



**Montenegro**

**Ministry of Human and Minority Rights**

**REPORT**

***on the implementation of the***

***Strategy for Social Inclusion of Roma and Egyptians in Montenegro 2016 - 2020***

***for 2019***

**Podgorica, March 2020**

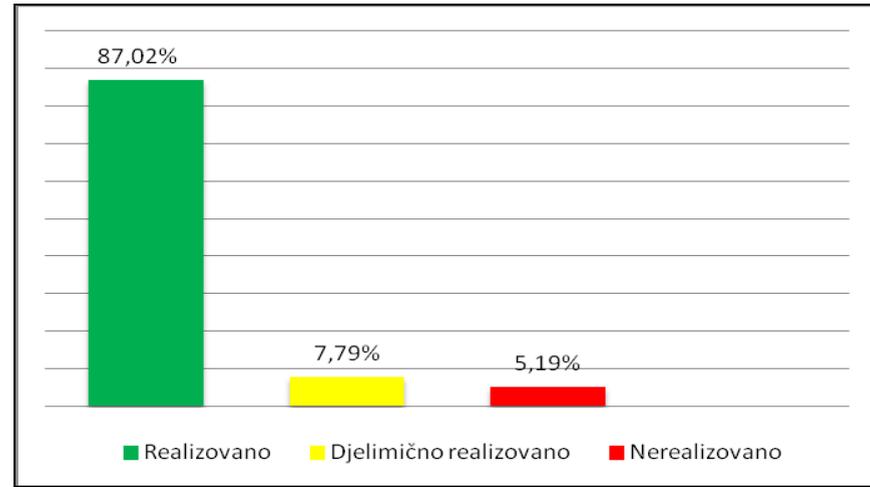
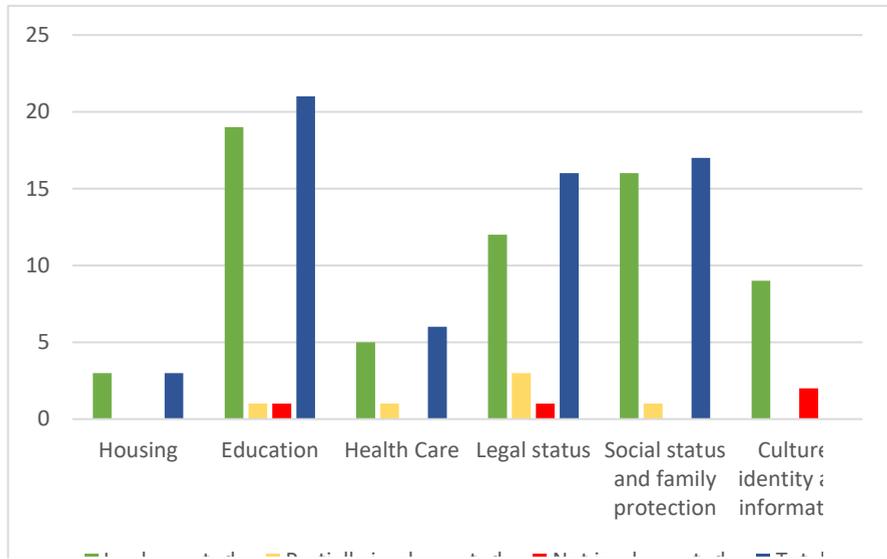
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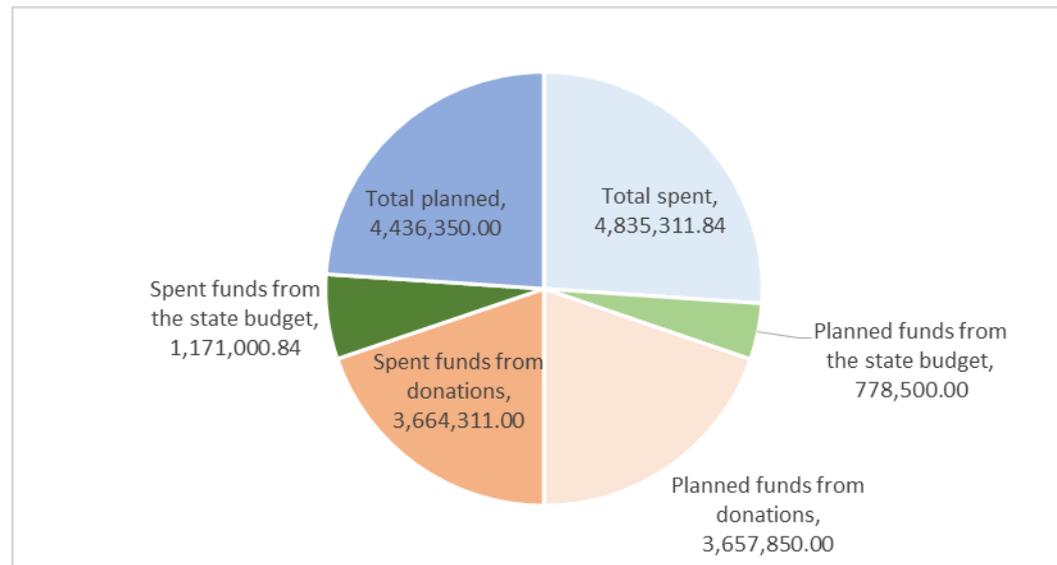
## INTRODUCTORY SUMMARY

The main goal of the Strategy for Social Inclusion of Roma and Egyptians in Montenegro 2016-2020 is "**Social Inclusion of Roma and Egyptians through Improving the Socio-Economic Position of Members of this Population in Montenegro**". The Strategy is implemented through one-year action plans. The most significant result achieved in 2019 in the **field of housing** within the Regional Housing Program during 2019, is the completion of implementation of subproject MNE 4: "Construction of 94 housing units in the municipality of Berane" whose construction began in 2017, and the occupancy by beneficiaries was completed on 26 March 2019, including two families from the Roma and Egyptian population who obtained two housing units. When it comes to **education**, the number of Roma and Egyptian students at all levels of education has increased, and support has been provided to parents and children to raise their awareness of the importance of education. In **the field of health care**, according to a CEDEM survey in mid-2018, over 95% of the Roma population is covered with health insurance. As of the end of 2019, in the field of health care, three Associates in the social inclusion of Roma and Egyptians are permanently employed in the Health Centre Podgorica. Two more posts are advertised for permanent employment in the Health Centre Berane and the Health Centre Nikšić. In **the field of employment** during 2019, the measures of the active employment policy included 79 members of the Roma and Egyptian population from the register of unemployed persons (22 women or 27.84%), which is almost 10% of the total number of Roma and Egyptians who were in the records of the employment bureau on 31/12/2018. In the same period, 108 persons were employed in seasonal jobs (54 women or 50%). Regarding the **legal status**, with the support of UNHCR and OSCE, by the end of 2019, two visits of the mobile team of the Ministry of Interior of Kosovo and Ministry of Interior of Montenegro were organized, during which 91 persons were treated. In the **field of social status and family protection** according to MLSW data gathered from 01/01/2019 to 31/12/2019, 1,622 cases of domestic violence of which 754 victims of violence were women, were reported to social work centres; According to the data of the Ministry of Interior for the period 01/01/2019 to 31/12/2019, when it comes to Article 216 - "Extramarital union with a minor", of the Criminal Code of Montenegro (CC MN), 13 juvenile victims of this crime were registered. In the same period, 281 criminal offenses under Article 220 of the CC MN "Violence in the family or in the family community" were registered, of which 31 offenses were committed against minors. In the **field of cultures, identity and information** during 2019, RTCG 1 showed a total of 20 shows in the Romani language "Savore" (with the same number of reruns) which are broadcast twice a month and are dealing with topics in the field of culture, language, history, significant dates and events from the lives of Roma and Egyptians. The shows are bilingual, with subtitles in the official language. In 2019, 24 shows "Romski Glas" with the same number of reruns were broadcast on Roma Radio. The show is informative and entertaining with topics that follow current events in the field of integration of Roma into Montenegrin society.

**Challenges for the forthcoming period and the new strategy:** Implementation of the recommendations from the Declaration of the Western Balkan Partners on Roma Integration within the European Union Enlargement Process - attached at the end of the document.



**Graphs 1 and 2.** Degree of implementation of measures from the Action Plan for the implementation of the Strategy for Social Inclusion of Roma and Egyptians in Montenegro 2016-2020, for 2019 in numbers and percentage



**Graph 3 -** Overview of planned and spent funds for the implementation of measures from the AP for 2019 (from the state budget and from international / public funds)

## **Explanation for partially implemented and not implemented measures from the AP for 2019**

**Education** –The Activity 2.1.1. Admission to permanent employment of Associates in the social inclusion of Roma and Egyptians in the field of education was envisaged in the AP for 2019. However, as the school year lasts from September to the end of June, and the number of hired Associates depends on the number of students (1 Associate is hired for 70 students), for this reason it is not possible to establish a permanent employment relationship. For this reason, every year a public announcement is published again according to the number of enrolled students and the number of Associates is hired according to the already mentioned criteria. Activity 2.1.6 - Develop a Rulebook on criteria and conditions for awarding scholarships for pupils and students of the Roma and Egyptian population. Considering that as of 1 January 2019, the payment of scholarships to secondary school and university students of the Roma and Egyptian population has passed into the competency of the Ministry of Education, which already has a Rulebook on criteria for awarding scholarships, that Rulebook was adapted to the needs of the members of Roma and Egyptian population, therefore it was unnecessary for the MHMR<sup>1</sup> to developed a new one.

Graph no. 2 Overview of the degree of implementation of measures from the Action Plan for the implementation of the Strategy for Social Inclusion of Roma and Egyptians in Montenegro 2016-2020, for 2019 in percentages.

**Health Care** – Activity 3.1.1. Employment of 2 Associates in health care was partially realized due to the fact that one Associate was project engaged in Health Care Centre in Nikšić (until the end of 2019) and the other in Health Care Centre in Berane until the end of the third quarter of 2019. In the last quarter of 2019, the Health Care Centre Berane announced a permanent employment post for an associate, but none of the applicants met the conditions for employment. The publishing of the employment announcement for posts in two mentioned Health Care Centres is envisaged for the end of the first quarter of 2020.

**Employment** – Required procedure and non-possession of a guarantee for the return of funds, restrict Roma and Egyptians from starting their own businesses, therefore in 2019 there were no members of Roma and Egyptians, enrolled in the unemployment register, who thus solved the issue of unemployment.

**Culture, identity and information** – Activity 7.1.9. Publishing/translating literature into Romani - A book by a Romani author, in Romani, was not published in 2019 due to the fact that CEKUM, despite all efforts and cooperation with the Romani Council and NGOs, failed to find a member of the Romani minority community who writes in Romani or in Montenegrin with the intention of translating it. Activity 7.1.7. Translation and printing of legal regulations into the Romani language was not realized in 2019 due to lack of financial resources.

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<sup>1</sup> Ministry of Human and Minority Rights

## KEY ACHIEVEMENTS

### Area 1. Housing

#### **In 2019, two housing units were provided for the Roma and Egyptian population**

- Within the Regional Housing Program during 2019, the implementation of subproject MNE 4 was completed: "Construction of 94 housing units in the municipality of Berane" whose construction began in 2017, and the occupancy by beneficiaries was completed on 26 March 2019. Out of 94 housing units, two housing units belonged to the members of the Roma and Egyptian population. This Regional Housing Program amounted to EUR 3,990,647.48, of which EUR 3,575,779 were donated, while EUR 414,868.48 was the state contribution, thus completely closing the two collective centres Rudeš I and Rudeš II.

#### **Since 2016, 231 housing units have been provided for the Roma and Egyptian population**

- In addition to this project, 62 housing units have been built and occupied in so far in Nikšić, of which 13 were given to members of the Roma and Egyptian population, 120 housing units in Konik, Podgorica, and additional 50 + 48 housing units also in Konik, Podgorica. With the construction of the mentioned housing units, the largest collective camp in Montenegro, Camp Konik, was closed.

**Challenges:** *Although the Regional Housing Program has so far built and occupied: 62 housing units in Nikšić, 120 + 50 + 48 housing units in Konik, Podgorica and successfully closed the largest collective camp in Montenegro, Camp Konik, a real challenge for the state still exists when it comes to resolving the housing issue of members of the Roma and Egyptian population. The lack of similar housing programs for the domicile Roma and Egyptian population remains one of the biggest challenges. In addition, there are still many unhygienic and illegal settlements and facilities inhabited by the Roma and Egyptian population, and a large number of these settlements are without electricity, water and any infrastructure.*

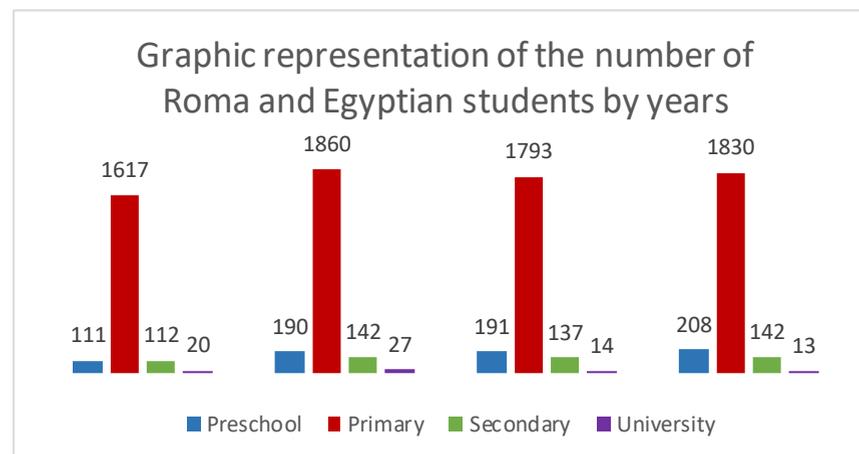
## Area 2. Education

### Increased number of students from Roma and Egyptian population at all levels<sup>2</sup> of education

- *When it comes to the area of education, the number of students from Roma and Egyptian population has increased at all levels of education, and support has been provided to parents and children in order to raise awareness of the importance of education.*

### Campaigns were organized in Roma settlements and schools in order to increase the number of educated people

- *During 2019, four campaigns were conducted to raise awareness of the importance of early child development and inclusion of Roma and Egyptian children in preschool education, which contributed to increasing the number of children enrolled in preschool institutions from 191 in 2018/19 to 208 enrolled in 2019/20 school year.*
- *During 2019, the ME<sup>3</sup> and the MHMR<sup>4</sup> conducted campaigns for enrolment in primary, secondary and higher education institutions in 14 Montenegrin cities, which contributed to an increase in the number of enrolled primary and secondary school students. These campaigns covered over 600 parents from the Roma and Egyptian population and more than 200 seventh, eighth and ninth grade primary school students in these municipalities.*



<sup>2</sup> The number of students may be higher than the number of scholarship holders. In order to receive a scholarship, individuals need to declare themselves as members of the Roma and Egyptian population, which some do not want. The reason may be that they do not apply for the scholarship competition, but also that according to the criteria of the ME, students who renew the year more than twice, are not entitled to a scholarship until they enrol in the next grade.

<sup>3</sup> Ministry of Education

<sup>4</sup> Ministry of Human and Minority Rights

### **Support was provided to children from the Roma and Egyptian population to continue their education**

- *During 2019, the MHMR<sup>5</sup> organized a seven-day winter (for 24 students - 11 boys, 13 girls) and summer holidays (for 24 students - 18 boys, 6 girls) for 48 students of VII, VIII and IX grades of primary schools from Podgorica, Niksic, Bearan, Bijelo Polje , Petnjice, Tivat and Herceg Novi. Among other things, children had the opportunity to learn and renew their knowledge of their mother tongue, i.e. Romani language and culture through workshops for non-formal language learning.*
- *The Ministry of Human and Minority Rights organized a three-day excursion around Montenegro for 24 (21 boys, 3 girls) best students of IX grade from Roma and Egyptian population in order to motivate students to continue their education and enrol in secondary school, but also as a reward for success . Also, the MHMR paid the costs of the excursions, which were realized through schools for 45 students.*

### **Assistance and support was provided to parents from the Roma and Egyptian population in order to educate their children**

- *The Ministry of Education for the 2019/20 school year provided textbooks for 1,621 Roma and Egyptian students of the II to the IX grade of primary schools, and municipalities for students of the I grade (196 of them).*
- *Pursuant to the applications for the Scholarship Competition published in September 2019, in the 2019/2020 school year the Ministry of Education will award scholarships to 121 secondary school students from Roma and Egyptian population in the monthly amount of EUR 60.00, while 13 university students will receive scholarships in the monthly amount of EUR 150.00<sup>6</sup>.*
- *In the school year 2018/19 in Podgorica, free transportation was provided for over 400 students from the Roma and Egyptian primary school population, and from the beginning of the 2019/20 school year, free transportation was provided also in Nikšić and Berane, which included about 600 primary school students.*
- *In the 2019/20 school year, 21 Associates in the social inclusion of Roma and Egyptians in the field of education, were engaged as follows: in the 2018/19 school year, 18 of them, and in the current school year three more. The role of the Associate contributes to greater safety of children on the way home from school and vice versa, regular attendance of enrolled children, reduction of school dropout and better communication between primary schools and families of school-age children..*

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<sup>6</sup> For the second semester of the 2018/19 school year, 111 scholarships were awarded to secondary school students, i.e. 14 scholarships for university students from the Roma and Egyptian population in the same monthly amounts

- *In primary schools in the 2019/20 school year, 35 mentors (professors) were hired for 130 students of VIII and IX grades from the RE population, while in secondary schools 44 mentors (professors) were hired for 120 secondary school students from the RE population.*
- *During 2019, the Ministry of Education exempted from paying the fee for extraordinary exams for the IV level of secondary school for 12 Roma students who applied to the Ministry of Education (6 boys, 6 girls).*

***Assistance and support was provided for the education of adults from the Roma and Egyptian population***

- *The Centre for Vocational Education monitors the implementation of the program of primary adult education in four licensed institutions for adult education, namely: PI Primary School "Pavle Žižić" Bijelo Polje - 43 students, PI "Sergije Stanić" Podgorica - 142 students, PI Primary School "Marko Miljanov" Podgorica - 17 students, PI Primary School „Radoje Čizmović“ Nikšić - 68 participants. The total number of participants in 2019 is 270, of which it is estimated there are about 200 members from the Roma and Egyptian population.*
- *The Centre for Vocational Education organized 8 workshops on "The importance of education and learning for personal and family development - parenting is learned" in primary schools in Niksic, Kotor, Ulcinj, Podgorica, Bijelo Polje, Cetinje, Bar. About 50 RE parents were involved in the workshops.*

***Challenges:*** *At all levels of education, there is primarily an underdeveloped awareness of the importance of education among members of the Roma and Egyptian population due to the poor socio-economic situation in which they find themselves. Also, one of the challenges that Roma and Egyptian children face during their education is insufficient knowledge of the official language which is in use. In some cities, Roma settlements are quite far from schools, so parents often complain that they are afraid their children could be harmed on the way from home to school and back, although in many cities transportation is provided.*

### Area 3.

#### Health Care

##### **Over 95% of the Roma and Egyptian populations are covered with health insurance**

- According to a CEDEM survey in mid-2018, over 95% of the Roma population has health insurance, which, when it comes to the domicile population, means that they have a health card, and when it comes to the population with regulated status in Montenegro, this percentage is 75%. We note that all members of this population, regardless of their status, are provided with all health services financed from the Budget of Montenegro, allocated for these purposes (Refugees and displaced persons).

