



Association for preventive work with children, youth and their families -
Felix Group Bitola

Josif Hristovski 4/4 Bitola; tel:+389 47 227 290
e-mail: felixbt@felixbt.org.mk; web: www.felixbt.org.mk

**Project title: Decentralization for human development of Roma Community in
Bitola**

Grant Contract no. 04/MAC/01/01/008

**Final report of the project
for the period 15th of May 2005 to 15th of May 2007**

Dijana Gjorgievska

Bitola, May, 2007



Decentralization for human development in Roma Community in Bitola
An EU-funded project managed by the European Agency for Reconstruction



To: Jutta Bulling

Project title: Decentralization for human development of Roma Community in Bitola

Grant Contract no. 04/MAC/01/01/008

Subject: Final report for the period 15 of May 2005- 15 of May 2007

Overall objective of the project:

Empowering the Roma Community through participation in the decentralization processes of Local-self-government of Bitola

Specific objectives of the project:

1. To strengthen the capacity of Roma Representative body to be effective in satisfying the needs of the Roma community as part of the processes of decentralization of the Local Self-government.
2. To stimulate active participation of the Roma in identifying community needs
3. To enhance the communication between the Roma community and Institutions through strengthening their social capacity, political culture, active participation and decision making processes in the Local self- government.

Methodology

Methodology of the training, study circle learning and the meetings was participation oriented. Group exercise and simulation exercise will provide active participation of all participants and an overview and analyses of the specific issues. Also we have used following working methods: discussion, study case and brainstorming.





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List of abbreviations

LS – Local Self – government
LTO – Long Term Objective
MIA – Ministry of Internal Affairs
PE – Public Enterprise
SA – Strategic Aim
SCG – Study Circle Group
STO – Short Term Objective
SPP – social financial help
EPP – Single financial help
PPP – Constant financial help





Introduction

The “Decentralization for human development of the Roma community in Bitola” project is a 3-year project funded by the European Union (EU), managed by European Agency for Reconstruction (EAR) as part of the “Support of the minority groups / activities” Civil Cohesion Program, Phase 3, Grant Contract no. 04/MAC/01/01/008

The project was funded to consider strategic, methodological and practical issues associated with the start up decentralization processes in our country, with a main focus on long-term integration of the Roma community and mutual cooperation with Local self government. It is coordinated by the Association for preventive work with children, youths and their families- Group Felix, from Bitola in the partnership with NGO Roma Star and Municipality of Bitola. It also involves a number of other key stakeholders including representatives of many public enterprises, institutions, local branches of the Ministries and Ministries and others.

Fanija Naumovska, financial manager, Tatjana Projcevska and Vasko Stefkovski, coordinator assistants all contributed for the final version of the evaluation, by collecting and selecting of the material, as well as Kamber Bajramovski, president of RRB.

During its realization the project was regularly monitored by EAR monitoring officer, and independent monitoring team of the Roma Representative body, consisting of external representatives from different institutions, realized on 25th to 27th of August, 2006, and on the 20th November, 2006.

The “Decentralization for human development of the Roma community in Bitola” project includes a section on final report and evaluation at the end of the project, received by monthly reports package and key documents, based upon project plan, minutes, meeting reports, activities report, correspondent letters etc.

This evaluation describes the findings of the evaluation team formed by Felix to perform this task. Documenting the findings of the project is essential to maximise the benefits of the project and the budget spent. Only in that way, the experience of the implementation team can be shared with others, and our insights on strategic, methodological and practical issues will become available to the involved parties, considering their strategy for long-term preservation.

The project contributes and responds to national objectives for European membership. Implementing the National Strategy for Roma, 2005-2015 is a step to accomplishing its aspiration that implies development of comprehensive politics for development of Roma coordinated with:

- The Copenhagen criteria for access to EU
- Agenda 200, 1997 (achieving permanent development in the social, economic and political sphere and especially, providing protection from discrimination and racism, including decent housing, proper education and health services)
- The COCEN principals, 1999, as well as EU employment politics (summits in Amsterdam and Luxemburg, 1997) and the social politics (summits in Lisbon and Feira, 2000)
- The obligation is determined also by the draft-recommendations of the Council of Ministers, Council of Europe, that determine the measures that are to be implemented by the states, regarding this population.

All these documents direct to a specific action and priorities measures in order to meet the needs of the vulnerable groups, as Roma people are.





The managing of this project confirmed the institutional and financial ability of Group Felix that was the project initiator and holder. It also confirmed the politics of the work of the Organization to act as a promoter, supporting the human rights of the marginalized groups.

1. Objectives of the “Decentralization for human development of the Roma community in Bitola” project”

General objective:

Empowering the Roma Community through participation in the decentralization processes of Local-self-government of Bitola

Specific objectives:

1. To strengthen the capacity of Roma Representative body to be effective in satisfying the needs of the Roma community as part of the processes of decentralization of the Local Self-government.
2. To stimulate active participation of the Roma in identifying community needs
3. To enhance the communication between the Roma community and Institutions through strengthening their social capacity, political culture, active participation and decision making processes in the Local self- government

2. Project results:

- Established Roma Representative Body;
- Trained and empowered community leaders to raise awareness in the Roma community and Local Self-Government;
- Increased social mobilisation and activism among Roma citizens (a new citizens' initiative);
- Determined Roma community priorities and opinion, and represent its view to the Municipality;
- Lobby Roma political parties to pursue the community's interests;

a) The citizens:

- Roma community is aware of advantage of the commonality and priority of needs
- The community is encouraged to accept the responsibility for change through political organisation and more positive attitudes to improvements in their social situation.
- Roma are involved by the research in the problem identification but also in the position to propose and influence the solutions
- The findings are available to all stakeholders and can be used to advise future work of this nature
- New skills that the Roma young leaders gained from the study circle activities encourage them to manage the prior situations for basic benefit of their community.

b) Local Self- Government:

- Throughout the implementatio of the program, Local Self- Government is aware of the new bottom-up concept and accepts citizen will for participation and shared responsibilities
- Open and wide consultation has been achieved with the citizens as individuals or civil society groups, Local Self- Government and institutions regarding the development of any legislation and regulations for the implementation of decentralisation policy and local governance.
- The local government will benefit from the research results that can be used in future planning of the activities.

c) The technical and management capacities of target groups or partners

- Roma citizens are nformed and skilled on principles of participation and decision making process
- Realized posibility for practical direct engagement in process of decentralisation of Roma citizens by the research
- Increased confidence in system of Local Self- Government and institutions through common taken actions
- Included Roma citizen's needs in policy and decision-making processes in Local Self - Government and the institutions





- The awareness of Local Self- Government and institutions are increased and they accept needs assessment of Roma citizens in policy making of Municipality.
- The representatives from the institutions gain new management skills
- RRB, Roma star and Green Bair gain management skills

The project therefore more or less was based upon, both, short/long-term distinction, concerned with long-term preservation strategies as such. It is important to understand that the project has produced solutions that are generic in nature and that provide an important theoretical basis for any type of preservation strategy. But, in this respect, the project has not been only a theoretical exercise. With an implementation of the theoretical concepts, through the work of the RRB and Study circle group of the Roma young leaders, a practical applicability manner is presented, also.

This will have to be tested by incorporating the project concepts into future implementations of the Strategy for Roma of the Municipality of Bitola which will be the task of all Roma, non- Roma NGOs, Municipality and institutions. That should be a collaborative framework within which all interested parties can identify mutually beneficial solutions.

3. Documents

The project so far has produced a number of paper come ups. These include:

- Archives and the costs of the activities(June 2005- May, 2007)
- Cost elements of the activities(June 2005- May, 2007)
- Collection of the written materials for the management guidance for the project
- Collection of the written materials for the management guidance for the RRB
- Strategy of the RRB, 2005 - 2008
- RRB Memorandum of cooperation
- Approved Roma Strategy for the Municipality of Bitola, 2006- 2010 (October, 2006)
- 23 monthly reports(June, 2005- April, 2007)
- 7 reports of the RRB and SCG meetings
- Report from the Round Table (February, 15th , 2007)
- Final report (May, 2007)
- Intellectual property rights of the organization

It is somehow disappointment that few of the expected results that outcome from the realized project objective and that has passed the basic administrative procedure, have not yet reached that stage, up till the end of the project, because of objective reasons, such as slow administration and inadequate flow of information. They could be regarded as useful methodological guidelines that address strategy, methodological and practical issues and provide guidance for Roma NGO/RRB- Municipality cooperation. That will be task of the RRB and other organisations, institutions and Municipality to continue.

4. Dissemination and awareness activities

The “Decentralization for human development of the Roma community in Bitola” team has developed a website for the project. The site functions as a communications medium within the project. Meetings and the publication of the evaluation are another important instrument for dissemination of project results to the outside world.

5. Project management and communication issues

Again, this project is aimed at understanding the complicated issues like moving the level of decision making bottom – up and common participation by the Roma community, NGOs, Local self government and Institutions in the decentralization process. And, the most important is preservation and developing guidelines and recommendations for a larger group of stakeholders.

The local project partners were represented in the management team from the very beginning of the project and responsible for the day-to-day running of the project.





The benefits for the participating institutions through their representatives in the project activities were less clear to them.

There were some difficulties for some participants to transfer the project to their institutional environments. So, a positive aspect of management and communication has been the involvement of a large number of individuals, groups and institutions in various aspects of the project, to minimize obstacles.

In spite of expected difficulties, we found that at the top level the project has been managed successfully, taking into account the characteristics of the project and the fact that this was a new field for the relatively inexperienced partners, new partnership approach and decentralization issue. The project manager, with the help of the project partners' representatives and the commitment of individuals participating in the project, has succeeded in keeping the project together and achieving a major part of its objectives.

Nevertheless, all project staff has retained their commitment towards the project and have contributed in a way that compensates for the lack of commitment from some of the institutions. The skills of the staff in the various areas of the project have proved to be good. At the end, the evaluation therefore shows that there were not serious problems in the management and communication during the realization of the project, so, they can influence on the quality of the results achieved.

6. Financial issues

Finance has been handled well and there are no problems in this area. The project, 86,1842 % was funded by European Union, and the rest is supported by Swedish organisation "Unga Ornar", Municipality of Bitola and Group Felix.

Money has been spent as anticipated in the proposed budget lines, in the beginning of the project. Two audit and one review and many consultations on budget expenditures during the project activities have been done by the "Efect plus", audit company from Skopje. They lead us through learning processes by following the standards of the EU. Spending across the different budget lines has not been different than expected. Spending the money carefully, some amount has rest and it was relocated, on behalf of the RRB on the training more and "pilot project" activities realized by RRB the last three months of the project.

7. The project in the local context

The co-operative dimension of the project was strong among project partners and stakeholders. A large number of links with other persons and groups from various institutions, has been established in the field. As a result of this, the project, the participants and the team involved in the project, become well known locally.

8. Conclusions and recommendations

The findings from the internal evaluation as described in the sections below can be summarised in our conclusions. The conclusions are to a large extent positive, but some points of criticism can also be raised. Our recommendations are of three kinds: community, Local self government, Roma NGOs

To the local self-government and the institutions

- To recognize NGOs as a serious partner and a source of information and experience
- To be part of the activities in realization of partner projects with NGOs
- To apply the Strategy for Roma people in Bitola Municipality, 2006-2010 as a mean for contribution to the National strategy and the Roma Decade.
- To identify the results of the research as management politics in benefit of the needs of the Roma community

To the Roma non-governmental organizations

- To keep and strengthen the methodological and practical working acquired in the past period.
- To use the research results for identifying the specific activity areas
- To give priority for involving the Roma organizations in order to be serious when presenting themselves before the relevant factors.





