

THE GOVERNMENT OF THE REPUBLIC OF CROATIA

THE NATIONAL PROGRAM FOR THE ROMA

Zagreb, October 2003

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I INTRODUCTION

- *According to estimates, more than 30,000 Roma live in the Republic of Croatia*
- *The Roma are marginalized to a significant degree in almost all social and public activities*
- *The life conditions of the Roma are worse than the average life conditions of the majority population and of other national minorities*

I INTRODUCTION

Equality is guaranteed to members of all national minorities in the Republic of Croatia, and freedom, equal rights, national equality and gender equality, social justice and respect for human rights are among the highest values of its the constitutional order (Articles 3 and 15 of the Constitution of the Republic of Croatia, hereinafter "The Constitution"). Article 14 of the Constitution prescribes that " Everyone in the Republic of Croatia shall enjoy rights and freedoms, regardless of race, colour, gender, language, religion, political or other belief, national or social origin, property, birth, education, social status or other characteristics. All shall be equal before the law." The Constitutional Act on the Rights of National Minorities and the system of legislation in the Republic of Croatia which protects human rights and rights of national minorities are based on these constitutional guidelines".

The Roma are a national minority which, according to the 2001 census makes up 0.21% of the population, that is there are 9,463 of them. However, according to estimates, a significantly larger number of Roma live in the Republic of Croatia, between 30,000 and 40,000. The difference between the determined and the estimated number of the Roma is to the largest degree the consequence of the decision by the Roma themselves to declare themselves during the census as members of some other nationality, not as Roma, but also because of unresolved issues related to their status.

Unfortunately, due to their poor education and non-inclusion in formal forms of work, their specific way of life and other characteristics, the Roma are marginalized economically, spatially, in terms of culture and politically to a greater or lesser degree in the Republic of Croatia, as in many other countries where they live.

Having found that the position of the Romany community is more difficult than the position of other minority communities in Europe, the Council of Europe and the European Union have paid special attention to issues related to the Roma in recent years, and encouraged the member countries as well as other countries in the region to resolve the problems of the Roma in a systematic manner, with a view to overcoming the inherited gap and improving the life conditions of the Roma as soon as possible. Here, they have appealed in their resolutions and recommendations for a multidisciplinary and systematic approach to the solution of problems in all fields, and especially advocating the realization of children's rights, the provision of education, health care and social care, appropriate housing and eradication of discrimination and segregation on any grounds (racial, national, religious, sexual...). Special attention is being paid to the position of the Roma in transition countries, because the economic and social difficulties these countries are faced with make their position additionally more difficult.

The position of the Roma and their life conditions have been on the margins of social interest for years, which has contributed to the significant deterioration of the quality of their life compared with the average quality of life of the majority population. This relates to their status in society, to the way in which their education, health and social care are organised, to the possibilities of preserving national identity, solving status related issues, employment, their presentation in the media, political representation and the like.

Deeming that the Roma cannot overcome the existing gap on their own, and determinately striving to change the existing situation, with a view to exercising the rights

guaranteed by the Constitution and the legal system of the Republic of Croatia, and removing all the forms of discrimination, the Government of the Republic of Croatia is adopting the National Program for the Roma (hereinafter: "The Program").

The Program is based on the provisions contained in international documents on human rights and the rights of national minorities to which the Republic of Croatia is a party. The experience of other countries which are resolving the problems of Roma in a systematic manner has been taken into account. The Roma, without whose acceptance and assumption of responsibility the changes would not be possible, have themselves participated in the creation of the Program.

Ministries and other state bodies competent for this subject matter, councils of the Romany national minority, representatives of Romany associations, Members of Parliament representing national minorities, local and regional self-government, associations for the protection of human rights and international organisations and institutions participated in the drafting of the text of the National Program for the Roma. Four topical seminars were held, in which representatives of the Roma as well as domestic and foreign experts participated. The working draft of the National Program was the subject of public debate, during which several consultative meetings were organized, especially with the competent bodies of the counties in which the Roma live.

* * *

The intention of this Program is to help the Roma in a systematic manner to improve the life conditions and to become involved in the social life and the decision-making processes in the local and broader communities, while not losing their own identity, culture and tradition.

The bodies of state administration, local and regional self-government, other governmental and non-governmental institutions, both domestic and foreign and foreign associations, international organisations, the Roma and Roma associations as well as other interested citizens of Croatia will participate in the implementation of the Program.

The means for the implementation of the Program will be provided from the State Budget, the budgets of local and regional self-government units, from donations and other sources.

II. THE CHARACTERISTICS OF THE ROMA IN THE REPUBLIC OF CROATIA

- *The Roma have been settled on the territory of the Republic of Croatia from the 14th century*
- *The Romany minority in the Republic of Croatia is not homogenous: they speak different languages, they belong to different religious confessions*
- *The position of the Roma is marginalized*
- *The Program relates to the improvement of the life conditions and the better inclusion of the Roma in the social community, with the preservation of their own personality*

II. THE CHARACTERISTICS OF THE ROMA IN THE REPUBLIC OF CROATIA

Historical sources dealing specifically with the origins and beginnings of the migration of the Roma are few. There are many theories about the origins of the Roma and the reasons for the initiation of the migration process. The Roma themselves, following long isolation from the world around them and the wide variety elements of language, folklore, customs and legends they have adopted, have made it difficult for scientists investigating the issue of their origins. According to historical and linguistic sources, it may be concluded that the Roma originate from North West India (Dardistan, Karfiristan), the area around the River Ganges, and the migration of the Roma took place for many centuries from India, via Afghanistan and Persia. Some of the tribes of the southern groups moved in the direction of Syria, Egypt (probably by North West Africa via Gibraltar to Spain – Gitani), whilst most of the Romany tribes moved through Turkey across the Bosphorus and came to Europe (in the 10th to the 14th centuries the Roma remained in Turkey and Greece).

For the Roma migrating was an essential part of their lives and a way of surviving, which after they arrived in Europe and encountered other cultures did not change significantly and the migration process continued, although there were attempts to hinder or at least to limit them. Roma received a variety of names in Europe (which frequently caused misunderstandings) and also varying degrees of acceptance. The name Roma originates from the expression *romani chib* and means “man”.

There have been several pieces of research conducted into the Roma in the Republic of Croatia over the past twenty or so years. Some of the most significant are: research by the Institute for Social Research in Zagreb in 1982, whose results were published under the title “The Social Position of the Roma in the S.R. Croatia”; research by the Ivo Pilar Institute for Social Sciences in 1988, entitled “The Social and Developmental Position of the Roma in Croatia”; and the State Institute for the Family, Motherhood and Youth in 2002, under the title “The Structure of Roma Families and the Concept of Parenthood in them”.

According to the research work mentioned from 1988, the Roma were mentioned on the territory of Croatia for the first time in Dubrovnik in 1362 in a trading document. Ten or so years later (1373) the Roma are also mentioned in Zagreb, where they were tradesmen, tailors and butchers. In Dubrovnik the Roma (*Jedupi*) lived in Gruž and already at the end of the 14th and in the 15th centuries they had formed national associations dealing with traditional Roma crafts and music. In the Middle Ages the Roma population was tied to the towns. In 1497 there was a priest called Dominik Ciganin working in Pula, and in 1500 the Roma were mentioned in the suburbs of Šibenik. There is very little information on the actual number and position of the Roma in Croatia during the 16th and 17th centuries. Gypsy “šipušī” musicians were mentioned in Croatia in 1671. In Medimurje Roma were mentioned in 1688 when in Legrad (which at that time came under the administration of Medimurje) the child of the “Gypsy” Duke Ivan was christened, and in the 18th century the feudal rulers of Medimurje permitted the immigration of the Roma *Koritars*.

Large Roma groups came to Croatia during the 19th century from Romania. They belonged to the Roma *Koritar* group and settled in the area of Medimurje and Podravina.

They spoke *ljimba d'bjas*, a Romanian dialect (vlax dialect) and with the Kalderaši and Lovars who were already present formed the heart of today's Roma population in Croatia

It is difficult to establish the exact number of Roma who are living in the Republic of Croatia today and their territorial distribution for several reasons, and therefore the results of the official census are only an indication of the real situation. The number of Roma in the Republic of Croatia, according to the censuses from 1948 to 2001 is shown in Table 1

TABLE 1: THE NUMBER OF ROMA ACCORDING TO THE CENSUSES FROM 1948 TO 2001

YEAR OF THE CENSUS	1948.	1953.	1961.	1971.	1981.	1991.	2001.
NUMBER OF THE ROMA	405	1 261	313	1. 257	3. 858	6. 695	9. 463

According to the last, 2001 census, 9,463 Roma were registered in Croatia. However, as has already been mentioned, it is estimated that between 30,000 and 40,000 Roma live in the Republic of Croatia. According to the results of the research "The Structure of the Romany Families and the Perception of the Content of Parenthood in Them" conducted by the State Institute for the Protection of Family, Motherhood and the Youth in 2002, 51% of the Roma in Croatia are indigenous, 17% have moved within Croatia, while others are the newcomers. The immigration by the Roma from other parts of the former Yugoslavia, especially from Bosnia and Herzegovina, Serbia and Kosovo has been very intensive during the last ten years.

Table 2 gives a comparative presentation of the number of Roma by counties, covered by the 1991 and 2001 censuses mentioned. The data show the almost 50% increase in the total number of Roma in Croatia and a significant increase of the number of Roma in particular counties in 2001 compared with 1991, while the number of Roma has decreased in some counties (mostly in those affected by the war).

TABLE 2: THE NUMBER OF ROMA BY COUNTIES, ACCORDING TO THE 1991 AND 2001 CENSUSES
The Data from the National Bureau of Statistics

No.	C O U N T Y	1991.	2001.
1.	ZAGREB COUNTY	128	231
2.	KRAPINA-ZAGORJE COUNTY	2	4
3.	SISAK-MOSLAVINA COUNTY	315	708
4.	KARLOVAC COUNTY	16	7
5.	VARAŽDIN COUNTY	333	448
6.	KOPRIVNICA-KRIZEVCI	204	125

	COUNTY		
7.	BJELOVAR-BILOGORA COUNTY	144	140
8.	PRIMORJE AND GORSKI KOTAR COUNTY	504	589
9.	LIKA-SENJ COUNTY	49	10
10.	VIROVITICA-PODRAVINA COUNTY	86	4
11.	POŽEGA-SLAVONIA COUNTY	0	7
12.	SLAVNOSKI BROD-POSAVINA COUNTY	223	586
13.	ZADAR COUNTY	7	4
14.	OSJEK-BARANYA COUNTY	782	977
15.	ŠIBENIK-KNIN COUNTY	42	8
16.	VUKOVAR-SRIJEM COUNTY	265	167
17.	SPLIT-DALMATIA COUNTY	39	11
18.	DUBROVNIK AND NERETVA COUNTY	5	4
19.	ISTRIA COUNTY	637	600
20.	MEĐIMURJE COUNTY	1.920	2.887
21.	THE CITY OF ZAGREB	994	1.946
22.	TOTAL- CROATIA	6.695	9.463

Table 3 shows municipalities and towns by counties, that is city boroughs for the City of Zagreb, in which more than 100 Roma live according to the data from the 2001 census mentioned.

TABLE 3 : Municipalities, towns by counties and the city borough of the City of Zagreb in which more than one hundred Roma live.