##### **Three members from the Roma and Egyptian population are employed in the health sector as Associates**

- In order to promote the importance of preserving health and facilitating access to health care facilities for members of the Roma and Egyptian population, during 2019 the following activities, among others, were or are in the process of implementation: three Associates in social inclusion of Roma and Egyptians in the area of health care are employed in the Health Care Centre Podgorica. Two Associates are project engaged in the Health Care Centre Berane and the Health Care Centre Nikšić by the international organization "Help Hilfe zur Selbsthilfe e.V." (by the end of the first quarter of 2020, a competition will be published for their permanent employment).

##### **Preventive examinations, vaccinations and trainings are regularly organized for the Roma and Egyptian population.**

- In order to promote the importance of preserving health, the Ministry of Human and Minority Rights, in cooperation with the Ministry of Health, i.e. the Health Care Centres in Nikšić and the Health Care Centre Podgorica, organized three actions of preventive examinations for the Roma and Egyptian population. Blood sugar levels were checked, blood pressure was measured, a general practitioner performed an examination, and a lung scan was made. These preventive examinations included over 60 workers of the Public Utility Company from the municipality of Nikšić and the Capital City Podgorica.
- Vaccination of children from the Roma and Egyptian population in 2019 dropped down for three percent due to parental resistance to children being vaccinated, which was not only the case with the Roma and Egyptian population but also at the level of the entire Montenegro. The main challenge and distrust in vaccination among citizens, including the Roma and Egyptian population, is the information mostly published on social networks that the vaccine is the cause of autism, which also contributed to the decline in the number of vaccinated children..

- Immunization covered 89% of all children in Montenegro who are monitored through the implementation of mandatory immunization programs through selected paediatricians, as well as field vaccination of Roma and Egyptian children in settlements where immunization also covered 89% of children with an emphasis on MMR and polio.
- During 2019, 37 workshops were held for members of the Roma and Egyptian population on certain topics regarding health prevention and health education, as well as workshops on healthy lifestyles and prevention and health protection.
- Workshops on the topic "Prevention of early marriages" and on the topic "The importance of maintaining personal hygiene for health". were organized for women from the Roma and Egyptian population.
- Leaflets were designed to help in the implementation of health-educational activities.
- A workshop on the topic "Prevention of early marriages" was attended by 64 participants and the workshop on the topic: "The importance of maintaining personal hygiene for health" by 63 participants. The lecturers at these workshops were one doctor of medicine, one paediatrician and one doctor specialist of social medicine.
- Considering the importance of reproductive health with special reference to the Roma and Egyptian population, at the primary level of health care, for the reporting period at the mentioned level, 328 Roma women and four Egyptian women visited reproductive health counselling centres, and 123 Roma mothers visited child counselling centres with or without children. The implementation of the above contributed to the increase in the number of visits to all counselling centres by 3%.
- One of the recent innovations at the same level is the School for Pregnant Women and the School of Parenthood. The achievement here is that at the beginning of the work of the mentioned Schools, the visits of the Roma and Egyptian population were at a new level of 2%, and during the reporting period, the percentage tripled to 6%. This can be interpreted as a full commitment to each pregnant woman individually, giving importance to pregnancy and educating them about the fact that pregnancy is not a different condition but a natural process that requires special sensibility. School of Parenthood, with coverage for the reporting period of 5%, of which 2% with the presence of both parents, and the rest only one parent - mother. The achievement related to attending these schools is that the participants from the Roma and Egyptian population realized that more and more pregnant women and parents come to each subsequent lecture, which caused a positive attitude among Roma and Egyptian women, or rather, improved awareness that new knowledge and new methods when it comes to health, they mean exclusively prevention both for them and for their future generations.

**Challenge:** Despite the CEDEM research according to which 95% of the Roma and Egyptian population have health insurance, there are still individuals, i.e. specific cases that do not have regulated health care, and this is most often the case with Romani pregnant women, who often turn to state institutions for exemption from childbirth costs.

## Area 4.

### Employment

- On the records of the Employment Institute, on 31 December 2019, there were 747 Roma and Egyptians who declared themselves as such (375 women or 50.20%) and who are actively seeking employment.
- During 2019, the Employment Institute informed 32 persons from the Roma and Egyptian population who registered for the first time in the unemployment register, about the rights and obligations they have while they are on the Employment Institute records, about the demand for certain occupations, about the structure of job offers, pointing out to them the needs of the labour market for certain knowledge, skills and competencies and the importance of their active role in job search, i.e., inclusion in active employment policy programs.
- In addition to the above, during 2019, seven info sessions were held in Podgorica and Nikšić, attended by about 80 members of the Roma and Egyptian population from Roma settlements, where they were informed by counsellors from the employment bureau about rights and obligations in the field of employment. and presented the activities carried out by the Employment Institute in order to include that population in the labour market.
- Three info sessions in the field of professional orientation were organised in June 2019, in the employment bureau of Nikšić, Podgorica and Herceg Novi, on the initiative and in cooperation with the NGO Young Roma, within the project "Increasing access and participation of Roma students in secondary education and transition to the labor market", and were attended by about 30 secondary school students from the Roma and Egyptian populations, where they were informed about career development opportunities. At the workshops, they were presented with information on the possibilities of continuing their education, on the manner of applying to the records of the Employment Institute, on the manner of presenting themselves to the employer. Also, the system of adult education was presented.
- In the print media - "Dnevne novine", within the page "Employment", once a week, the target public is informed about the activities of the Employment Institute. Topics included, among other things, the activities of the Employment Institute regarding raising the level of employability and employment of Roma and Egyptians from the unemployment register.
- During 2019, the show "PutokaZZZ" was broadcast on TV Vijesti every second Wednesday of the month, for 20 minutes, with the aim of providing all job seekers with the necessary information about vacancies, programs offered by the Employment Institute and all events and activities of the Employment Institute aimed at helping unemployed persons to enter the labour market as soon as possible and more readily.

- During 2019, 32 members of the Roma and Egyptian population (13 women) were registered with the Employment Institute. The largest number of newly registered is from the territory of the municipality of Podgorica - 27 persons (12 women), followed by Bar - four persons (one woman) and Herceg Novi - one person. Out of the total number of newly registered, the majority are persons without occupation, while two newly registered persons are with III, i.e., IV level of education respectively.
- All newly registered Roma and Egyptian persons are informed about labour market services, active employment policy measures, rights and obligations during unemployment.
- During the first individual counselling, based on the characteristics of the unemployed person and the labour market, the profiling of persons was performed, i.e. classification according to the degree of employability. An individual employment plan was concluded with all persons and at the same time they were informed about the consequences of non-fulfilment of defined activities and obligations according to the established deadlines..
- During 2019, 11 newly registered persons were employed, while six persons were included in one of the measures of active employment policy.
- Associates in the social inclusion of Roma and Egyptians in the area of employment, who are employed through the implementation of the project implemented by the NGO "Help", have established cooperation with local employment bureaus in Podgorica and Niksic. During 2019, the associates were visiting the employment bureaus twice a week in Podgorica, that is, once a week in Nikšić, and with the support and help of mentors from the institution, they got acquainted with the technology of working with the unemployed persons. Associates monitored the process of registering an unemployed person, attended information meetings, monitored the preparation for employment of unemployed persons, current advertisements for vacancies.
- During 2019, the active employment policy measures included **79 members of the Roma and Egyptian population from the register of unemployed persons (22 women or 27.84%)**, which is almost 10% of the total number of Roma and Egyptians who were in records of the Employment Institute on 31 December 2018.
- On 16 March 2019, the Employment Institute published a competition for the selection of contractors for adult education and training, while on 19 July 2019. were published the competitions for the selection of the contractor for the programs "Training for work with the employer" and "Training for independent work". In adult education and training programs are include 23 members of the Roma and Egyptian population (nine women), as follows:
- **14 persons (six women)** are included in three *adult education and training programs for acquiring professional qualifications*, as follows: in the education and training program for the profession of assistant chef in Bijelo Polje - four women, in the program for

the profession of hairdresser for women in Podgorica - nine persons (two women) and one person in the education and training program for the profession of construction ceramist in Bijelo Polje.

- **Four persons (one woman)** are included in the *adult education and training programs for acquiring key skills*, as follows: one woman from Podgorica is included in the German language learning program, while in the training program for candidates for motor vehicle drivers for “C” category are included three persons.
- Two persons who acquired key skills through adult education and training programs were employed during 2019.
- **Five persons (two women)** are included in the *Training for work with the employer and Training for independent work* programs, which include education, training and employment, as follows: four persons (two women) in Podgorica and one person in Bijelo Polje.
- The financial framework for the implementation of the Work Program of the Employment Institute for 2019 envisages funds for the implementation of the public works program for the population of Roma and Egyptians in the amount of EUR 30,000.00.
- During 2019, **36 persons (10 women)** were included in public works programs, while **20 persons (three women)** were included in the “Keep it clean” project. Unemployed Roma and Egyptians from the records of the employment bureau of Bar, Budva, Ulcinj, Berane, Bijelo Polje, Mojkovac, Niksic, Podgorica, Cetinje, Herceg Novi and Tivat are included in the mentioned programs.
- During 2019, **108 people (54 women or 50%)** were employed in seasonal jobs. **Age structure:** 15-25 years of age: 36 persons (15 women); 26-35 years of age: 33 persons (14 women); 36-45 years of age: 27 persons (16 women); 46-55 years of age: nine persons (seven women); Over 55 - three people (two women). **Regional structure:** from the records of the Herceg Novi Regional Unit for the municipalities of Herceg Novi, Tivat and Kotor - 39 persons (23 women); from the records of the Podgorica Regional Unit for the municipalities of Podgorica, Danilovgrad, Kolašin and Cetinje - 27 persons (nine women); from the records of the Regional Unit Bar for the municipalities of Bar, Budva and Ulcinj - 19 persons (eight women); from the records of the Nikšić Regional Unit for the municipalities of Nikšić, Plužine and Šavnik - 15 persons (10 women); from the records of the Bijelo Polje Regional Unit for the municipalities of Bijelo Polje and Mojkovac - five persons (two women); from the records of the Regional Unit of Berane for the municipalities of Berane, Andrijevica, Plav, Rožaje, Gusinje and Petnjica - two persons (one woman); from the records of the Regional Unit of Pljevlja for the municipalities of Pljevlja and Žabljak - one woman.
- The Employment Institute within the Department for work with employers and the activities of advisors for work with employers, in each employment bureau, through regular employment mediation activities, provides employers with job vacancy advertising, pre-selection and selection of candidates, information and mediation in seasonal employment (especially “vulnerable groups” to which members of the RE population belong). The Employment Institute also implements numerous other activities and projects that

enable the establishment of better cooperation and partnerships with employers, such as: cooperation with employers' associations, organization of visits to employers, thematic meetings, presentations, round tables, employment fairs.

- During 2019, the mobile teams of the Employment Institute visited 431 employers, with the aim of identifying their staffing needs, offering them mediation services and presenting the programs that are being implemented.
- The Employment Institute continuously implements a program to stimulate employment and entrepreneurship, in order to support the development of small family businesses and help unemployed persons to realize their business ideas. The procedure of including unemployed persons in self-employment programs begins with the expression of interest. If it is assessed that the person meets the prerequisites for inclusion in the program, it is referred to follow the seminar for the education of entrepreneurs. As a result of the seminar and the evaluation of the expert team, a person who is considered to have a predisposition to run a successful business is referred to apply. This procedure and the lack of a guarantee for the return of funds, largely restricts the Roma and Egyptians to start their own business in this way, so that in 2019 there were no members of the Roma and Egyptian population from the unemployment register, who thus solved the unemployment issue..
- During the implementation period of the Strategy for Social Inclusion of Roma and Egyptians in Montenegro 2016-2020, the mentioned measure did not include members of Roma and Egyptians from the register of unemployed persons. This points to the need for a deeper analysis of the causes that prevent this population from using self-employment as a way out of unemployment, as well as the need to possibly adapt the measure to the target group, create a new one and involve other actors in its implementation.
- According to the data obtained from the Tax Administration of Montenegro, during 2019, one woman from the records of the Employment Bureau Podgorica with IV level of education qualification established a fixed-term employment, at her level of education, in the real sector.
- In 2019, the Employment Institute concluded a memorandum of cooperation with the Roma Council. As a result of the cooperation, the Roma Council responded to the public call for the implementation of public works and was selected as one of the contractors.
- The Employment Institute of Montenegro supported the implementation of the project "Increasing access and participation of Roma students in secondary education and transition to the labour market", implemented by the NGO "Young Roma", by holding three info sessions attended by about 30 final students and providing a two-month internship for one student at the Employment Bureau Nikšić during the summer months.
- Cooperation between the Employment Institute and the centres for social work in 2019 took place in accordance with the Agreement on the process of social activation of able-bodied beneficiaries of material security of the family aimed at social

activation of material security of the family beneficiaries. At the request of the centres for social work, during 2019, a total of 1715 individual activation plans were made. In the same period, 193 beneficiaries of material security of the family (9 members of Roma and Egyptians) were included in the active policy measures, and 121 persons (of which 4 members of Roma and Egyptians) were included in adult education and training programs; training for independent work of 15 persons and public works of 57 persons (5 members of Roma and Egyptians). The measure of employment mediation takes place continuously, in accordance with the expressed needs of employers.

- When preparing the financial plan for 2020, the Employment Institute proposed the program "Inclusion of Roma and Egyptians in public works programs" to be integrated into the budgeting process in a separate budget line. The draft Law on the Budget of Montenegro for 2020, within the budget of the Employment Institute of Montenegro, opened a program called "Inclusion of Roma and Egyptians in public works programs" and funds are planned for that purpose. In this way, the Employment Institute has taken another step towards budgeting responsibly towards Roma and has contributed to increasing the visibility of funding for its activities for unemployed Roma and Egyptians.

**Challenge:** During the implementation period of the Strategy for Social Inclusion of Roma and Egyptians in Montenegro 2016-2020, Roma and Egyptian members from the unemployment register were not included in the self-employment programs. This points to the need for a deeper analysis of the causes that prevent this population from using self-employment as a way out of unemployment, as well as the need to possibly adapt the measure to the target group, create a new one and involve other actors in its implementation..

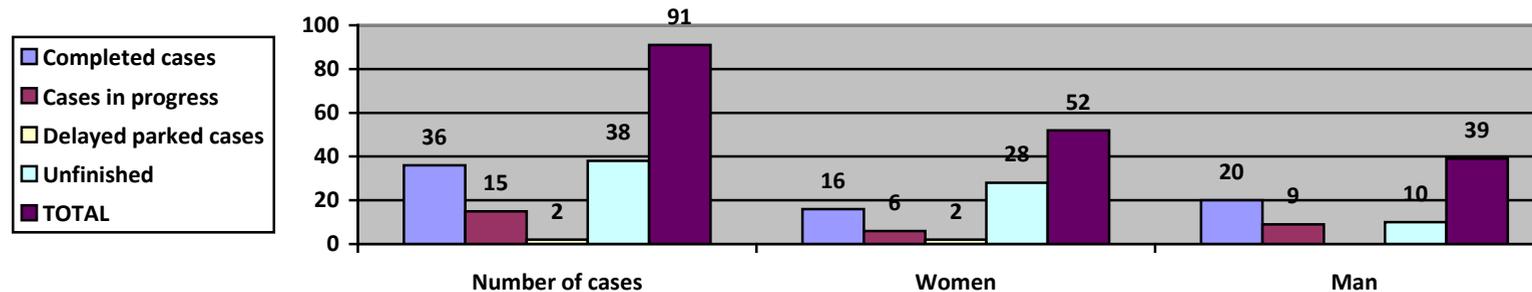
## Area 5.

### Legal status

#### Resolving legal status

- In order to resolve the legal status of IDPs, which is a prerequisite for access to rights in other areas, in accordance with the **Agreement between the Government of Montenegro and the Government of the Republic of Kosovo on subsequent registration of internally displaced persons from Kosovo residing in Montenegro in civil registers and register of citizens of the Republic of Kosovo**, the combined mobile biometric teams of the MIA of Montenegro, the MIA-Kosovo Civil Registration Agency, UNHCR and the NGO “Legal Centre” intensively provide legal and practical assistance to IDPs from Kosovo residing in Montenegro. With the support of UNHCR and OSCE, 2 visits were realized in 2019, during which 91 persons were treated.

Presentation of treated persons within Mobile teams in 2019. godini



- Given the socio-economic situation in which these persons mostly find themselves, it is important to point out that the procedures for internally displaced persons are free, since the competent authorities of the Republic of Kosovo issued all documents, except passports, without fees and other costs, and the cost of issuing passports for all persons is covered by UNHCR.
- In the implementation of the measure of Informing parents about the registration of children in the birth register and resolving the legal status, 14 campaigns were organized in 14 municipalities where the Roma and Egyptian population is inhabited, which included over 300 parents (200 women).

**Challenge:** Despite the fact that the state of Montenegro has been working for several years to meet the deadlines for resolving the legal status, there are still persons from the Roma and Egyptian population that do not have personal documents and do not have a resolved legal status.

## Area 6.

### Social status and family protection

#### **A database for recording cases of domestic violence has been formed**

- The electronic database for domestic violence was put into operation in May 2019. The database enabled the automatic exchange of data between the Ministry of Interior (Police Directorate) and the Ministry of Labour and Social Welfare (Centres for Social Work). In this way, a unique, standardized way of recording cases of domestic violence has been established; official and harmonized statistics are obtained and the coordinated work of institutions and promptness in dealing with the protection of victims is improved. The database contains all legally prescribed, necessary data on all participants in the case of reported violence - and potential victims and perpetrators, children, initiated misdemeanour and criminal charges, the assessed degree of risk, the issued order of removing from the household, etc.

#### **Number of reported cases of domestic violence and extramarital union with a minor**

- According to MLSW data, from 1 January 2019 ending with 31 December 2019, 1,622 cases of domestic violence were reported in centres for social work, of which 754 victims of violence were women; According to the data of the Ministry of Interior for the period from 1 January 2019 ending with 31 December 2019, when it comes to Article 216 "Extramarital union with a minor", the Criminal Code of Montenegro (CC Montenegro), 13 juvenile victims of this crime were registered. In the same period, 281 criminal offenses under Article 220 of the CC of Montenegro "Violence in the family or in the family community" were registered, of which 31 offenses were committed against minors.

#### **Campaigns, education and training on arranged marriages, domestic violence and the fight against human trafficking are regularly organized.**

- The Ministry of Human and Minority Rights organized trainings and campaigns in the settlements, for parents, children of Roma and Egyptian population, as well as for NGO activists, civil servants on protection from domestic violence, violence against children

and juvenile forced marriages among the Roma population in the following cities: Rožaje, Berane, Petnjica, Bijelo Polje, Pljevlja, Podgorica, Ulcinj, Bar Herceg Novi, Kotor, Tivat, Nikšić, Budva and Cetinje. The trainings are organized in the form of lectures in the school attended by teaching staff, education associates, parents and students of the Roma and Egyptian population of VII, VIII and IX grades of primary schools. These trainings included over 300 parents (200 women).