To the Roma community

- To keep up with the increased social mobilization and activism
- To lobby Roma political parties to pursue the community's interests

THE PROJECT

1. The first specific project objective was to strengthen the capacity of the Roma Representative Body (RRB) to be effective and efficient in satisfying the needs of the Roma community as part of the decentralization processes of the Local self-government.

In order to implement this objective it was first necessary to go through the process of establishing a body of that type, then strengthening its capacities for which purpose five trainings were foreseen.

The Roma Representative body consists of 21 members: 11 representatives of the Roma community, 3 representatives from the institutions, one from the local self-government and three representatives from "Roma Star", who were project partners and 3 representatives from the group Felix, as project holder. This concept, of different capacities that are to contribute jointly in accomplishing the aim is first of its kind in Bitola Municipality. Up to then, the LS role was to simply sign a document for confirming partnership and agreement from LS for implementation of a project. By involving the LS representatives directly in the activities we made them participants that will be able to contribute in accomplishing the project goals. We had on disposal their professional contacts, their personal experience, and their wish to facilitate the project. They were part of us and they did it "pro bono" and voluntarily, although in most of the cases their free time was in question. They were informed in the beginning that, according to the agreement of the budget items of the project, their engagement will contribute to LS and the institutions. This also refers to all the other cooperators that we met during the implementation. These members were actually a bridge between RRB and the institutions and LS and helped with their commentaries, suggestions, with their presence at the meetings and the lobbying meetings. Though, what we would like to emphasize is that they had the role of supporters of the Roma part of RRB by their dedication in the whole process. Their presence and work was a model for the Roma people to be completely involved in the project. We would like to show gratitude once again to: Anita Angelevska, professor in the high school "Taki Daskalo", graduated construction engineer Mile Gorgievski, representative of PE "Vodovod", graduated engineer Nikola Kotevski, representative of the Local self government administration of Bitola Municipality and Mrs. Gordana Nikolovska, technical secretary of PE "Pazari", all from Bitola.

While still designing the project we decided the representative body to be "for Roma" not "to Roma", consisting only of Roma representatives. As a result of its long-standing experience Felix believes that the problem with the Roma community, as well as any other marginalized group, can be solved only, by activating the other actors of the society and involving them in activities concerning the problems. In that way they will be aware that the inclusion of the Roma community is a benefit for the whole society.

The project coincided with the Decentralization Law from June, 2005 allowing division of responsibilities, power and resources on central and local level. The central authority and the local authority, as well as the citizens, and especially the marginalized Roma community in Bitola in the time period of two years-which was the actual time of the project, May 2005 and May 2007, had insufficient time and knowledge of how to make difference between the responsibilities, the authority and the roles. Therefore we decided to apply this kind of networking that will contribute for better working transparency of the Local self-government and the institutions. And for embedding the citizen's needs, in our case the Roma community Bair in the procedural and legal frames, also. The increased participation of communities in bringing decisions and more liable administration by LS is one of the opportunities allowed by the Decentralization law. The members of the Roma community used to ignore their responsibilities for participating in the political process, due to lack of knowledge of their rights or due to lack of trust in the system to meet their needs.

People from Felix reckon more radically. Namely, "bottom- up" bringing decisions is a process that should be used in the decentralization process, i.e. LS to work on solving the needs and problems of citizens. In that way the long-term results will surely follow. Perhaps this is the point where we could share our opinion, as project-holders, that, if there was a promotion of the EAR program in the very beginning by promotion the partner organizations-grantors and a short introduction in the project activities before LS and the respecting Ministries, the lobbying





process would have been facilitated and we might have shown some additional results. Although we presented our project before some institutions as one performed by three partners, including the LS, we were looked upon as “another activity of a non -governmental organization” and people did not feel the project as a mutual contribution. That is why our lobbying outcome expectations were sometimes slowed down and our presentation efforts doubled. In order to provide greater project transparency and relevance through the media to the broader public, we organized a press-conference on 17 May, 2006. At the same time it was our aim to show the accomplished activities. His excellence Erwan Fouère, Head of EC Delegation and EU special representative of our country, took part at the press-conference,. He spoke about the purpose of EU funds and the civil society and the Civil Cohesion Program. The mayor of Bitola Municipality, the project coordinator and the RRB president joined him with short speeches and presentations. The conference was followed through by the following media: Channel 5, TV Medi, Channel 77, TV Orbis, TV Tera, Dnevnik, Bitolski Vesnik and Javnost.

Together with the people of “Roma Star” we had long-term cooperation in many projects part of the program “Strengthening of the Roma Community” designed by Felix. We trusted their representatives as respected and eminent citizens of the Roma community even in the preparation phase, to be dedicated in transferring the experience within the community. They gave a large contribution in designing the activities that were directly targeted to the Roma community. The first month was preparatory and we did interviews “face to face” with the potential RRB members, we told them what was expected of them and we presented. In the end representatives of Roma NGO “Green Bair”, “Roma Star” and independent members of the Roma community joined within the RRB structure. We took into consideration the members to be of different part from the Bair and the number of male and female representatives to be approximately the same. The final structure of RRB consisted of 14 Roma and 7 non -Roma. Out of 14 Roma members, 10 are men and 4 women. That is, out of the total number of RRB which is 21, 9 are women and 12 men.

The age of the members varies from 18 to 54; the average age is 31, 2 years.

Education:

2 members with not completed primary education
6 members with completed primary education
6 members with completed secondary education
2 students
5 members with university education

Employed:

6 unemployed
15 employed, 7 insured

Occupation:

Barber painter, electrician, baker, security, civil engineer, doctor, electrical engineer, bio-technician, literature, non-governmental activist.

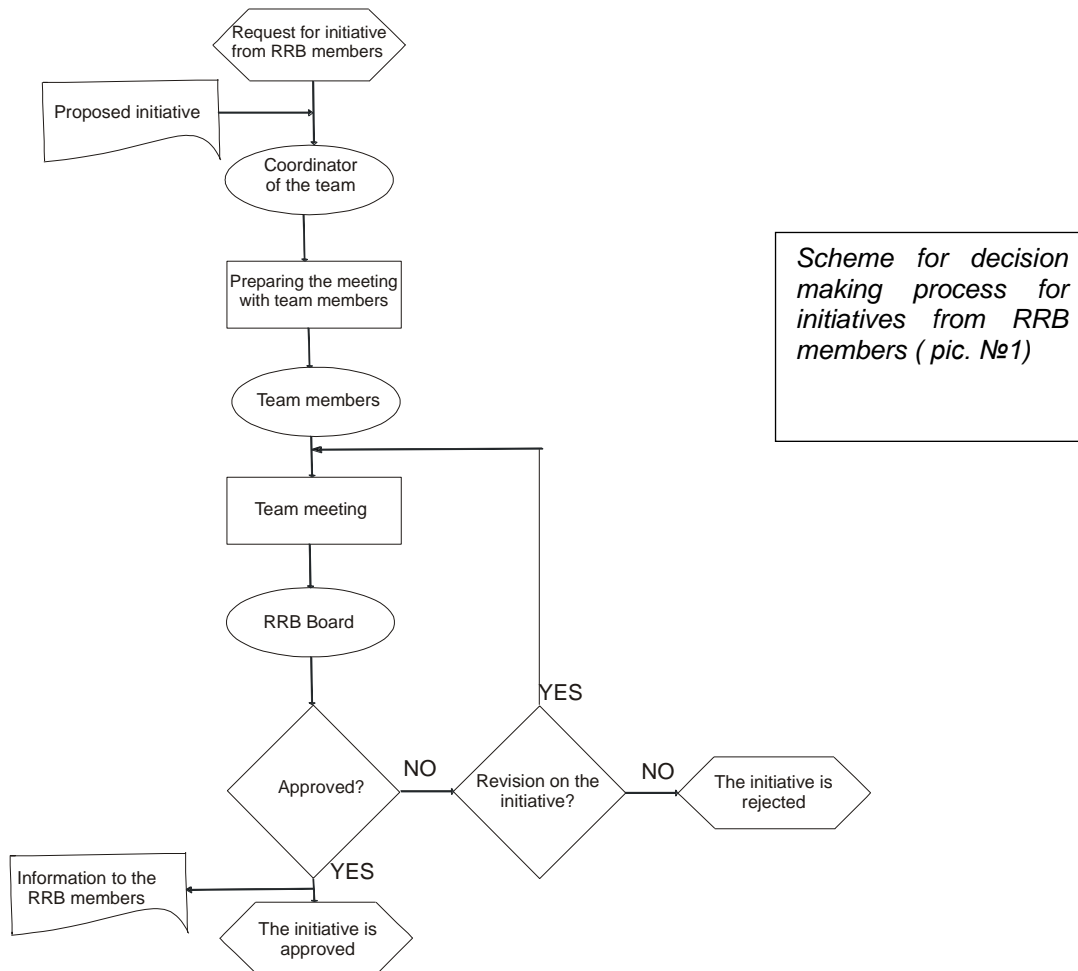
Out of the total number of RRB, 11 were representatives of the Roma community, 3 from the Institutions, 1 from the Local self-government and three representatives of each partner NGOs. (Annex 1).Between the Roma members there was a continuous discussion about and correction of the general (not personal) benefit from the Project for the Roma community. If there was any personal motif for participation it was certainly insignificant. When we say “personal” we refer to fees which they did not obtain. However, they did have paid travel expenses for attendance at meetings and lobby activities expenses, as well as refreshment at the meetings and paid participation for the trainings. We made two additional presentations of the project in the preparatory period in front of the Mayor and the President of the Council of Bitola Municipality, due to the change of the local authority. That was our first activity for lobbying before them, because we asked from LS to appoint a representative for us who would be regular at the meetings, dedicated to the work of RRB and who would be a contact between the RRB, the institutions and LS with purpose of having a continuous flow of information and our facilitated access to them. At the first meeting there was discussion about what representative and from

which institution will become a member of RRB, according to the brainstorming of the group for the priorities of the Roma community. They wanted representatives from the two public enterprises, Vodovod and Pazari. After completing the whole team of RRB, we organized several meetings with purpose of building the team by further acquaintance of the future cooperators and explaining more specifically the project goals. We also showed them our expectations from their engagement. All participants were involved in workshops for improvement of communication by active listening, open questions, summarizing and paraphrasing etc, as an important element at the meetings with institutions and workshops for strengthening the feeling of equality between the RRB members and strengthening the team spirit. It was very interesting the fact that they often mentioned the words “involvement, engagement, initiative or overcoming” the Roma citizen’s apathy. That was actually one of the goals to be achieved with the project: the Roma citizens to become aware of the fact that they can change something if they

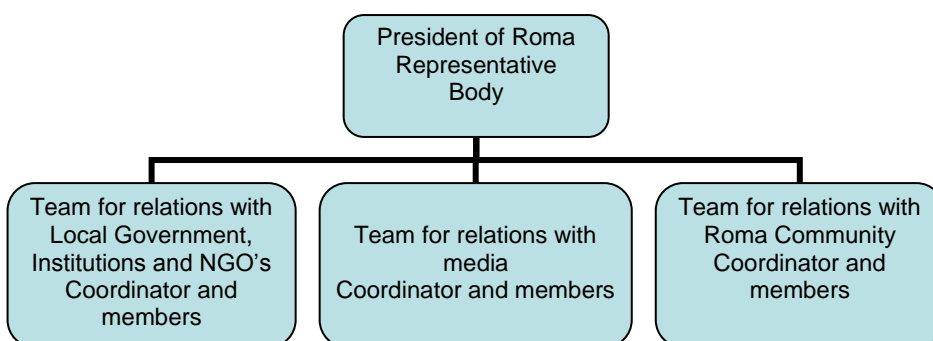




activate themselves in solving the problems of their community. The result of the first workshops was to commence the process of laying foundation of vision and mission of RRB, the long - term goals and the main activities, as well as the structure and the memorandum of cooperation, which contained the procedures of bringing decisions for RRB. (pic.No 1).