No.	County	Municipality/Town	Number of Roma
1.	Zagreb County	Velika Gorica	130
2.	Sisak-Moslavina County	Novska	120
		Sisak	436
3.	Varaždin County	Petrijanec	366
4.	Primorje-Gorski kotar County	Rijeka	489
5.	Slavnoski Brod-Posavina County	Slavonski Brod	582
6.	Osijek-Baranya County	Beli Manastir	153
		Belišće	160
		Darda	210
		Osijek	124
7.	Vukovar-Srijem County	Vinkovci	114
8.	Istria County	Pula	301
9.		Vodnjan	195
10.	Medimurje County	Cakovec	1.105
		Kotoriba	156

		Mala Subotica	430
		Nedelišće	541
		Podturen	173
		Selnica	162
		Orehovica	237
11.	The City of Zagreb	Trnje	163
		Peščenica-Žitnjak	751
		Gornja Dubrava	200
		Donja Dubrava	126
		Sesvete	343
12.	TOTAL		8.347

Having encountered numerous languages, customs and beliefs of other peoples during the migrations, the Roma have adopted the elements of the environments in which they resided for a longer period of time. As a rule, the majority population is not acquainted with or is not sufficiently acquainted with the traditions, language, art and other characteristics of the Roma.

The family is the fundamental element of the social structure of the Roma, with specific characteristics stemming from the tradition of the origins of the tribal authority and laws.

The 1982 research shows that the average Romany household has 5.6 members, while the 1998 research shows that relatively largest number of households has 5 or 6 members, with clear significant major differences between individual settlements. According to this characteristic, the Romany families differ significantly from an average household in Croatia, because an average Croatian household had 3.3 members in 1981, which decreased to 3.1 member in 1991, while the most recent data, from 1998 show that the average household in Croatia has 3 members.

The Romany households are mostly young. In the 1998 research already mentioned it was established that all the members of the household were under 39 years of age in 50% of the households surveyed, while households with elderly members are very rare.

Women are frequently marginalized, there is a high birth rate and traditional division of the roles in a family. The attitude towards the woman is not emancipated, women are exposed to discrimination, which is reflected in the upbringing of children and the functioning of the family. Children between 10 and 12 years of age, and even younger, participate in the work of their parents and family, which greatly hampers their regular schooling.

The results of the research mentioned by the National Institute for the Protection of Family, Motherhood and the Youth show that the Romany language is predominately spoken in Romany families (78.9%), or any of the dialects of the Romany language (*romani chiba* is spoken by 42.4% of the subjects, and *ljimba d' bjaš* is spoken by 36.5%), Albanian is spoken by 11% of the subjects, and the Croatian language is spoken in only 6% of families, while 4% of the subjects expressly called the language of their every day communication Rumanian.

The Roma are members of different religious confessions. According to the results of the research mentioned, 45.5% of the subjects declared themselves to be Moslems, 31.1% Catholics, 16.9% Orthodox, and in the group "other" there were several Jehovah witnesses registered. As according to many sources religion is not especially important to the Roma, they frequently accept the dominant religion of the community in which they live, and add the elements of their traditional beliefs to it.

The living conditions of most members of the Romany population in the Republic of Croatia are difficult primarily because of the high unemployment rate, insufficient coverage by the system of education, inadequate housing conditions and (non)development of the areas inhabited by the Roma. The material conditions of the Roma can be most vividly illustrated by the data from the 2002 research mentioned, namely that in 89% of the households surveyed none of the members has a regular source of income.

III. THE HARMONISATION OF THE PROGRAM WITH INTERNATIONAL TREATIES IN THE FIELD OF HUMAN RIGHTS AND MINORITY RIGHTS

GOALS:

- *The realization of human and minority rights of the Roma*
- *Monitoring the international system of protection for the Roma*
- *Monitoring the policy towards the Roma in other countries*
- *Participation in the development of an international system of protection for Roma*
- *Harmonisation of legislation with the European Union's acquis and Council of Europe documents*

III. HARMONISATION OF THE PROGRAM WITH INTERNATIONAL DOCUMENTS

Article 140 of the Constitution of the Republic of Croatia prescribes: "International agreements concluded and ratified in accordance with the Constitution and made public, and which are in force, shall be part of the internal legal order of the Republic of Croatia and shall be above law in terms of legal effects. Their provisions may be changed or repealed only under conditions and in the way specified in them or in accordance with the general rules of international law."

In addition to contractual obligations, Croatia has other obligations under international law stemming from its membership in international organizations.

The following international treaties and documents are especially significant for the realisation of the rights of the Roma:

A. *THE DOCUMENTS OF THE UNITED NATIONS:*

1. Universal Declaration of Human Rights (1948);
2. International Covenant on Civil and Political Rights (1966) and the Optional Protocol to the International Covenant on Civil and Political Rights (1966);
3. International Covenant on Economic, Social and Cultural Rights (1966);
4. International Convention on Abolishment of All Forms of Discrimination (1965);
5. Convention on Elimination of all forms of Discrimination Against Women (1979) and the Optional Protocol to the Convention on Elimination of all Forms of Discrimination Against Women (1999)
6. Convention on the Rights of the Child (1989) and the Optional Protocol to the Convention on the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography (2000)
7. Declaration on the Rights of Members of National or Ethnic, Religious or Language Minorities (1992).

B. *DOCUMENTS OF THE COUNCIL OF EUROPE:*

The Council of Europe dedicates a large part of its activities to the protection of human rights, and especially to the protection of minorities. The binding legal force of these documents differs, depending whether these are contractual obligations expressly undertaken by Croatia or obligations on the basis of powers of the bodies of the Council of Europe.

The Council of Europe is an organisation whose activities include the protection of human rights and democracy, the preservation and development of a European cultural

identity and the solution of social problems, such as the protection of minorities and the fight against xenophobia, environmental protection and the like.

A series of documents have been created within the scope of work mentioned, which, among other things, relate to the protection of the Roma, and which are binding for the Republic of Croatia, as a member of the Council of Europe. These are:

1. Convention on the Protection of Human Rights and Fundamental Freedoms (the "European Convention on Human Rights"), (1951) and the Additional Protocols thereto;
2. Framework Convention for the Protection of National Minorities (1995);
3. The European Charter on Regional or Minority Languages (1992);
4. Recommendations of the Committee of Ministers and of other bodies of the Council of Europe which relate to special issues connected with the Roma:
 - a) Recommendation No R (2000) 4 - of the Committee of Ministers to member states on the education of Roma/Gypsy children in Europe
 - b) Recommendation Rec (2001)17 on improving the economic and employment situation of Roma/Gypsies and Travellers in Europe (2001)
5. Recommendation of the European Commission against Racism and Intolerance (ECRI) on Combating Racism and Intolerance against Roma/Gypsies (1998)
6. Specific recommendations of the Committee of Ministers of the Council of Europe and the European Commission Against Racism and Intolerance within the process of monitoring the implementation of the obligations relating to the Republic of Croatia:
 - a) Resolution ResCMN(2002)1 on the implementation of the Framework Convention for the Protection of National Minorities by Croatia (2002);
 - b) Second Report on Croatia CRI (2001) 34 by the European Commission Against Racism and Intolerance (ECRI).

In addition to the obligations mentioned, it is necessary to honour the obligations stemming from the documents of other international organisations and bodies.

MEASURES:

- 1. Continuous monitoring of the realisation of the human and minority rights of the Roma and active participation in the creation of an international system of protection of the Roma in multilateral organisations (United Nations, Council of Europe, OSCE, Stability Pact for South East Europe, etc.), and reporting on the implementation of the National Program for the Roma in the Republic of Croatia.**

Responsible body: the Ministry of Foreign Affairs, The Ministry of

European Integration, the Human Rights Department, the Office for Human Rights, the Office for National Minorities
 Time frame: after the adoption of the National Program
 Means: there is no special expenditure

2. Monitoring of the policy towards the Roma in other, especially neighbouring states and collection of data with a view to improving international cooperation in the protection of the human and minority rights of the Roma.

Responsible body: the Ministry of Foreign Affairs, the Ministry of European Integration, the Office for National Minorities
 Time frame: 2004, and continuing
 Means: there is no special expenditure

3. The Coordination of the Preparation of National Reports Under International Conventions and Covenants in the Field of Human Rights, including Reporting on Human Rights of the Roma

Responsible body: the Ministry of Foreign Affairs, the Ministry of European Integration
 Time frame: 2004, and continuing
 Means: there is no special expenditure

4. Monitoring of the process of harmonisation of legislation with the acquis of the European Union and Council of Europe instruments

Responsible body: the Government of the Republic of Croatia, the Ministry of European Integration, the Ministry of Foreign Affairs
 Time frame: 2004, and continuing
 Means: there is no special expenditure

IV. INCLUSION OF THE ROMA IN SOCIAL AND POLITICAL LIFE

GOALS:

- *Increasing awareness of the need to participate in the decision making process*
- *Increased representation of women in representative bodies and inclusion in the decision making processes*
- *Creation of formal preconditions for the inclusion of Romany representatives in the competent bodies of state administration, regional and local self-government*

IV. INCLUSION OF THE ROMA IN SOCIAL AND POLITICAL LIFE

The Roma are very frequently perceived by the public and experts as a marginal social group. Their marginal feature has several dimensions (Šucur, 2000).

The laws and regulations of the Republic of Croatia in force, especially the Constitutional Act on the Rights of National Minorities of December 2002, enable the Roma to participate in the process of political decision-making, as members of one of the national minorities in Croatia.

The elections for national minorities councils held in May 2003 demonstrated the high awareness of the Roma of the need to participate in elections. For example, the turnout of the Roma voters in the municipalities was over 38%, which is a higher percentage than the turnout of many other national minorities. The Council members elected are mostly men. However, further work on the inclusion of the Roma in the decision-making process at higher levels of governance is still ahead of us, as well as activities aimed at the greater participation of women in these processes.

GOAL:

The goal is to achieve the inclusion of Roma in the decision-making process at all levels (local, regional, state) in accordance with the laws and regulations in force, and to make the Roma (especially the women) aware of the possibilities and ways of realizing their rights.

The expected effect is the establishment of Roma councils in counties, towns and municipalities, in accordance with the laws and regulations in force and the achievement of the representation of women in the councils.

MEASURES:

1. Encouragement of the establishment of minority Roma councils at local and regional levels and ensuring representation of the Roma in the representative bodies at these levels, as well as the realization of the possibility of electing a Roma Member of the Croatian Parliament.

In accordance with the provisions of the Constitutional Act on the Rights of National Minorities (Narodne novine /*official Gazette*/ no. 155/2002), the Act on the Amendments to the Act on the Election of Members of Representative Bodies of Local and Regional Self-government Units (Narodne novine, no. 45/2003) and the Act on the Elections of Member of the Croatian Parliament (Narodne novine, no. 69/2003) enabled the establishment of national minority councils and the representation of the Roma in representative bodies at local and regional levels, as well as the possibility of electing special representatives of national minorities to the Croatian Parliament. In this way Roma are enabled to participate in activities and decision-making on essential issues of their life.

Responsible body: The Government of the Republic of Croatia, counties, towns and municipalities, in which the Roma live
 Time frame: the second half of 2003
 Means: in accordance with laws and regulations

2. Proposal of amendments to the laws and regulations in force, with a view to enabling the participation of representatives of the Roma as external co-workers and advisors in the proceedings for the exercise of the rights of the Roma in the bodies of local and regional self-government.

This person will help the Roma to overcome the language barrier, to fill in forms etc. in the proceedings for the realisation of their rights (obtaining documents, the realisation of health and social care, rights from the field of employment).

Responsible body: the Ministry of Justice, Administration and Local Self-government
 Time frame: enactment of legislation by the end of 2004
 Means: gross salary of an external co-worker and advisor, as of 2005, from the town budget.