- The Ministry of Human and Minority Rights organized two seminars on the topic: "Prohibition of child marriage, domestic violence and the fight against human trafficking." in Tivat and Bijelo Polje, which was attended by 55 participants (19 men 36 women). The target group were employees of state institutions, i.e. public organs and municipal organizations, which operate in the municipalities: Herceg Novi, Tivat, Kotor, Budva Rozaja, Berane, Petnjica, Pljevlja and Bijelo Polje, and whose competency include work with members of the Roma and Egyptian population.
- The Ministry of Interior and the Ministry of Sustainable Development and Tourism organized two trainings on the protection of children from sexual exploitation in travel and tourism, which was attended by seven representatives of the tourism industry, hoteliers from the southern and central regions. First training was held in Bar (24 June), and the second on 30 November 2019 in Podgorica.
- On 26-27 September 2019 in Podgorica, in cooperation with the OSCE Mission and the Ministry of Interior, a specialist training was held for representatives of the judiciary, prosecution and police regarding the application of the Guidelines for Impunity for Victims of Trafficking in Human Beings. Structure of participants: three police officers (from CB Berane, CB Budva and CB Bijelo Polje), five state prosecutors (two from the Higher State Prosecutor's Office Podgorica and three from the Higher State Prosecutor's Office Bijelo Polje) and three representatives of the judiciary (two advisors from the Basic Court and one from the High Court of Podgorica).
- Training was held for 19 representatives of the Victim and Witness Support Services on the topic of Support to Victim and Witness Support Services - Psychological, Legal Assistance and Referral". The lecturers at the mentioned training were a representative of the Supreme Court and a representative of the Ministry of Interior- Department for Combating Trafficking in Human Beings.
- For the participants of the Police Academy, from 4 to 7 March, a special training was held in relation to the specifics of the phenomenon of human trafficking as well as the available mechanisms established in Montenegro in relation to this issue.

**The Ministry of the Interior / Department for Combating Trafficking in Human Beings, in cooperation with the Human Resources Management Administration, conducted the following trainings:**

- Three trainings on the topic: "Strengthening the level of awareness about the phenomenon of human trafficking at the local level" for representatives of local parliaments and local self-government authorities, for a total of 41 representatives of local

parliaments/self-government authorities. Trainings were held in Podgorica (24 June), Bijelo Polje (21 June) and Tivat (13 November).

- Three multispectral trainings - for the northern, central and southern region, attended by a total of 32 representatives of various services on the topic: "Strengthening early identification skills and referral of potential cases of human trafficking in Montenegro with special emphasis on multi-agency cooperation." Trainings were held in Podgorica (21 June), in Tivat (14 November) and in Bijelo Polje (19 November). The structure of participants in these trainings consists of representatives of the Directorate for Inspection Affairs, the Police Directorate, the Employment Institute, the Communal Police and the Shelter for Foreigners. Six trainings on "The role of health workers in the fight against human trafficking", two each for the northern, central and southern regions. A total of 45 health workers underwent training. Trainings were held in Bijelo Polje (23 October and 12 November), in Bar (25 November) in Tivat (27 November) and in Podgorica (3 December and 4 December 2019.) Also, in cooperation with the Ministry of Culture, media training was conducted on the topic "Ways of reporting to the public on human trafficking", which was attended by 13 representatives of media houses.

#### **Campaigns for the promotion of SOS hotlines for victims of human trafficking have been implemented -**

- As part of the project implemented by Terres de Hommes in Montenegro and the countries of the region, a new TV spot was made and distributed to media outlets, which provides information to the public on forms of exploitation to which victims of trafficking are exposed with special reference to forced and arranged marriages and economic exploitation of children. The video also promotes the way of reporting possible suspicion of committing an act of human trafficking through the visibility of the SOS hotline for victims of human trafficking 11 6666, which is available 24 hours a day, 7 days a week, and calls to which are free and anonymous.

#### **NGO projects have been funded**

- Within the Public Competition "Social Inclusion, Protection and Promotion of Human Rights of Roma and Egyptians" announced in 2018, ten projects of non-governmental organizations in the field of Protection and Promotion of Human and Minority Rights - Protection of the Rights of Roma and Egyptian Men and Women were supported in the total amount of EUR 131,000.00. The mentioned projects were implemented during 2019.
- Within the Public Competition "Inclusion for All - Roma and Egyptian Women Are Part of Our Society" for financing projects/programs of non-governmental organizations of the Ministry of Human and Minority Rights, announced in 2019, 16 (sixteen) projects of non-governmental organizations in the field of protection and promotion of human and minority rights - protection of the rights of Roma and Egyptian men and women for 2019 were supported in the total amount of EUR 214,969.42. These projects will be implemented in the period from December 2019 to December 2020.

### **Operating Procedure Standard (OPS) developed**

- The working group, composed of representatives of the Ministry of Interior, the Police Directorate, the Ministry of Labour and Social Welfare and representatives of NGOs, and with the support of the International Organization for Migration (IOM), developed Standard Operating Procedures (OPS) defining the manner and procedure for assigning the status of a victim of trafficking, to a person identified as a potential victim.
- Team members are available 24 hours a day and will go out on the field to support a specific case if needed.
- The proposed model envisages that the status of a victim can be obtained on the basis of human rights violations, and not only if the victims are the subject of the crime of trafficking in human beings..

### **Two new programs have been accredited**

- Officials of the Ministry of the Interior / Department for Combating Trafficking in Human Beings accredited two programs "Integrating the Principles of Prevention in the Fight against Trafficking in Human Beings into the Montenegrin Education System" and "Prevention of Trafficking in Children, Illegal Marriages and Economic Exploitation of Children through the Education System" in the Education Institute of Montenegro within the program of professional development of teachers in the school year 2019/2021.

### **Education and theatre performances on the prohibition of discrimination were organized**

- In Ulcinj, Andrijevica and Bijelo Polje, the Ministry of Human and Minority Rights organized training on the prohibition of discrimination, with special reference to discrimination against the Roma and Egyptian population. The training organized by the Ministry was attended by representatives of local governments, representatives of the prosecutor's office and the judiciary, representatives of primary schools, principals, assistants, pedagogues, teachers, police representatives, media representatives, representatives of non-governmental organizations and associates in the social inclusion of Roma and Egyptians in the field of health care and education. These trainings included over 70 participants (42 women).
- In Rožaje and Pljevlja the Ministry of Human and Minority Rights organized a theatre play for all students of I, II and III grade from three primary schools in Pljevlja (over 500 of them) entitled "To be someone who rules the planet - a short story about human rights" with the aim of teaching children from an early age to respect human rights and respect for diversity, and to develop a spirit of tolerance in them.

### **Trainings for Roma and Egyptian men and women for political empowerment were organized**

- In 2019, the Ministry of Human and Minority Rights organized three two-day trainings aimed at empowering members of the Roma and Egyptian population to take on the role of community leaders and lead their compatriots through changes and faster and fuller integration into society. 76 (of which 25 women) persons participated in the trainings. The implementation of this activity, which has been carried out continuously since 2012, has contributed, among other things, to the formation of the civic movement "UPRE" and the first Roma political party DPR.
- In addition, the MHMR organized two trainings for young members of national minorities with a focus on Roma and Egyptian women in order to empower them to engage in politics involving 56 participants (14 women).

**Challenges:** There is still a great social distance towards the Roma and Egyptian population, and discrimination against the Roma and Egyptian population is still present in a large percentage.

## **Area 7.**

### **Culture, identity and information**

#### **Affirmation of research reporting in the media on the process of social integration of the Roma and Egyptian population in Montenegrin society**

- As an incentive for investigative journalism, the Ministry of Culture conducts a regular annual competition on "Social Integration of Roma in Montenegro". Articles published in all media (printed and electronic) in Montenegro from the beginning of the year until the day of the announcement of the competition can apply for the competition. In December 2019, a regular competition was announced for the contents published in 2019. For 2019, two applications (three enclosures) were received for the competition. The Independent Expert Commission decided that the award should be divided. The award amounts to two average salaries for the previous year. Accordingly, each of them received an award in the amount of one average salary. Mr. Senad Sejdović's - TV enclosure "Erdelezi" and newspaper articles by Mr. Radomir Perišić "Young Roma gain knowledge together with their peers" and the story "Thank you Uncle Jonuze" were awarded. The awards will be handed over in April 2020 at a ceremony organized by the Ministry on the occasion of Roma Day.

### **The production of program content was co-financed**

- To implement this measure, the Ministry of Culture is conducting an annual competition for co-financing program content in local print media and media scientific journals, where the social inclusion of Roma is found within the given topics. Several selected projects were co-financed within the competition. It is estimated that a dozen texts were supported. This measure has been fully implemented and a competition has been announced for the co-financing of program content in 2020..

### **The key issues of Roma and Egyptian inclusion were presented in the media**

- The Ministry of Culture, through the financing of audio-visual materials-spots, promotes all activities covered by this strategy and informs the general public about the progress and current activities. In 2019, one video and one radio jingle were made, and were broadcast 30 times. The videos were broadcast by: National Public Broadcaster Radio and Television of Montenegro, local public broadcasters, as well as commercial broadcasters registered in Montenegro.

### **Public Service regularly broadcast TV shows about the Roma and Egyptian populations**

- During 2019, a total of 20 shows were premiered twice a month (every other Saturday at 5:30 p.m.). Topics are following current events, culture, language, history, special events from the lives of Roma and Egyptians. The shows are bilingual with subtitles in the official language. The production includes monitoring of all documents that are current in the policy towards Roma and Egyptians, from the Charter for Regional Languages, international soft law to active measures resulting from the sectoral analysis - Activities of the Strategy for Improving the Position of Roma and Egyptians 2016-2020.

### **The public service broadcasted regular radio programs about the Roma and Egyptian population**

- The premiere of the show was aired in May 2017, in response to a lack of programs in the Romani language. The show is informative and entertaining, the broadcast is scheduled according to the program plan every other Monday at 18.05 for 25 minutes. Topics followed current events in the field of Roma integration into Montenegrin society. During 2019, 24 premiere shows with the same number of reruns were broadcast. In addition to these programs in the Romani language, numerous reports on Roma were shown both in news programs and in other programs. Shows in the Romani language are broadcast in the production

plan as bilingual shows, so that television shows are subtitled in Montenegrin-Romani, while radio shows are descriptively in Romani language.

### **Support was provided for cultural activities and facilities**

- CEKUM<sup>7</sup> provided financial support to the NGO Foundation "Hand of Friendship" for the exhibition of photographs "Life of Roma in Montenegro", which was exposed at the Cultural Center Nikola Đuričković in Kotor. Also, in cooperation with the NGO "Democratic Roma Center" it organized an event on the occasion of the Roma holiday Đurđevdan, a cultural and entertainment event called "Đurđevdan Days of Culture, Crafts and Traditions of Roma" which was held for the third time in Podgorica keeping from forgetting the traditions and culture of this people and introducing others to the customs related to this holiday. The event took place in the centre of Podgorica and gathered a large number of interested citizens. The second project is the "Exhibition of photographs and documents about the sufferings of Roma during the First World War", which was held at the City Library in Cetinje. The aim of the exhibition was to remind of the large number of Roma victims in that period.
- CEKUM supported two NGOs in organizing activities on the occasion of World Roma Day: NGO "Roma Association of Montenegro" in organizing a traditional celebration and NGO Foundation "Hand of Friendship" to print a brochure "Old stories of the Roma people in a new way." CEKUM also supported KUD "Dečić" - from Tuzi during the purchase of Roma traditional costumes for the choreography "Roma Game of Love". Despite all the efforts of CEKUM and cooperation with the Roma Council and NGOs, publishing a book in Romani by a Romani author was not done in 2019 because CEKUM failed to find a member of the Romani minority national community who writes in Romani or Montenegrin, with the intention of translating it.
- The Ministry of Human and Minority Rights, in cooperation with the Centre for Preservation and Development of Minority Culture and the Roma Council, marked 8 April - World Roma Day with an event called "Breaking Prejudice" in the Great Hall of KIC Budo Tomovic. On that occasion, as part of that program, a cultural and artistic program was also organized on the occasion of marking the "World Roma Day" on 8 April. The total number of participants in this program was 400.
- The Ministry of Human and Minority Rights, in cooperation with the Ministry of Education and the Centre for Preservation and Development of Minority Culture, organized a regional conference entitled "Roma Language in Education" on 5 November, World Roma Language Day. The program for the introduction of the Romani language in the education system of Montenegro was presented at the conference, while the experiences of their countries were presented by representatives from the countries of the region.

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<sup>7</sup> Centre for Preservation and Development of Minority Culture of Montenegro

### **Projects have been funded to improve the position of Roma and Egyptians in Montenegro.**

- In 2019, the Fund for the Protection and Exercise of Minority Rights announced two public competitions for the allocation of funds to support activities important for the preservation and development of national and ethnic characteristics of minority nations and other minority national communities and their members in the field of national, cultural, linguistic and religious identity. The Law on Minority Rights and Freedoms stipulates that the right to participate in the public tender for the distribution of the Fund have non-governmental organizations and legal and natural persons. Within these two divisions, a total of 189 projects were supported with the amount of EUR 984,847.81. Of this number, distributions covered 15 projects related to the Roma national community (8%), with EUR 112,343.06 (11.40%). By municipalities: Ulcinj 1, Nikšić 1, Podgorica 13. Project applicants: 6 NGOs and 9 natural persons. Gender representation of project promoters: 9 male project coordinators and 6 female coordinators.
- In 2018, the Fund announced one public competition for the allocation of the Fund's funds to projects important for the preservation and protection of minority particularities. In 2018, a total of 97 projects were supported with the amount of EUR 755,293.00. This distribution includes 6 projects whose leaders are Roma NGOs (6%), with EUR 56,758.00 (8%), all from Podgorica. The coordinators of five projects are Roma men, and of one project is a Roma women.

STRATEGIC GOAL	SOCIAL INCLUSION OF ROMA AND EGYPTIANS THROUGH THE IMPROVEMENT OF THE SOCIO-ECONOMIC SITUATION IN MONTENEGRO		
AREA 1:	HOUSING		
Operational objective 1:	Improving the living conditions of Roma and Egyptians		
Performance indicator: 1	Baseline values	Current values	Target values
<p>1. Number of apartments built and number of members of the Roma and Egyptian population to whom apartments were allocated.</p>	<p>Data based on the Survey on the Social Position and Social Inclusion of Roma and Egyptians in Montenegro from 2016 (survey available at the web address <a href="http://www.mmp.gov.me/biblioteka/istrazivanje">http://www.mmp.gov.me/biblioteka/istrazivanje</a> :</p> <p>Based on research by the Ministry of Human and Minority Rights (2016), the largest number of Roma and Egyptians (about 77%) live in segregated settlements, predominantly in three municipalities, namely Podgorica (57% of the total Roma and Egyptian population), Niksic (11 %) and Berane (9%).</p> <p>Of all the facilities inhabited by Roma and Egyptians in Montenegro, about 60% of the households are settled in legalized facilities owned by one of the family members, i.e. about 40% of the households are settled in facilities that are not legalized, and in many cases there is no legal way to carry out the legalization.</p> <p>When it comes to housing conditions, the data show that about 60% of households are settled in unconditional buildings (30% in barracks, 37% in tin objects, and about 3% in objects made of other materials). Of those who can be qualified as conditional, 31% live in objects that are built of brick and / or blocks, and about 7.3% are those who live in buildings. When it comes to household equipment, the data show that 47% of households have a bathroom, 81.7% have electricity, and sewage 39%.</p>	<p>During 2019, the implementation of subproject MNE 4 was completed: "Construction of 94 housing units in the municipality of Berane", the construction of which began in 2017, with the occupancy of users on 26 March 2019. The total value of this subproject within the Regional Housing Program is EUR 3,990,647.48, of which donor funds are EUR 3,575,779, while EUR 414,868.48 is the State contribution, and it completely closed the two collective centres Rudeš I and Rudeš II. When it comes to resolving the housing issue of members of the Roma and Egyptian populations, the challenge faced by the State is the lack of similar housing programs for the domicile Roma and Egyptian population.</p> <p>In the local self-governments that worked on social housing programs before 2015, there are databases kept at the national level by the competent Ministries, and at the local Property Directorate, the Secretariat for Housing and Communal Affairs, i.e. an authority in local self-government with this competency, therefore, 80% of local self-governments have a database on apartments, and data related to housing needs are made in accordance with local strategic documents such as: Strategic plans of municipalities, Local action plans for integration of RE population, Local plans for social and child protection, Local social housing programs, for the adoption of which the precondition is for the working group to make a</p>	<p>Make a database, i.e. analysis of the existing housing stock and housing needs of persons in a state of social need.</p> <p>Adopt a Social Housing Program in at least two local governments where the Roma and Egyptian populations live.</p>

Measure	Activity	Result indicator	Institution	Start and end deadline	Implementation status	Planned and Spent Funds	New deadline and justification	Recommendations
					database, i.e. an analysis of the existing housing stock and housing needs of the persons to whom the strategic local plan or program refers. During 2019, 12 local self-governments adopted a Social Housing Program.			
	1.1.1. Development of a database on social apartments and revision of the legal basis for the use of these apartments	Database, i.e. analysis of the existing housing stock and housing needs of persons in a state of social need done.	LS MHMR	01.04.31.12.	I In August 2017, MSDT <sup>8</sup> adopted the Social Housing Program for the period 2017-2020, where LS are obliged to adopt the said program. <sup>9</sup>  National Housing Strategy for the period 2011-2020 and the Law on Social Housing, set out the basic strategic and institutional elements of the social housing system, which will be developed in the coming years at the state and local level.	Regular activity <sup>10</sup> LS		
	1.1.2 Adopt a social housing program in LS	Number of adopted Social Housing Programs in LS	LS MHMR	01.04.31.12.	I During 2019, 12 local self-governments adopted the Social Housing Program	Regular activity <sup>11</sup> LS		
	1.1.3. Construction of social housing for IDPs/DPs in Berane	Number of apartments built  Number of members of Roma and Egyptian population who were allocated social apartments	MLSW <sup>12</sup> MHMR	01.04.31.12.	I Within the Regional Housing Program, subproject MNE 4, 94 housing units were built in the municipality of Berane for IDPs/DPs  Of the 94 housing units built,	Planned EUR 3,575,700  Spent EUR 3,990,647.48 as follows:		

<sup>8</sup> Ministry of Sustainable Development and Tourism

<sup>9</sup> <http://www.mrt.gov.me/ResourceManager/FileDownload.aspx?rId=291107&rType=2>

<sup>10</sup> Local self-governments

<sup>11</sup> Local self-governments

<sup>12</sup> Ministry of Labor and Social Welfare

					three are occupied by the Roma families with a total of 10 persons	EUR 3,575,779 donations		
						EUR 414,868.48 state contribution		