Questions like: “what kind of teams should we create”, “should the members be specialized for work in the specific team or to be rotated on periodical basis”, how many members should each team have” were part of what was discussed by RRB. Finally, three teams we created, each team with its own coordinator, with possibility for rotating, a president, with election function of one year and deputy president.



Pyramid structure of RRB (pic.No 2)



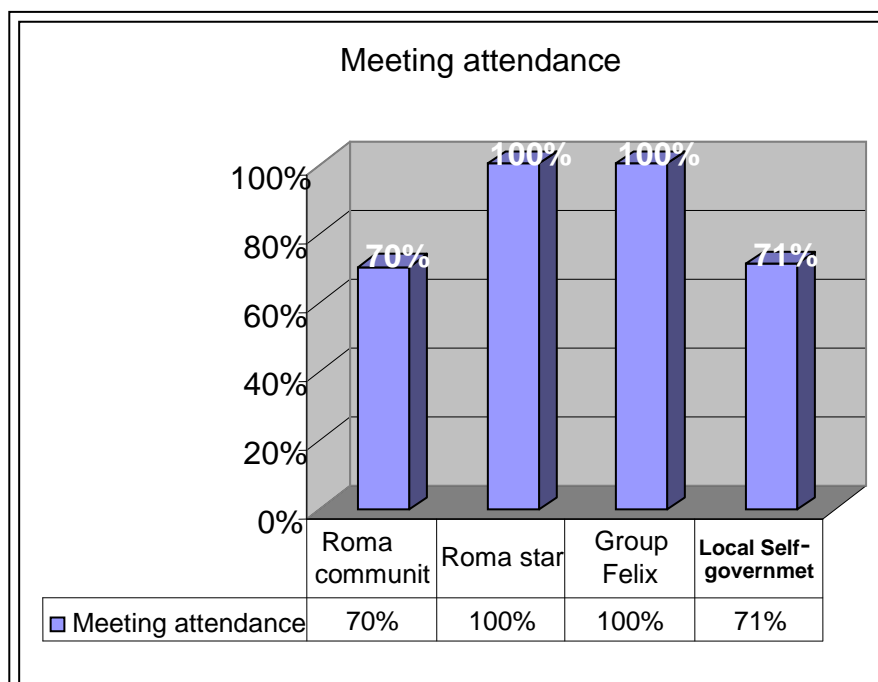


However, RRB allowed the possibility, efficiency and effective of the structure to be reviewed after a certain period, with purpose of maintaining or improving the working standard. That is exactly what happened after several months when we renamed and supplemented the teams. The following is the current structure: managing board, supervising external board, president, deputy president, team in charge of education, team in charge of health, team in charge of working with the local self-government, team for human rights, all with their own coordinators. According to the project, RRB was supposed to have regular, monthly meetings. As the project

passed, the monthly meetings became insufficient and so, we met the RRB teams, either on institutional or on management level, two or three times a week, in order to solve the current problems. A large necessity for direct meetings with the institutions also occurred, as well as regular documented correspondence and telephone appointments and agreements, in order to maintain the interest, the information and the continuity with the institution concerned. As project coordinators we divided the organization of the meetings in three phases. In the first phase or the so called "phase of acquaintance", which lasted for about one year after beginning of the project and creating of the RRB, the Felix team suggested the form and the content of the meetings by consulting the RRB management. In the second phase or the so called "study phase", from the summer 2006 to November 2006, we designed the form and the content of meetings together with RRB, and the president of RRB was slowly beginning to involve in the procedures of meeting management. After commencement of the registration of RRB phase, that is from November 2006 until the project completion, in the phase of becoming independent the president together with the coordinators created the meetings and managed the activities. The president himself managed the meetings. In this final phase we helped them with logistic support for successful accomplishing of meetings and activities, consisting of two parts: organizational questions and implementing and following of the activities that were part of the Strategic plan of RRB. Upon the registration of the new association of citizens, they used the premises of Felix daily centre for their regular organizational meetings, not referring to the project responsibilities. There was a great interest for the meetings which can be seen from the charts. We divided the regular presence at the meetings of RRB as a team: regular presence of the Roma part and the institutions.

Month / year	Romma Community	Roma Star	Felix	Institutions Local self - government	Total
August-2005	8	3	3	3	17
September-2005	8	3	3	3	17
October-2005	11	3	3	4	21
November-2005	11	3	3	4	21
December-2005	11	3	3	4	21
January-2006	9	3	3	/	15
February-2006	9	3	3	3	18
March-2006	9	3	3	3	18
April-2006	11	3	3	4	21
May-2006	10	3	3	1	17
June-2006	11	3	3	1	18
July-2006	7	3	3	/	13
August-2006	11	3	3	4	21
September-2006	11	3	3	1	18
October-2006	11	3	3	/	17
November-2006	11	3	3	2	19
December-2006	9	3	3		15
January-2007	11	3	3		17
February-2007	11	3	3		17
March-2007	11	3	3		17





Attendance at meetings (pic. № 3)

We can also mention that the representatives of the institutions and of the LS did not attend the meetings, since the last December 2006. We can see justification about this matter in the sufficient strengthening of RRB in the past period. The institutions recognize RRB as a serious partner which can continue with lobbying on its own, not neglecting the help given by the members of the institutions where necessary. The contacts with them became consultations, information and requests to places and people required by RRB.

It was necessary to suggest appropriate trainings that will allow the RRB members to gain certain skills and knowledge in order to facilitate goal accomplishing.

Five trainings were organized for the purpose. Training for:

- Assessing the needs in the process of decentralization, held from 07 to 09 October, 2005
- Strategic planning, held from 09 to 11 December, 2005 where the RRB Strategic plan, 2005-2008 came out as an outcome
- Lobbying and advocacy, held from 11 to 12 February, 2006
- Conflict managing, held from 07-09 July, 2006
- Monitoring and Evaluation, held on 25 to 27 August, 2006





At the regular financial reports we announced a remainder of a certain amount that could cover the expenses for one more training that was not foreseen in the project

In the past trainings the RRB members made a lot of strategic goals and action plans and their need was to acquire basic knowledge of managing project cycle and writing a project. For that purpose we organized and implemented the training from 26th to 28th of January, 2007, wherefrom the Action plan of RRB for February - April, 2007 came as a product. (Annex 2). This action plan which also contains budget items for the activities and the people involved is introduction in managing the project activities of the presidency and the coordinators of RRB teams and is a "project in project" activity.

We have foreseen the trainings to be realized with period dynamics in every four month on average. But some of the training were performed earlier with purpose of accelerating the dynamics of the rest of the project activities. For example the monitoring and evaluation training was foreseen for the 21 month from the beginning of the project, and it was realized in the 16th month from the beginning of the project. In this way the participants gained basic skills of monitoring the project process, which helped to maintain the dynamics of realizing the delegated responsibilities. Neither the Roma nor the institutions members have previously attended this kind of specific trainings. Therefore, all the participants showed great interest and actively contributed with their work to create many documents and action plans. It is interesting to point out the moment when we sent offers for trainers to several organizations. We repeated the offer twice because there was no reply to it. We were also a little worried because some of them told us that the foreseen sum for this purpose, for 2-day training is insufficient and that they wouldn't accept anything less. On the other hand, when we called another organization we were told that they thought that the offer had been sent just as a form and that we had already had our candidate. They suggested that we should engage Mario Veljkovic and they also recommended us to him as a serious organization. As a result Mario conducted five trainings, while one of the trainings, the conflicts, was conducted by Stanislav Petkovski,

For example, as a result of the participation of the President of the Council of Bitola Municipality at the "Monitoring and Evaluation" training, she, immediately lobbied before the councilors and the Mayor about the importance of the local strategy. She, also supported the creation of The Roma Strategy for Bitola Municipality, 2006-2010.* An intensive preparation period followed upon accepting the strategy by the local authorities. With recommendation of the President, outside members from LS joined the existing team for consulting and informing and in that way strengthened our team. Two workshops for coordination and finalizing of the draft-Strategy were organized involving all the previously mentioned members. Generally, our experience from this project is that we achieved greater and more successful results while having access and support from the higher decision makers.

**The Roma strategy for Bitola Municipality, 2006-2010, together with the action plan was accepted by the councilors of Bitola Municipality on 03 October, at the regular session of the council and was put on the Municipality web site. www.bitola.gov.mk; www.felixbt.org.*

A period of one month of intensive work, collecting and checking of additional material and consulting the members of RRB in broadened structure with several councilors, preceded the Strategy.

The strategy is a document coming out of the Roma National Strategy, 2005-20015 and it shifts solving of the problems like housing, employment, education and health of Roma people in Bitola, as priorities for the Municipalities. Namely, it contains an introductory, general part taken from the National strategy, a part that works on the factual problems of the Roma community Bair, Bitola and has strategic directions for solving the problems.

The local strategy and the action plans allow all the interested society actors to give contribution in implementing the Roma Decade, 2005-20015 and are presented as documents adjustable to the needs of the Roma community.





From August 2005 to March 2007, RRB had meetings with various institutions, representatives of institutions and LS.

Visited Institutions	Year 2005	Year 2006	Year 2007
PE "Niskogradba"	x	x	x
PE "Komunalec"	x		
PE "Pazari"	x	x	x
PE "Vodovod"		x	x
Centre for social works	x	x	x
Local self-government	x		
OU "Gorgi Sugarev"	x	x	x
Education Development agency	x		
Employment Agency	x	x	x
Communal Works Board			x
Urbanism board		x	x
Mayor	x	x	x
President of the Bitola Municipality Council	x	x	x
Municipal Education Inspectorate		x	x
Education Coinceilor		x	x
Helath Centre Bitola		x	x
UVR Bitola			x
Ombudsman's Office in bitola Municipality			x

The lobby meetings were divided in 6 cycles that corresponded to the RRB Strategy priorities, 2005-2008 and the Roma Strategy of Bitola Municipality, 2006-2010. We had a mutual meeting before every cycle between the RRB and the young Roma leaders who made research and collected information for the actual problem in the previous period. We usually invited one or two representatives from relevant institution to all the presentations in order to obtain from them relevant data, and information for procedures for different requests and also, assistance in developing the lobby action plan.

1. Housing

The first of these meetings was held on 16 th January 2006. The problem processed by the youth was in relation with the RRB Strategic plan 2005-2008: SG 3.2 The initiative for solving the water supply problem for at least 3000 citizens of the Roma community, constituent part of the Strategic Plan of Bitola Municipality, LTO 1: To improve the living quality of Roma people from Bitola. In the upper part of Bair settlement the water supply is disrupted and there is no water pipeline or sewerage network. We were given a large mount of information by Mile Gorgievski, a RRB member, representative of PE Vodovod.

Some parts of Bair are outside the general detailed urban plan (GUP, DUP), there are a lot of illegally connected taps and the water runs without control, the citizens don't pay regularly due to the poverty. These are only part of the reasons for the lack of water. After determination of the Action plan for this activity we gave initiative through meetings and letters to LS, the councilors and the Urbanism Board for amendment and change of GUP and DUP so that solving of this problem can begin (the parents complain that their children go to school





muddy because the streets are not paved or they don't have water to maintain hygiene). The activity of the Roma part of RRB was an additional action for performing a questionnaire about the illegal buildings.