3. Enabling Roma representatives, especially women and young people, to take part in decision-making processes, exercise of their rights and greater inclusion in social life.

It is intended to achieve this by:

- Organizing classes for Roma representatives for them to gain the necessary knowledge of management, founding and managing societies, the systematic linking of Roma associations and representatives of the area settled by Roma, and enabling women and young people to improve the position of women, to acquaint them with their rights according to the Convention on the Elimination of All Forms of Discrimination of Women, the Convention on the Rights of the Child and other international instruments;
- Organizing classes to train representatives of the majority population for work with the Roma;
- Issuing appropriate informative and promotion materials and other appropriate forms of communication with the Roma and amongst the Roma, through which the course and manner of the implementation of measures from this program could be observed on a local and regional level, and the manner of systematic and effective inclusion of the Roma in the implementation;
- Making it possible for Roma to participate in domestic and international seminars, and other meetings devoted to issues vital to the Roma population, encouraging cooperation of the Roma from Croatia with representatives of Roma from other countries and with international institutions and associations.

Responsible body: the Office for National Minorities
 Time frame: in 2004 and continuing
 Means: 200.000,00 kunas in 2004, from associations, donations

4. The Implementation of the Research "The Roma in Croatia: Assimilation or Integration"

The implementation of the research mentioned will start in 2004. Its purpose is to identify the standpoints of the Roma on their attitude towards the majority population, the attitude of the majority population towards the Roma, and to research the self-identification of the Roma, their attitude towards their own culture and its preservation, their world view, the position of women in the Roma community, etc.

Responsible body: the Office for National Minorities of the Government of the Republic of Croatia
Time frame: December 2004
Means: 100,000.00 kunas in 2004, from the State Budget, from associations, donations

V. THE PRESERVATION OF THE TRADITIONANL CULTURE OF THE ROMA

GOALS:

- *Development of two Romany centres*
- *Encouragement and offering of financial assistance to Romany associations for programs in the field of cultural amateurism, cultural events, publishing and information*
- *Organisation of courses in traditional Romany music and customs*
- *Organisation of sporting activities*
- *Promotion of Romany culture and creativity through the media*

V. THE PRESERVATION OF THE TRADITIONAL CULTURE OF THE ROMA IN CROATIA

The Roma are not a homogenous group. The differences between them make it difficult for them to determine their own national identity and to preserve their traditional culture. Therefore special attention should be given to the original Roma culture, traditional customs, artistic creativity and language.

The different languages used by the Roma and the mainly oral literature which has developed indicate the need for a standardization of their language and script, their consistent use in books, the media, press, everyday conversation and especially in schools, and the need to develop the work of publishing. The cultivation of the traditional gift of the Roma for music and dance and the presentation of their creativity through the media may change the stereotyped Roma environment and contribute to their affirmation.

The Roma, just like other national minorities in the Republic of Croatia, are provided with the means for the cultivation of their own cultural creativity partially from the State Budget. Up to 2003 programs were financed through the Office for National Minorities of the Government of the Republic of Croatia, and the Council for National Minorities of the Government of the Republic of Croatia decides on the distribution of means intended for national minorities from 2003. There are about thirty Roma associations registered in the Republic of Croatia.

GOAL:

To create the conditions for the organization of the work of Roma cultural and artistic societies, including as large a number of Roma as possible in their work, the affirmation of the Roma culture and creativity, the creation of conditions for their preservation and development; inclusion of Roma in the activities of the media, the printing of a Roma dictionary and grammar, and the building of two multi-purpose Roma centres over the next five years.

MEASURES :

1. The building of two multi-purpose Roma centres

One Roma centre will be built in Zagreb and one in Cakovec. A variety of activities will be run in them by Roma associations and the work of cultural and artistic societies will be organized, along with social activities for the Roma and other people, educational activities aimed at the Roma, courses in adult literacy, health and other forms of education, the promotion and protection of human and minority rights and other activities.

Responsible body:	The City of Zagreb and the Town of Cakovec, in cooperation with the Office for National Minorities of the Government of the Republic of Croatia
Time frame:	by the end of 2004
Means:	the Office for National Minorities has allocated for

this purpose 1,000,000.00 kunas from the State Budget for 2002 to the City of Zagreb, and 100,000.00 kunas of the cultural centre in Cakovec.

2,000,000.00 kunas from the State Budget for 2004

The remainder of the means will be provided in cooperation with the City of Zagreb and Cakovec and from donations.

2. Providing premises for the activities of the Roma until Roma centres are built, and also in other communities where Roma live

The units of local and regional self-government in which Roma live and also other factors will be encouraged to provide conditions for the activities of Roma cultural-artistic societies and other forms of the activities of the Roma mentioned in Measure 1, in schools, cultural centres or other institutions.

Responsible body:	the Office for National Minorities, counties, towns and municipalities in which Roma live, Romany associations
Time frame:	2004
Means:	200,000.00 kunas, the Office for National Minorities, donations

3. The financing of the programs of Romany associations from the field of amateur culture, cultural events, publishing and information.

The financing will continue of the programs of the Romany associations in the field of amateur culture, cultural events, publishing and information. This will include the promotion and work of amateur cultural societies in all areas of the Republic of Croatia where Roma live, to enable these societies to spread and to include as many young Roma in their work.

Responsible body:	the Council for National Minorities, Romany associations, counties, towns and municipalities in which Roma live, the Office for National Minorities
Time frame:	each year, according to the Program of the Council for National Minorities adopted
Means:	according to allocation by the Council for National Minorities, donations

4. Organisation of courses of traditional Romany music and customs: Financial assistance will be provided for courses in traditional Romany music, dance and Romany customs for young Roma, for the purpose of their preservation. The courses will be held by Romany folk societies.

Responsible body:	the Office for National Minorities, counties, towns and municipalities in which Roma live, Romany associations, the Ministry of Culture, the Ministry of Education and Sport
Time frame:	2004 and continuing, according to the Program adopted by the Council for National Minorities
Means:	100,000.00 kunas, the Office for National Minorities

5. Organisation of sport activities. Sport activities will be organised in cooperation with Romany associations and the already existing new Romany sport societies, aimed at the largest possible inclusion of young Roma. Also, the Roma who show interest and talent for particular sports will be included in the work of sport clubs.

Responsible body: the Ministry of Education and Sport, counties, towns and municipalities in which Roma live, Romany associations, sport societies
 Time frame: the Program begins in 2004
 Means: 200,000.00 kunas from the state budget for 2004, means from associations and donations

6. Affirmation of the Roma culture, rights and customs through the media, and education and training.

- Inclusion in teaching programs with additional content on the culture and way of life of the Roma and their rights as a national minority;
- Programs for the creation of a positive picture of the Roma, through the media (posters, television films and articles on the radio and in the press);
- Organisation of a Roma culture day (presentation of films, music, literature, works of art etc. with the aim of affirming their cultural creativity).

Responsible bodies: the Ministry of Education and Sport, the Ministry of Culture, the Office for National Minorities, cultural institutions and the media
 Time frame: during 2003 and continuing
 Means: 300,000.00 kunas in 2004.

7. Organisation of seminars for journalists on the affirmation of Roma through the media

At least one seminar will be organized a year for journalists during which they will be informed of:

- the rights of members of the Romany national minority
- the negative effects of stereotypes and prejudice and ways to affirm positive aspects, and equal and objective reporting on the Roma in the media.

Responsible body: Office for National Minorities, associations of journalists, Romany associations
 Time frame: in 2004
 Means: 400,000.00 kunas

8. Training and education of the Roma for their participation and employment in the media

The intention is to achieve this:

- by providing scholarships to Romany students to study journalism and other subjects;
- by organizing courses for the Roma who wish to be journalists

Responsible body: Office for National Minorities, in cooperation with the Ministry of Science and Technology, the Faculties, employment services, Romany associations, associations of journalists
 Time frame: in 2004 and continuing
 Means: 100,000.00 kunas in 2004

9. Organizing round tables on ways of promoting positive aspects and equalized reporting on the Roma, with the representatives of the media and the representatives of the Roma

Responsible body: Office for National Minorities, Council for National Minorities, associations of journalists, the electronic media, Romany associations
 Time frame: in 2004
 Means: 100,000.00 for 2004

10. Conducting research by independent experts on the Roma in the media.

The Office for National Minorities will initiate a research to be conducted by independent experts or institutions in 2004 on the Roma in the media

Responsible body: Office for National Minorities, associations of journalists, electronic media, Romany associations
 Time frame: in 2004
 Means: 200,000.00 for 2004

11. Financing of special broadcasts on Croatian Radio and Television, and on other local media on the Roma in the Romany language

In cooperation with the Croatian Radio and Television and other local media provide for the broadcasting of 20 minute broadcasts for the Romany minority twice a month. The tendency is to design a broadcast which would be edited and prepared by the Roma themselves, after the necessary training.

Responsible body: the Office for National Minorities, HRT, other electronic media
 Time frame: in 2004
 Means: 1,000,000.00 for 2004

12. Financing of Romany papers and magazines

A Romany paper will be financed which will be open for all Romany associations, in which information which will be published of interest to the Romany population in Croatia, but also to others who desire to become better acquainted with the Roma and know more about them. A paper for young Roma will also be published. They will participate in its preparation.

Responsible body: Council for National Minorities, Romany associations

Time frame: in 2004 and continuing in the future according to the decision of the Council for National Minorities

Means: according to the decision of the Council for National Minorities

VI. STATUS RELATED ISSUES**GOALS:**

- *Removal of legal, administrative and other obstacles in proceedings for the exercise of status related rights of the Roma*
- *Employment of persons who speak the Romany language in services which resolve status related rights of the Roma*
- *Prevention of legal, administrative and other obstacles in proceedings for the exercise of status related rights of the Rom;*
- *Establishment of a free legal aid system for the Roma*
- *Training of civil servants in a better understanding of the Roma*
- *Encouragement of preventive activities by the police*
- *Prevention of all forms of discrimination*

VI. STATUS RELATED ISSUES

A. Citizenship

Some of the Roma, although they have been living in Croatia for a long time, do not have regulated Croatian citizenship.

Since status as a citizen is an important condition for the realization of many rights (political, civil, economic, social, cultural and others), it is vital to solve this problem urgently.

The problem of realization of Croatian citizenship has arisen for several reasons:

Members of the Romany national minority in most cases do not fulfil their legal obligation to register their residence in the Republic of Croatia, and they do not fulfil all the legal conditions to obtain Croatian citizenship. The documents used by members of the Romany national minority to prove their identity are often deficient. Their request therefore includes formal insufficiencies, which prevents action being taken on it. Since the Roma mainly do not register the birth of a child to the responsible body, the child does not possess any birth certificate. Moreover the procedure for obtaining Croatian citizenship for minors in some cases is initiated by persons who are not authorized to do so, since they appear as legal representatives of children born out of wedlock, although no recognition proceedings have taken place previously, or there has been no determination of paternity. Furthermore, some of the members of the Roma national minority have never submitted requests for issuance of identity documents or they own identity documents from the former Yugoslavia, from which their present citizenship is not clear, and it is not possible to determine this with any certainty on the basis of the information available.

This particularly relates to people who are resident abroad and who are citizens of one of the republics of the former Yugoslavia but who were resident in the Republic of Croatia for a certain period of time.

GOAL:

The goal is to motivate the Roma to register changes in their temporary and permanent residences, changes of their home address in the place of temporary or permanent residence, for the purpose of facilitating the fulfilment of legal preconditions for the acquisition of Croatian citizenship.