<b>AREA 2:</b>	<b>EDUCATION</b>
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<b>Operational Objective 2.1:</b>	<b>To increase enrolment rates and reduce early dropout at all levels of education</b>
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<b>Performance indicator 1.</b>	<b>Baseline value</b>	<b>Current value</b>	<b>Target value</b>
<p>Number of pupils / students from Roma and Egyptian population at all levels of education compared to the school year 2017/18 increased for 0.5%;</p>	<p>Based on the results of the Survey on the Social Position and Social Inclusion of Roma and Egyptians in Montenegro conducted by the MHMR in 2016 (<a href="http://www.mmp.gov.me/biblioteka/istrazivanja">http://www.mmp.gov.me/biblioteka/istrazivanja</a>) of all Roma and Egyptian preschool children, about 21.5% of them enrol in kindergarten (boys 20.6% and girls 22.4%). A positive indicator is certainly the research finding that of all children enrolled in preschool institutions, we have a very small percentage of those who leave kindergarten, only 2.2%. The strategy envisages that by applying the measures proposed below, the percentage of children enrolled in kindergarten will increase to 40% by 2020 (from the current 21.5%).</p> <p>The research showed that 76% of Roma children enrol in primary school, if we exclude over 11% of Roma children who drop out of school (boys 9.4% and girls 13.8%), we come to the data that out of the total number of Roma and Egyptian children 68% of them finish primary education in relation to the total number of children of that age.</p> <p>Based on the research, it was identified that</p>	<p>Preschool education, in the school year 2019/20, is attended by 208 children (104 boys, 104 girls) from the Roma and Egyptian population;</p> <p>Primary school, school year 2018/19 is attended by 1821 (974 boys, 856 girls) students from Roma and Egyptian population, which is 2.67% of the total number of children enrolled in primary schools in Montenegro;</p> <p>Number of secondary school students from the Roma and Egyptian population in the 2019/20 school year - 142 (80 boys, 62 girls);</p> <p>For the second semester of the 2018/19 school year, scholarships were awarded to 111 students from the Roma and Egyptian population;</p> <p>For the first semester of the 2019/20 school year, scholarships were awarded to 121 students from the Roma and Egyptian population;</p> <p>For the second semester of the 2018/19</p>	<p><i>Preschool education: minimum 216;</i></p> <p><i>Primary education: minimum 1830 enrolled students</i></p> <p><i>Secondary education: minimum 148 enrolled students</i></p> <p><i>Higher Education: Minimum 15 scholarship holders</i></p>

	<p>38% of adult Roma and Egyptians do not have any education. 37% of them have not finished primary school, and 17% have completed primary school. Just under 6% of adult Roma and Egyptians completed the third level of vocational training, and only 2.2% completed a four-year secondary school.</p> <p>Secondary education of members of the Roma and Egyptian population: 49% enrol in secondary school (52% of boys and over 44% of girls). More precisely, of 68% of them who finished elementary school, every fifth child does not enrol in high school.</p> <p>According to the Ministry of Education In school (academic) year 2015/16 in the education system were: 109 children in preschool institutions In primary school: 1438 students In secondary school: 99 students At the faculty: 20 scholarship holders</p>	<p>school year, scholarships were awarded to 14 university students from the Roma and Egyptian population;</p> <p>For the first semester of the 2019/20 school year, scholarships were awarded to 13 university students from the Roma and Egyptian population ;</p> <p>MHMR financed the development of a set of textbooks for students of I, II and III grade of primary school;</p>	
<p><b>Performance indicator 2:</b> Seven-day winter / summer holidays for at least 45 students in order to motivate them to achieve better school success organized;</p> <p>Seven-day excursion for at least 20 students organized;<sup>13</sup></p> <p>Minimum 100 posters distributed;</p>	<p><b>41</b></p> <p><i>There was no baseline value (a new measure planned by the AP for 2019.</i></p> <p><i>There was no baseline value (new measure started to be implemented with the Strategy)</i></p>	<p><b>46</b></p> <p><b>20</b></p> <p><b>300</b></p>	<p><b>45</b></p> <p><b>40</b></p> <p><b>300</b></p>
<p><b>performance indicator 3:</b></p>			

<sup>13</sup> In agreement with educational institutions, the measure was implemented in the way that MHMR paid the costs of excursions for 45 students

Number of high school students compared to the 2018/19 school year by 0.5% increased			99			142		150	
Measure	Activity	Result indicator	Institution	Start and end date	Implementation status	Planned and spent funds	New deadline and explanation	Recommendations	
	2.1.1. Recruitment of Associates in the Social Inclusion of Roma and Egyptians in the Area of Education	Recruitment of at least 10 Associates	ME <sup>14</sup> MHMR	01.04. - 31.12	I During 2018 and 2019, a total of three trainings for Associates were realized and a total of 21 Associates were hired .	Planned EUR 15,000.00  Spent EUR 74,880.00 <sup>15</sup>	New deadline 31.12.2020 Instead of hiring on a permanent basis, it will be written hired on a permanent basis.	Continue with this activity as it contributes to reducing dropouts of children from the RE population, as well as regular attendance and school success .	
	2.1.2. Purchase and distribution of textbooks for children from Roma and Egyptian population of the I, II and III grade of primary school	Number of textbook sets distributed	ME MHMR	01.07. - 01.09.	I In the 2019/20 school year, sets were provided for 1,625 primary school students .	Planned EUR 100,000.00  Spent EUR 93,000.00 ME <sup>16</sup>			
	2.1.3. Through affirmative action, determine quotas for	Number of boys and girls from Roma and Egyptian population enrolled in	ME, MHMR	01.04. - 31.12.	I To all students (142 of them) enrolled in 2019/20 who declared themselves as members of the Roma and Egyptian population when	Regular funds ME <sup>17</sup>		Award 6 points to all students who declare themselves as members of the Roma and Egyptian population when applying for enrollment in secondary school	

<sup>14</sup> Ministry of Education

<sup>15</sup> This amount refers to the engagement for the second half of 2018/19 and the first half of 2019/20 for a total of 21 Associates

<sup>16</sup> This part refers to the funds spent for the purchase of textbooks for the 2019/20 school year for 1,625 students (for the I grade students, this school year, the municipalities provided textbooks)

<sup>17</sup> This activity does not require extra funds, it is a part of regular activities

	enrolment in Secondary schools of different orientations	secondary schools, data broken down by gender, school name and place			applying for enrolment in high school, 6 (six) points were added to the total points calculated according to the criteria valid for all students.			
	2.1.4. Award scholarships to secondary school students from Roma and Egyptian population	Award a minimum of 100 scholarships to secondary school students from Roma and Egyptian population	ME MHMR		I  111 scholarships were awarded for the second half of the 2018/19 school year and 121 scholarships for the first half of 2019/20. Amount of scholarships on a monthly basis is EUR 60,00. They are paid for 10 months what is the school year duration.	Planned EUR 100.000,00  Spent EUR 69.000,00		
	2.1.5. Organize a campaign for enrolment in secondary school, with a special emphasis on girls and their parents	Campaign report	ME MHMR		I  Four campaigns in four cities, Berane, Nikšić, Podgorica and Bar implemented. This contributed to the increase in the number of secondary school students (in school year 2018/19 was enrolled 135 and in school year 2019/20 ,142 students)	Planned  Regular ME funds  Spent EUR 2.500,00		

	2.1.6. Develop a Rulebook on criteria and conditions for awarding scholarships for pupils and students from the Roma and Egyptian population	Rulebook on criteria and conditions for awarding scholarships for pupils and students from the Roma and Egyptian population adopted	ME MHMR	01.07. - 01.09.	N		From 1 January 2019, payment of scholarships passed from the MHMR (which was supposed to initiate the drafting of the Rulebook) to the ME as the primary competent institution, which already has a Rulebook on criteria for awarding scholarships at the state level, and it was adjusted to the needs of RE pupils/students, which is why it was not necessary to draft a new Rulebook .	<b>It is not necessary to draft a Rulebook with new criteria because the ME already has a Rulebook on criteria for scholarships.</b>
	2.1.7. Award scholarships to university students from Roma and Egyptian population	Award a minimum of 15 scholarships to students from the Roma and Egyptian population	ME MHMR	I quarter - III quarter	I For the second semester of 2018/19, scholarships were paid to 14 students from the Roma and Egyptian population;  For the first semester of the 2019/20 academic year, scholarships were paid to 13 students from the Roma and Egyptian populations, for 10 months, which is the duration	Planned €70.000,00e  Spent €20.400,00		

					of the academic year in the amount of EUR 150.00 per month.			
	2.1.8. Provide free accommodation for Roma and Egyptian university students in the students' dormitory	Number of Roma and Egyptian students who were provided with free accommodation in the students' dormitory	ME MHMR	I quarter - III quarter	I During the second semester of 2018/19, accommodation was provided in a students' dormitory for two students who submitted a request for exemption from costs, and the same number in the first semester of the academic year 2019/20	Planned Regular ME budget funds  Spent EUR 2.640,00		
	2.1.9. Campaign to raise awareness of the importance of early child development and the inclusion of Roma and Egyptian children in preschool education	Campaigns implemented in at least four municipalities, with a significant number of members of the Roma and Egyptian population	ME MHMR	01.01. - 31.12.	I Four campaigns implemented in four cities, Berane, Nikšić, Podgorica and Bar, which contributed to the increase in the number of children covered by preschool education from 191 in school year 2018/19 to 208 in school year 2019/20.	Planned Regular ME budget funds  Spent EUR 1.250,00		
	2.1.10. Primary school enrolment campaign	Campaigns implemented in at least four municipalities, with a significant number of members of the Roma and Egyptian population	ME MHMR	01.04. - 30.06.	I Four campaigns implemented in four cities, Berane, Nikšić, Podgorica and Bar, which contributed to the increase in the number of children enrolled	Planned Regular ME budget funds  Spent EUR 1.250,00		
	2.1.11. "Everyone to	Campaigns implemented in at least eight	MHMR ME	01.04. - 30.06.	I During 2019, in 14 cities MHMR organized school	Planned EUR 8.000,00		

	school" - Campaign for enrolment in kindergarten, primary, secondary school and higher education institutions	municipalities, with a significant number of members of the Roma and Egyptian population			education and campaigns in settlements on the importance of education, which included over 300 participants (about 200 women). These activities, among others, contributed to increasing the number of students at all levels.	Spent EUR 777.19		
	2.1.12. Literacy and basic education program for Roma and Egyptian adults	Number of participants included in the program - 80 members from Roma and Egyptian;	CVE MHMR	01.01. - 31.12.	I A total of 270 persons were included in the Adult Primary Education Program in four licensed adult education institutions, as follows:  - PI Elementary School "Pavle Žižić", Bijelo Polje - 43 participants;  - PI School for Secondary and Higher Vocational Education "Sergije Stanić" Podgorica - 142 participants ;  - PI Elementary School "Marko Miljanov" Podgorica - 17 participants ;  - PI Elementary School "Radoje Čizmović" Nikšić - 68 students.  It is estimated that out of a total of 270 participants, about 200 are Roma and Egyptians <sup>18</sup>	Planned EUR 200,000.00  Spent EUR 120.000,00  EUR 12.000,00  EUR 38.800,00  EUR 12.000,00  EUR 57.200,00		
	2.2.1	Number of distributed	ME MHMR	01.01. -	Printed and distributed 300 sheets of informative	Planned		

<sup>18</sup> It is impossible to get precise information because the participants are not asked to declare their nationality

	Printing and distribution of posters and other information material in Albanian in order to inform parents about the possibilities of enrolling children in schools where classes are conducted in Albanian	information materials		31.03.	character, 100 pieces each in Montenegrin, Albanian and Romani .	EUR 3.000,00  Spent EUR 1.000.00,		
	2.2.2. Conducting winter and summer camps for the best students from the Roma and Egyptian population of VII, VIII and IX grades	Number of students (minimum 40), by gender and place of schooling who spent the winter / summer vacation	MHMR	01.01. - 31.07.	I During 2019 this activity included 48 students: - 24 students (11 boys, 13 girls) on winter vacation- cities included: Podgorica, Nikšić, Herceg Novi, Tivat.  - - 24 students (18 boys, 6 girls) on summer vacation- cities included: Podgorica, Nikšić , Bijelo Polje, Petnjica	Planned EUR 10.000,00  Spent EUR 12.776,44  Summer EUR 7.614.05  Winter EUR 5.162,39		
	2.2.3. Organization of a three-day excursion for the 40 best students from the Roma and	Number of students (minimum 40), by gender and place of schooling who went on	MHMR ME	01.07. - 31.08.	I The total number of students who were on a three-day excursion in Montenegro was 24, i.e. 3 girls and 21 boys.  There were not enough	Planned EUR 15.000,00  Spent EUR 3.519.00		

	Egyptian population of the 9th grade of primary school	excursion			students who wanted to go on the excursion. All interested were involved.			
	2.2.4. Organization of a seven-day excursion for the 20 best students from the Roma and Egyptian population of III and IV grade of secondary school, as well as university students (tour of some EU countries)	Number of pupils/students (minimum 20), by gender and place of schooling who went on the excursion	MHMR		I Excursion costs were paid for 45 students, as follows:  Primary school "Marko Miljanov" Podgorica - 8 students;  Primary school "B. V. Podgoričanin" Podgorica - 33 students;  Primary school "Mileva Lajović Lalatović" - 4 students	Planned EUR 25.000,00  Spent EUR 7.981,00		
	2.2.5. Education and training of parents	Number of educated parents by gender, school and place	CVE MHMR	01.04. - 30.06.	CVE organized 8 workshops on "The importance of education and learning for personal and family development - parenting is learned" in primary schools attended by 60 parents .	Planned EUR 1.000,00  Spent EUR 330.00 <sup>19</sup>		Involve other institutions and the NGO sector in the implementation of this activity in order to increase the response of parents .
	2.3.1. Monitoring children at risk of dropping out of school through the work of Teams	Preparation of a report indicating the number of children who have completed primary school and are not	MP MHMR	II quarter - IV quarter	I In the 2018/19 school year, 89 students finished primary school, and in 2019/20, 55 students were enrolled in the first grade of the secondary school, which means that 34 did not enrol in secondary school	Planned EUR 3.000,00  Spent EUR 2.562,00		

<sup>19</sup> A small number of parents attended the trainings during 2019, which will be improved in 2020 through the involvement of other institutions and the NGO sector.

		enrolled in secondary school						
	2.3.2 Transportation of Roma/Egyptian students	Number of bus lines, number of children covered by the activity	ME MHMR	01.01. - 31.12.	Over 400 students were included in the organized transport in 6 schools in Podgorica	Planned EUR 16.000,00  Spent EUR 35.000,00		
	2.3.3 Organizing tutoring classes and mentoring support	1. Number of tutoring classes with the number of high school students who attended 2. Number of children covered by mentoring	NGO "Young Roma" ME MHMR	01.01. - 31.12	124 students included in the mentoring program - eighth and ninth grade students from 14 primary schools in 8 cities	Planned (Funds from donations - REF <sup>20</sup> ) EUR 25.000,00  Spent EUR 11.032,25		Continue with the organization and implementation of tutoring classes, as well as with the organization of mentoring classes because it contributes to better regularity and student success.
	2.3.4 Enrolment and exemption from the costs of the extraordinary examination for passing the 4th grade of secondary school for interested students from the Roma and Egyptian population	Number of high school students who are exempted from paying the extraordinary examination for passing the 4th grade of secondary school	ME MHMR	01.01. - 31.12	During 2019, at their personal request, 12 persons were exempted from paying the extraordinary examination for the 4th grade of secondary school	Planned EUR 2.000,00  Spent EUR 1.848,00		

<sup>20</sup> Roma Education Fund

AREA 3:	HEALTH CARE		
Objective 3.1.	Increasing the use of access to health care		
Performance indicator 1.  1. Inform at least 3% of the Roma and Egyptian population in relation to the total number of Roma and Egyptians according to the 2011 census about the importance of using preventive health examinations through the implementation of campaigns and preventive examinations;	Baseline value	Current value	Target value
	<p>Data based on the Survey on the Social Position and Social Inclusion of Roma and Egyptians in Montenegro from 2016 (survey available at the web address <a href="http://www.mmp.gov.me/biblioteka/istrazivanja">http://www.mmp.gov.me/biblioteka/istrazivanja</a>):</p> <p>First of all, about 40% of the sample Roma and Egyptians assess their own health condition as poor or very poor. In 26% of Roma and Egyptian households live at least one person in serious health conditions or with a disability, of which in 6% of these households (of those 26%), there is more than one person in serious health conditions.</p> <p>The life expectancy of members of the Roma population is 55 years. For the sake of comparison, the life expectancy of members of the majority population in Montenegro is 76 years.</p> <p>Almost 12% of Roma and Egyptian households had a neonatal death.</p> <p>The problem is also that Roma and Egyptians in Montenegro do not use all the possibilities and advantages of the health system</p>	<p>During 2019, 37 (thirty-seven) workshops were held for members of the Roma and Egyptian population on certain topics regarding health prevention and health education, as well as workshops on healthy lifestyles and health prevention and protection. Also, for members of the Roma and Egyptian population, workshops were held on the topic "Prevention of early marriages" and on the topic "The importance of maintaining personal hygiene for health." In addition to these workshops, leaflets were made to help in the implementation of health-educational activities. The workshop on the topic "Prevention of early marriages" was attended by 64 participants and the workshop on the topic: "The importance of maintaining personal hygiene for health" 63 participants. Reproductive health counselling centres were visited by 328 Roma women and four Egyptian women, and 123 Roma mothers, with or without children, visited the child counselling centre. The challenge in the implementation of the above contributed to the increase in the number of visits to all counselling centres by 3%. Parenting school, with coverage for the reporting period of 5%, of which 2% of both parents. The visits of the School for Pregnant Women and the School of</p>	<p>The goal is to by the end of 2020, 60% of Roma and Egyptians are informed about the importance of preventive health examinations through these activities.</p>

		Parenting, of the Roma and Egyptian populations, initially were 2%, and for the reporting period, the percentage was tripled to 6%. As of the end of 2019, three Associates in the social inclusion of Roma and Egyptians in the area of health care have been permanently employed at the Health Care Centre in Podgorica..	
<b>Performance indicator 2.</b>  Organize Preventive actions and field campaigns on the number of field vaccinations of Roma and Egyptian children in settlements .	<b>60%</b>	<b>70%</b>	<b>90%</b>
<b>Performance indicator 3.</b>  Organize Preventive actions and field campaigns on the number of pregnant women of Roma and Egyptian population who had a preventive examination, by place of residence	<b>2%</b>	<b>4%</b>	<b>6%</b>
<b>Performance indicator 4.</b>  Organize Preventive actions and field campaigns to raise awareness of the Roma and Egyptian population about the importance of health care on the campaigns, with the number of participants, according to the place where the campaign was conducted;	<b>3</b>	<b>4</b>	<b>5</b>

Measure	Activity	Result indicator	Institution	Start and end date	Implementation status	Planned and spent funds	New deadline and explanation	Recommendations
	3.1.1. Recruitment of 2 Associates in Health Care for Roma and Egyptians	Permanent employment for two associates, one in the Health Care Centre Berane and one in the Health Care Centre Niksic	MH MHMR	01.01 31.12	D By the end of 2019, three persons are employed on permanent bases as Associates in the social inclusion of Roma and Egyptians in the area of health in the Health Care Centre Podgorica, and two are project engaged in Health Care Centre Berane and Health Care Centre Nikšić by the international organization "Help Hilfe zur Selbsthilfe e.V." By the end of the first quarter of 2020, an advertisement will be announced for permanent employment for Associates in HCC Nikšić and HCC Berane)	Regular budget funds of the Ministry of Health	IV quarter of 2020. In the last quarter of 2019, the Health Care Centre of Berane announced an advertisement for the permanent employment of Associates, but none of the candidates met the conditions. In HCC Berane, until the end of 2019, the associate was engaged on project bases.	Employment of two associates in the Health Care Centre Berane and the Health Care Centre Nikšić until 31 December 2020.
	3.1.2. Vaccination of children	1. Number of field vaccinations of Roma and Egyptian children in settlements, 2. Number of vaccinated children, by sex, age and place of residence, 3. Number of pregnant women of Roma and Egyptian population who had a preventive examination, by place of residence	MH MHMR	01.01 31.12	I 89% of children covered with an emphasis on MMR and polio vaccines. During 2019, 37 (thirty-seven) workshops were held for members of the Roma and Egyptian population on certain topics on health prevention and health education, as well as workshops on healthy lifestyles and health prevention and protection. The workshop on "Prevention of early marriages" was attended by 64 participants. One of the recent innovations at the same level is the School for	Regular budget funds of the MH <sup>21</sup>		

