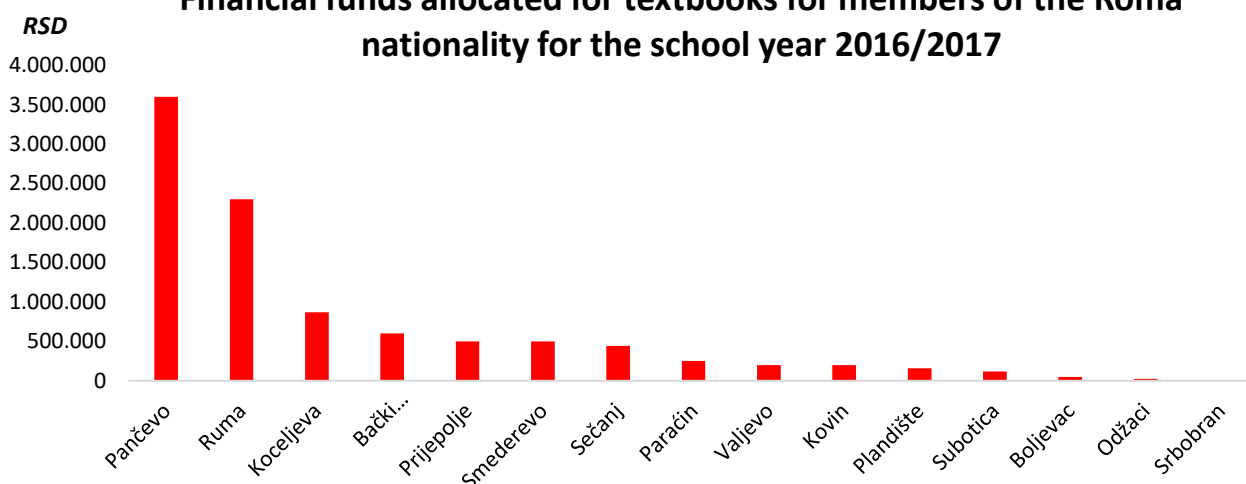
Expert assistance and additional support to students, teachers, educators and professional associates with the aim of improving their work with children and students is provided by 121 pedagogical assistants in Serbia. The assistants are available in 53 municipalities (43% of the municipalities that have completed the questionnaire). The largest number of pedagogical assistants are in Valjevo and Leskovac (6); Pirot, Čukarica and Stara Pazova (5), while the others have 4 or less each.

Financial funds for textbooks in 2016/2017 have been allocated by 26 municipalities to a total amount of RSD 39,672,585. Notable regarding the allocated amount are Pančevo (RSD 8,100,000), Ruma (RSD 5,500,000) and Leskovac (RSD 5,160,000). However, funds have been allocated for Roma population textbooks by 15 municipalities to a total amount of RSD 9,819,424, with the notable examples of Pančevo (RSD 3,600,000) and Ruma (RSD 2,300,000).

Total financial funds allocated for textbooks for the school year 2016/17

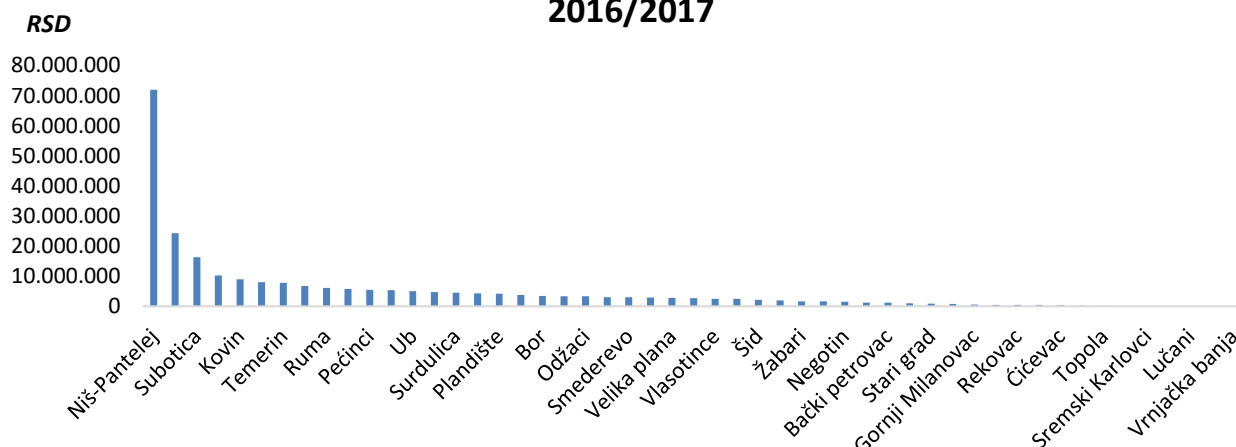


Financial funds allocated for textbooks for members of the Roma nationality for the school year 2016/2017