The intention of these measures is also to remove the administrative obstacles which could lead to some forms of discrimination against the Roma in proceedings for the acquisition of Croatian citizenship, and to facilitate thereby the exercise of status related issues to the Romany population.

MEASURES:

1. The foundation of mobile teams made up of representatives of the competent ministries, the offices of state administration, the centres for social welfare, Romany NGOs and representatives of the Roma, who will ascertain the situation in the areas settled by the Roma, for each case individually, and instruct the inhabitants of that area

in ways of solving the issue of status, especially the registration of residency, and obtaining Croatian citizenship.

The mobile teams will be trained to implement these measures.

The Roma who live in that area will be informed through the media, especially on a local level (local radio and television) and Romany associations, of the date of the visit and work of the mobile teams in the area, as well as of other details relating to the implementation of these measures.

Where necessary the team will include someone who knows the Romany language who will help the Roma to do what is necessary in the procedure for regulating their status.

Responsible body:	the Ministry of the Interior in cooperation with the Ministry of justice, Administration and Local Self-government, non-governmental organizations, representatives of Roma and bodies of local self-government
Time frame:	Foundation of mobile teams - May 2004 Training of teams - June 2004 Implementation of the measure – by the end of 2004
Means:	100,000.00 kunas in 2004

2. When prescribing the procedure for obtaining Croatian citizenship the difficulties pointed out by Roma in regulating their status in the Republic of Croatia will be born in mind and there will be consultation with the Roma associations on the customary laws of the Roma.

Responsible body:	the Ministry of the Interior in cooperation with the Ministry of Justice, Administration and Local Self-government
Time frame:	in 2004
Means:	not necessary

3. The officials who work on the regulation of the status of Roma will be informed of the customs and behaviour of the Roma to avoid any form of discrimination against them.

Responsible body:	the Ministry of the Interior in cooperation with the Ministry of Justice, Administration and Local Self-government
Time frame:	in 2003
Means:	not necessary

4. Brochures in the Romany language will be prepared and printed with information on the rights of foreigners, how to obtain Croatian citizenship, on registration or deregistration of residence, personal identity cards, exercising rights to health care, the conditions for regulating personal status, and the obligation to do this, the exercise of rights to social welfare and other information of importance to the Roma.

Responsible body:	office for National Minorities in cooperation with the Ministries competent for individual issues and with the representatives of Romany associations
Time frame:	in 2004

Means: 100,000.00 kunas in 2004

5. Employment of persons who speak the Romany language in services where requests by the Roma are dealt with for the regulation of status in administrative proceedings.

In this way, Roma who do not know sufficient Croatian language will more easily overcome the linguistic and administrative hurdles and it will be possible for them to submit their request correctly.

Responsible body:	The Ministry of the Interior
Time frame:	2004, and continuing
Means:	80,000.00 kunas in 2004

B. PREVENTION OF VIOLENT BEHAVIOUR TOWARDS ROMA BY POLICE ACTION

Recently in the media there have been frequent reports of individual attacks on Roma people, which are subsequently mentioned in the reports by international organisations for the protection of human rights. Since the investigations by the competent bodies most often show that these are not racist attacks, and often not even attacks by the majority population on the Roma, timely and objective information, systematic investigation and monitoring of these cases would avoid the creation of the impression of the endangerment of individual groups of citizens, and the prevention of all forms of violent behaviour would lead to a quiet and secure life for Roma and other citizens of the Republic of Croatia.

There has been no systematic racially motivated violence against the Roma recorded in Croatia, rather it is mainly a case of verbal violent behaviour by young people, frequently when under the influence of alcohol. Violent behaviour has also been noticed amongst the Roma themselves.

However, for a systematic fight against any form of violence against a population group, and thus against the Roma, systematic work is needed to discover and suppress this form of crime, which amongst other things includes monitoring the incidence of this kind of event, and gathering information on the perpetrators, victims and areas where these incidents occur.

Police officers on patrol have many opportunities to carry out proactive and preventive measures to prevent violence on a local level. They may also offer support and aid to the victims of racially motivated violence, supervise the behaviour of the perpetrators, potential perpetrators and their groups, and take part in any other form of preventive work.

The experience of victimisation by racially motivated violence may affect the behaviour of the Roma, their opinions, their feelings and their involvement in society. It is not unusual for members of a minority group, from fear of violence against their own lives and bodies, and dissatisfied with the protection offered by society, to organize themselves, which often means the beginning of more violence.

GOAL:

To strengthen preventive action, to prevent violent behaviour and racially motivated violence against Roma, or to suppress it at its very source. Measures are implemented in collaboration with the Roma community. The expected result is a reduction in violent behaviour and racially motivated violence.

MEASURES:**1. Achieving greater effectiveness in the police in the discovery and prevention of violence against Roma and violence in Romany settlements.**

Incidents which have already occurred will be analysed and researched, with consideration of each case individually, and groups of similar cases as a phenomenon, in order to establish forms of violence and strategies to prevent them. Collaboration between the police and the Roma community will be strengthened on a local level; the relationship between the police and the Roma will be recorded, and the needs, interests and proposals of the Roma will be taken into consideration in the context of these procedures. The effect of the measures used will be evaluated and the existing or new methods will be applied accordingly to prevent racially motivated violence.

Responsible body: the Ministry of the Interior in cooperation with members of Romany community
 Time frame: in 2003 and continuing
 Means: to be determined

2. Encouragement of the Roma to report racial and other forms of violence against them, and registering and statistically monitoring the number of these incidents.

Through the media and in other ways, to encourage citizens, especially Roma, as victims or witnesses of racially motivated violence against Roma, to report these cases to the police, with the aim of improving the quality of police reaction to citizens' reports of racial incidents. The police will monitor statistically the nature and range of violence against Roma and members of the Roma community and submit an annual report on this to the office for National Minorities.

Responsible body: the Ministry of the Interior and the Office for National Minorities in cooperation with the Romany community
 Time frame: continuing
 Means: to be determined

3. Increase the number of police officers involved in the "community policing" campaign of the Ministry of the Interior of the Republic of Croatia in those local areas where there is a higher risk of racial or other forms of crime, and additional police training for those involved in the project. Pay special attention to training police officers about the needs of minority groups, and especially the Roma community, and their rights and needs. As part of these measures, a joint meeting will be held between representatives of the police in the areas settled by the Roma with the aim of solving problems which arise from police action.

Responsible body:	the Ministry of the Interior, Romany associations
Time frame for everything:	continuing
Means:	to be determined

VII. LEGAL AID AND THE FIGHT AGAINST DISCRIMINATION

GOALS:

- *Monitoring the occurrence of discrimination and the proposal of measures to prevent it*
- *offering legal aid to Roma in the exercise of their rights*

VII. LEGAL AID AND THE SUPPRESSION OF DISCRIMINATION

The Republic of Croatia has sanctioned as a criminal act all forms of discrimination in its Penal Code. This means that any differences made between individuals or groups according to race, skin colour, religion or ethnic group is a crime, and on this basis also the giving of any advantage or denying rights to a group. This is a crime which is prosecuted *ex officio* and the public prosecutor's office is authorized to institute proceedings. In the case of this criminal act it is necessary to prove the intention of discrimination. Therefore cases of physical assault on Roma (and other citizens) are very difficult to punish on this basis. In the case of the criminal act of physical assault, where there is no direct connection between the perpetrator and the victim, it is very difficult, and sometimes impossible, to determine the perpetrator of the act and there is therefore no punishment.

Continuous, systematic monitoring creates the possibility of recognizing discriminatory behaviour on time, and taking measures to prevent occurrences of discrimination and further upgrading of legislation directed at setting up effective protection from discrimination for citizens.

One of the more serious problems in the exercise of a variety of rights is citizens' lack of education, which is particularly in evidence in the Roma population. The problem is further complicated due to the lack of a legal aid service which would make it easier to realize rights before the state and judicial bodies, as well as the bodies of units of local and regional self-government, or legal persons vested with public powers. This problem particularly affects the Romany population both because of their low level of education and because of cultural differences. Therefore it is necessary to take long-term measures to deal with this issue in a permanent manner, and certain ad hoc measures which will set up a temporary form of help in exercising individual rights.

Furthermore, Roma who need to exercise certain rights are exposed to illegal law practitioners in their own environment whom they do not report due to problems in communicating with the bodies of state administration.

GOAL:

To provide over a period of three years the offer of free legal aid for Roma within the framework of a comprehensive legal aid service independent of the judicial authorities and of the bodies of state administration or bodies of local or regional self-government.

MEASURES:

1. Monitoring the occurrence of discrimination of Roma and taking measures to remove it and to sanction the perpetrators. The application of legal solutions aimed at suppressing discrimination and where necessary proposing appropriate amendments to the law with the aim of greater effectiveness.

Responsible body: the Ministry of Justice, Administration and Local

Self-government, the Ministry of the Interior, the Office for Human Rights, non-governmental organisations,
 Time frame: 2004 and 2005
 Means: not necessary

2. The organization of legal aid for the Roma in proceedings for the realization of rights guaranteed by the Constitution and the law, through an attorney in the counties where the Roma live. This must be organized until the establishment of a legal aid service by law.

The implementation of these measures will be organized and monitored by the Ministry of Justice, Administration and Local Self-government and the means for their implementation will be planned by the Office for National Minorities.

Responsible body: the Ministry of Justice Administration and Local Self-government, Croatian Bar Association, state administration offices, the Office for National Minorities
 Time frame: June 2004
 Means: 200,000.00 kunas in 2004

3. Legal organization of the work and financing of the legal aid system.

Responsible body: the Ministry of Justice, Administration and Local Self-government
 Time frame: three years
 Means: not necessary

4. Suppression of any discrimination by the police against the Roma.

Any discrimination within the police service against members of national minorities, and especially the Roma (regardless whether it is seen on an individual, cultural or institutional level) must be recognized and suppressed by the disciplinary bodies of the Ministry of the Interior.

Responsible body: the Ministry of the Interior
 Time frame: continuing
 Means: not necessary

VIII. UPBRINGING AND EDUCATION

GOALS:

- *The inclusion of Roma children in preschool education programs, or in programs of preparation for school*
- *The inclusion of school age children in regular education and incentives to complete education to the limits of their abilities*
- *The inclusion of young people and adults in continuation of their education in accord with the principles of whole life learning*
- *The inclusion of adult Roma in the project "Croatian literacy: the path to our desired future"*
- *Scholarships for high school and university students*
- *The printing of a Romany dictionary and other publications in the Romany language.*
- *Education of teachers and teachers' assistants*

VIII. UPBRINGING AND EDUCATION

The right to education and upbringing in the language and script of the national minorities is exercised by the Roma and members of the national minorities in the Republic of Croatia in accordance with the Constitution of the Republic of Croatia, the Constitutional Act on the Rights of National Minorities and the Act on Education and Training in the Language and Script of National Minorities.

According to these regulations and the educational programs adopted on the basis of them, the Roma, just like members of other national minority groups, can be educated and trained in their mother tongue from pre-school age, if they so wish. Today members of the Roma national minority are not included systematically in any educational model in their own language, since they have as yet not asked for this, but they are included in the regular educational and training system of the Republic of Croatia in the Croatian language.

Roma children must be equally included in all educational and training establishments, in order to attain equal opportunities for quality education to the limits of their own abilities, as all other children.

However, because of an insufficient knowledge of the Croatian language, the socially and materially deprived situation from which they originate and many other reasons, Roma children who fulfil the prescribed conditions (age, physical and emotional capacity etc.) are not all included in the educational system. The Ministry of Education and Sport does not have available the exact number of Roma who should be included in each level of the educational system. In the 2002-03 school year, about 1,900 Roma children and pupils were included in the educational system, and it is thought that about a third of Roma children have never been included in any form of education or training.