<sup>21</sup> Ministry of Health

					Pregnant Women and the School of Parenthood. The achievement here is that at the beginning of the work of the mentioned Schools, the visits of the Roma and Egyptian population were at a new level of 2%, and during the reporting period, the percentage tripled to 6%. This can be interpreted as a full commitment to each pregnant woman individually, giving importance to pregnancy and educating them about the fact that pregnancy is not a different condition but a natural process that requires special sensibility.			
	3.1.3. Preventive health examinations of members of the Roma and Egyptian population	Preventive health examinations for 60 members of the Roma and Egyptian populations were carried out	MH MHMR	01.01 31.12	I The Ministry of Human and Minority Rights, in cooperation with the Ministry of Health, i.e. the Health Care Centres in Nikšić and the Health Care Centre Podgorica, organized three actions of preventive examinations for the Roma and Egyptian population from mentioned municipalities. These preventive examinations included over 60 workers of the Public Utility Company from the municipality of Nikšić and the Capital City Podgorica	Planned EUR 2,000.00 MHMR  Spent EUR 525.00		
	3.1.4. A campaign on the importance of reproductive health, with an emphasis on Roma and Egyptian women	Campaigns in at least 2 municipalities with a significant number of members of the Roma and Egyptian population implemented	MH MHMR	01.01 31.12	I for the reporting period at the mentioned level, 328 Roma women and four Egyptian women visited reproductive health counselling centres, and 123 Roma mothers visited child counselling centres with or without children. The	Regular budget funds of the MH		

					implementation of the above contributed to the increase in the number of visits to all counselling centres by 3%.			
	3.1.5. Meet Your Associate Campaign	Campaigns in at least 2 municipalities with a significant number of members of the Roma and Egyptian population implemented	MH MHMR	01.01 31.12	I The campaigns were implemented in three municipalities in Berane, Nikšić and Podgorica, with the aim of getting to know their associate and his activities within the Roma and Egyptian community. .	Regular budget funds of the MH		
	3.1.6. Informing members of the Roma and Egyptian population about the possibilities of treatment for addiction in specialized institutions, as well as for all citizens and patients in the health system of Montenegro	Campaigns in at least 2 municipalities with a significant number of members of the Roma and Egyptian population implemented	MH MHMR	01.01 31.12	I During 2019, 37 (thirty-seven) workshops were held for members of the Roma and Egyptian population on certain topics on health prevention and health education, as well as workshops on healthy lifestyles and health prevention and protection	Regular budget funds of the MH		
<b>AREA 4:</b>		<b>EMPLOYMENT</b>						
<b>Operational objective 4:</b>		<b>Increased participation of Roma and Egyptians in active employment policy measures</b>						
<b>Performance indicator 1:</b>		<b>Baseline value</b>		<b>Current value</b>		<b>Target value</b>		
		Data based on the Survey on the Social		In 2019, the measures of active employment		Include in the measures of active employment policy		

<p>Inclusion of at least 5% of members of the Roma and Egyptian population in active employment policy measures in relation to the total number of Roma and Egyptians who are in the records of the Employment Institute of Montenegro<sup>22</sup>;</p>	<p>Position and Social Inclusion of Roma and Egyptians in Montenegro from 2016 (survey available at the web address <a href="http://www.mmp.gov.me/biblioteka/istravanja">http://www.mmp.gov.me/biblioteka/istravanja</a> :</p> <p>On average, there are about 1000 persons annually on the records of the Institute, who declare themselves as members of the Roma and Egyptian population. The participation of women is about 40%. This population participates in the total registered unemployment with 3 - 4%.</p> <p>Over 90% of the registered members of the Roma and Egyptian population are persons without occupation and education who, as a rule, wait longer for employment .</p> <p>Representatives of companies believe that the key problem of employment is the low level of education of members of the Roma and Egyptian community (82.1%). Furthermore, the reasons for the large number of unemployed persons from the Roma and Egyptian community are the fact that members of the majority community generally have negative attitudes and prejudices (64.9%) and because members of the Roma and Egyptian community do not have the skills they need to find employment (60.9%).</p>	<p>policy included 79 members of the Roma and Egyptian population from the register of unemployed persons (22 women or 27.84%), which is almost 10% of the total number of Roma and Egyptians who were on the records of the Institute on 31 December 2018.</p> <p>For all newly registered persons from the Roma and Egyptian population, and if necessary for all other Roma and Egyptians from the records of the Institute, in 2019, information, counselling and motivation activities were carried out. Persons are informed about their rights and obligations during unemployment, labour market services, active employment policy measures, vacancies (through individual and group information); counselling of persons conducted in order to motivate, acquire and develop knowledge and skills for active job search (through individual counselling and through information-motivational workshops, seminars).</p> <p>Associates in the social inclusion of Roma and Egyptians in the area of employment, who are employed through the implementation of the project implemented by the NGO "Help", during 2019, were visiting the employment bureaus twice a week in Podgorica and once a week in Nikšić, and with the support and help of mentors from the institution, they got acquainted with the technology of working with the unemployed persons. Associates monitored the process of registering an unemployed person, attended information meetings, monitored the preparation for employment of unemployed persons, current advertisements for vacancies.</p>	<p>at least 50 members of the Roma and Egyptian population from the register of unemployed persons ;</p>
<p><b>Performance indicator 2:</b></p> <p>The number of persons who are on the records of the</p>	<p>Data based on the Survey on the Social Position and Social Inclusion of Roma and Egyptians in Montenegro from 2016 (survey available at the web address</p>	<p>During 2019, 23 members of the Roma and Egyptian population (nine women) were included in adult education and training programs, as</p>	

<sup>22</sup> ZZZCG

<p>Employment Institute, and who are without occupation reduced by 2%</p>	<p><a href="http://www.mmp.gov.me/biblioteka/istrazivanja">http://www.mmp.gov.me/biblioteka/istrazivanja</a> :</p> <p>On average, there are about 1000 persons annually on the records of the Institute, who declare themselves as members of the Roma and Egyptian population. The participation of women is about 40%. This population participates in the total registered unemployment with 3 - 4%.</p> <p>Over 90% of the registered members of the Roma and Egyptian population are persons without occupation and education who, as a rule, wait longer for employment .</p> <p>Representatives of companies believe that the key problem of employment is the low level of education of members of the Roma and Egyptian community (82.1%). Furthermore, the reasons for the large number of unemployed persons from the Roma and Egyptian community are the fact that members of the majority community generally have negative attitudes and prejudices (64.9%) and because members of the Roma and Egyptian community do not have the skills they need to find employment (60.9%).</p> <p>Data from a survey conducted by the Ministry indicate that 83% of Roma and Egyptians are unemployed. However, it is important to say that out of this percentage, a large number of Roma and Egyptians declare that they are in the status of 'unemployed person who is not looking for a job' (33%). These are mostly unemployed women who are housewives. Thus, it can be effectively said that about 50% of Roma and Egyptians are in the status of unemployed job seekers. Of those employed, it was found that 6% of Roma and Egyptians work in the public sector, just over 5% in the</p>	<p>follows: 14 persons (six women) are included in three adult education and training programs for acquiring professional qualifications, as follows: in the education and training program for the profession of assistant chef in Bijelo Polje - four women, in the program for the profession of hairdresser for women in Podgorica - nine persons (two women) and one person in the education and training program for the profession of construction ceramist in Bijelo Polje.</p> <p>Four persons (one woman) are included in the adult education and training programs for acquiring key skills, as follows: one woman from Podgorica is included in the German language learning program, while in the training program for candidates for motor vehicle drivers for "C" category are included three persons.</p> <p>Five persons (two women) are included in the Training for work with the employer and Training for independent work programs, which include education, training and employment, as follows: four persons (two women) in Podgorica and one person in Bijelo Polje.</p>	
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	<p>private sector, while 4.3% are self-employed. When it comes to employment status itself, 4.5% of Roma and Egyptians have permanent employment, while 6.7% are employed on a temporary basis.</p>		
<p><b>Performance indicator 3:</b></p> <p>The number of unemployed Roma and Egyptians who are on the records of the Employment Institute of Montenegro and who are actively looking for employment reduced by 2%</p>	<p>Data from a survey conducted by the Ministry indicate that 83% of Roma and Egyptians are unemployed. However, it is important to say that out of this percentage, a large number of Roma and Egyptians declare that they are in the status of 'unemployed person who is not looking for a job' (33%). These are mostly unemployed women who are housewives. Thus, it can be effectively said that about 50% of Roma and Egyptians are in the status of unemployed job seekers. Of those employed, it was found that 6% of Roma and Egyptians work in the public sector, just over 5% in the private sector, while 4.3% are self-employed. When it comes to employment status itself, 4.5% of Roma and Egyptians have permanent employment, while 6.7% are employed on a temporary basis.</p>	<p>On 28 February 2019, ZZZCG announced a competition for the selection of public works contractors for the care of elderly, personal assistant and other public work programs. In addition, in 2019, the Institute supported the implementation of the Project "Let it be clean", which is an integral part of the preparation of the summer tourist season. The holder of the activity is the Ministry of Sustainable Development and Tourism, and the partners are, in addition to the Institute, the Public Company for the Management of Marine Assets, municipalities and public utility companies. Within this project, unemployed people with difficult employment factors, including members of the Roma and Egyptian population, were engaged in the maintenance of highways and regional roads in all municipalities in Montenegro. During 2019, 36 persons (10 women) were included in public works programs, while 20 persons (three women) were included in the "Keep it clean" project. Unemployed Roma and Egyptians from the records of the employment bureau of Bar, Budva, Ulcinj, Berane, Bijelo Polje, Mojkovac, Niksic, Podgorica, Cetinje, Herceg Novi and Tivat are included in the mentioned programs.</p> <p>During 2019, 108 people (54 women or 50%) were employed in seasonal jobs .</p> <p><u>Age structure:</u> 15-25 years of age: 36 persons (15 women); 26-35 years of age: 33 persons (14 women); 36-45 years of age: 27 persons (16 women); 46-55 years of age: nine persons</p>	

(seven women); Over 55 - three people (two women)

Regional structure: from the records of the Herceg Novi Regional Unit for the municipalities of Herceg Novi, Tivat and Kotor - 39 persons (23 women); from the records of the Podgorica Regional Unit for the municipalities of Podgorica, Danilovgrad, Kolašin and Cetinje - 27 persons (nine women); from the records of the Regional Unit Bar for the municipalities of Bar, Budva and Ulcinj - 19 persons (eight women); from the records of the Nikšić Regional Unit for the municipalities of Nikšić, Plužine and Šavnik - 15 persons (10 women); from the records of the Bijelo Polje Regional Unit for the municipalities of Bijelo Polje and Mojkovac - five persons (two women); from the records of the Regional Unit of Berane for the municipalities of Berane, Andrijevica, Plav, Rožaje, Gusinje and Petnjica - two persons (one woman); from the records of the Regional Unit of Pljevlja for the municipalities of Pljevlja and Žabljak - one woman.

According to the data obtained from the Tax Administration of Montenegro, during 2019, one woman from the records of the Employment Bureau Podgorica with IV level of education qualification established a fixed-term employment, at her level of education, in the real sector.

Measure	Activity	Result indicator	Institution	Start and end date	Implementation status	Planned and spent funds	New deadline and explanation	Recommendations
	4.1.1. Group informing of newly registered persons in the	Number of members of the Roma and Egyptian population who	ZZZCG MHMR	01.01. 31.12.	I During 2019, employment mediation counsellors informed unemployed Roma and Egyptians about their rights and obligations while on the records of the Institute, motivated	Regular budget funds of ZZZCG		

	premises of the Employment Institute of Montenegro on the importance of active job search and inclusion in active employment policy programs ;	participated in the group consultation (gender, educational and regional structure)			them and included them in active employment policy programs and mediated in their employment, according to the principles of affirmative action.  For 32 newly registered persons from the Roma and Egyptian population, and if necessary for all other Roma and Egyptians from the records of the Institute during 2019, activities of informing, counselling and motivating were carried out.			
	4.1.2 Individual counselling of newly registered persons in the premises of the Employment Institute of Montenegro ;	Number of members of the Roma and Egyptian population who participated in individual counselling	ZZZCG MHMR	01.01. 31.12	I For 32 newly registered persons from the Roma and Egyptian population from the records of the Institute during 2019 participated in individual counselling .	Regular budget funds of ZZZCG		
	4.1.3. Development of individual employment plans	Number of members of the Roma and Egyptian population who participated in individual counselling	ZZZCG MHMR	01.01 31.12	I 32 newly registered persons from the Roma and Egyptian population made individual plans	Regular budget funds of ZZZCG		
	4.1.4. Realization of the Pilot project of inclusion of Associates in	Number of Associates engaged in social inclusion of Roma and Egyptians in the area of	NGO MHMR	01.01 31.12	I Two Associates in the social inclusion of Roma and Egyptians in the area of employment during 2019 was project-engaged by the international organization "Help" in the Labour Office in Podgorica and	It is estimated that about EUR 9,000.00 was spent on this		

	social inclusion of Roma and Egyptians in the area of employment in practice	employment			the Labour Office in Niksic	activity		
	4.2.1. Development of new vocational training programs, specifically tailored to the needs of the Roma and Egyptian population, including old crafts and involvement of program participants, in accordance with individual plans	Number of developed vocational training programs	CVE ZZZCG MHMR	01.01 - 31.12	I During 2019, there were no initiatives for the development of special programs for Roma and Egyptians, but the Center for Vocational Education has prepared several education programs for acquiring professional qualification at level II in the field of catering as well as education programs for acquiring key skills that may include members of RE who have a lower level of education (making simple garden products according to the principles of permaculture and making recycling paper products).  CVE signed an Agreement on Cooperation with the Roma Council in order to implement joint activities in the area of inclusion of the Roma population in education.	Sredstva iz donacija / Budžet ZZZCG		
	4.2.2. Development of professional qualification intended for the Roma and Egyptian population in the field of "Collectors of	Education program for acquiring the professional qualification "Collectors of secondary raw materials"	CVE, MHMR NGO	01.01 - 31.12	D CVE has signed a cooperation agreement with the NGO Young Roma for the development of a program for acquiring the professional qualification "Collector of secondary raw materials" which should contribute to greater employability of members of the RE	Planned EUR 1,650.00 (funds from donations)  Spent	The Commission for Mining, Metallurgy and Chemical Industry rejected the initiative this to be a key qualification, but concluded that it was a key skill	<b>This activity will not be implemented because it is a key skill and not a professional qualification .</b>

	secondary raw materials"				population. An initiative for the development of professional qualifications was prepared, but the competent sectoral Commission for Mining, Metallurgy and Chemical Industry rejected the initiative and concluded that it was a key skill.			
	4.2.3. Realization of educational programs for acquiring professional qualification ("Hairdresser", "Gardener", etc.)	Number of members of the Roma and Egyptian populations who participated in the education program (gender, age, educational and regional structure)	ZZZCG MHMR	01.01 31.12	I  14 persons (six women) are included in three adult education and training programs for acquiring professional qualification The budget spent exceeded the planned amount .	Planned EUR 10,000.00 (ZZZCG budget)  Spent EUR 10,117.50 - ZZZCG		
	4.2.4. Realization of education programs for acquiring key skills (learning English, training for C category drivers)	Number of members of the Roma and Egyptian population who participated in the program	ZZZCG MHMR	01.01 31.12	I  Four people (one woman) are involved in adult education and training programs for acquiring key skills	Planned EUR 5,000.00 ZZZCG budget  Spent EUR 540.00 ZZZCG		
	4.2.5. Training with the employer to perform certain jobs for a minimum of one month and their employment for a minimum of five months	Number of members of the Roma and Egyptian population included in the program	ZZZCG MHMR	01.01 31.12	I  The training program for work with employers and training for independent work, included five people (two women) The budget spent exceeded the planned amount.	Planned EUR 5,000.00 ZZZCG budget  Spent EUR 6,672.42 - ZZZCG		

	with the obligation to extend the fixed-term employment contract for at least 50% of participants, for a minimum of three months							
	4.3.1. Inclusion of Roma and Egyptians in the public works program	Number of participants in public work (gender and regional structure)	ZZZCG MHMR	01.01 31.12	I 20 people (three women) from Bar, Ulcinj, Bijelo Polje, Mojkovac, Nikšić, Podgorica, Cetinje, Herceg Novi and Tivat are involved in the public work "Let it be clean".  Eleven public works involved 36 persons (10 women) in Budva, Berane, Bijelo Polje, Herceg Novi, Podgorica, and Rožaje.  The budget spent exceeded the planned amount.	Planned EUR 30,000.00 ZZZCG budget  Spent EUR 50,927.92 - public works - ZZZCG  EUR 42,000.00 ("Keep it clean" project) From what: EUR 12,000.00 ZZZCG EUR 30,000.00 Ministry of Sustainable Developmen t and Tourism and PE "Marine Good"		
	4.3.2.	Number of	ZZZCG	01.01	I	Planned		

	Visits of employers with the aim of presenting benefits (subsidies) for employment of certain categories of unemployed persons	employers covered by the information	MHMR	31.12	During 2019, 431 employers were informed in this way.	Regular budget funds of ZZZCG		
	4.3.3. Preparation of unemployed persons and mediation in employment on seasonal jobs	Number of employed members of the Roma and Egyptian population	ZZZCG MHMR	01.01 31.12	I During 2019, 108 people (54 women or 50%) were employed in seasonal jobs.	ZZZCG budget - regular activity of preparation and mediation		
	4.3.4. Mediation in employment of active job seekers of Roma and Egyptian population from the records of the Employment Institute of Montenegro	1. Number of members of the Roma and Egyptian population employed as trainees in the public and private sector, 2. Number of members of the Roma and Egyptian population who are employed in the public and private sector after completing their internship	ZZZCG MHMR	01.01 31.12	I According to the data available to the MHMR, a total of 17 Roma and Egyptians with a university degree or secondary education are employed in state institutions, local self-governments or public law bodies (all with a university degree have a permanent employment).	ZZZCG budget - regular information and mediation activity		
	4.3.5. Creating special	Number of members of the	ZZZCG MLSW MHMR	01.01 31.12	NI	ZZZCG budget - crediting of	New deadline until 31 December 2020 In 2019, there were	Enable the Roma and Egyptian populations to use self-employment as a way

	financial instruments for sustainable employment of hard-to-employ people	Roma and Egyptian population using the new instruments (gender, educational and regional structure and presentation by activities)			The procedure and non-availability of the guarantee for the return of funds greatly restricts Roma and Egyptians from starting their own business in this way, so that in 2019 there were no Roma and Egyptians from the unemployment register, who thus solved the unemployment issue.	self-employment / funds from donations	no members of the Roma and Egyptians from the unemployment register, who thus solved the issue of unemployment.	out of unemployment
	4.3.6. To enable members of the Roma and Egyptian population from the area of the former Konik Camps to establish their own businesses and open their own craft shops.	Starting a business by 10 persons from Roma and Egyptian population enabled	CKCG MHMR	01.01 31.12	D	Planned EUR 40,000.00  Spent	New deadline until 31 December 2020 The realization of the project for employment of the RE population, in terms of creating conditions for starting their own businesses, has been prolonged, because due to unforeseen bureaucratic circumstances, the location has been moved. A new location for starting a business incubator is currently being prepared and adapted, and this activity will be finalized in 2020. In addition to this project, in 2019, a grant was signed for EU funds for additional activities in terms of education and	This activity will be realized in 2020

							employment of RE persons from areas of Konik. The project started in December this year, and will last until December 2020	
4.3.7.	Activation of able-bodied beneficiaries of material security of the family through inclusion in active employment policy programs and / or employment mediation	Number of activated beneficiaries of material security of the family who are members of the Roma and Egyptian population (gender and regional structure)	ZZZCG MLSW (centres for social work) MHMR	01.01 31.12	On 16 March 2019 the Institute announced a competition for the selection of contractors for adult education and training, while on 19 July 2019 competitions for the selection of contractors for the program "Training for work with the employer" and "Training for independent work" were published. 23 members of the Roma and Egyptian population (nine women) are included in adult education and training programs	Planned Regular budget funds of ZZZCG		

**AREA 5:**

**LEGAL STATUS**

**Operational objective 5.1.**

**Continuation of resolving the requests of the Roma and Egyptian population for obtaining the status in Montenegro**

<b>Performance indicator</b>	<b>Baseline values</b>	<b>Current value</b>	<b>Target value</b>
1. Number of persons identified and prepared for the arrival of mobile teams; 2. Number of persons for whom data were processed, by gender and place, 3. Number of persons whose claims are still pending;	The combined mobile biometric teams of the Ministry of Interior of Montenegro, the Ministry of Interior - Kosovo Civil Registration Agency, UNHCR and the NGO "Legal Centre" provided intensive legal and practical assistance (interviewing, biometrics and issuance of personal documents) to internally displaced persons from Kosovo, who have been living in Montenegro since the late 1990s.	2019  In accordance with the Agreement between the Government of Montenegro and the Government of the Republic of Kosovo on subsequent registration of internally displaced persons from Kosovo residing in Montenegro in civil registers and register of citizens of the Republic of Kosovo, the combined mobile	Increased number of completed applications by 2% compared to 2019 data .