This was with purpose of acquiring insight of the number of houses of the "sheds", "Ljubojno" and "Petochna Voda" (under the motorway road), to obtain information about the place where these building structures are built: on private or state ground do they have documents for ownership and the number of citizens in that part of Bair. 272 families have been registered (houses) 1260 citizens, 724 adults and 536 children.

These houses are not part of GUP and DUP of the Municipality. Therefore we ask ourselves: Why there is difference between the data from Statistic Institution where there are 2.594 Roma people (from the last census, according to the national affiliation, 2002), opposite of the Roma stating that their number is about 4.000.

What are the reasons?

This can be determined with local quick impact, additional census organized by the Statistic Institution and the Roma associations.

RRB also performed mapping of Ljubojno street from number 22 to 60 and supported the meeting with the Department for Urbanism and Space Planning with drafts (pic.№ 4)



Map of str. "Ljubojno" from № 23 to № 60 (pic. № 4)

In the autumn 2006, PE Vodovod put a temporary pump and in that way improved the water supply in the upper part of Bair. We would like to believe that our lobbying also contributed to this. At the same time, the same enterprise applied together with LS for a improvement of the water supply in the upper part of Bair project at an Austrian Foundation. The conclusion from these activities is that at the lobby meetings RRB obtained support about the way of working and that most probably there will be a process of organization of the upper part of Bair (LS even considers dislocating the families above the motorway), but for that purpose there is a need of larger financial help and more experienced administration. The minister of the local self-government, the deputy prime minister for euro-integrations, His Excellency Erwan Fouère, Head of EC delegation and the EU special representative for our country, were informed about the above stated. We have sent a packet of information to the Ministry of labor and social politics with short introduction of the project, Strategy for Roma people in Bitola Municipality, 2006-2010 and the Action plan. There is an open possibility for the LS to give an initiative for





conference for providing assets and familiarizing and coordinating the Ministry of the Local self-government, the Ministry of social work and social politics and the deputy prime minister for euro-integrations as well as the other relevant ministries for local initiative and implementing the Roma Strategy of Bitola Municipality, which is a constituent part of the National strategy.

2. Education

On 17 April 2006 we implemented the second presentation of young Roma leaders, who researched the problem of withdrawing the Roma children from school in the past three months. That is the second RRB long-term goal: higher degree of education for the Roma children in Bitola, i.e. LTO 3: to achieve a higher degree of education of the Roma population in Bitola, i.e. SG 3.1: 50% of the Roma children to be included in the primary or secondary school in Bitola and STO 3.1: continuous informative activities to be implemented about the education of the Roma community, according to the Roma strategy of Bitola Municipality 2006-2010.

Roma children do not attend school or withdraw from it due to: lack of money for school books, poor hygiene conditions, dirty clothes, living in sub-standard conditions and dirty environment, their parents are illiterate and cannot provide appropriate help for them, the teachers place them in the last row and are discriminated, in the Council of Parents there are only 2 Roma parents although 50 % of the students in the school are Roma children. These are only part of the information provided by young Roma people.

Grade	1999 2000	2000 2001	2001 2002	2002 2003	2004 2005	2005 2006
I	58	82	63	93	92	107
II	63	57	83	59	71	73
III	40	63	37	57	85	64
IV	42	36	71	38	40	70
V	31	50	43	54	63	32
VI	16	19	31	25	28	38
VII	8	12	14	26	25	28
VIII	3	7	10	10	20	22

Primary school Gjorgi Sugarev, Roma studentss, 1999-2006

Pursuing its plan RRB visited the center for social care and gave suggestion to the Manager to help the Roma children to buy school books through the centre or through the school only on one occasion. The manager informed us that the working politics of the department ministry envisions one-time financial aid for the social care beneficiaries, which is normally used for medical treatments and as a minimal children allowance given to families where one of the parents works but earns minimal wages.** RRB performed parallel lobby activities to the Roma community and to the institutions.

After the meetings with the principal of Primary school "Gorgi Sugarev" and with the Council of parents the process of taking into consideration the possibility the Council of parents to include several Roma parent began. As a result of that 4 Roma parents joined the parent's council in the beginning of the school year 2006-2007. This is a great success for RRB because bigger number of Roma parents shows their interest to increase the number of Roma pupils in the school. It also means that the flow of information within the Roma community is facilitated. Their involvement in bringing decisions in the Council is also important for us as a contribution to the needs of Roma children.

The meeting with the Education councilor was about presenting the activities that would be implemented in order to raise the number of Roma children in schools. At this point it was mentioned that there is a possibility for the Municipality to donate student's books to Roma children who go to school for the first time. The RRB members conducted a poll with purpose to get informed about the children's age and number. At the same time they talked to the parents about the importance of education, about their more regular attendance at school meetings, they also informed them about the possibility to finish the primary education in Primary school "Gorgi Sugarev". The poll showed that 71 children will go to school for the first time. On 5th of September the Mayor gave those children





complete set of school books and school equipment as a Municipality donation. In this way the implementing of STO 3.1.2 began: to provide school books and school material for 500 Roma pupils in the primary education in Bitola, of RRB.

Our aim is this practice to continue in future. We suggested LS to increase the number of sets of school books every year for the number of pupils from the next year.

After several months Dzevdet Dzelovski, the team coordinator for education informed about the performed monitoring of the pupils who enrolled this year in preparation class and of the older ones who enrolled at the evening school.

54 pupils began their education out of 71, who were supposed to enroll in the preparation classes for the school year 2006/2007. All pupils attend the classes regularly and no one dropped the school. At this moment 54 pupils visit classes on regular basis.

***In meantime, the Round table which took place on 15 February, 2007, the manager as a participant in the discussion informed the people who were present that the Ministry of social work and social politics of all Roma children whose parents are not social care beneficiaries will give them free school books.*

The official school document from 7 th January, 2006 indicates that the condition of the adults in the evening school is the following:

In the period from June-September 2006
5th and 6th grade completed by 16 adults
7th and 8th grade completed by 7 adults
Only 8th grade completed by 5 adults

In the period from October-December 2006,
1st and 2nd grade completed by 12 adults
5th and 6th grade completed by 19 adults
7th and 8th grade completed by 23 adults

A total number of 82 adults began or completed the primary school

The conclusion is that the success is inevitable if there is a system for regular informing about the education directed towards the Roma community, if there are constructed process monitoring mechanisms, especially by the school and the parents and the contemporary and adjusted classes. The Strategy is determined by the actual process of decentralization transferred into the decentralization law in planning of responsibilities of the local authorities in the field of education. These new responsibilities of the local units are the starting point for the Education Development Program 2005-2015.

3. Health

The young Roma leaders made the presentation in front of RRB and before the invited representatives from the Health centre and the Clinic hospital-Bitola on 24 July 2006. The representatives of the Clinic Hospital , the manager Dr. Dimche Kuzmanovski and Dr. Lena Zaharieva and Dr. Marija Ilevska from the Health Centre Bitola were present there.

According to the records from the Department of healthy children at the Public Health Centre-Bitola the vaccination of Roma children at the age of 7 is 70 percent. This percent is much less concerning the school children where the vaccination is in connection with attending the school, which they drop out of and do not regularly visit the school clinics. Some Roma parents wait for "invitations on hand", but at the vaccination department it is a common practice to send them by post, by telephone or by a courier. In 111 Karaorman street and Ljubojno 46 live about 200 families and the access to all of them is almost impossible. Some see the problem in the early adolescent marriages, when the parents are not sufficiently prepared for the responsibilities and they don't understand the importance of regular vaccination.

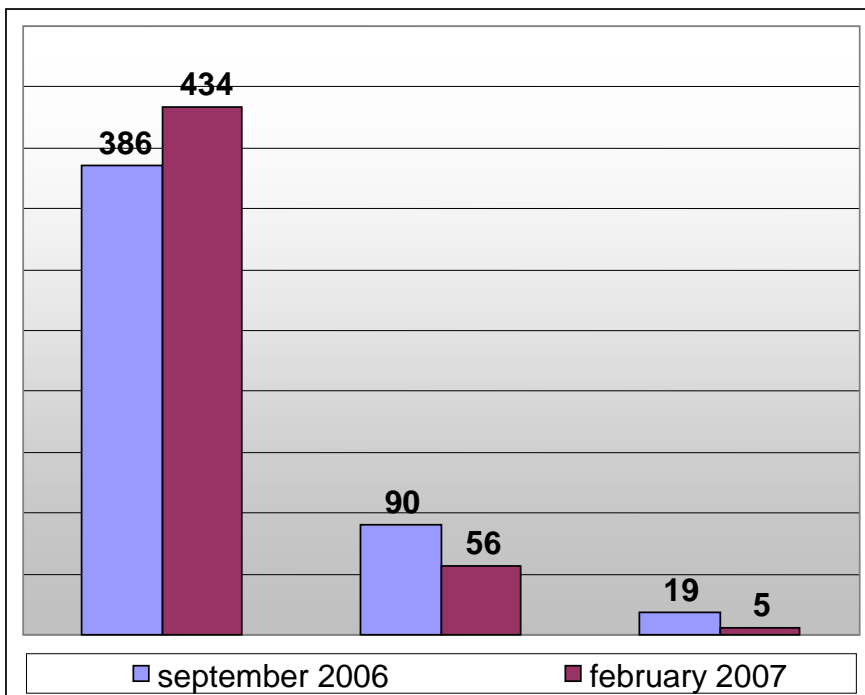
With the action plan the implementation of STO1.1.1 began: to improve the health condition within the Roma community, i.e. STO1.1.1: To increase the number of vaccinated Roma children for 40 % until the end of 2006,





from the RRB strategy included in the Strategy of Bitola Municipality. The action plan included field work for informing the parents through distribution of flyers. Dr. Lena Zaharieva and Dr. Marija Ilievska from the Health centre from Bitola participated in preparing the plan together with RRB after that there was a meeting with the vaccination department in order to form a distribution strategy for the invitations among the Roma population and this is the result of this work:

	Total number of children	Number of Roma children	Month	Completely vaccinated children	Incompletely vaccinated children	Not vaccinated
Total	2715	495 - 18,2%	September 2006	386 - 78%	90 - 18,2%	19 - 3,8%



Information from Prim. Dr. Marija Ilievska, Department for healthy children, Health centre-Bitola (pic.Nº 5)

Total number of children	Number of Roma children	month	Completely vaccinated children	Incompletely vaccinated children	Not vaccinated





Total	2715	495 - 18,2%	Februar y 2007	434 - 87,7%	56 - 11,3 %	5 - 1,0%
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We believe that the justification of the successful distribution, the increased number of registered and vaccinated children is due to the enthusiasm and the spirit of voluntarism of Gani Asanovski, coordinator of the health team, who has taken the responsibility for rightful work, and managing the distribution of flyers from the RRB health campaign. This also refers to the need of representatives of the local population on certain posts: knowing the place, the nature of people, and a person of trust in the local community.

We informed the manager of the Health centre Dr. Borche Radevski for the achieved results and contributions. He agreed on further cooperation and mutual informing between the Roma community and the health centre. The manager accepted the Roma organizations as a serious partner for improvement of informing as well as the health condition in the Roma community. On 28 March the president of RRB was invited to participate at the meeting for promotion of the European week for immunization, organized by the Ministry of Health. At the meeting the responsibilities were divided between RRB and the Health Protection Institute, the immunization team from the Health Centre-Bitola. RRB and the rest of the other Roma organizations will be responsible for distribution of flyers, organizing and broadcasting on topic of health at a Roma radio and inviting the Roma community to educational lectures.