Believing that the education and training of Roma is one of the most important factors for change and improvement of their position in society, the competent state bodies over the last few years, the local community, Roma and other associations have been endeavouring to cover and include greater numbers of Roma children in pre-school educational programs. However, due to the many years of insufficient care from society and the marginalized position of the Roma in many segments of life, this is just the beginning of a long lasting process which demands the creation and application of measures which will provide Roma children with equal conditions in all educational establishments and good quality schooling.

GOAL:

The basic aim of education and training of Roma children in Croatia is to provide equal chances, non-discrimination, desegregation, the prevention of social marginalisation, and the encouragement of social integration of the Roma with respect for the rights of minorities and the right to equality etc.

The implementation of education and training at a national level, gradual inclusion of all Roma children of pre-school age in programs to prepare them for elementary school, inclusion of all Roma children in elementary education and the encouragement of high school

and higher education, the inclusion of adult Roma in literacy programs and professional training.

MEASURES:

A. Preschool Education

To prepare Roma children for school it is important that as many preschool children as possible are included in the preschool program. Therefore the Ministry of Education and Sport has endorsed several forms of preschool programs in which Roma children are included. Apart from inclusion in regular kindergartens (day care) with other children, the following have also been endorsed: a program identical to regular kindergarten for Roma children; short programs lasting three hours a day; programs which include Roma children a year before they start school etc. These programs are run by kindergartens, Roma kindergartens, elementary schools, Romany and other associations.

1. Encouraging the inclusion of as many Romany children as possible in regular programs in kindergartens with other children. Romany children up to five years of age who have not been included in kindergarten should be included in preschool programs, with the aim of developing all their potential and abilities appropriate to their age, and in this way increase their possibility for success and advancement in the regular educational system.

The heart of this program is the learning of the Croatian language, development of hygiene and study habits, sociability, sensitivity, self-control, the adoption of acceptable forms of behaviour, and other activities, which encourage the all-round development of the emotional and physical character of every child.

The preschool program would be organized during the academic year, and last three hours a day.

Responsible body:	the Ministry of Education and Sport, the local and regional self-government units, Romany and other associations
Time frame:	2004 and continuing
Means:	1,600,000.00 kunas in 2004

2. Testing the linguistic, psychological and physical status of Roma children before inclusion in the preschool program

To this end a mobile team of experts should be founded made up of a pedagogue, a psychologist, a special education expert, a social worker and a doctor, who will carry out this testing, suggest individual programs of exercises and the organisation of groups of children depending on the results attained. With Roma children there will be more intensive work on the intellectual, emotional, oral, psycho-motor developmental level, and specific compensatory intervention and other programs of preschool education will be intensified. One preschool teacher with a Roma assistant will work with small groups.

Responsible body: the Ministry of Education and Sport, the local and regional self-government units, Romany and other associations
 Time frame: 2004 and continuing
 Means: 100,000.00 kunas for 2004

3. Provision of one free meal to children included in the preschool program and transport where necessary

Responsible body: the Ministry of Education and Sport, the local and regional self-government units, Romany and other associations
 Time frame: 2004 and continuing
 Means: 500,000.00 kunas in 2004

4. Organization of additional education of teachers for work with children from socially or economically deprived environments, and a Romany assistant teacher with high school education to aid the teacher in understanding the Romany language.

Responsible body: the Ministry of Education and Sport, the local and regional self-government units, Romany and other associations
 Time frame: 2004 and continuing
 Means: 300,000.00 kunas in 2004

5. Monthly thematic lectures for parents in Roma settlements, with the emphasis on psychosocial aid.

These lectures will be held once a month by a mobile team of experts including a pedagogue, psychologist, a special education expert, a social worker and a doctor, and the children's teacher and assistant will organise weekly meetings with the parents of preschool children relating to the subject of parenthood and raising children.

Responsible body: the Ministry of Education and Sport, the local and regional self-government units, Romany and other associations
 Time frame: 2004 and continuing
 Means: 100,000.00 kunas annually

Evaluation of the work and implementation of the preschool program and depending on the results achieved proposal and implementation of appropriate measures.

Responsible body: The Ministry of Education and Sport
 Time frame: 2004 and continuing
 Means: not necessary

B. Elementary Education

Elementary school is compulsory for all children who by 31 March of the current year have attained the age of six years. By the Constitution of the Republic of Croatia and by law, the right of every child between the ages of 7 and 15 years to elementary and compulsory education is guaranteed.

There were about 1500 Roma pupils included in elementary school education in the 2002-03 school year.

Since the major problem in including Roma children in elementary school is their lack of knowledge of the Croatian language, and the Roma in Croatia do not speak one unified Roma language, which teachers could learn, to help class teachers, teachers' assistants are being introduced to schools, who speak the Roma language spoken by the Roma children in that school. The teachers' assistants work in groups of pupils of the Roma national minority, from the first to the fourth year of elementary school, to offer assistance to the pupils in the process of socialisation and mastering the curriculum.

Teachers' assistants as a rule live in the settlement or know the settlement well from which the pupils come, have at least a high school education and with a good knowledge of the Croatian language, also know the Romany language of the area the pupils are from.

Despite the enormous amount of effort that has in the past few years gone into including Roma children in regular education, the problems are still immense. The Roma insist on including the children in classes together with other children, which the parents of those children sometimes find hard to accept, primarily because of the lack of previous knowledge in the Roma children.

1. The organisation of classes and/or groups appropriate to the Roma children's previous knowledge

For Roma children who were not included in preschool programs and/or do not know sufficient Croatian, separate classes will be organised or separate groups in the first grade of elementary school. The Ministry of Education and Sport and the elementary school in question will draw up a curriculum and program and organise its implementation adjusted to the specific circumstances (the number of Roma children, their previous knowledge, the space available, staffing and other possibilities offered by the school etc.).

For Roma children who were included in preschool programs and/or speak the Croatian language well, mixed classes are organised.

Responsible body:	The Ministry of Education and Sport, the school which the child is attending
Time frame:	2004 and continuing
Means:	not necessary

2. Organisation of all day school or other forms of additional classes for Roma children who need it. The aim of all day school and additional classes is the provision of the space and other conditions for writing homework and study by Roma children who do not have suitable conditions in their own home and the offer of help to enable them to get on better, to learn the Croatian language and to learn the lesson material.

Responsible body:	the Ministry of Education and Sport, the school which the child is attending
Time frame:	2004 and continuing
Means:	50,000.00 kunas in 2004

3. Encourage the inclusion of Roma children in free extra-curricular activities (such as sports, amateur school and out of school clubs etc.) and encourage, monitor and develop gifted children where this is felt to be useful. Train Roma pupils in extra-curricular programs to use new information technology.

Responsible body: the school which the child is attending, local and regional self-government units, non-governmental organisations
 Time frame: 2004 and continuing
 Means: 30,000.00 kunas in 2004

4. Provide food in schools during teaching hours and the all day school for Roma children from deprived homes

Responsible body: The school which the child is attending, local and regional self-government units,
 Time frame: 2004 and continuing
 Means: 150,000.00 kunas in 2004

5. Organise free time activities in elementary schools for Roma children who wish to cultivate their Roma culture, customs and traditions

Responsible body: the school which the child is attending in cooperation with non-governmental organisations and sport clubs, local and regional self-government units
 Time frame: 2004 and continuing
 Means: 50,000.00 kunas in 2004

6. Motivate and return to elementary education Roma children who have left elementary school for some reason, and include Roma who have reached 15 years of age and who have not finished elementary school or who are illiterate, in the Republic of Croatia Government program "For Croatia literacy: the path to a better future," aimed at teaching adults to read and learn a trade.

Responsible body: The Ministry of Education and Sport, local and regional self-government units
 Time frame: 2004 and continuing
 Means: 600.000,00 kunas in 2004

7. Print a Roma-Croatian picture dictionary for children. Produce or translate picture books in the Roma language. Produce textbooks and dictionaries, didactic tools and working materials to make it easier to learn the Croatian standard language and linguistic material

Responsible body: the Ministry of Education and Sport, local and regional self-government units, the institution which offers pre-school programs, Romany and non-Romany associations
 Time frame: 2004 and continuing
 Means: 300.000,00 kunas

C. High School Education

The number of Roma who go to high school is unsatisfactory. In the 2002-03 school year only 200 pupils were attending high school.

With the aim of increasing the number of Roma pupils in high schools, the Ministry of Education and Sport is running a scholarship program. The accommodation of pupils is financed in pupils' residences (dorms) and individual scholarships are awarded. In the 2002-3 school year 20 pupils were receiving scholarships in the pupils' residence in Cakovec and nine pupils in other high schools in Zagreb, Bjelovar and Cakovec.

1. Encourage the enrolment of Roma pupils in high schools by organising preparation for enrolment and help in studying and learning course content.

Responsible body: the Ministry of Education and Sport, schools, Romany and other associations
 Time frame: 2004 and continuing
 Means: 50.000,00 kunas in 2004

2. Scholarships for Roma pupils who need them

Responsible body: the Ministry of Education and Sport
 Time frame: 2004 and continuing
 Means: 300.000,00 kunas in 2004

3. Financing of accommodation in pupils' residences for Roma pupils who need it

Responsible body: the Ministry of Education and Sport, schools, Romany and other associations
 Time frame: 2004 and continuing
 Means: 300.000,00 kunas in 2004

D. Higher Education

Although there is no information on the number of Roma students, in view of the very small number who finish high school, it may be supposed that the number of Roma students is insignificant.

1. Encourage Roma pupils to gain higher or university education and organise and finance preparations for taking the entrance examinations.

Responsible body: the Ministry of Science and Technology, Universities, Polytechnics and Colleges,
 Time frame: 2004 and continuing
 Means: 100.000,00 kunas in 2004

2. Recognition of additional points for Roma students for the social and economic conditions in which they live, for accommodation in students' residences.

Responsible body: the Ministry of Science and Technology, Universities, Polytechnics and Colleges, student centres
 Time frame: 2004 and continuing
 Means: not necessary

3. Scholarships for Roma students who need them

Responsible body: the Ministry of Science and Technology, Universities, Polytechnics and Colleges, non-governmental organisations
 Time frame: 2004 and continuing
 Means: 200.000,00 kunas annually

4. Introduction of the Roma language and culture as an elective course at the teachers' academy and other institutions of higher education.

Responsible body: the Ministry of Science and Technology, Universities, Polytechnics and Colleges,
 Time frame: 2004 and continuing
 Means: to be determined

D. Training And Education In Human Rights

On all levels of training and education it is necessary to teach Roma and others about human rights. The programs need to be suitable for the age of the pupils and include teaching on human rights, the rights of national minorities, tolerance etc.

Education and training in human rights is an essential part of the local, national and global strategy seeking to provide effective development of individuals, nations as well as the world as a whole. Human rights education is an effective means of solving serious crises in the contemporary world.

The program should cover both the Roma and the majority population.