Given that there are still 600-650 persons who need help with documents, it was agreed that in 2016, four visits of mobile teams of the Ministry of Interior of Kosovo will be organized.

biometric teams of the MIA of Montenegro, the MIA-Kosovo Civil Registration Agency, UNHCR and the NGO "Legal Centre" intensively provide legal and practical assistance to IDPs from Kosovo residing in Montenegro. With the support of UNHCR and OSCE, 2 visits of the mobile team of MIA-Kosovo to Montenegro were realized in 2019, during which 91 persons were treated

This number of persons is divided into four categories, as follows:

- completed cases: a total of 36 (20 man and 16 woman)
- cases in work: a total of 15 (9 man and 6 woman) -registered in Kosovo, received extracts, waiting for passports;
- parked: total 2 (2 woman)
- unfinished: total 38 (10 man and 28 woman)

Please note that all these procedures are free of charge for internally displaced persons, as the competent authorities of the Republic of Kosovo issued all documents, except for passports, free of charge and other costs, and the costs of issuing passports for all persons are covered by UNHCR..

Measure	Activity	Result indicator	Institution	Start and end date	Implementation status	Planned and spent funds	New deadline and explanation	Recommendation
	5.1.1. Providing assistance to persons in	1. Number of persons who resolved the status through the	MIA MHMR	01.01. 31.12.	I By the end of 2019, 2 visits of the mobile team of the Ministry of the Interior of Kosovo to Montenegro were organized,	Planned EUR 12,000.00 Spent		Increase the number of completed applications by 2%

	regulating their status through the DCM of the Republic of Kosovo in Montenegro	DCM of the Republic of Kosovo ;			during which 91 people were treated. This number of persons is divided into four categories, as follows: 1. completed cases: a total of 36 (20 man and 16 woman); cases in work: a total of 15 (9 man and 6 woman) -registered in Kosovo, received extracts, waiting for passports; parked: total 2 (2 woman); unfinished: total 38 (10 man and 28 woman)	EUR 12,000.00 Donation from UNHCR and OSCE		compared to 2019 data
	5.1.2. Informing Roma and Egyptians about the possibilities of resolving the status of the domicile population through the implementation of campaigns	Number of people covered by the campaign	MHMR	01.01.31.12.	I In the implementation of these activities, 14 campaigns were organized in 14 municipalities inhabited by the RE population, which included over 300 parents (200 women).	Planned EUR 2,000.00 <sup>23</sup>  Spent EUR 500.00		
	5.1.3. Informing parents about the registration of children in the birth register through the implementation of information campaigns.	Number of parents provided with information	MHMR	01.01.31.12.	I In the implementation of these activities, 14 campaigns were organized in 14 municipalities inhabited by the RE population, which included over 300 parents (200 women).	Planned EUR 1,000.00  Spent EUR 500.00		
<b>AREA 6.</b>		<b>SOCIAL STATUS AND FAMILY PROTECTION</b>						

<sup>23</sup> Budget allocated for implementation

Objective 6.1.	Combating domestic violence and violence against women		
<p><b>Performance indicator 1.</b></p> <p>Increased knowledge of members of the Roma and Egyptian population about the mechanisms of protection against domestic violence and violence against women by 5%;</p>	<p><b>Baseline value</b></p> <p>During 2017, 200 (two hundred) criminal offenses under Article 220 of the Criminal Code of Montenegro and 6 (six) criminal offenses related to domestic violence were committed, and they were qualified differently (2x Article 144; 1x Article 166; 1x Article 168; 1x Article 173 and 1x Article 403).</p> <p>203 (two hundred and three) criminal charges were filed for these criminal offenses.</p> <p>During 2018, the Police Directorate recorded 11 criminal offenses from Article 216 from CC of Montenegro - "Extramarital union with a minor" and 266 criminal offenses from Article 220 of the CC of Montenegro - "Violence in the family or in the family community".</p> <p>During 2018, campaigns / trainings were conducted in 12 Municipalities, which included over 500 persons from Roma and Egyptian population, and who were thus informed about the mechanisms of protection against domestic violence and violence against women..</p>	<p><b>Current value</b></p> <p>According to MLSW data, from 1 January 2019 until 31 December 2019, 1,622 cases of domestic violence were reported in centres for social work, of which 754 victims of violence were women;</p> <p>MHMR<sup>24</sup> organized trainings and campaigns in settlements for parents, children from the Roma and Egyptian population, as well as NGO activists, civil servants on protection from domestic violence, violence against children and juvenile forced marriages among the Roma population in the following cities: Rožaje and Berane – 11.11.2019., Petnica and Bijelo Polje - 13.11.2019., Pljevlja -15.11.2019., Podgorica – 27.09.2019., Ulcinj and Bar – 19.11.2019., Herceg Novi and Kotor 21.11.2019., Tivat – 25.11.2019., Nikšić – 04.12.2019., and Budva and Cetinje - 05.12.2019. These trainings covered over 300 parents (200 women). On the topic: "Prohibition of child arranged marriages, domestic violence and the fight against human trafficking", two trainings were held on September 17-18, 2019 in Tivat and on October 24-25, 2019 in Bijelo Polje. The seminar was intended for employees of state institutions, i.e. public authorities and municipal organizations, operating in the municipalities: Herceg Novi, Tivat, Kotor, Budva Rozaja, Berane, Petnjica, Pljevlja and Bijelo Polje, whose competencies include working with members of the Roma and Egyptian population.</p>	<p><b>Target value</b></p> <p>Organize at least 2 two-day trainings that will cover at least 4 municipalities with a significant number of members of the Roma and Egyptian population on the topic "Fight against domestic violence and violence against women" which will include a minimum of 500 Roma and Egyptians.</p>

<sup>24</sup> Ministry of Human and Minority Rights

		. Total number of present persons 55 (36 women). The trainings were attended by representatives of various institutions - the Police Administration, the Prosecutor's Office, the Judiciary, Health, Education, the Employment Institute and centres for social work at the local level.	
<p><b>Performance indicator 2.</b></p> <p>1. Increased number of conducted investigations for human trafficking by 5%; 2. Increased number of filed criminal charges, by 5%;</p>	<p>The number of investigations and the number of filed criminal charges conducted in relation to criminal offence from Article 444 CC of Montenegro - human trafficking during 2018:</p> <ul style="list-style-type: none"> <li>• number of investigations - 3;</li> <li>• number of filed criminal charges - 2;</li> </ul> <p>Number of criminal charges, indictments and final convictions for criminal trafficking in human beings during 2018 :</p> <ul style="list-style-type: none"> <li>• Number of criminal charges - 2;</li> <li>• Number of indictments filed - 0;</li> <li>• Number of final judgments - 0;</li> </ul>	<p>In order to improve the system of formal identification of victims of human trafficking, the Minister of Interior, by Decision No. 01-050/19-4043/1 of 15.11.2019, formed the Team for the formal identification of victims of human trafficking.</p> <p>The proposed model envisages that the status of a victim can be obtained on the basis of endangering human rights, and not only if the victims are the subject of the crime of trafficking in human beings.</p>	<p>Organize training for teachers on "Combating early and arranged marriages, human trafficking and forced begging";</p> <p>Increased number of identified victims of trafficking;</p> <p>All potential, presumed and trafficked victims have been granted status by the Formal Victim Identification Team that has been formed.</p> <p>At least 100 representatives of various institutions trained who, in accordance with the job description they perform, could come into contact with victims of trafficking on methods of identification and referral of victims of trafficking;</p>
<p><b>Performance indicator 3.</b></p> <p>Adopted at least 2 LAPs for social inclusion of Roma and Egyptians;</p>	<p>Tivat Municipality and Nikšić Municipality adopted Local Action Plan for Social Inclusion of Roma and Egyptians .</p>	<p>The ROMACTED program was officially launched on 17 July 2018, when a Memorandum of Understanding was signed between representatives of the Council of Europe, representatives of eight municipalities and the Ministry of Human and Minority Rights, and lasts until April 2020. So far, 6 Local Action Plans have been adopted in the following municipalities: Bar, Bijelo Polje, Nikšić, Tivat, Berane, Ulcinj.</p>	<p>Adopt an LAP for the social inclusion of Roma and Egyptians in the Municipalities of Herceg Novi and the Capital City of Podgorica .</p>
<p><b>Performance indicator 4.</b></p> <p>1. Increase the level of information of members of</p>	<p>One of the problems is information of citizens about their rights if they are victims of discrimination, and the data show that almost a quarter of citizens do not know what their rights are in such situations..<sup>25</sup></p>	<p>The Ministry of Human and Minority Rights organized training on the prohibition of discrimination, with special reference to discrimination against the Roma and Egyptian population in Ulcinj on 17 May 2019, in</p>	<ul style="list-style-type: none"> <li>• Organize at least 10 trainings / campaigns and cover at least 500 persons from Roma and Egyptian population;</li> <li>• Organize 2 theatre plays;</li> </ul>

<sup>25</sup> Forms, patterns and degree of discrimination in Montenegro - trends and analysis, CEDEM, 2018, p. 7

<p>the Roma and Egyptian population about the rights they have if they were a victim of discrimination by 5% through the implementation of campaigns/education/plays;</p>		<p>Andrijevića 29-30 July 2019, and Bijelo Polje 3-4 October 2019. Also, from the participants who successfully attended these workshops, in the municipalities where Roma/Egyptian population gravitates, teams will be formed and will be trained to react and prosecute any form of discrimination encountered by this most vulnerable minority community. The teams will be composed of representatives from various institutions, representatives of the National Roma Council and representatives of the Roma / Egyptian civil sector. The teams will be formed by the Ministry of Human and Minority Rights together with representatives of the Protector of Human Rights and Freedoms. These trainings included over 70 participants (42 women). The Ministry of Human and Minority Rights organized a theatre play on "human rights" for Roma and Egyptian children, including children with disabilities, on 14 May 2019 in Rožaje and on 24 May 2019 in Pljevlja. 500 children including children with disabilities participated in this play.</p>	
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Measure	Activity	Result indicator	Institution	Start and end date	Implementation status	Planned and spent funds	New deadline and explanation	Recommendation
	<p>6.1.1. Education of parents, children, Roma and Egyptian activists, civil servants on protection from violence in the family, violence</p>	<p>Educate 150 persons</p>	<p>MHMR MIA<sup>26</sup> RCMN<sup>27</sup> RC<sup>28</sup></p>	<p>01.01. 31.12.</p>	<p>I In the implementation of these activities, 14 campaigns were organized in 14 municipalities inhabited by the RE population, which included over 300 parents (200 women).</p>	<p>Planned EUR 6,000.00  Spent EUR 3,924.00</p>		

<sup>26</sup> Ministry of Interior

<sup>27</sup> Red Cross of Montenegro

<sup>28</sup> Roma Council

	against women and juvenile forced marriages among the Roma population							
	6.1.2. Education of employees in competent institutions on early identification of children's contracted marriages	60 persons educated	MHMR MIA Ombudsman	01.01. 31.12	I Within this activity, two events were held in Tivat and Bijelo Polje. The seminar was intended for employees of state institutions, i.e. public authorities and municipal organizations, which operate in the municipalities: Herceg Novi, Tivat, Kotor, Budva Rozaja, Berane, Petnica, Pljevlja and Bijelo Polje. Total present persons 55 (36 women).	Planned EUR 10,000.00  Spent EUR 3,552.42		
	6.1.3. Campaigns in Roma settlements on the problems of domestic violence and violence against women and juvenile forced marriages among the Roma population	10 campaigns in municipalities with a significant number of members from Roma and Egyptian population implemented	MHMR MIA <sup>29</sup> RCMN RC <sup>30</sup>	01.01. 31.12	I Campaigns were organized in 14 municipalities: Rozaje, Berane, Petnica, Bijelo Polje, Pljevlja, Podgorica, Ulcinj, Bar, Herceg Novi, Kotor, Tivat, Niksic, Budva and Cetinje. .	Planned EUR 2,000.00  Spent EUR 500.00		
	6.1.4. Realization of the campaign for the promotion of SOS hotlines	Number and type of realized campaigns	MIA MLSW <sup>31</sup> RCMN RC	01.01. 31.12	I As part of the project implemented by Terres de Hommes in Montenegro and the countries of the region, a new TV spot was made and distributed to media outlets, which provides information to	Planned EUR 6,000.00  Spent EUR 6,000.00		

<sup>29</sup> MIA (Department for Combating Trafficking in Human Beings)

<sup>30</sup> Roma Council

<sup>31</sup> Ministry of Labor and Social Welfare

	for victims of human trafficking				<p>the public on forms of exploitation to which victims of trafficking are exposed with special reference to forced and arranged marriages and economic exploitation of children. The video also promotes the way of reporting possible suspicion of committing an act of human trafficking through the visibility of the SOS hotline for victims of human trafficking 11 6666, which is available 24 hours a day, 7 days a week, and calls to which are free and anonymous. The videos were broadcast 30 times on national and 45 times on commercial televisions.</p> <p>In addition, a community-level campaign was implemented through various info materials such as: cups, bags, pencil cases, postcards. Info material was distributed in Roma settlements in Niksic, Podgorica - Konik and in Tuzi. Info material is distributed in primary and secondary schools. This campaign was promoted and continues to be promoted through social media: Facebook, Instagram, Twitter.</p>			
	6.3.1. Training of representatives of all those institutions that could come into contact with victims of trafficking in	Number of trained representatives of institutions by place and date of training	MIA MHMR HRMA <sup>32</sup> EI <sup>33</sup>	01.01. 31.12.	<p>In cooperation with the <b>Human Resources Management Administration</b>, the following trainings were conducted :</p> <p>Three trainings on the topic: "Strengthening the level of awareness about the phenomenon of human trafficking at the local level" for representatives of local parliaments and local self-government authorities, for a</p>	Planned EUR 9,000.00	Spent: EUR 9,000.00	Donations EUR 53,000.00

<sup>32</sup> Human Resources Management Administration

<sup>33</sup> Education Institute

human beings  
on methods  
of  
identification  
and referral  
of victims of  
trafficking in  
human beings

total of 41 representatives of local parliaments/self-government authorities. Trainings were held in Podgorica (24 June), Bijelo Polje (21 June) and Tivat. Three multisector trainings - for the northern, central and southern region, attended by a total of 32 representatives of various services on the topic: "Strengthening early identification skills and referral of potential cases of human trafficking in Montenegro with special emphasis on multi-agency cooperation." Six trainings on "The role of health workers in the fight against human trafficking", two each for the northern, central and southern regions. A total of 45 health workers underwent training. In addition, the Ministry of Interior and the Ministry of Sustainable **Development and Tourism organized** two trainings on the protection of children from sexual exploitation in travel and tourism, which was attended by 7 representatives of the tourism industry, hoteliers from the southern and central region. In cooperation with the OSCE Mission and the Ministry of Interior, **a specialist training was held for representatives of the judiciary, prosecution and police** regarding the application of the Guidelines for Impunity for Victims of Trafficking in Human Beings. Structure of participants: three police officers (from CB Berane, CB Budva and CB Bijelo Polje), five state prosecutors (two from the Higher State Prosecutor's Office Podgorica and three from the

Higher State Prosecutor's Office Bijelo Polje) and three representatives of the judiciary (two advisors from the Basic Court and one from the High Court of Podgorica).

Training was held for 19 **representatives of the Victim and Witness Support Services** on the topic of Support to Victim and Witness Support Services - Psychological, Legal Assistance and Referral". The lecturers at the mentioned training were a representative of the Supreme Court and a representative of the Ministry of Interior- Department for Combating Trafficking in Human Beings

In cooperation with the **Ministry of Defence**, on 16 January 2019, a representative of the Ministry of Interior-Department for Combating Trafficking in Human Beings held a training on "Combating Trafficking in Human Beings" for a total of 30 participants in the preparations for the Montenegrin army to be sent to the peacekeeping mission in Afghanistan.