4. Employment

RRB placed the issue of employment at the seventh place in the list of intervention priorities. The Roma community is fully aware of the fact that the percentage of unemployment is very high due to the existing law requiring minimum primary school completion for unqualified jobs too, lack of education or qualifications as a trans-generation model of various reasons (tradition culture, socio-economic status, development politics). RRB didn't consider itself to be an entity that could offer employment and it was very moderate concerning this issue. They restrained themselves in order not to be recognized by the Roma community as an "employment office".***

The information that was presented to us by the young Roma leaders on 30 October, 2006 in the fourth cycle of "study cycle" was in relation to LTO 2: to increase the number of employed Roma people in Bitola municipality, by the Roma Strategy in Bitola Municipality, 2006-2010. The following were guests at the representation: the manager of the Market inspection Vasile Naumovski and the Market inspector Risto Jovanovski and Mrs. Mimoza Jankulovska from the Employment agency.

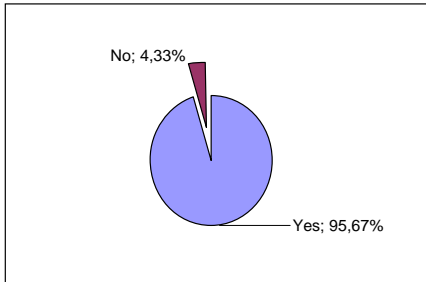
We can note here that while creating the RRB Strategy, due to the above mentioned reasons and the short time period of three years we agreed not to make it too ambitious. If one examines the Municipality Strategy they can notice that the aims are real and accomplishable, while the financial part is structured to allow interventions of great range: interventions accomplished on volunteer basis, without additional budget or with existing budgets, by their relocation or minimal budgets to bigger ones like the one from "Housing".

The action plan for "employment" involved visit of Public and large number of private companies. RRB represented the Roma community interest to be involved in the labor market.

There was also discussion about finding appropriate way of informing the Roma community of vacancies, besides the adverts on the Notice board at the Employment Agency. At this point for the first time it was discussed about cooperation memorandum that would be signed by all the Roma NGOs and the LS, i.e. the public enterprises. The memorandum was suggested as a moral document that would be distributed to a common Roma centre in a form of information about vacancies. It is responsibility of Roma NGOs to distribute the information in the Roma community, and it is a responsibility of the citizens to apply according to their interest and their qualifications. This proposal was suggested at the Round table, later on.(annex 3).



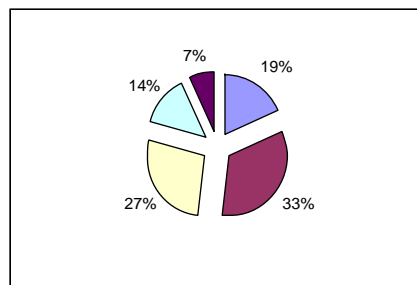
Aware of its abilities and capacities, RRB decided to improve the condition of the Roma community by lobbying through informing the Roma community, the broader community and the institutions. After the round table RRB designed and distributed very nice and clear message flyers where the citizens can be informed about employment. As a justification of this project we took the data that we obtained by the research, in the part "access information", question no.36.



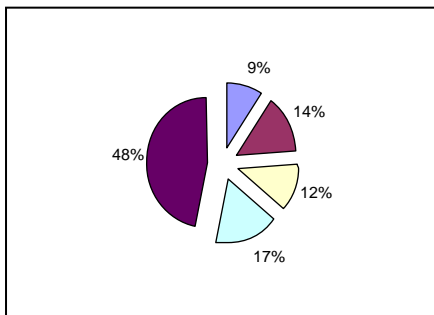
Namely, we asked 300 people if they have a television and obtained the following answer:

- 95,67 answered YES and 4,33 answered NO

watch every day	18 %
watch twice-three times a week	32 %
watch very rarely	26,67 %
watch once a week	13,67 %
don't watch	6,67 %



How often do you watch informative program?



Have you read any newspaper in the previous month?

every day	9.33 %
several times a week	14.33 %
once a week	12 %
two-three times a month	17 %
never	46,67 %

The activities performed by RRB are part of the suggested activities of SG 2.4: to improve the percent of informing and participation of Roma people, from the Roma Strategy, Bitola Municipality 2006-2010.

STO 2.4.1: To carry out research and analysis of the market needs: types of information and methodology

STO2.4.2: To promote vacancies and possibilities

STO2.4.3: To facilitate informing and to increase the availability of information by applying new forms corresponding with the needs and the real possibilities of the Roma community.

The conclusion from the previously performed activities is that it should be emphasized. In the end the project leaves open the possibilities for LS and the institutions to support:

- The initiative for embedding the Roma NGOs
- Activating a resource centre where all Roma organizations would be included,- signing the memorandum of cooperation and continuation, increasing and broadening of informing regarding the employment
- Support of courses for literacy, qualification and prequalification.

5. Human Rights





The meeting was held on 18th December 2006. The deputy-ombudsman, Liljana Ilieva was present at the presentation. The presentation of the “circle study” process was made by Elvira Ahmedova and Adem Mustafovski. The ombudsman explained that the institution ombudsman is an institution independent from the central and local authority, managed by OSCE. The aim of the ombudsman is to protect the violation of the human rights and to provide rightful work of the institutions according to the Constitution, the laws and the ratified international documents, such as: European Convention of Human rights, European Convention of Human rights of minorities, etc. If the Ombudsman decides that human rights are violated by some institution, administrative penalty will follow, after that the procedure might go first on Trial Court, then in Appellation Court, and then on Constitutional Court. When the procedure is over appeal can be submitted to the European Court for Human rights in Strasburg.

RRB presented three cases which we processed together about violating of human rights of representatives of the Roma community.

1. *S. J. is a 19 year old blind girl who finished secondary music school*

In meantime she studies a special computer program for blind people. She tried to enroll at the faculty of Pedagogy, but was turned down because she is blind and the faculty does not have a program appropriate for blind people. The meeting with the Pedagogical Faculty was not realized because of the faculty break between the semesters. But, we had telephone conversation with Dean of the faculty and he promised to have a meeting with RRB team after the break and he also promised that they will try to find some way how S. can be included in the program.

2. *O.R. worked as a common worker in a private company. He was dismissed from work with accusation of stealing cables.*

The RRB team for human rights after several conversations with O. and his family established that the information is untrue.

3. *O.M. was bitten up in prison*

The RRB team for human rights visited O. Musov's family to obtain information about what exactly happened in the prison. After the visits in the hospital and in Orhan's family, the situation was clarified. In the prison he complained for headache and he ask for a doctor that he did not get it until 2 hours after he fell unconscious in his prison cell. After the treatment in the Clinical Centre in Bitola, the doctors recommended him immediately to be transferred to the specialized hospital in Ohrid for rehabilitation. Because the prison management did not wanted to accept to pay for the transport expenses, the RRB team intervene at the Ombudsman Office in Bitola and with their help the case is solved and the prison covered all the expenses.

It should be emphasized in all three cases that the process of studying the procedures and the researches that were applied by the human rights team, which led to the truth. The Roma people mostly address the ombudsman for interventions that the Office is not in charge of, like family problems, personal problem etc. Therefore it was agreed in the future RRB to perform activities regarding the distribution of flyers and in that way inform the Roma population for the work of the ombudsman and their human rights and obligations.

6. Addiction diseases, drugs and alcohol among the Roma youth

On 12 March, 2007 the young Roma leaders presented before RRB the obtained information from “study circles” about the addiction diseases, drugs and alcohol, among the Roma youth. The following were guests at the representation: Dr. Stevo Bojadziev from the Clinic hospital, Dr. Lena Zaharieva from the Health Centre and Dr. Liljana Stojanovska, a MIA-Bitola inspector. Out of 100 % of registered conditions of alcoholism in the Bitola clinic hospital, 60 % are Roma. The number is still increasing. They are not aware of the treatment and the expenses.

When the police intervene in Bair, it is mostly because of order and peace disturbance by drunken people. There is also increase of the drug addicts between the age of 12 and 28. If the number of registered drug addicts is 300, 70 % of them take the drug through the veins. Several months ago there was media information that a suitable Centre for addiction diseases will be opened.

There is information in MIA that 10 % of all registered cases are of another nationality and the number is growing regarding the young population and it is considered that the number is much higher than the official one. They performed activities of informing the high school youth about the drug-taking consequences. They think that the reason for the increased number of people among the Roma population who take drugs and alcohol is the low social status, unemployment, disorder in the family relations.





They decided to make long-term informative campaigns among the youngsters, especially the pupils, from all the relevant factors. It was unanimously emphasized that the prevention is the most important thing of all. The mutual cooperation between the community and MIA, the community and the health sector and the community and the schools on prevention level was also pointed out.

RRB will arranged a meeting with the Mayor's Council for education and with the principal of Primary school "Gorgi Sugarev" in order to give initiative for the annual school curriculums to involve preventive lectures against addiction diseases on regular basis.

The last two and a half month Felix staff was working on the finalization of the project activities, selection of the reports, preparation of the booklet and the results from the research.

We have printed two versions of the final report and evaluation, in Macedonian and English version, so they can contribute to the multiplier effects regarding the process, action and results of the project.

At the end, we have realized the final presentation of the project. The audiences were representatives from all institutions that we cooperate with, the representatives from Local Self government and the Roma community. The event was covered by several local TV and radio stations. Several interviews were done with the president of the RRB and a coordinator of the project. EAR representative attend the on the final presentation which took place in Hotel Epinal in Bitola.

We have sent a letter of invitation to several representatives of the international community and a copy of the final report and evaluation. We did the same with the relevant ministries that are strongly connected with the future activities that the Government should undertake on behalf of the Roma issue in our country.. Our aim was to initiate interests and create sustainability of the project results which can be good background to further activities.

2. The second project goal was to stimulate active participation of Roma in identifying the community needs. In order to accomplish this goal it was foreseen and then implemented, firstly, the training of "circle study" and then 6 cycles of workshops of "study circle".

These workshops were preceded by workshops for human rights, solving conflicts, communication and intercultural understanding. They were an introduction in "study circle" and helped young Roma to strengthen their human capacities and to increase their productivity in future workshops and presentations before the institutions.

The "study circle" training was delivered to meet the project needs by the Swedish organization "Young Eagles"-Felix partners since May 2003. The Swedish partner covered the expenses regarding the people who conducted the training and that were their contribution for the project. The trainers were: Bengt Johansson, Kristina Emback and Solveig Karlson. The training purpose was to master the "study circle" method, which was further on applied in the activities by young Roma people. The training talked about the possibilities of this method, where and what for it is used in Sweden and where can be used in our project. It was a new approach of solving problems for all participants. This teaching is a pillar of the human development and it promoted the idea that the ultimate goal of the development efforts is the human development and it involves improvement and enrichment of the human life.

20 young Roma leaders were involved in the workshops and through this method of active participation they got directly familiarized with the problems, needs and the responsibility of the Roma community and of LS.

Their group profile is:

Age from 17 to 20, 11 female and 9 male (we took care for the approximate gender representation)

1. Education:

- No education-1
- Not completed primary education-7
- Primary education-7
- Secondary education-5

2. Employment

-only one of them works in his parents' shop, and the other 19 are unemployed

3. Family number:

- 1 young Roma lives in two-member family
- 3 live in three member family
- 7 live in four-member family
- 6 live in five member family





- 3 live in six-member family

4. Degree of education of the parents

-mother

- No education-5
- Not completed primary education-12
- Primary education-3

-father

- No education-5
- Not completed primary education-5
- Primary education-7
- Secondary education-2
- Deceased-1

5. Families- social care beneficiaries or employed

- Social care-14
- Employed-5
- Redundant-1

The "Study Circle" is founded on principle of equality and democracy of the participants, principle of liberation of their basic knowledge, cooperation and friendship, individual freedom of members, their needs and wishes, principle of continuity and planning, principle of active participation, collecting printed materials and principle of changes and action, implemented in 8 meetings, i.e. phases.