1. Organisation of human rights education in all educational institutions

Responsible body: the Ministry of Education and Sport, the Council for Education on Human Rights of the Government of the Republic of Croatia, the Office for Human Rights, the Ministry of Science and Technology, Universities, Polytechnics and Colleges, non-governmental organisations, institutions
 Time frame: 2004 and continuing
 Means: not necessary

IX. HEALTH CARE**GOALS:**

- *Health education for the Roma*
- *Carry out health surveys amongst the Roma*
- *To include a larger number of Roma children in vaccination programs*
- *Improve conditions for the work of health visitors amongst the Roma population*
- *Fight against alcoholism, smoking and other addictions*
- *Monitor the realisation of the right to health care of all Roma, especially children and women*

IX. HEALTH CARE

Roma with the status of citizens of the Republic of Croatia exercise their right to health care in accordance with the provisions of the Health Protection Act and the Health Insurance Act, in the same manner and under the same conditions as all other citizens of the Republic of Croatia. For those Roma whose citizenship has not been regulated the conditions and manner of realisation of health care are established in the Health Care of Foreigners in the Republic of Croatia Act. Due to the high level of unemployment, a very small number of Roma who are capable of working have health insurance. Through the counties, a certain number of Roma without health insurance exercise their right to health care from budget funds, in accordance with the provisions of the Health Protection Act on the basis of the *Regulations on measures and procedures to determine the incapacity for independent life and work and the lack of means for maintenance for persons resident in the Republic of Croatia for whom health care is not provided for on any other basis.*

It was not possible to determine precise data on the health or health care of Roma since health and other details related to the health system, as any other system, are not kept according to the nationality of the population. So too neither the Croatian Institute for Public Health nor the Croatian Institute for Health Insurance collect or process health data statistics according to nationality or ethnic group, that is they do not have data on the health care of the Roma.

The work of public health, which covers epidemiology, microbiology, immunisation, social medicine and health statistics, health education with the promotion of health and the prevention of disease, school medicine, the prevention of addiction, sanitation, health ecology and toxicology is carried out in the Republic of Croatia by the Croatian Institute for Public Health and the county institutes for public health. The Croatian Institute for Public Health coordinates, gives professional guidance and supervises the work of the county institutes for public health.

With respect for the specific cultural, linguistic and social characteristics of the Roma national minority, which affect their use of the health services, there is a continual active approach to the prevention of disease in the Roma population according to health priorities and opportunities. The counties as the units of local or regional self-government through their public health institutes, with the collaboration of the sanitary inspectorate and the units of local self-government, are undertaking a large number of measures to improve the quality of life and health care of the Roma population, and especially children. The county institutes for public health are health establishments, which in the area of the county carry out public health work, and this covers the epidemiology of quarantine and other infectious diseases, the epidemiology of widespread non-infectious diseases, the provision of clean drinking water, food and air, immunization, sanitation, health statistics and health education. Since many Roma settlements are not urbanised, that is they do not have municipal infrastructure (water supplies, removal of waste, hygienic living conditions, pest control etc.), obligatory preventive disinfections, insect and pest control, removal of waste, supervision of the water supply and other living conditions, epidemiological supervision and other activities are frequently carried out.

Immunization is a legal requirement for all Croatian citizens and persons who do not have Croatian citizenship, but are present in the territory of the Republic of Croatia, regardless if they have health insurance or not. The right and obligation to be immunized is

realized most easily through the elected physician (specialist paediatrician, specialist general practitioner), which means that the insured person receives the vaccine required in the optimal time intervals and with the least burden on the health care system. However in many counties with a large number of Roma, the problem has been noted of the lack of response by parents to the obligatory vaccination of children in the Roma communities. The law prescribes penalties for parents, guardians or care-takers who do not take their children to be vaccinated as prescribed. of course, with respect for the specific nature of the Roma community, it is understandable that no positive effect will be achieved through merely imposing the penalties foreseen by the law. For this reason the institutes for public health periodically check the immunization status of Roma children and where necessary undertake additional immunization. An example of a campaign of this sort was the request by the Croatian institute for public health in the spring of 2001 for all epidemiologists to check the immunization status of Roma children in their areas, with special emphasis on immunization against polio, and for them to vaccinate all children who had not yet received the appropriate vaccine. Health supervision of school children is carried out by specialists in school medicine from the county institutes for public health, and most school children are vaccinated, but the problem of children who leave elementary school education early should not be overlooked.

Health care by health visitors is offered continually within the health centres, which is very important and irreplaceable work in the area of the Roma settlements. The health visitor service is, on the basis of a contract with the Croatian institute for health insurance, responsible for taking care of the entire population in terms of health visitors, in the area covered by the contract, regardless of the status of the insured persons. Unfortunately despite the implementation of hygiene and sanitation measures in Roma settlements and schools, and the work of health education, positive results are often lacking due to the impossibility of implementing hygiene measures in the un-urbanised Roma settlements.

With respect for the fact that a large number of Roma, due to their specific characteristics we have mentioned, do not make use of their guaranteed right to health care through the existing health system, the lasting solution to the difficulties faced by the Roma in realising their rights in the health care system is their inclusion in the existing health care system.

GOAL:

The inclusion of the Roma population in the health system, and especially the implementation of the mandatory immunization of Roma children. The expected results over the first five years: an increase in the number of immunized Roma children, with the aim of attaining total coverage of children whom it is obligatory to immunize.

MEASURES:

- 1. Health education and teaching of the Roma, especially women**, on the subjects: personal and group hygiene (personal hygiene habits, hygiene of individual body parts, including sex organs, oral and dental hygiene, food hygiene, including correct choice, preparation and storage of food, hygiene of clothes and shoes, correct child care and procedure with sick children), family planning, and environmental hygiene (hygiene of living accommodation, hygiene of the environment, drinking water, waste water, disposal of waste).

The targeted group for health education and training are selected assistants who as representatives are chosen by Roma in the particular county, or the Roma population, especially in settlements. The educators may be health visitors, general practitioners, paediatricians, epidemiologists, school doctors and other health workers.

The education will be carried out in that two day seminars will be run by the educators in the Croatian Institute for Public Health (in groups of five persons, from each of five selected counties), and in the county institutes for public health three day seminars will be organised (with about ten persons per seminar) for selected Roma assistants from Roma settlements proposed by the Roma themselves or their associations. The final goal of these measures is for educated Roma assistants to take back their knowledge and skills to the Roma population in the settlements, with the supervision of the health visitors and doctors in the field.

Responsible bodies:	counties (county administrative departments) in cooperation with the Ministry of Health, county institutes for public health in cooperation with the Croatian Institute for Public Health and community health centres
Time frame:	in 2004
Means:	190.000,00 kunas in 2004

2. Implementation of the health survey. In addition, in relation to the previous measure, training would be undertaken of Roma assistants to carry out a survey relating to health, and the data would be processed on the level of the county institutes for public health. The results of the survey would serve as a basis for proposals of new measures

Responsible body:	counties (county administrative departments) in cooperation with the Ministry of Health, county institutes for public health in cooperation with the Croatian Institute for Public Health and community health centres, Romany assistants
Time frame:	in 2004: training of Romany assistance in conducting surveys connected with health in 2005: processing of data obtained by the survey and proposing measures
Means:	235,000.00 kunas in 2004

3. Improvement of the coverage by immunization. The county institutes for public health will set up contacts with representatives of the locations settled by Roma and NGOs to check the immunization status of Roma children in the area of the county and carry out immunization of the inadequately immunized Roma children.

The Croatian Institute for Public Health will, within its authority, offer help and professional coordination with the county institutes for public health. The best method of improving the coverage by immunization of Roma children is for them to attend school regularly. In some areas the best coverage will be improved by vaccination in the Roma settlements, and in other places by the children coming to the hygiene and epidemiological clinic or the paediatrician. Roma associations must make use of their influence on those in the population who resist immunization, for cultural reasons or lack of information, and in this way make cooperation easier between the parents and the epidemiological service.

Responsible body: counties (county administrative departments) in cooperation with the Ministry of Health, county institutes for public health in cooperation with the Croatian Institute for Public Health and community health centres, representatives of the locations inhabited by Roma, non-governmental organisations

Time frame: to organize a meeting within three months of the adoption of the Program, at which the most appropriate way of checking the immunization status in the counties will be agreed at the county level. Over the following six months to carry out thorough assessment of immunization status (including checks with paediatricians and school doctors) and assess and provide the necessary additional funding to implement the first campaign of immunization. According to the situation found in the field, the epidemiological service of the county institute for public health in coordination with the epidemiological service of the Croatian Institute for Public Health, shall assess how often it is necessary to repeat the campaign.

Means: additional means are not required.

4. Improvement of the conditions of work of health visitors to the Roma population. Health visitor teams will be formed on a county level, who will be obliged to visit the locations settled by Roma once a month. The health visitor team would consist of (within the health centres): a doctor, a health visitor and a social worker.

The main task of care by health visitors is the improvement of health and the prevention of disease. Health visitors by visiting Roma settlements may help to educate the entire population. The education of the Roma population primarily relates to the improvement of hygiene habits, nutrition and protection from infectious diseases. However without outside help, the health visitor alone has little chance of having a significant effect on the way of life and habits of the Roma population. Therefore it is proposed that a health visitor team be formed at a county level, composed as mentioned above, which would have the obligation of visiting the locations settled by the Roma. In this way problems, which as well as health care also demand the intervention of the social services, could be solved at the same time and make it possible to attain better results.

Responsible bodies: counties (county administrative departments) in cooperation with the Ministry of Health, community health centres and social welfare centres

Time frame: 2004 and continuing

Means: 200,000.00 kunas in 2004

5. The fight against alcoholism, tobacco smoking and other addictions

As part of a national campaign in the fight against alcoholism, tobacco smoking and the abuse of narcotic drugs, special attention will be paid to the Roma population, since alcoholism, tobacco smoking and drug abuse are widespread amongst the Roma, especially the young.

Responsible bodies:	Croatian Institute for Public Health, in cooperation with county institutes for public health and community health centres, office for Fight against Abuse of Narcotic Drugs of the Government of the Republic of Croatia
Time frame:	in 2004 and continuing
Means:	according to the estimate by the governmental Office for Fight against Abuse of Narcotic Drugs and Croatian Institute for Public Health

6. Monitoring of the realisation of rights to health care for children and women

Various factors at a local level – representatives of Roma and other associations, representatives of Roma settlements, representatives of schools, centres for social welfare, the police and others, who have information on the violation of the right to health care for Roma women and children, are obliged to inform the head of the health institution of this in writing, and he/she will act on the information in accordance with the law.

Responsible body:	local administration and self-government
Time frame:	2004 and continuing
Means:	additional means are not necessary

X. EMPLOYMENT

GOALS

- *Achieve higher levels of employment of the Roma*
- *Employ more Roma in public works programmes*
- *Include the Roma in programmes for obtaining qualifications for a job*
- *Employ counsellors for mediation in the employment of the Roma*
- *Co-finance the employment of the Roma*

X. EMPLOYMENT

Problems related to employment of the Roma are manifold and must, thus, be addressed on a multidisciplinary basis. The basic obstacles to employment of the Roma on the open labour market are as follows:

- the Roma have low educational levels and refuse to take part in programmes for obtaining additional qualifications and in additional training;
- employers have prejudices and the Roma have wrong perception that they belong to a discriminated minority and that, whatever they do, they will not be able to find a job;
- Roma population is marginalized and lives in poverty.

For the last several years a considerable number of unemployed people has been recorded in Croatia. As a result of insufficient creation of new jobs, almost all categories of the population face difficulties in finding employment, and especially those with lower employability, e.g. young people with no work experience, people with lower educational status, the long-term unemployed, elderly people. Members of Roma population belong to the low employability group, both because of characteristics that are appreciated on the labour market (professional qualifications, work experience, etc.) and because of prejudices which are still present.

It is difficult to establish the share of the Roma in the registered unemployed, as is also the case with their share in the total population, and as a result their detailed socio-demographic and socio-economic structure remains unknown. Namely, unemployed Roma often declare themselves as members of some other ethnic group. The problem with registered unemployment is more pronounced especially because, as part of its official statistics, the Croatian Employment Bureau does not keep data on ethnic origin.