In the reporting period, three specialist trainings were conducted for the representatives of the Criminal Police Sector, and the topics covered were focused on conducting investigations and identifying victims. The trainings were implemented through the IOM project "Strengthening the capacity of

					<p>national institutions of Montenegro to combat smuggling and human trafficking." The trainings were attended by officials designated as contact persons at the level of CB and OB on the issue of trafficking in human beings. A total of 19 officers attended the training.</p> <p>Also, in cooperation with the Ministry of Culture, a training for the media on the topic "Ways of reporting to the public on human trafficking" was conducted, which was attended by 13 representatives of media houses</p>			
	6.3.2. Accredit the Program and organize teacher training on the topic "Fight against early and contracted marriages, human trafficking and forced begging" at the Education Institute.	Program accredited and two two-day trainings - for teachers from the northern, central and southern regions organized;	MIA MHMR ME <sup>34</sup> EI <sup>35</sup>	01.01. 31-12-	I The Ministry of the Interior / Department for Combating Trafficking in Human Beings has accredited the program "Educational system in the prevention of child trafficking, illegal marriages and economic exploitation of children" with the Education Institute  - 3 two-day trainings for teachers from the southern, central and northern regions of Montenegro were implemented (for 81 teachers).	Planned EUR 4,000.00  Spent EUR 2,000.00 ME		
	6.3.3. Organization of border police training on	Number of participants sorted by gender	MIA MHMR	01-01. 31.12.	I For the participants of the <b>Police Academy</b> , from 4 to 7 March, a special training was held in relation to the	Planned EUR 1,000.00  Spent		

<sup>34</sup> Ministry of Education

<sup>35</sup> Education Institute

	proactive identification of cases of human trafficking, referral of victims to assistance services				specifics of the phenomenon of human trafficking as well as the available mechanisms established in Montenegro in relation to this issue.  One training on the topic "Transnational organized crime, Protocol on trafficking in human beings" was held at <b>the Police Academy</b> , with the participation of 10 officers.	EUR 1,000.00		
	6.4.1. Development of local action plans	Number of drafted proposals for supplementing / drafting a new LAP, by municipalities	LS <sup>36</sup> MHMR	01.04. 31.12.	I The ROMACTED program was officially launched on 17 July 2018, when a Memorandum of Understanding was signed between representatives of the Council of Europe, representatives of eight municipalities and the Ministry of Human and Minority Rights, which lasts until April 2020. So far, 6 Local Action Plans have been adopted in the following municipalities: Bar, Bijelo Polje, Niksic, Tivat, Berane, Ulcinj. The Local Action Plan for Herceg Novi and Podgorica is being prepared.	Regular budget funds of LS		
	6.4.2. Organizing meetings with LS representatives on the development and implementation of local Action Plans for social inclusion of Roma and Egyptians	Number of meetings held	MHMR LS	01.04. 31.12.	I In the period from 11 to 12 March 2019 in the Palace Hotel in Petrovac was held a training on the development of Local Action Plans (LAP) for the integration of Roma and Egyptians for the municipalities of Herceg Novi, Bar and Ulcinj within the ROMACTED. Training program was also organized for the municipalities of Berane, Bijelo Polje and Nikšić, on March 18 and 19 at the Palace Hotel in Petrovac. The participants actively worked on the drafting, and valuable suggestions for	Planned EUR 2,000.00  Spent The program is organized within the ROMACTED program organized by CE <sup>37</sup>		

<sup>36</sup> Local self-governments

<sup>37</sup> Council of Europe

					better drafting were provided by representatives of the Ministry of Human and Minority Rights.			
	6.4.3. Organizing thematic round tables with representatives of the civil sector	Organisation of 4 round tables	MHMR RC <sup>38</sup> NGO	01.01. 31.12.	I The Ministry of Human and Minority Rights, Department for the Promotion and Protection of the Rights of Roma and Egyptians, holds quarterly meetings with non-governmental organizations dealing with the promotion and protection of the rights of members of this population. The meetings report on the activities undertaken during the quarter, give suggestions or remarks in order to improve the position of this minority community, and regularly inform the Commission for Monitoring the Strategy of Social Inclusion for Roma and Egyptians in Montenegro 2016-2020. 4 round tables were held.	Regular budget funds of MHMR		
	6.5.1. Conducting a campaign to protect persons with disabilities from discrimination and promoting equality at the level of local self-governments .	Implementation of 10 campaigns in municipalities with a significant number of members of the Roma and Egyptian population	MHMR Ombudsm an	01.04. 31.12.	I In the implementation of these activities, 14 campaigns were organized in 14 cities where members of the RE community live. These campaigns covered all Roma settlements in the municipalities where the Roma population gravitates in Montenegro, and were distributed hundreds of flyers and information brochures..	Planned EUR 2,000.00 Spent EUR 500.00		
	6.5.2. Organizing theatre plays on "Human Rights" for Roma and Egyptian children,	Two theatre plays performed	MHMR RC	01.06. 31.08.	I Two theatre plays about "human rights" were realized in the municipalities of Rožaje and Pljevlja The number of children who participated in these plays was 500, among whom were children with disabilities.	Planned EUR 1,000.00 Spent EUR 736.00		

<sup>38</sup> Romski savjet

	including children with disabilities							
	6.5.3. Establishment of a register of persons with disabilities from the Roma and Egyptian population, as well as providing access to information to persons with disabilities on social and child protection rights	Register established	MHMR	01.06.31.08.	I During the campaigns, data on persons with disabilities from the Roma and Egyptian population were collected in settlements, which provide information on social and child protection rights. During these campaigns, 11 persons with disabilities were identified (8 man 3 woman). This is certainly not the final number of persons with disabilities from this minority community and in the coming period we will work on identifying these persons in all municipalities where the Roma and Egyptian population gravitate, in order to have adequate information in exercising their legally guaranteed rights..	Regular budget funds of MHMR		
	6.5.4. Organize trainings for young members of the Roma and Egyptian population with a focus on building leadership in taking responsibility in further integration of this minority community	Number of members of the Roma and Egyptian community who attended the trainings, by gender	MHMR	01.04.31.12.	I The Ministry of Human and Minority Rights organized trainings in Budva on 1-2 June 2019, in Ulcinj on 5-6 October 2019 and 16-17 November 2019, on Building Leadership in Taking Responsibility in Further Integration of the Roma and Egyptian Communities. The total number of participants was 60 (12 women).  The aim of these trainings is to raise awareness of young, educated and successful people from the Roma and Egyptian population in order to initiate changes in their communities in order to include these marginalized communities in the social processes of Montenegrin society, and to motivate their community to integrate and work together to eradicate their poverty. The result of these trainings is	Planned EUR 25,000.00  Spent EUR 12,438.00		

					establishment of a civil united movement of Roma and Egyptians named UPRE..			
	6.5.5. Organize trainings for representatives of institutions on non-discrimination	Training for 20 people organized	MHMR	01.04 30.06.	I The Ministry of Human and Minority Rights organized an education on the prohibition of discrimination, with special reference to discrimination against the Roma and Egyptian population in Ulcinj on 17 May 2019, in Andrijevica on 29-30 July 2019, and in Bijelo Polje on 3- 4 October 2019. The training organized by the Ministry was attended by representatives of local self-governments, representatives of the prosecutor's office and the judiciary, representatives of primary schools, principals, assistants, pedagogues, teachers, police representatives, media representatives, representatives of non-governmental organizations and associates in the social inclusion of Roma and Egyptians in the field of health and education. These trainings included over 70 participants (42 women).	Planned EUR 10,000.00  Spent EUR 4,661.71		
	6.5.6. Form teams to conduct non-discrimination training	Number of formed teams	MHMR Ombudsm an	01.01. 31.12.	D	Planned EUR 3,000.00  Spent	New deadline for realization IV quarter 2020. During 2019, trainings on prohibition of discrimination against Roma were conducted, which was the first phase of this activity, and during 2020, teams will be formed at the local level, which will consist of	Ova aktivnost će se finalizovati tokom 2020.

							representatives of institutions, local self-governments, public institutions, CCM and NGOs.	
	6.5.7. Education of members of the Roma and Egyptian population, institutions, the professional community, the general public, the media and the civil sector on anti-discrimination legislation and its application in practice.	Number of conducted trainings with the number of persons who were educated	MHMR	01.01. 31.12.	I The Ministry of Human and Minority Rights organized an education on the prohibition of discrimination, with special reference to discrimination against the Roma and Egyptian population in Ulcinj on 17 May 2019, in Andrijevica on 29-30 July 2019, and in Bijelo Polje on 3- 4 October 2019. The training organized by the Ministry was attended by representatives of local self-governments, representatives of the prosecutor's office and the judiciary, representatives of primary schools, principals, assistants, pedagogues, teachers, police representatives, media representatives, representatives of non-governmental organizations and associates in the social inclusion of Roma and Egyptians in the field of health and education. These trainings included over 70 participants (42 women).	Planned EUR 10,000.00  Spent EUR 1,432.00		
<b>AREA 7:</b>		<b>CULTURE, IDENTITY AND INFORMATION</b>						
<b>Objective 7.1.</b>		<b>Building and strengthening Roma culture and Roma identity</b>						
<b>Performance indicator</b>	<b>Baseline value</b>	<b>Current value</b>		<b>Target value</b>				
With manifestations dedicated to Roma culture and identity include a minimum of 500 members of the	In 2018, an event was organized on the occasion of 8 April, World Roma Day, in Podgorica, which was attended by 200	The Ministry of Human and Minority Rights, in cooperation with the Centre for Preservation and Development of		<ul style="list-style-type: none"> <li>Organize a minimum of 4 manifestations dedicated to Roma culture and identity;</li> </ul>				

<p>Roma population .</p>	<p>persons.          In 2018, two issues of the magazine for culture, literature and science "Kod" were published by the Centre for Preservation and Development of Minority Culture of Montenegro. Both issues were printed in a circulation of 300 copies. KOD is distributed in Montenegro and abroad. A book by a Roma author, in the Romani language, was not published in 2018 due to the fact that CEKUM, despite all efforts and cooperation with the Romani Council and NGOs, failed to find a Roma writer who writes in Romani or Montenegrin with the intention of translating it.          CEKUM, in cooperation with the NGO "Democratic Roma Centre", organized two events. The goal of the events was to preserve the traditions and customs of the Roma holiday.          During 2018, 22 TV shows "Savore" were broadcast for 25 minutes each.          Radio show "Glas Roma" on radio CG - 22 shows lasting 25 minutes each.</p>	<p>Minority Culture and the Roma Council, marked 8 April - World Roma Day with an event called "Breaking Prejudice" in the Great Hall of KIC Budo Tomovic. On that occasion, as part of that program, a cultural and artistic program was also organized on the occasion of marking the World Roma Day on 8 April. The total number of participants in this program was 400.          Public Service - Savora Show 2019 (TV). During 2019, a total of 20 shows were shown for the first time twice a month (every other Saturday at 5:30 p.m.). Topics are following current events, culture, language, history, special events from the lives of Roma and Egyptians. The shows are bilingual with subtitles in the official language. The production includes monitoring of all documents that are current in the policy towards Roma and Egyptians, from the Charter for Regional Languages, international soft law to active measures resulting from the sectoral analysis - Activities of the Strategy for Improving the Position of Roma and Egyptians 2016-2020.            The show Romski Glas (Radio) The premiere of the show broadcast in May 2017, in response to the lack of programs in the Romani language. The show is informative and entertaining, the broadcast is scheduled according to the program plan every other Monday at 18.05 for 25 minutes. Topics followed current events in the field of Roma integration into Montenegrin society. During 2019, 24 premiere shows with the same number of reruns were broadcast.</p>	<ul style="list-style-type: none"> <li>• Broadcast a minimum of 20 Savora shows on the public service;</li> <li>• One legal regulation translated into Romani ;</li> </ul>
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					<p>Affirmation of research reporting in the media on the process of social integration of the Roma and Egyptian population in Montenegrin society - As an incentive for investigative journalism, the Ministry of Culture conducts a regular annual competition on "Social Integration of Roma in Montenegro". Articles published in all media (printed and electronic) in Montenegro from the beginning of the year until the day of the announcement of the competition can apply for the competition. In December 2019, a regular competition was announced for the contents published in 2019.</p> <p>Media presentation of key issues of inclusion of Roma and Egyptian population in society - the Ministry of Culture through the financing of audio-visual materials-spots promotes all activities covered by this strategy and informs the general public about progress and current activities. The videos are broadcast by the National Public Broadcaster Radio and Television of Montenegro, local public broadcasters, as well as commercial broadcasters registered in Montenegro. This measure was implemented for 2019.</p>			
Measure	Activity	Result indicator	Institution	Start and end date	Implementation status	Planned and spent funds	New deadline and explanation	Recommendation
	7.1.2. Organize manifestations to mark 8 April, World Roma	3 manifestations organized	MHMR CEKUM <sup>39</sup> RC <sup>40</sup>	01.04. 31.08.	I The Ministry of Human and Minority Rights, in cooperation with the Centre for Preservation and Development of Minority Culture and the Roma Council,	Planned MHMR EUR 3.500.00		

<sup>39</sup> Center for Preservation and Development of Minorities of Montenegro

<sup>40</sup> Roma Council

	Day				<p>marked 8 April - World Roma Day with an event called "Breaking Prejudice" in the Great Hall of KIC Budo Tomovic. On that occasion, as part of that program, a cultural and artistic program was also organized on the occasion of marking the World Roma Day on 8 April. The total number of participants in this program was 400.</p> <p>CEKUM supported two NGOs in organizing activities on the occasion of World Roma Day: NGO "Roma Association of Montenegro" in organizing a traditional celebration and NGO Foundation "Hand of Friendship" to print a brochure "Old stories of the Roma people in a new way." CEKUM also supported KUD "Dečić" - from Tuzi during the purchase of Roma traditional costumes for the choreography "Roma Game of Love"..</p>	<p>RC EUR 3.500.00</p> <p>CEKUM EUR 2.000.00</p> <p><b>Spent</b> MHMR EUR 1.974,01</p> <p>RC EUR 3.500.00</p> <p>CEKUM EUR 2.000.00</p>		
	7.1.3. Celebrating 5 November, World Roma Language Day	Report on the realized program	MHMR RS NVO	01.010. 31.12.	<p>I The Ministry of Human and Minority Rights, in cooperation with the Ministry of Education and the Centre for Preservation and Development of Minority Culture, organized a regional conference entitled "Roma Language in Education" on 5 November, World Roma Language Day. The program for the introduction of the Romani language in the education system of Montenegro was presented at the conference, while the experiences of their countries were presented by representatives from the countries of the region.</p>	<p>Planned EUR 2,000.00</p> <p>Spent MHMR EUR 2,799.06</p>		
	7.1.4. Recording and broadcasting of the series on	Number of shows, topic of shows and viewership	PS <sup>41</sup> MHMR	01.04. 31.12.	<p>I Public Service - Savora Show 2019 (TV). During 2019, a total of 20 shows were shown for the first time twice a</p>	Regular activity		

<sup>41</sup> Public service

	the national service about Roma and their culture and identity	data			month (every other Saturday at 5:30 p.m.). Topics are following current events, culture, language, history, special events from the lives of Roma and Egyptians. The shows are bilingual with subtitles in the official language. The production includes monitoring of all documents that are current in the policy towards Roma and Egyptians, from the Charter for Regional Languages, international soft law to active measures resulting from the sectoral analysis - Activities of the Strategy for Improving the Position of Roma and Egyptians 2016-2020.			
	7.1.5. Organizing manifestations dedicated to Roma culture, affirmation of the Roma population in the field of culture	Report on the content of manifestations, which includes the number of manifestations, visitors and the number of participants	CEKUM MHMR	01.04. 31.12.	I CEKUM in cooperation with the NGO "Democratic Roma Centre" organized an event on the occasion of the Roma couple Đurđevdan, a cultural and entertainment event called "Đurđevdan Days of Roma Culture, Crafts and Traditions" which was held for the third time in Podgorica and aims to promote and preserve from forgetting the traditions and culture of this people and introducing others to the customs related to this holiday. The event took place in the centre of Podgorica and gathered a large number of interested citizens.	Planned EUR 1,000.00  Spent EUR 1,000.00		
	7.1.6. Organizing events in order to preserve cultural heritage, multiculturalism	Number of events organized, as well as the Report	CEKUM MHMR	01.04. 31.12.	I CEKUM provided financial support to the NGO Foundation "Hand of Friendship" for the exhibition of photographs "Life of Roma in Montenegro", which was held at the Cultural Centre Nikola Đuričković in Kotor. CEKUM supported the project "Exhibition of photographs and documents on the suffering of Roma during the First World War", which was	Planned EUR 1,000.00  Spent EUR 1,000.00		

					held at the City Library in Cetinje. The aim of the exhibition was to remind of the large number of Roma victims in that period.			
	7.1.7. Translation and printing of legal regulations into the Romani language	Name and number of translated legal regulations	MHMR	01.04. 31.12.	NI	Planned EUR 2,000.00  Spent	New deadline 31.12. 2020 It was not realized due to lack of financial resources	Translate and print legal regulations in Romani
	7.1.8. Production and broadcasting of radio shows in the Romani language	Number of shows and number of broadcasts	PS <sup>42</sup> RR <sup>43</sup> MHMR	01.04. 31.12.	I The show Romski Glas (Radio) The premiere of the show broadcast in May 2017, in response to the lack of programs in the Romani language. The show is informative and entertaining, the broadcast is scheduled according to the program plan every other Monday at 18.05 for 25 minutes. Topics followed current events in the field of Roma integration into Montenegrin society. During 2019, 24 premiere shows with the same number of reruns were broadcast. Roma Radio was founded in 2011 by the NGO "Roma Association of Montenegro" and exists continuously to this day through various donations and grants. Production on Roma radio is informative, news that are broadcast every hour are bilingual, as well as author's shows once a day lasting 10 to 15 minutes.	Redovana aktivnost		
	7.1.9. Publishing / translating literature into the Romani language	Number of published books, number of translated literature; Number of	CEKUM MHMR.	01.04 31.12.	NI	Planned EUR 4,000.00  Spent	New deadline until 31.12.2020. This measure was not implemented because there were	Publish and / or translate at least one book in the Romani language

<sup>42</sup> Public service

<sup>43</sup> Roma radio

		printed copies of KOD magazine					no interested authors to write in the Romani language, despite the efforts of CEKUM to implement this activity.	
	7.1.10. Award the prize for the best research report published in the media, on the topic "Social integration of Roma in Montenegro" and award ceremony	Number of submitted contributions; Award-winning contribution	MC <sup>44</sup> MHMR	01.01. 31.12.	I For 2019, two applications (three enclosures) were received for the competition. The Independent Expert Commission decided that the award should be divided. Mr. Senad Sejđović's - TV enclosure "Erdelezi" and newspaper articles by Mr. Radomir Perišić "Young Roma gain knowledge together with their peers" and the story "Thank you Uncle Jonuze" were awarded.	Planirano 2.000.00 €  Utrošeno 1.530,00		Realizovati dodjelu nagrade za najbolji istraživački prilog objavljen u medijima, na temu "Socijalna integracija Roma u Crnoj Gori" i uručenje nagrade
	1.1.11. Co-financing the production of program content	Report on the realization of the production of program content	MC MHMR	01.01. 31.12.	I Co-financing the production of program content - The Ministry of Culture, as a realization of this measure, conducts an annual competition for co-financing program content in local print media and media scientific journals, where the social inclusion of Roma is within the given topics. Several selected projects were co-financed within the competition. This measure has been fully implemented and a competition has been announced for co-financing program content in 2020. It is estimated that about ten texts were made.	Planned EUR 3,000.00  Spent EUR 3,000.00		
	7.1.12. Production of	Number of funded	MC MHMR	01.01. 31.12.	Media presentation of key issues of inclusion of Roma and Egyptian	Planned EUR 5,000.00		

<sup>44</sup> Ministry of Culture

	audio-visual spots and radio jingles, Broadcasting .	audiovisual spots and radio jingles; Number of broadcast TV spots and media jingles			population in society - the Ministry of Culture through the financing of audiovisual materials-spots promotes all activities covered by this strategy and informs the general public about progress and current activities. The videos are broadcast by the National Public Broadcaster Radio and Television of Montenegro, local public broadcasters, as well as commercial broadcasters registered in Montenegro. This measure was realized for 2019. One video and one radio jingle were made. The number of broadcast TV spots was 30, and 30 radio jingles per year.	Spent EUR 3,950.00		
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**Challenges:** The Montenegrin public is still unfamiliar with Roma customs, traditions and cultural heritage, which are very little presented to the public. There are no cultural creators from this population.