- 1st phase: Research phase – Introduction of the problem that is of interest for the Study Circle Group.
- 2nd phase: Phase of narrowing down the problem to a size that can be managed by the study circle.
- 3rd phase: Phase of planning
- 4th phase: Phase of collecting and preparing the information
- 5th phase: Phase of carefully checking the information
- 6th phase: Phase of preparing the presentation
- 7th phase: Evaluation phase
- 8th phase: Presentation in front of Roma Representative Body

From November 2005 to March, 2007, there were six cycles on different problems which are priorities for the Roma community: infrastructure, education, health, employment, human rights and addiction diseases. These topics came out of the pair analysis at the RRB of needs assessment -training and were given to the young group to be studied.

Example of "study circle" for Human rights

The Past working weeks the study circle working groups visited several institutions and persons where they ask and received answers about the problem regarding human rights and violations of human rights of the Roma people in Bitola.

Visiting Ombudsman office in Bitola, study circle group representatives asked several questions about the work of this office. They asked several questions about work of the office. The answers they received were: The Roma people don't visit ombudsman so often. Also the most common objection that Roma people have is regarding social protection, education. On the question how many problems are solved by the Ombudsman, they received answer that a small number of cases are solved, because Roma people are asking solution of the problems which aren't in working field of the Ombudsman. They asked questions about their family problems, personal problems, etc.

On their visit to Police department in Bitola , the study circle group asked information about the work of the police in connection with human rights of the Roma people. They received this information: Interventions of the police are not only against Roma people. They intervene on other persons that have broken the law and they are from different ethnic background, also. Police don't see any difference in ethnic background of criminals. Police always reacts by the law and it respect human rights of all people. The police work is just to intervene and later it's all up to judge to make decision about penalty of the criminals.

Study circle learning group has also made appointment for meeting with president of the court of law in Bitola, but the meeting isn't realized cause of the schedule of the court. But they have promise to the group that the meeting will be realized as soon as they have time for it.





The study circle learning group was very satisfied with the visits and with the information's and answers that they received. The young Roma leaders did not have any objection upon the reception of institutions that they visited. They were kindly and sincerely welcomed and there questions were answered with pleasure. Their participation in these types of workshops enabled them to improve the following skills: writing and speech, conversation with friends, summarizing and making points, leadership skills, managing meetings, presentation, critical opinion and increasing knowledge on the appropriate topic.

Example 1:

We were in "Vodovod" and asked for the manager who was not there. We talked with the **technical manager** who treated us nicely and we had a nice conversation (21 November, 2005)

Example 2:

On **04.09.2006** me and my team went to the **Employment Agency** and we met there, firstly we were admitted in **room 24** at the **secretary** we said that we were from the **study circle team** and then we went to the manager's we told him who we were and he welcomed us nicely and sent us to **Pandora's** who is his **employee** in **room 26** and we asked her **3 questions**.

Employment is difficult for all the nationalities they are all treated the same way and the employment is difficult as in all the other towns in the Republic due to the economy and she answered the second question that there are **511** Roma who look for job, and **218** of them are women. Most of them are unqualified there is none with higher education with secondary education 3 and with not completed secondary there are 6 the rest are unqualified.

These data are up to **30.06.2006** there is no information about the **7 or the 8 month**, there are but they are not allowed from Skopje but they said that the number is approximately the same.

The improvement of the concept of the report, written by the same person is evident.

At the end of each cycle, 2 young Roma leaders voluntarily arrange the material, and then presented the same at the meetings with RRB, which were organized every three months. The aim of these meetings was the young Roma leaders to understand the complexity of the problem being processed, to discuss who is "guilty" for it and how to solve the same. At the meetings, especially in the planning phase the participants discussed about locating relevant information, what institutions and organizations to visit, what questions to ask? How to ask for information: through interviews, letters, from the library, newspapers etc.

Problem no.1 *Infrastructure/ water-supply- presented on 16. 01. 2006*

Guests at the presentation: /

Visited institutions:

Bair settlement- research conducted about the water supply condition

Municipality-Guro Ilik, chief of the Mayor's Office

Municipality-Milica Andreeva, councilor

PE "Vodovod" -Goran Savevski

Library-

Health Centre-Dr. Lena Zaharieva, School/general Health department

Statistic Institution-Liljana Kuzmanovska- manager

Labor Medicine-Dr. Vladimir Spasenovski

Problem no.2 *Education- presented on 17.04.2006*

Guests at the presentation: Valentina Stojkoska, principal of Primary school "Gorgi Sugarev" and Anita Angelevska
DSU Taki Daskalo

Visited institutions:

Social Work centre-Suzana Veljanovska, manager

Municipality-Snezana Petrovska, councilor of the Mayor for Education

Library- /

Education Development Office-Nikola Dimitrov, manager and Lidija Kondinska

Problem no.3 *Health-presented on 24.07.2006*





Guests at the presentation: Vasile Naumovski, manager of the Head Office for market inspection, Risto Jovanovski, inspector in DPI, Mimoza Jankulovska from the Employment Centre

Visited institutions:

Employment Institute-Tome Dimitrovski, manager
PE Komunalec-Jovko Krstevski, manager
PE Niskogradba-Zlatka Blazevska
PE Vodovod-Goran Savevski
PE Pazari-Zoran Mihajlovski, manager
Health Centre-Dr.Nada Naumovska
Clinic hospital- /
MIA-Abdula Alievski, deputy manager
Statistic Institution-Liljana Kuzmanovska, manager
PTT-Anica
Court- haven't received an answer
Library- /

Problem no.5. Human Rights-presented on 18. 12.2006

Guests at the representation: Liljana Ilievska, ombudsman

Visited institution:

Ombudsman: Liljana Ilievska
MIA-Kristo Zdravkovski, MIA Commissioner
Court- /
Library-

Problem no.6 ALSohol and drugs-presented on 19.03.2006

Guests at the presentation: Dr. Stevo Bojadziev, Clinic Hospital-Bitola, D.r Lena Zaharieva
Health Centre-Bitola and Liljana Stojanovska, inspector in MIA- Bitola

Visited institutions:

Clinic Hospital- Dr. Stevo Bojadziev, psychiatrist
MIA-Liljana Stojanovska
Library-/

They usually found the responsibility for the existing problem divided between the Roma community and the relevant factors. After the representation, RRB together with the invited guests, who were experts within the field of the given problem, made the action plan for lobbying before the appropriate persons, commission or institutions.

According to the project activity plan workshops were supposed to be organized once per month, but for better continuity of the activities, and due to the increased interest of young Roma people for the workshops, they were conducted every week, in time period of two hours. The final result of workshop attendance by young Roma leaders is 100%. New skills that the Roma young leaders gained from the study circle activities encourage them to manage the prior situations for basic benefit of their community. They will feel more responsible because of the process of direct participation and decision making for their actions.

3. The third project objective was to improve the communication between the Roma community and the institutions by strengthening their social capacity, political structure and active participation in bringing decisions in the Local self-government. The foreseen activities were: implementing and researching within the Roma community and distribution of flyers.

The questionnaire was made by Prof. D-r Verica Stamenkova –Trajkova and Prof. D-r. Suncica Dimitrijoska, both from the Institute of Social Work and Social Politics from the Faculty of Philosophy-Skopje. The research objective was to promote awareness in the Roma community and supplying data base for their rights and obligations in the process of decentralization. We believe that the added questionnaire value is enormous and it can add substantiality to the academic and practical knowledge base.

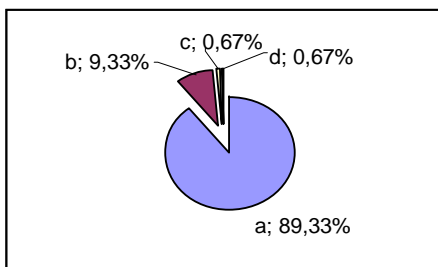




Filling up the questionnaire stimulated the awareness of the subjects to contemplate on certain topic, it gave them opportunity to tell their own experience and view for certain topics. By filling up the questionnaire and the research results, we helped Roma community to accomplish their right on active participation and to have impact on politics creating of certain legislative institutions in benefit of the Roma institution. We continued with the research using it as a tool and as a valuable data source so that we can promote the human rights of the minorities in our socially inclusive society.

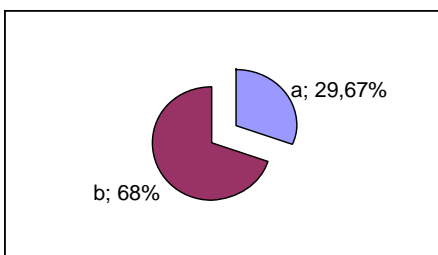
The questionnaire consists of two parts: general information for the Representatives and data about nine specific fields: education, health protection, and housing, and employment, protection of the living environment, infrastructure, data access, social work and human rights. At the end of each topic there were three open questions: What can the Roma community do? What do you expect from the local community? what can be done on state level?

The education is a field that was researched so that we can obtain opinion about the importance of education, involvement of Roma population in the education as a possibility for the community, the LS and the state.



How much the education is important?

a) Very important	89,33 %
b) It is important	9,33 %
c) It is not important	0,67 %
d) Don't know	0,67 %



Is the Roma population included in the education processes?

a) yes	29,67 %
b) no	68 %

The Health is a field that gave us data about possible activities that would be performed by the Roma community, the LS and the state.

The expectations of examined people from the state are:

- Free of charge medicines
- Free of charge medical examinations
- Free of charge health care

Also, on the question what they would do for health care improvement, the answers were:

- to take own care for their own health
- if someone is ill in their family they would visit the doctor





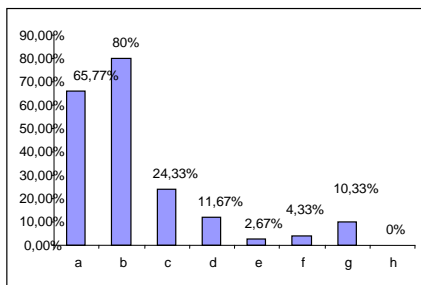
Association for preventive work with children, youth and their families -
Felix Group Bitola

Josif Hristovski 4/4 Bitola; tel:+389 47 227 290
e-mail: felixbt@felixbt.org.mk; web: www.felixbt.org.mk

and, that they can't do anything to improve the state health care policy

The Housing researched the reasons about the bad housing conditions, especially the Roma population possibilities.

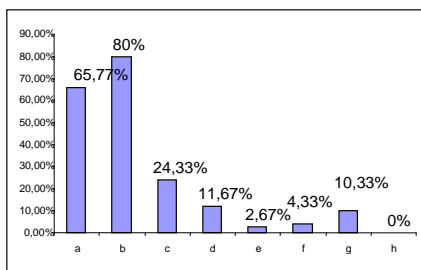




Which are the reasons for bad housing conditions in Roma suburbs?