The analysis of Roma employment has revealed that causes of their problems with finding a job may be found in very low educational and qualification structure of members of this national minority. For example, the data on the educational structure of unemployed Roma registered in the Medimurska County show that very few of them have finished secondary school (of 1,300 Roma who were on the unemployment register in late November 2002, only 41 had secondary school qualifications), and a large number of younger Roma has not finished primary school or are illiterate.

GOAL:

Increase the employability of the Roma. Following the Recommendation Rec(2001)17 of the Committee of Ministers of the Council of Europe on improving the economic situation of Roma, and having regard to the above mentioned difficulties faced by workers of Roma nationality in finding employment, a series of measures has been proposed which could increase the employability of this category of unemployed people, help them find a job and, in the end, improve their socio-economic position, as well as guarantee the Roma equal access to employment.

MEASURES:

1. Employment in public works programmes, in which the Croatian Employment Bureau has already gained some positive experiences. This form of employment may be implemented in several types of programmes:

- a) **The Roma for the Roma**: a self-help programme for the Roma implemented through public works which are aimed at the construction of indispensable infrastructure for Roma settlements – the sewage system, electrification, basic health and other services.
- b) **The Roma for the Local Community**: in view of the low employability and extremely unfavourable educational and qualification structure of the working-age Roma population, their employment has for the time being been made possible primarily within the programmes of public works in the local community, that is, mostly within the programmes of environmental protection, utility services, forestry and agriculture. These jobs are for non-qualified and semi-qualified workers.

1. Employment in public works programs. The Croatian Employment Institute has some positive experience in this already. Namely, this form of employment can be implemented in several types of programmes:

- a) **Roma for Roma**: the programme of self-help by Roma, through public works developing the necessary infrastructure for Romany settlements – sewage, electrification, basic health care and other services.
- b) **Roma for the local community**: because of low employability, that is the extremely unfavourable educational and qualification structure of the working-age Roma population, their employment is possible so far primarily in public works programmes in local communities, mainly in programmes for the protection of the environment, communal activities, forestry and agriculture. These are jobs at the level of unskilled or semi-skilled workers.

Responsible body: local self-government units, the Croatian Employment Institute – Local Office, Romany associations. To implement the programme it is necessary to allocate 31,200.00 kunas per person annually. It is planned to include 100 persons in this program every year.

Time frame: from 2004 to 2008

Means: 3.120.000,00 kunas in 2004

2. Training and employment in all economic activities: In order to increase the employability of this population, the programmes of employment (especially of young people and women) must be accompanied by programmes of training, from simple to more complex levels, ranging from literacy classes, acquisition of knowledge and skills at the workplace to obtaining qualifications for a job. A total of HRK 10,000 per person have to be provided for implementation of these programmes every year. About 200 persons are planned to be included in the programme on an annual basis. (The training programme lasts up to three months).

Responsible body: the Ministry of Education and Sport and Croatian Employment Institute.
 Time frame: from 2004 to 2008
 Means: 1,000,000.00 kunas

3. Definition of programmes of self-employment in non-tied crafts. This programme would include preparation of complete business plans for potential self-employed persons, organisation of courses for acquisition of knowledge about the legal running of business and provision of initial funds for start-up. It would also provide for the monitoring of operations during the first year aimed at ensuring viability of the business venture. A total of HRK 10,000 per person, in the form of non-repayable funds for self-employment, have to be provided for implementation of this programme. Funds need to be provided for preparation of business plans (course, preparation of business plan, monitoring in the first year – HRK 3,000.00 per person). Fifty persons will be included in the programme every year.

Responsible body: the Ministry of Trades, Small and Medium-Sized Enterprises and the Croatian Employment Institute.
 Time frame: from 2004 to 2008
 Means: 650.000,00 kunas in 2004

4. Registration and inclusion of the Roma in the programmes for preparation for employment. Unemployed Roma people on the Croatian Employment Bureau's unemployment register should be invited for re-assessment of their working potential. As it is assumed that the majority of the Roma register with the competent employment services for the purpose of exercise of social welfare rights, it is necessary to assess their remaining ability to work.

Responsible body: Croatian Employment Institute –Local office
 Time frame: in 2004
 Means: 12,000.00 kunas in 2004

5. Hire 6 counsellors in charge of mediation in the employment of the Roma in the Croatian Employment Bureau and make them take part in additional training to inform them of Roma culture, educate them in the application of possible measures for the promotion of employment of the Roma and train them for structuring targeted motivation workshops for the needs of the Roma.

Funds should be provided for the implementation of this programme to cover the costs of lecturers, travel costs for counsellors and material costs (training materials, work sheets for counsellors). The seminar would be a 1-day event and would include a group of 12 counsellors from the areas inhabited by the Roma.

Responsible body: Croatian Employment Institute.
 Time frame: in 2004
 Means: to be provided in the Financial Plan of the Croatian Employment Institute for employment in 2004

6. Develop a system for the collection of secondary raw materials for recycling, which would mostly employ Roma people.

The objective of this measure is to employ the Roma in a comprehensive system involving economically justified activities of collection of secondary raw materials. This system would make it possible for them to have access to work on a daily basis and in the duration they determine by themselves, without excessive red tape. The measure is targeted at people belonging to a group of older population not willing to attend additional training which is necessary for permanent employment. It is well known that today Roma people are already involved, to some degree on an organised basis, in the activities of collecting and sorting various types of waste, but the undeveloped state of the system itself prevents them from drawing regular and sufficient income from this source. Accordingly, the following will be undertaken:

- analyse the existing system of the collection of secondary raw materials (by the end of 2003 – the Ministry of the Economy)
 - prepare a business plan for the development and networking of companies carrying out these activities (June 2004 – the Ministry of the Economy)
 - provide funds to be invested in the development of this sector and finalise the project by the end of 2005
 - define the arrangements for organised daily departures to work by the Roma from pre-determined departure points, that is forming daily work groups that would be paid on the basis of their daily performance – (local administration and self-government, Roma communities and associations – in the course of 2005), provide for co-operation between Roma associations and Roma family leaders in organising daily work (before the system is operational).
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- Responsible body: Croatian Employment Institute, the Ministry of Economy
- Time frame: 2004-2005 and continuing
- Means: It is necessary to submit a proposal for the project and a business plan to be financed from the CARDS programme or from other multilateral sources

7. Employment co-financing. Introduce subsidies for the employment of the Roma, payable for 24 months, to finance and co-finance the labour cost for employers, on the basis of a net salary of HRK 1,500.00 and, in particular, as follows:

- 100% of gross salary in the duration of 3 months for HRK 1,500.00 (net salary plus all contributions and taxes on and from the salary),
- 70% of gross salary for net salary of HRK 1,500.00 in the subsequent 9 months,
- 50% of gross salary for net salary of HRK 1,500.00 in the subsequent 12 months.

The total duration of contractual obligation and the period during which the co-financed worker is to be kept in employment is 24 months. Payments will be made to employers on a quarterly basis, and in particular for the first 3 months in advance, whereas after the 3rd, 6th, 9th, 12th, 15th, 18th and 21st month of work, the employer will be obliged to provide the proof of payment of salaries and contributions in order that the next refund may be made.

Every employer who hires a Roma person from the Croatian Employment Bureau's unemployment register would be entitled to co-financing on a full-salary basis, for a period of 3 months. If the employer is not satisfied with the employee's work, he or she may, in this period, apply for a replacement from the same group of unemployed persons registered with the Croatian Employment Bureau. If, upon the expiry of this period, the employer terminates the co-financed worker's employment contract, the reason for such termination will be established and, depending on the reason established, actions will be taken to make replacement or request reimbursement of the funds paid.

In the year 2004 a total of HRK 610,500.00 will have to be provided for employment of 30 persons, whereas HRK 394,000.00 will have to be provided for the year 2005 for exchange or refund of resources.

XI. SOCIAL WELFARE**GOALS:**

- *Reduce poverty among the Roma*
- *Reduce the number of working-age recipients of cash benefits*
- *Prevent behaviour disorders of Roma children*
- *Improve disabled people's quality of life*
- *Apply family-law measures for the protection of Roma children*
- *Encourage fosterhood in Roma families*
- *Encourage the provision of humanitarian aid*

XI. SOCIAL WELFARE

In spite of the fact that members of the Roma national minority living in the Republic of Croatia are to a significant degree covered by the rights from the social welfare system, the poverty and exclusion are social problems which are very much present in the Roma community.

The standard of living of the majority of the Roma is extremely low. Reduced access to health care, low educational levels, very poor housing conditions and low employment rate are only some of the factors which are conducive, in a cause-and-effect relationship, to persistent marginalisation of this group of the population and their dependency on social welfare and care by the society.

The social welfare system is regulated by the Social Welfare Act and regulations adopted under it. The provisions of this law prescribe that clients have the right to counselling, help in overcoming particular difficulties, support allowance, housing costs allowance, one-time allowance, assistance and care supplement, assistance and care in the home, personal disability benefit, training for independent life and work, care outside one's own family, as well as other types of assistance.

Support allowance is a benefit granted to individuals or families which do not have sufficient means necessary to meet their basic living needs to the prescribed extent and are not able to obtain these means by their work, income from property, from persons contractually obliged to maintain them or in another way. In addition to meeting the qualifying conditions related to income and means test, a working-age person must regularly report to the relevant employment service and accept every job offered, regardless of his or her qualifications.

The level of support allowance is determined as a percentage of the base for social welfare payments, which is set by the Government of the Republic of Croatia and which currently amounts to HRK 400.00.

The level of support allowance granted to a family is established depending on the number of family members, their age, ability to work, and other characteristics of the family concerned, which means that levels of support allowance received by various multi-member families are not the same.

According to the data from the Ministry of Labour and Social Welfare, in the Republic of Croatia there are 7,127 single persons and families of Roma nationality (the total of approximately 21,381 persons) who currently exercise the right to support allowance. If we take into account the estimated number of the Roma in the Republic of Croatia (30,000 to 40,000), it is evident that more than 50% of them live on welfare.

The share of Roma recipients of support allowance in the total number of recipients of support allowance in the Republic of Croatia is relatively big, that is, 13.56%.

The large number of beneficiaries of this right may be explained by the above-mentioned low educational levels and low employment rate, regardless of the fact that the majority of them are working-age persons and are young.

In addition to the large number of the Roma for whom support allowance is the main and often the only income in the family, the competent social welfare services have noticed that this benefit, which is primarily intended for the fulfilment of basic living needs, has not been spent for prescribed purposes. Namely, the majority of Roma families are affected not only by poverty but also by alcoholism from which many Roma people suffer. In relation to this, they also exhibit other forms of socially unacceptable behaviour, there is juvenile delinquency, prostitution, gambling, a large number of homicides, as well as offences against sexual freedom and sexual morality, etc. whose incidence is much higher in the days when this benefit is paid. For this reason, centres for social welfare avail themselves of the possibilities provided for by the law and award support allowance to Roma people in the form of an in-kind assistance.

In addition to support allowance, the Roma are also granted one-time allowance, as well as assistance in obtaining fuel and mandatory school-books.

Taking into account the total Roma population, social welfare rights for disabled people, namely, assistance and care supplement, assistance and care in the home, personal disability benefit, care outside one's own family and unemployment allowance, are granted very seldom. According to the data from the Ministry of Labour and Social Welfare, personal disability benefit is currently received only by 73 Roma in the Republic of Croatia, whilst the right to assistance and care is exercised by 265 of them.