## RECOMMENDATIONS

- Improve cross-sectoral cooperation in order to better monitor and implement policies for Roma and Egyptians;
- Continue to engage Associates in the Social Inclusion of Roma and Egyptians in the Area of Education on the budget of the Ministry of Education;
- Continue to organize tutoring classes and mentoring support for students from the Roma and Egyptian population;
- Continue to include Associates in the Social Inclusion of Roma and Egyptians in the Area of health care and the health system;
- Continue to provide conditions for the inclusion of Associates in the social inclusion of Roma and Egyptians in the area of employment;
- Develop new vocational training programs, specifically tailored to the needs of the Roma and Egyptian population, including old crafts and the involvement of program participants, in accordance with individual plans;

- Award the prize for the best research article published in the media, on the topic "Social integration of Roma in Montenegro" and present the prize(s);
- Form teams to deal with cases of discrimination against Roma and Egyptians at the local level;
- Enable members of the Roma and Egyptian population from the area of the former Konik Camps to start their own businesses and open their own craft shops;
- Continue to adopt the LAP for the social inclusion of Roma and Egyptians in Local Self-governments where this has not been implemented;
- Continue publishing / translating literature into Romani language;
- Continuously work on achieving the goals set out in the Declaration on Roma Integration, which commits the Prime Ministers of Montenegro, BiH, Serbia, Kosovo, Northern Macedonia and Albania to continue and intensify efforts for full equality and integration of Roma (Declaration attached).

## APPENDICES

**Table no. 1: Primary school students from the Roma and Egyptian population in the 2019/20 school year**

Type of school	Municipality	Institution	M	W	Total students
Primary	Bar	Anto Đedović	3	2	5
Primary	Bar	Blažo Jokov Orlandić	8	10	18
Primary	Bar	Jugoslavija	2	3	5
Primary	Bar	Kekec	16	15	31
Primary	Bar	Meksiko	11	6	17
Primary	Bar	Srbija	2	9	11
Primary	Berane	Radomir Mitrović	69	60	129
Primary	Berane	Vuk Karadžić	13	6	19
Primary	Bijelo Polje	Dušan Korać	1	1	2
Primary	Bijelo Polje	Marko Miljanov	4	1	5
Primary	Bijelo Polje	Pavle Žižić	8	9	17
Primary	Bijelo Polje	Risto Ratković	1	0	1
Primary	Budva	Druga osnovna škola	2	2	4
Primary	Budva	Stefan Mitrov Ljubiša	0	1	1
Primary	Cetinje	Lovčenski partizanski odred	1	0	1
Primary	Cetinje	Njegoš	15	10	25
Primary	Danilovgrad	Vuko Jovović	5	0	5
Primary	Herceg Novi	Dašo Pavičić	15	13	28
Primary	Herceg Novi	Ilija Kišić	12	8	20
Primary	Herceg Novi	Milan Vuković	7	4	11
Primary	Herceg Novi	Orjenski bataljon	5	7	12
Primary	Kolašin	Risto Manojlović	1	0	1
Primary	Kotor	JU OŠ "Veljko Drobňaković"	3	2	5
Primary	Kotor	JU OŠ "Narodni heroj Savo Ilić"	6	6	12
Primary	Kotor	Nikola Đurković	12	7	19

Primary	Kotor	Njegoš	8	5	13
Primary	Mojkovac	Aleksa Đilas Bećo	1	1	2
Primary	Nikšić	Braća Labudović	3	4	7
Primary	Nikšić	Braća Ribar	2	2	4
Primary	Nikšić	Jagoš Kontić	0	1	1
Primary	Nikšić	Luka Simonović	5	1	6
Primary	Nikšić	Mileva Lajović Lalatović	98	74	172
Primary	Nikšić	Milija Nikčević	19	16	35
Primary	Nikšić	Olga Golović	11	6	17
Primary	Nikšić	Radoje Čizmović	2	1	3
Primary	Petnjica	25. Maj	0	1	1
Primary	Petnjica	Mahmut Adrović	4	2	6
Primary	Pljevlja	Boško Buha	11	6	17
Primary	Plužine	Obrazovni centar	1	0	1
Primary	Podgorica	21. maj	19	23	42
Primary	Podgorica	Božidar Vuković Podgoričanin	285	273	558
Primary	Podgorica	Dr Dragiša Ivanović	3	1	4
Primary	Podgorica	Marko Miljanov	54	48	102
Primary	Podgorica	Milan Vukotić	1	0	1
Primary	Podgorica	Milorad Musa Burzan	1	0	1
Primary	Podgorica	Niko Maraš	1	0	1
Primary	Podgorica	Oktoih	10	15	25
Primary	Podgorica	Pavle Rovinski	0	1	1
Primary	Podgorica	Savo Pejanović	38	37	75
Primary	Podgorica	Vladika Danilo	3	2	5
Primary	Podgorica	Vladimir Nazor	40	43	83
Primary	Podgorica	Vuk Karadžić	31	22	53
Primary	Rožaje	Daciće	2	2	4
Primary	Tivat	Drago Milović	37	25	62
Primary	Tuzi	29. novembar	4	4	8
Primary	Tuzi	Mahmut Lekić	19	13	32

Primary	Ulcinj	Bedri Elezaga	1	2	3
Primary	Ulcinj	Boško Strugar	1	0	1
Primary	Ulcinj	Maršal Tito	37	43	80
			<b>974</b>	<b>856</b>	<b>1830</b>

**Table No.2. Secondary school students from the Roma and Egyptian population in the 2019/20 school year:**

Type of school	Municipality	Institution	M	W
Secondary	Bar	PI Vocational secondary school	6	3
Secondary	Bar	Secondary school of economics and catering	3	2
Secondary	Bijelo Polje	PI Vocational secondary school	2	3
Secondary	Budva	Mixed secondary school "Danilo Kiš"	1	0
Secondary	Herceg Novi	Mixed secondary school "Ivan Goran Kovačić"	6	4
Secondary	Mojkovac	PI Mixed secondary school "Vuksan Đukić"	2	3
Secondary	Nikšić	PI Vocational secondary school - Nikšić	0	1
Secondary	Nikšić	First vocational secondary school	7	0
Secondary	Nikšić	Secondary school of economics and catering	2	10
Secondary	Plav	Mixed secondary school "Bećo Bašić"	1	0
Secondary	Podgorica	JU Vocational medical school	0	1
Secondary	Podgorica	School for secondary and higher vocational education "Sergije Stanić"	7	10
Secondary	Podgorica	Secondary School of Economics "Mirko Vešović"	2	0
Secondary	Podgorica	Electrical Engineering Secondary School "Vaso Aligrudić"	3	1
Secondary	Podgorica	Secondary School of Civil Engineering and Geodesy "Inž. Marko Radević"	5	2
Secondary	Podgorica	Vocational secondary school "Ivan Uskoković"	8	3
Secondary	Podgorica	Vocational secondary school "Spasoje Raspopović"	11	7
Secondary	Rožaje	Vocational secondary school	1	0
Secondary	Tivat	Mixed secondary school "Mladost"	3	2
Secondary	Ulcinj	PI Mixed secondary school "Bratstvo-Jedinstvo"	6	8
Secondary	Žabljak	JU Mixed secondary school "17. septembar"	4	2
<b>TOTAL:</b>			<b>80</b>	<b>62</b>

**Table no. 2.**

NO. OF STUDENTS FROM THE RE POPULATION WHO ENROLLED IN THE 2018/19 SCHOOL YEAR				NO. OF STUDENTS FROM THE RE POPULATION WHO FINISHED THE 2018/19 SCHOOL YEAR			
GRADE	NO. M	NO. W	TOTAL NUMBER OF STUDENTS	GRADE	NO. M	NO. W	TOTAL NUMBER OF STUDENTS
1	113	106	219	1	105	101	206
2	141	123	264	2	130	116	246
3	132	117	249	3	120	111	231
4	119	102	221	4	111	90	201
5	116	101	217	5	106	93	199
6	109	102	211	6	83	93	176
7	83	88	171	7	60	72	132
8	77	72	149	8	70	55	125
9	50	47	97	9	47	42	89
<b>Total</b>	940	858	1798	<b>Total</b>	832	773	1605
				In percentages (in relation to the number of enrolled)	89%	90%	89%
SECONDARY SCHOOL							
NO. OF STUDENTS FROM THE RE POPULATION WHO ENROLLED IN THE 2018/19 SCHOOL YEAR				NO. OF STUDENTS FROM THE RE POPULATION WHO FINISHED THE 2018/19 SCHOOL YEAR			
GRADE	NO. M	NO. W	TOTAL NUMBER OF STUDENTS	GRADE	NO. M	NO. W	TOTAL NUMBER OF STUDENTS
I	21	23	44	I	12	15	27
II	22	21	43	II	18	19	37
III	25	13	38	III	20	12	32
IV	5	5	10	IV	3	5	8
<b>Total</b>	73	62	135	<b>Total</b>	53	51	104

					<b>In percentages (in relation to the number of enrolled)</b>	73%	82%	77%

*Table no. 1. Overview of planned and spent funds<sup>45</sup> for the implementation of measures from the AP for 2019 (from the state budget and from international / public funds)*

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<sup>45</sup> It should be borne in mind that for many activities it is not possible to predict funds for implementation because in certain areas there are no records by nationality (according to that logic, an estimate of funds will be made for the AP for 2020, but this is not precise).

	<i>Housing</i>	<i>Education</i>	<i>Health Care</i>	<i>Employment</i>	<i>Legal status</i>	<i>Social status and family protection</i>	<i>Culture, identity and information</i>	<i>Total</i>
<i>Planned funds from the state budget</i>	-	568.000,00	2.000,00	90.000,00	2.000,00	91.000,00	25.500,00	778.500,00
<i>Planned funds from the state budget</i>	3.575.700,00	25.000,00	-	41.650,00	12.000,00		3.500,00	3.657.850,00
<i>Total planned</i>								<b>4.436.350,00</b>
<i>Spent funds from the state budget</i>	414.868,48	591.882,32	525,00	110.257,84	1.000,00	36.744,13	15.723,07	1.171.000,84
<i>Spent funds from donations</i>	3.575.779	11.032,25	-	9.000,00	12.000,00	53.000,00	3.500,00	3.664.311,00
<i>Total spent</i>								<b>4.835.311,84</b>

*List of supported projects within the Public Competition "Social Inclusion, Protection and Promotion of Human Rights of Roma and Egyptians" for 2018*

<b>No.</b>	<b>Name of the project</b>	<b>NGO</b>	<b>Amount</b>
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1	"Improving the social inclusion of the RE population through the promotion of education	"DJECA-ENFANTS"	9.356,00 EUR
2	"Together for sustainable results in the fight against domestic violence, child begging and forced marriages"	"Centar za demokratiju i ljudska prava"	16.609,00 EUR
3	"Social and cultural inclusion of the RE population in Nikšić"	NGO "RAE"	5.995,00 EUR
4.	"Active action against domestic violence and child marriage in the Roma and Egyptian communities"	Centar za romske inicijative	15.632,00 EUR
5	"Regulating the legal status of Roma and Egyptians in Niksic"	"Koalicija NGO Romski krug"	14.992,00 EUR
6.	With health care to healthy offspring	Udruženje Roma Budo Tomović	15.389,00 EUR
7.	Legal Aid Office	NGO "Veliko srce – Baro illo"	16.654,00 EUR
8.	"Cooperation to quality employment"	NGO „Za bolje sutra“	16.393,00 EUR
9.	"Sports education of Roma and Egyptians"	NGO „Akademija sporta za djecu“	10.700,00 EUR
10	"Strengthening Roma and Egyptian activism"	NGO „Mladi Romi Podgorice“	9.280,00 EUR
<b>TOTAL:</b>			<b>131.000,00 EUR</b>

*List of supported projects within the Public competition "Inclusion for all - Roma and Egyptians are part of our society" for 2019*

No.	Name of the project	NGO	Amount
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1.	"To social, through economic security and equality of all!"	Centar za demokratiju i ljudska prava	16.315,50 EUR
2.	"Together for a better life	Centar kreativnih vještina	16.050,00 EUR
3.	"REs are part of our society"	Institut za socijalnu i obrazovnu politiku	9.844,00 EUR
4.	"Football against discrimination against young people of the RE population in Nikšić"	OFK Nikšić	9.085,00 EUR
5.	"With knowledge of language to integration"	NVO "Veliko srce – Baro illo"	15.933,06 EUR
6.	"Story and image to strengthen Roma culture and Roma identity"	Udruženje Roma Budo Tomović	15.798,00 EUR
7.	"Meet the system - School of social activism for young Roma men and women"	Za bolje sutra	15.415,06 EUR
8.	"Against discrimination from an early age"	Romska duša	11.080,84 EUR
9.	"Providing support and education to the RE population in order to prevent and combat begging among minors"	AD HOC	15.870,00 EUR
10.	"With sports against discrimination against Roma and Egyptians"	Akademija sporta za djecu	11.210,00 EUR
11.	"Roma culture and tradition - a wealth of diversity"	Romski kulturni centar	14.843,96 EUR
12.	"WE WANT AND CAN BE THE CHAMPIONS"	Točak	15.570,00 EUR
13.	"We Roma are part of society too"	E-ROMA	8.180,00 EUR

14.	"Roma Journalists Information Centre"	Integracija Roma	13.880,00 EUR
15.	"Research of traditional-contracted marriages"	Mladi Romi Podgorice	14.070,00 EUR
16.	"Social inclusion of Roma in the municipality of Bijelo Polje"	LENS	11.824,00 EUR
<b>TOTAL:</b>			<b>214.969.42 EUR</b>

*List of projects supported by the Fund for the Protection and Exercise of Minority Rights in 2018 with the degree of implementation*

<b>Name of the project</b>	<b>Project applicant</b>	<b>The amount obtained in €</b>	<b>Project activities</b>	<b>Degree of Implementation and funds spent</b>
Printing of the IX issue of Alav magazine	NGO „Romski kulturni centar“	9.000,00	Printing magazines up to 1000 copies, on 60 pages, chrome lux paper. in full colour, and its promotion.	Implemented fully.
Let's save the language from oblivion	NGO „Romska duša“	9.458,00	Organizing a Romani language course for 30 children from the Romani population in Podgorica and printing a collection of their essays.	Implementation in progress.
History of Roma – Istorija Rromani	NGO „Romsko vrijeme“	6.000,00	Organizing 3 seminars, for 20 participants, in order to promote the history of Roma and the history of the Roma language to the general public.	Implemented fully.
Celebration on 8 April - World Roma Day	NGO „Udruženje Roma Crne Gore“	10.746,00	A cultural event that presents the culture of the Roma, through song, dance, folk costumes and the like.	Implemented fully.
Goodbye tradition	NGO „Osnažena romkinja“	6.300,00	Educational workshops for 20 women from the Roma population, from the municipalities of Podgorica, Nikšić, Berane Herceg Novi, on acquiring new knowledge and skills needed for a more active attitude towards the society in which they live.	Implementation in progress.
Roma radio window to the world	NGO „Udruženje Roma Crne Gore“	15.254,00	Radio reports "Romanipe" in its own production, broadcasting shows in Romani and Montenegrin, twice a month, for a period of eleven months (a total of 20 shows), in duration of 20 minutes.	Implemented fully.

*List of projects supported by the Fund for the Protection and Exercise of Minority Rights in 2019* <sup>46</sup>

<sup>46</sup> Given that most of these projects will be implemented during 2020, at this time it is impossible to show the degree of implementation, but these data will be available in 2021.

Name of the project	Project applicant	The amount obtained in €	Project activities
Roma and Egyptian Information Portal	NGA „Info-Portal MNE“	3.500,00	Publishing activities, on the portal, concerning the degree of integration and socialization of the Roma and Egyptian community in Montenegro; stories from the lives of members of the Roma and Egyptian community; interviews with representatives of competent institutions on planned and implemented activities related to improving the position of Roma and Egyptians in Montenegro; creating a database on the number of children by municipalities involved in regular education, the number of students, high school students; database of Roma NGOs; templates and instructions on how to exercise the right to scholarships, who to contact; Roma history and culture, their holidays, customs, traditions.
Romani language workshops for school and preschool age	NGA "Integracija Roma"	6.500,00	12 workshops for preschool and school children on the origin and importance of language, on its easy use in dialogue and on literature for children in the Romani language.
Get to know the culture and tradition of the Roma in Montenegro	NGO „Romski kulturni centar“	8.000,50	Organizing visits for high school and university students to the Roma Museum and Bible Fathers; procurement of exhibits for the Roma Museum; procurement of books for the Roma library.
Statistical-demographic survey: Roma citizens of Montenegro outside its borders - Phase I.	Roma Association of Montenegro	22.150,00	Research on the demographic structure and other characteristics of Roma - Montenegrin citizens living and working in Italy, through the implementation of organized information collection (census).
Research: Social distance towards Roma among primary school students in Podgorica	Isnija Gaši	6.061,00	Research on social distance towards Roma at the level of 200 primary school students from the territory of the Capital City Podgorica.
Analysis of the application of affirmative action measures in the area of education and employment of Roma in Montenegro	Rade Mirković	6.500,00	Research on the application of the principle of affirmative action in the area of education and employment of Roma in Montenegro.
We are stronger together	Hasani Jasmina	6.251,00	3 workshops for 10 women from the Roma population and 10 women from other communities living in the territory of the

			Capital Podgorica (Gender-Based Violence, Early Marriages and Economic Empowerment of Women in Local Areas).
Roma women's literacy course	Milica Jeknić	6.999,56	A five-month Montenegrin language course for 20 Roma women between the ages of 18-30.
Let's meet the Roma - let's leave prejudices	NVO Za bolje sutra	8.376,00	4 workshops for 25 high school students from Podgorica from the majority population on Roma history and culture; visits to institutions: the Roma Council, the Ombudsman, the Ministry of Human and Minority Rights and Roma settlements in Podgorica.
Raising awareness of the Roma population and strengthening personal capacities in order to better integrate into society	Mirko Krunić	5.955,00	Workshops in Podgorica and Nikšić for children up to 12 years of age from the most vulnerable groups, on the topic of education, poverty, health, etc. and printing a brochure.
Equal chances	Željko Kalezić	5.600,00	6 workshops for children of primary school age, 3 workshops for parents and preschool children in Romani and Montenegrin on the importance of education.
Monitoring the human rights of Roma in Montenegro	Milena Četković	5.000,00	Research on respect for the human rights of Roma in Montenegro and publication of research results.
The situation and problems of young Roma	Nina Pejović	5.000,00	Research on the position and problems of young Roma and publication of research results.
Video series - Not to be forgotten	Andjelika Ivanova	4.450,00	Video with stories of Roma from all Montenegrin municipalities.
Celebration of 8 April - World Roma Day	NGA „Roma Association of Montenegro“	12.000,00	A cultural event that presents the culture of the Roma, through song, dance, folk costumes and the like.