- a) Poorness 65,77 %
- b) Unemployment 80 %
- c) Large number of family members 24,33 %
- d) Insufficient community care 11,67 %
- e) Traditional habits of Roma 2,67 %
- f) Insufficient care from Roma communities 4,33 %
- g) Bad housing policy 10,33 %
- h) Other 0 %

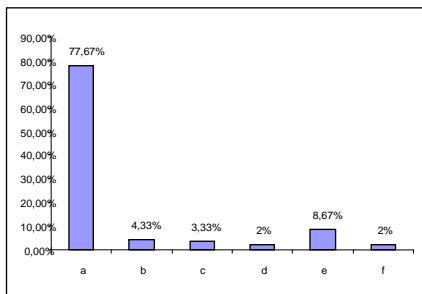
The employment is especially interesting field that shows the interest of Roma people for work, reasons and opinions of other possibilities of Roma citizens, LS and the state.



It is known that Roma population has lowest percentage of employment. What are the reasons for that by your opinion?

- a) Low education degree 92 %
- b) Not enough qualified work force 55 %
- c) Not having working habits 15,67 %
- d) Negative attitude towards the job 14 %
- e) Prejudices for Roma working habits 40,33 %
- f) Inappropriate employment policy and proper inclusion of all ethnic communities 30,33 %

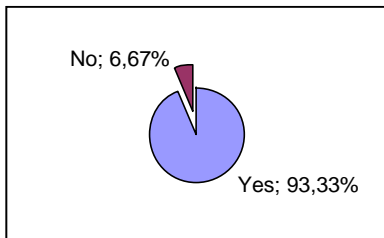




- a) Low education degree 77,67 %
- b) Not enough qualified work force 4,33 %
- c) Not having working habits 3,33 %
- d) Negative attitude towards the job 2 %
- e) Prejudices for Roma working habits 8,67 %
- f) Inappropriate employment policy and proper inclusion of all ethnic communities 2 %

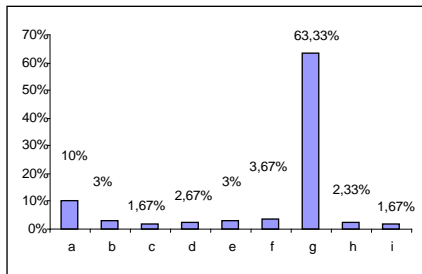
By your opinion which reasons do you think are the most frequent?

The Infrastructure gave us valuable information about the population preparedness for social action, necessities for better infrastructure, as well as the expectation from the LS and the state.



Do you feel ready to participate in social action in the Local Community for improving of the infrastructure?

- a) No 6,67 %
- b) Yes 93,33%



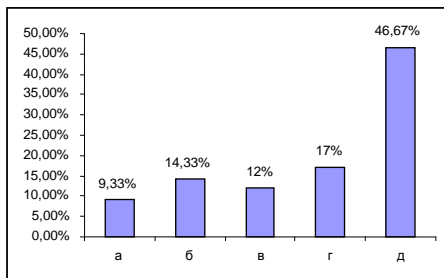
- a) Organizing public meetings 10%
- b) Organizing public meetings through elections 3%
- c) Defining the local problems 1,67 %
- d) Undertaking the initiative for solving the public problems 2,67 %
- e) Own participation in building of an object 3 %
- f) Common 3,67 %
- g) Work force 63,33 %
- h) Materials 2,33 %
- i) Financial assets 1,67%

If Yes, in which?



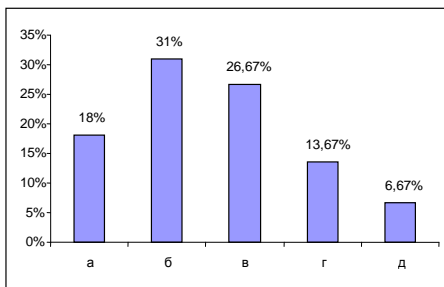


The Information awareness gave the answer to the question about the percent of information the Roma community has, assessing the information level as well as its expectations.



Have you read personally newspaper in the last month?

- | | |
|---------------------|---------|
| a) Every day | 9,33 % |
| b) Few times a week | 14,33 % |
| c) Once a week | 12 % |
| d) 2-3 times a week | 17 % |
| e) Never | 46,67 % |

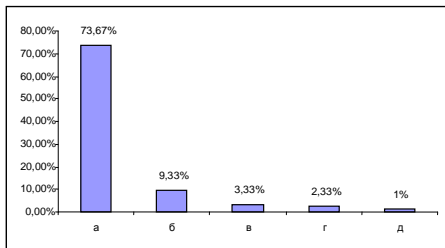


How often do you watch informative TV program?

- | | |
|---------------------|---------|
| a) Every day | 18 % |
| b) Few times a week | 31 % |
| c) Once a week | 26,67 % |
| d) 2-3 times a week | 13,67 % |
| e) Never | 6,6 % |

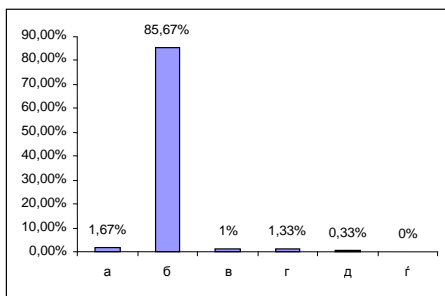
The social protection gives us information for the needs of the Roma citizens for the support systems and their rights.





If your family has problems, how it solves them, by whose support?

a) Relatives	73,67 %
b) Friends	9,33 %
c) Neighbors	3,33 %
d) Institutions	2,33 %
e) Church	1 %



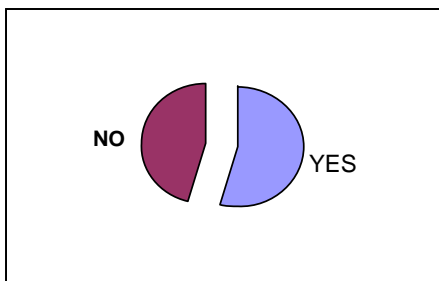
What kind of help you have gained from the Center for Social Work?

a) PPP	1,67 %
b) SPP	85,67 %
c) EPP	1 %
d) Financial care for care of another person	1,33 %
e) Accommodation in institution	0 %
f) Accommodation in caring family	0,33 %
g) Other	0 %





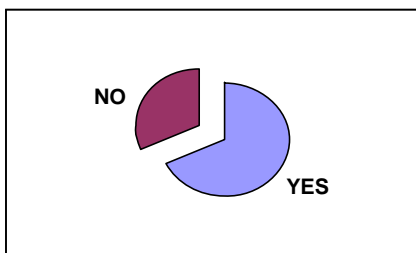
The human rights explored the possibility of the Roma community to accomplish its rights and their expectations of the Roma community, the LS and the state.



Do you think that you have equal possibilities for realization of your rights with the other citizens?

- | | |
|--------|------|
| a) Yes | 54 % |
| b) No | 46 % |

Protection of the living environment is of special importance for typical settlements where the Roma population lives. The results refer to finding the negative consequences of ecologically inappropriate environment, the possible solutions offered by the Roma community, the expectation of the LS and the state.



Do you think that the environment where you live have negative influence on your health?

- | | |
|--------|---------|
| a) Yes | 67,67 % |
| b) No | 32,32 % |





300**** families were included in the research and they were polled in the period from December 2005 until January 2007. 20 young Roma people were involved in filling in the questionnaires, the same who participated in the “study circle” workshops. Before the research commencement, we also organized workshops for them for filling in the questionnaires.

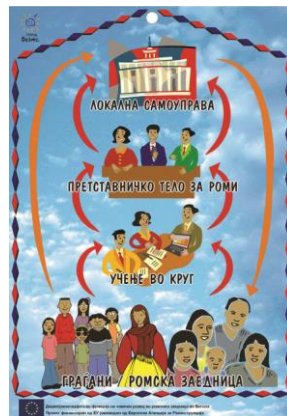
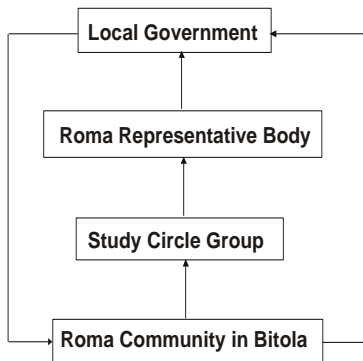
It was emphasized that the “true” information and correct filling in is of great importance.

The polled people were divided in 10 groups, each group consisting of 2 people conducting the questionnaire and every team filling in according to the foreseen plan. During the whole period of filling in there weren't any incidents. The research results will help in strengthening the institutions and the politics who provide protection and promotion of the human rights by the state and according to the decentralization law. The results will be valuable information used as a tool for future action in the hands of the NGOs and the Local Self-government. This way the time was more organized both for the people who conducted the questionnaire and for the families who needn't be disturbed many times.

The design of the flyer contains the message of informing the Roma community about the process of implementation of the project activities and the bottom up impact that could be done by the Roma community for improvement of work of the decentralized local authority.

As informative material these flyers were several times distributed among the Roma community and the institutions.





Picture № 6: Project implementation circle

Picture № 7: Flyer draft

**** *The primary plan in the preparation phase of the project about conducting a search was to comprise 200 families (the same or different) each month with one topic. That implied that we will have to go several times to every family. We found out from the workshop that it would be better all nine topics to be filled in one family.*





Annex 1

List of RRB members

No	Name and surname	address
1	Merita Sadikovska	Roma community
2	Nijazi Asanovski	NGO Green Bair
3	Suljo Lamkovski	Roma community
4	Adnan Bajram	Roma community
5	Dzevdet Dzelovski	NGO Roma Star
6	Mile Gjorgjevski	PE "Vodovod"
7	Sebike Kerimova	NGO Roma Star
8	Ramadan Andonov	Roma community
9	Semra Ademovska	Roma community
10	Vebi Musov	Roma community
11	Adnan Asanov	Roma community
12	Gordana Nikolovska	PE Pazari
13	Sabrie Jusufova	NGO Roma Star
14	Anita Angelova	HS Taki Daskalo
15	Nikola Kotevski, replaced with Emilija Dimitrova	Council of Municipality of Bitola
16	Gani Asanovski	NGO Green Bair
17	Dijana Gjorgjevska	NGO Felix
18	Biljana Ginova, replaced with Vasko Stefkovski	NGO Felix
19	Tatjana Projcevska	NGO Felix
20	Kamber Bajramovski	Roma community
21	Bekim Jasharov	Roma community





Annex 2

RRB Activity plan for the period February – April 2007

Activity	Expected result	Responsible
Revision of the Action plan	Realized revision	Dijana Gjorgievska
Meeting with institutions	Realized meeting	Dijana Gjorgievska
RRB press conference in front of Local/ self government, Institutions, public and media	Realized press conference	Kamber Bajramovski
Infrastructure		
Field visits for determination of the actual situation of the ground	Realized visits	Ramadan Andonov
Visit of cadastre (land registry) to determinate the property of the land	Realized visit	Kamber Bajramovski
Meeting with the president of the Commission for communal and public issues, Pece Tashevski	Realized meeting	Kamber Bajramovski
Meeting with the Mayer of Bitola	Realized meeting	Ramadan Andonov
Education		
Meeting with the director of PS Gjorgji Sugarev	Realized meeting	Dzevdet Dzelovski
Visit of the school to see the number of children that left the school	Realized visit; Obtained information on children that left the school	Dzevdet Dzelovski
Visits in Roma families where the children left the school	Realized visits	Dzevdet Dzelovski
Preparation of the Campaign for enrolling children in the school	Prepared and printed leaflets	Dzevdet Dzelovski
Meeting with the Mayer of	Realized visit	Kamber