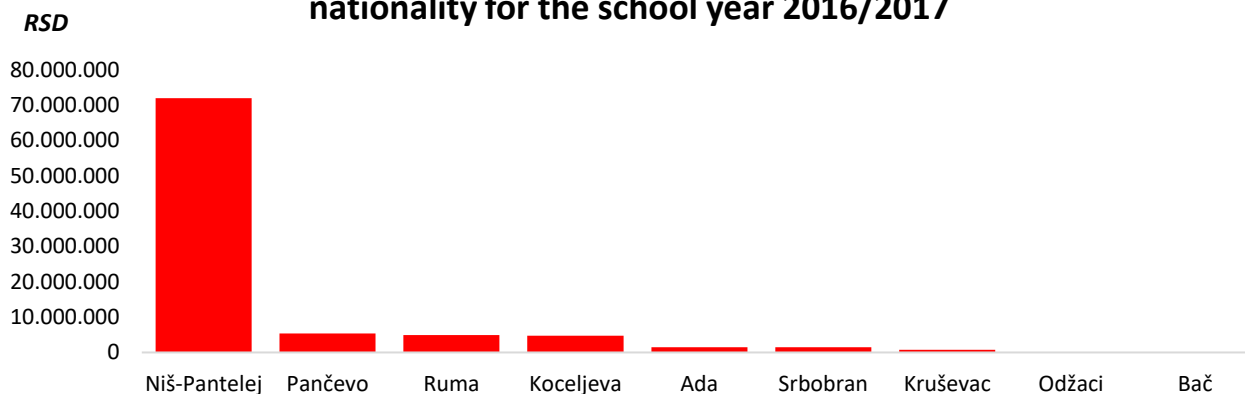


Financial funds for snacks in 2016/2017 have been allocated by 51 municipalities to a total amount of RSD 250,760,513. Notable regarding the allocated amount are Niš-Pantelej (RSD 72,000,000), Zrenjanin (RSD 24,308,030) and Subotica (RSD 16,346,000). However, funds have been allocated for snacks for the Roma population by only 9 municipalities to a total amount of RSD 91,053,684, with the notable examples of Niš-Pantelej (RSD 72,000,000) and Pančevo (RSD 5,400,000).

Total financial funds allocated for snacks for the school year 2016/2017



Financial funds allocated for snacks for members of the Roma nationality for the school year 2016/2017



Financial funds for school transport in 2016/2017 have been allocated by 83 municipalities to a total amount of RSD 8,320,651,236. Notable regarding the allocated amount are Beočin (RSD 4,579,482,500) and Ub (RSD 2,066,095,250). However, funds have been allocated for the transport of the Roma population by only 7 municipalities to a total amount of RSD 571,040,700, with the notable example of Niš-Pantelej (RSD 557,186,000).

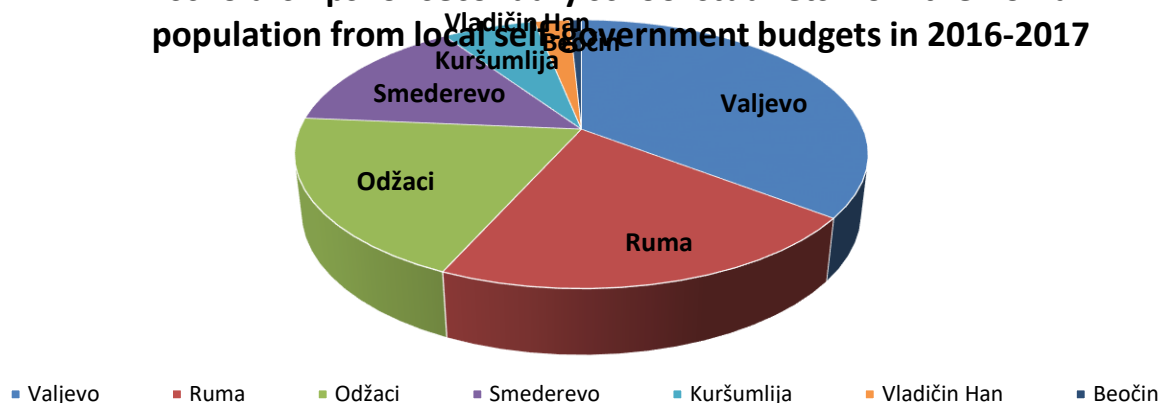
On the other hand, financial funds for secondary school transport in 2016/2017 have been allocated by 54 municipalities to a total amount of RSD 8,558,211,855. Notable regarding the allocated amount are Beočin (RSD 4,667,167,500) and Bačka Palanka (RSD 2,873,147,900). However, funds for secondary school transport for the Roma population have been allocated by only 8 municipalities to a total amount of RSD 563,378,502, with the notable example of Niš-Pantelej (RSD 557,186,000).

25 municipalities have approved a total of 778 secondary school scholarships in 2016/2017. The greatest number of scholarships were received by secondary school students in Valjevo (94), followed by Loznica (77), Aleksinac (73) and Bačka Palanka (62). However, 7 municipalities have approved a total of 127 secondary school scholarships to members of the Roma population in 2016/2017. The greatest number of scholarships were received by secondary school students in Valjevo (45), followed by Ruma (27) and Odžaci (25).

Share of municipalities in the total number of approved scholarships for secondary school students from local self-government budgets in 2016-2017



Share of municipalities in the total number of approved scholarships for secondary school students from the Roma population from local self-government budgets in 2016-2017



On the other hand, a significantly higher number of scholarships are being awarded to higher education students. 58 municipalities have awarded 4,293 higher education scholarships, while 10 municipalities have allocated financial funds for 27 Roma students (10 scholarships were awarded in Bujanovci, 7 in Valjevo and one each in the remaining 8 municipalities).