Bitola to inform him about the status of Roma students		Bajramovski
Security problem in the school; on one tree there is electric cable	Solved problem	Dzevdet Dzelovski
Health		
Meeting with director of Public Health Centre	Realized meeting	
Visits of the Public Health Centre for taking vaccination invitations		Gani Asanov
Visits of Roma families that hasn't take their children for vaccination	Distributed invitations; Increased number of vaccinated Roma children	Gani Asanov
Campaign about the hygiene – preparation, printing and distribution of leaflets.	Distributed leaflets	Gani Asanov
Employment		
Campaign about where the employment information can be found - preparation, printing and distribution of leaflets	Distributed leaflets	Adnan Asanov
Meeting with the new director of the Agency for employment	Realized meeting	Adnan Asanov
Meeting with the Mayer to request Roma community to be prioritized for employment in the public sector	Realized meeting	Kamber Bajramovski





Time table

Activities	February				March				April			
	1	2	3	4	1	2	3	4	1	2	3	4
Revision of the Action plan												
Meeting with institutions												
RRB press conference in front of Local/ self government, Institutions, public and media												
Infrastructure												
Field visits for determination of the actual situation of the ground												
Visit of cadastre (land registry) to determinate the property of the land												
Meeting with the president of the Commission for communal and public issues, Pece Tashevski												
Meeting with the Mayer of Bitola												
Education	1	2	3	4	1	2	3	4	1	2	3	4
Meeting with the director of PS Gjorgji Sugarev												
Visit of the school to see the number of children that left the school												
Visits in Roma families where the children left the school												
Preparation of the Campaign for enrolling children in the school												
Meeting with the Mayer of Bitola to inform him about the status of Roma students												





Security problem in the school; on one tree there is electric cable																				
Health																				
Meeting with director of Public Health Centre																				
Visits of the Public Health Centre for taking vaccination invitations																				
Visits of Roma families that hasn't take their children for vaccination																				
Campaign about the hygiene – preparation, printing and distribution of leaflets.																				
Employment																				
Campaign where the employ - ment information can be found - preparation, printing and distribution of leaflets																				
Meeting with the new director of the Agency for employment																				
Meeting with the Mayer to request Roma community to be prioritized for employment in the public sector																				





Annex 3

MINUTE BOOK Of Round Table on topic:

“Realization of the Roma strategy relieves Euro integration”

Organizer: NGO “Group Felix” Bitola

Date: 15 February 2007

Place: Municipality of Bitola

Time: 11 h.

The round table objective was to make a summary of the previously accomplished activities and achieved results according to the project: “Decentralization in function of the human development of the Roma Community in Bitola”, to open a discussion and to provide a participation in implementation of the PTR action plan by the local self-government and the institutions, three months before finishing the mutual project where the following organizations came as partners: Group Feliks, Roma Star and Bitola Municipality.

Dijana Gjorgievska, project coordinator, was a facilitator at the round table.

There were 25 participants at the round table from the LS, the institutions and 5 Roma NGOs. Every participant was given a packet including the presentation, the PTR Action plan for February-April 2007 and project flyer.

1. Opening

With the opening expose of executive director of NGO “Group Felix” Mrs. Dijana Gjorgievska, a presentation was made of main project principles and aims.

In this context the significance of implementation of the Roma strategy on international, national and local level was mentioned, referring to implementing of the international documents as a pre-condition for EU membership of the state.





(Preparation of the Roma strategy in Macedonia, is a result of its aspiration for EU membership. That implies a comprehensive politics of Roma development coordinated with:

-Copenhagen criteria for joining EU

-The agenda 2000 (as the Agenda 2000 implies, it is necessary to achieve long-term development in the social, economic and political field especially protection from discrimination and racism, including decent housing, proper education and health services, 1997)

-the COCEN principles (1999) as well as the EU employment politics (summits in Amsterdam and Luxemburg 1997) and the social politics (summits in Lisabon and Feira in 2000).

All this documents refer to a specific action and priority measures with purpose of meeting the needs of the vulnerable groups, as Roma people are.

The obligation is determined from the draft-recommendations of the Ministry Council of the European Council, that determine the measures, which are to be implemented by the states, regarding this nation.

1. Presentation of achieved results

In the further expose of executive director Mrs. Dijana Gjorgievska, the primary accent was laid on results gained from the realized project activities. The main characteristics were exposed for the way of forming the Roma Representative Body (RRB), as well as the primary aims for whose achievement this organizational formation was formed.

Further on, the PTR action plan was presented for February 2007 to April 2007 as well as the division of roles between PTR, the institutions and the LS.

During the presentation the real foundation and reason for the proposed activity was stated, which was actually processed information from the primary research results.

The positive impact and cooperation of Bitola Municipality was also mentioned in relation to the Roma Strategy objectives of Bitola Municipality, which is, as it was stated, another contribution to the application of our state in EU.

The expressed gratitude from the director of "Feliks" to the local government in the name of all concerned sides was supported with the achieved results in the field of education, and inclusiveness of Roma children in those processes, as well as the achieved higher level of health





care for the whole Roma community. The primary accents for the future were laid to the possibilities for improvement of life conditions in the suburb where Roma community gravitates.

The street “Ljubojno” was stated as example for that problem

1. Discussion for performed activities and future directions

In further expose of the executive director Mrs. Dijana Gjorgievska put in front the question about water supply of Bair suburb, in part where Roma population gravitates, for which the extensive answer was given from representative of water supply public enterprise PE “Vodovod”, Mr. Zlatko Josifovski. Also it was pointed that although the performed investment activity improved the water supply in that area, it is only mid term problem solution, and for permanent solution of that problem great investment is needed, investment which can't be provided by local government.

In the further odd of the discussion president of RRB Mr. Kamber Bajramov gave a presentation of performed activities from RRB towards realization of project aims referring to the housing problem and infrastructure improvement in the suburb Bair, in the part named Petochna Voda. In that context Mr. Bajramov presented the results from realized research of the citizens who live in that area. It was information about property and legal issues of their property. After his expose followed explanation in details of those activities from executive director Mrs. Dijana Gjorgievska about details of taken project activities and cooperation.

In further odd of discussion RRB through their representatives at the meeting put accent for input of suburb Petochna Voda into the General Urban Plan and so as into the Detailed Urban Plan, by which the infrastructure and basic living conditions improvement would be possible. In these part of discussion executive director Mrs. Dijana Gjorgievska stated the remark for the local government for the realization of already commonly agreed request for infrastructure improvement in that part of the city. After these presentation and remarks towards this problem Mrs. Emilija Dimitrovska representative from local government suggested a meeting with people who are responsible for these issues, so it could be initialized solution for problem for input of Petochna Voda into the urban plans.





In continuance executive director Mrs. Dijana Gjorgievska, direct the discussion towards realized projects aims in the context of improving educational degree of Roma community. A statement about performed activities for that issue was given from representative of education commission from local government. In that way she suggested directions for future activities for increase of number of Roma children enrolled in school process, by inventing meanings and methods for donating free school books sets to the Roma children of socially jeopardized Roma families.

Relying to that statement, the representative of NGO "Roma star" Dzevdet Dzelovski underlined the connection between living conditions and possibility for participation of Roma children in education process. In same direction of the discussion, the representative of Center for Social Work, Mrs. Suzana Veljanovska, underlined the need to find out the real number of socially jeopardized Roma families whose children really need help in getting school assets, so they could be included in the school process. That was supported from every participant in the meeting. For achieving that goal, an activity was suggested for informing those families about possibilities of this kind of activities.

In further discussion in the field of education of Roma children, the director of Primary School "Gjorgji Sugarev" Bitola, Mrs. Valentina Stojkoska, presented positive achievements of realized project activities for increase of number of included Roma children in education process through meetings with Roma community and through school books donations. Among those issues was exposed the fact of improper use of that donation activity.

In that context Mrs. Valentina Stojkoska put the accent for the need of financial support to the Roma community and to the others sides involved in those mentioned activities with primary aim for realizing the long term aims of Strategy for Roma. In that direction of discussion the fact that education is important clause for quality life, was underlined. As conclusion of this expose "Felix" executive director Mrs. Dijana Gjorgievska, expressed the gratitude for local government and public enterprises support to this issue. Into this conclusion the representative from water supply public enterpriser, Mr. Zlatko Josifovski included the statement about performed activities regarding the Austrian donation application aimed for improving the water supply for the part of the city where Roma community lives. In further odd of the discussion, the representative from NGO "Green Bair", put in front the question about undertaken activities for





removing the dangerous electric cable left near the children playground in that suburb. From the people responsible for this issue from the local authorities was received answer that problem will be solved as soon as possible (in the next few days). In the ending part of the discussion about the education the director of Primary School “ Gjorgji Sugarev” Bitola, Mrs. Valentina Stojkoska, underlined the need for improving educational degree of Roma community, where from the suggestion for exceptional school process through evening school education and beginning activities for realization of that aim was exposed. The request for better inclusion of Roma organizations and so as better information for these taken activities was put in front.

In the party of the discussion which was aimed for presentation of performed project activities in the field of improving health care of Roma community. Mr. Gani Asanovski, the representative from NGO “Green Bair” presented the achieved results from cooperation NGO “Group Felix” towards vaccinating of Roma children, in meaning the increased percentage of children from Roma population embraced with these actions, which as a matter of fact that is direct result from that way taken project activities. Towards this expose the representatives from the organizations responsible for this matter gave a broad readiness and assurance for cooperation to improve that segment of community life. In that way of speaking initializing for future activities was suggested for finding out the financial resources and transporting assets (terrain vehicle) for better realization of these activities and so as better project results. For that statement a broad support was received from all present representatives at the meeting.

In further part of the discussion the coordinator Mrs. Dijana Gjorgievska underlined the problem high unemployment of Roma community, from which was suggested the initiative for signing the memorandum for cooperation between the Agency for Employment of Republic of Macedonia and Representative Roma Body, by which would be achieved better information of Roma community for free job opportunities and trainings. As possible solution for these activities was mentioned informing the RRB for these issues by phone for announced job vacancies.

In same direction was suggested the proposal for signing the Memorandum for Cooperation between Public Service Enterprises and Roma community by which would be placed the basis for erasing the racial





prejudices towards members of Roma community and so as employment for these community. That suggestion was supported with the results from taken research from which was gained clear view for distrust for possibilities for employment of Roma in Public Service Enterprises. Towards these circumstances, was stated the personal opinion from Mr. Zoran Mihajlovski the director of Public Market Service Enterprise PE "Pazari", in which he expressed his pessimistic view for the positive results of these way signed memorandums, in which essence it would be adding favorite meaning to one ethnic group on one side towards another in which would be left the members of all other ethnic groups in the matter of employment possibilities. According to this opinion such activity would gain deep constitutional implications on the central state level. An optimistic view to this issue was placed from executive director of NGO "Group Felix" Mrs. Dijana Gjorgievska in which was underlined the importance of the cooperation for Memorandum signing from the mentioned public service institutions so the employment of Roma could be improved, for which was received broad support.

Towards this expose Mrs. Stojanovska Liljana the representative from Agency for Employment of Republic of Macedonia joined in. In that way she suggested the meeting with representatives of Roma community for explanation of modifications of legal law opportunities for implementation of employment relations. In continuance of the discussion she underlined the need for improve the education degree of Roma community, and so as increase of opportunities for their job training and prequalification for possible employment. Accent was laid towards need of individual attitude of members of Roma community to the working activities in the past period, for which were stated real and negative examples in the part of prequalification of certain number of people of Roma community. In further, Agency for Employment of Republic of Macedonia underlined as the most important the need for cooperation and common support for taken activities between Roma organizations, Agency for Employment of Republic of Macedonia, Public service enterprises and Municipality of Bitola.

The success of the meeting was confirmed with the high marks from all present representatives towards organizer of the round table its topics and suggested directions for realization of different project activities and achievements of the long term strategic aims.