This does not mean that there are no disabled people in Roma population or that their number is small, but rather that they are neglected by other family members who do not claim assistance for them, that competent services have not identified them and, as a result, they are insufficiently protected.

The low educational levels of parents and reduced access to health care are only some of the factors which have contributed to this situation. Furthermore, once they are granted the basic material right (support allowance), these people lose interest in other options and it often happens that neither health nor social services have information about a disabled person living in their area, and are thus unable to take specific measures.

Speaking of social welfare services, members of Roma national minority are often granted the right to counselling and help in overcoming particular difficulties. As part of these services, the professional staff from centres for social welfare offer assistance to them in order that they may overcome hardships and difficulties related to illness and old age, problems in raising children, household management, solve housing problems, obtain basic personal documents, etc.

The right to care outside one's own family, either by placement in a social welfare home or in a foster family is, according to the already mentioned source of data, exercised by 294 persons of Roma nationality, 134 of whom have been placed in foster families and 160 in social welfare homes. These data show that this right is not applied to a significant extent either as, because of their customs, Roma people and especially the elderly resist being accommodated outside their own families.

An especially important field of social welfare for Roma population is the field of family-law and criminal-law protection.

Under the public powers conferred upon it and in accordance with the provisions of the Family Act, with the aim of ensuring the protection and well-being of children, the centre for social welfare takes various measures against the parents who care for their

children insufficiently. The measures for the protection of rights and well-being of children are, as a rule, taken gradually, that is, parents are first warned about mistakes and omissions in child care and raising and, if this measure has not produced any results, stricter measures are applied. The measure involving supervision over parental care is applied when mistakes and omissions in child care and raising have been frequent or when it is evident that parents need special assistance in raising their child. This measure may be applied for no longer than one year and during its application the responsible staff member helps the parent to raise and care for his or her child. If parental care has not improved in this period, and if the parent seriously neglects the raising and education of the child, for example, by failing to take sufficient care of his or her nutrition, hygiene, clothing, medical assistance, regular school attendance, by failing to prevent the child from engaging in vagrancy, begging and stealing and if the parent has not protected the child from harmful actions of other persons, the centre for social welfare will deprive him or her of the right to live with his or her child, raise him or her and will place the child in the custody of another person or institution. A parent who abuses or grossly neglects parental duties and rights will be deprived of parental care by a court decision. A gross abuse of parental duty includes: physical or mental violence against the child, sexual abuse of the child, coercion into excessive work, etc. Gross neglect of the child, amongst other things, includes neglect of the child's basic needs, child desertion, etc.

To illustrate actions taken by Centres of Social Welfare in the application of measures for the protection of rights and well-being of Roma children, we would like to point out that the measures mentioned (ranging from warning to deprivation of parental care) have been applied as follows: warning in 534 cases, supervision over parental care in 131 cases, placing in custody 166 times, and deprivation of parental care in 39 cases.

The data mentioned indicate that, in view of the actual situation, these measures are applied relatively rarely. Namely, it is known that many Roma children go begging, that they do not attend primary school and are not covered by vaccination, which is all indicative of abuse of children by their parents and calls for more frequent application of these measures. This also reveals that centres for social welfare show certain tolerance towards such behaviour displayed by parents.

The situation described above may be explained by the fact that, taking into account the traditional way of life of Roma families and conditions in which the Roma live (poor housing conditions in settlements located on the outskirts of urbanised communities, without basic infrastructure, inclination towards begging, non-attendance at school, etc.), the professional staff from centres for social welfare do not apply these legal provisions strictly, but rather give precedence to children's right to live with their parents and parents' natural right to live with their children.

Accordingly, the activities of social welfare services are primarily aimed at making material provision for Roma families, and the measures mentioned are applied only when the child's health or life is put at serious risk in his or her family. It is obvious that centres for social welfare show much more tolerance in the application of measures of family-law protection when it comes to Roma families and, as a rule, order that a parent be deprived of his or her right to parental care only when the child's health and life is really in serious danger. It is also clear that some measures need to be adapted to the traditional way of life but in doing so it is necessary to ensure full protection of the child's rights and interests. As the traditional way of life of the Roma is often incompatible with children's interests, it is necessary to promote, gradually and systematically, the rights and the best interests of the child.

Looking at the picture of the social situation of the Roma minority in Croatia in general (built up on the basis of social welfare rights granted to its members), one may come to the conclusion that, because of extremely poor material status, and in majority of cases also poverty and social exclusion, the Roma indispensably need government assistance for meeting their basic living needs.

GOAL:

Reducing poverty and number of working-age recipients of cash benefits, and increasing efficiency of the social welfare system, through involvement of Roma mentors, organising workshops for Roma population, training for Roma foster families.

Achieving consistent application of measures of family-law protection of Roma children.

MEASURES:

- 1. Hire an optimal number of professional workers in the centres for social welfare operating in the areas inhabited by Roma population.** In view of specific qualities of such work, it is estimated that five graduate social workers should be hired in 2004.

Responsible body : the Ministry of Labour and Social Welfare
 Time frame: in 2004
 Means: 360,000.00 kunas

- 2. Organise training for professional workers from centres for social welfare to help them understand better Roma population, including topics on Roma into curricula, and organising practical training in Roma settlements for students of the Department for Social Welfare, which would prepare them better for their future job.**

Responsible body: the Ministry of Labour and Social Welfare; Social Welfare Study Centre
 Time frame: in 2004
 Means: 100,000.00 kunas

- 3. Organise training for Roma mentors in implementation of measures of family-law protection and other activities which would ensure better co-ordination between social welfare services and the Roma.**

Responsible body: the Ministry of Labour and Social Welfare u cooperation with Romany and other associations
 Time frame: in 2004
 Means: 100,000.00 kunas

Organise a workshop for small groups of the Roma, with the following topics: providing information about fundamental rights from the social welfare system (material rights, rights of disabled people, measures of family-law and criminal-law protection, family relations, with special emphasis on the prevention of juvenile marriages entered into for financial compensation, interventions and possibilities for assistance in addressing family and/or marital relations, dealing with crisis situations in the family), possible ways of addressing behaviour disorders of children and youth, and problems related to addiction, especially to alcoholism, providing information about the ways of protection from trafficking in human beings and sexual abuse, etc.

Responsible body : social welfare centres, county public health institutes, Romany and other associations, local and regional self-government units
 Time frame: 2004, and continuing
 Means: 50.000,00 kunas in 2004

5. Foster the development of civil society organisations, including Roma associations, together with the implementation of programmes for the provision of humanitarian aid and social welfare services (setting up soup kitchens in settlements, organising provision of assistance and shelters for the homeless and victims of violence, programmes for acquisition of various skills and knowledge, organising free time for children and youth, etc.).

Responsible body: the Council for the Development of Civil Society, the Ministry of Labour and Social Welfare, local and regional self-government units, Romany associations
 Time frame: 2004.godina and continuing
 Means: 300,000.00 kunas through the National Foundation for the Development of Civil Society (CARDS program)

6. Conduct research on disabled Roma people in order to establish their number, type and degree of disability and to propose measures for improving the quality of life of disabled Roma people.

Responsible body: the Ministry of Health, the State Institute for the Protection of the Family, Motherhood and Youth, county institutes for public health, the Ministry of Labour and Social Welfare in cooperation with Romany associations
 Time frame: in 2004
 Means: 300,000.00 kunas

7. Encourage the development of foster care in Roma families, especially with regard to placement of children lacking adequate parental care.

Responsible body: The Ministry of Labour and Social Welfare, social welfare centres, non-governmental organisations
 Time frame: 2004, and continuing
 Means: there is no special expenditure

8. Organise training for professional workers from centres for social welfare in consistent application of measures of family-law protection of Roma children

Responsible body:	the Ministry of Labour and Social Welfare
Time frame:	2004, and continuing
Means:	100,000.00 kunas

XII. THE PROTECTION OF THE FAMILY, MOTHERHOOD AND YOUTH**GOALS:**

- *To inform of rights arising from the system of protection of the family and motherhood.*
- *Removal of stereotypes on male and female roles in the family*
- *Preparation and distribution of educational material in the Roma language on rights arising from the system of protection of the family.*
- *Creation of a program of affirmation of successful parenting*
- *Incentives for the implementation of the program of education of Roma women on gender equality and elimination of all forms of discrimination*

XII. PROTECTION OF THE FAMILY, MOTHERHOOD AND YOUTH

The State Institute for the Protection of the Family Motherhood and Youth undertook research during 2000 entitled “The Structure of Roma Families and the Concept of Parenthood In Them”. The research was carried out on a sample of 800 Roma parents, in the Republic of Croatia, in the places where they live, as follows:

	abs. no	%
Zagreb	301	37,6
Medimurje	151	18,9
Banija	102	12,8
Baranja	99	12,4
Sl. Brod	50	6,3
Rijeka	97	12,1
Total	800	100,0

The hypothesis was tested by the research whereby there is a specific structure in Roma households and families, and the related specific concept of parenthood, which results in more difficult overall social integration and the promotion of their children.

The results obtained show the justification of accepting the hypothesis of the research and from them the following emerges, in very brief terms:

- The typical characteristic of Roma families which has the most negative effect on the wider social integration of Roma children (that is their integration into the broader Croatian society) is their poverty – their extremely unfavourable material and housing conditions, the extremely high level of unemployment and the extremely low level of parental education. The common socially pathological occurrences in these families which have a negative effect on the development and up-bringing of the children are primarily the result of poverty and social isolation which make it possible to maintain traditional practices which directly violate the rights of the children, such as marriage of minors, child labour etc.
- The birth rate in the Romany population is high and significantly higher than the Croatian average: only a little over 10% of households have up to three members, and almost half have six or more members. In contrast in the overall Croatian population covered by the 2001 Census, there were as many as 63.3% households with three or fewer members.
In 72.8% of Roma households surveyed, there is only one family, in 21.8% there are two and in 5.4 % three (in one case four).
- In Roma families the main decisions are made by the man, that is the husband, and the traditionally “woman’s” work (preparing food, cleaning the home, purchasing items needed for the household) and care for the children is done in most families by the women (90% of women take care of the household, and 74.1% of women take care of the children alone).

- Less than 10% of Roma parents believe that the children should begin to earn a living as soon as the law allows (that is at 15), and more than half believe that they should be spared the obligation of earning money at least until they come of age or longer (answers for girls and those for boys differ slightly).
- Only 11% of Roma parents questioned in the case of girls, and 6% in the case of boys, believe that they should be married before they are eighteen, whilst the answer on the optimal age for complete independence from the parents were higher. The answers for girls and boys did not differ significantly here either.
- It appeared that most (about 77%) Roma parents recommend their children to have two or three children, which is more similar to the present average of the majority Croatian population than the present situation in the Roma population.
- The Roma in Zagreb are above average in terms of expectations that their male children will complete university education, but the Roma from Baranja or Banija are much more convincing. It was noticed that only the Roma from Medimurje and Slavonski Brod settlements, believe in relatively large numbers that their male offspring only need to learn a trade, or finish a trade high school education. Illiterate parents dominantly believe that for their daughters it is sufficient for them to attend school up to fifteen years of age and those who have a high school education relatively more often believe that for girls a longer education is desirable.
- The percentage of children who have broken off their education is much higher in families who have three or more male children who should be in school, and the number of children who occasionally avoid going to school is much higher than the average in families with more than three male children. The relationship of the number of female children who have started and then interrupted education is the same as male children, and we note that the number of children who have started and then interrupted education is much higher than the average in families who have four or more female children and also the number of children who occasionally avoid going to school is much higher than the average in families with three or more female children.

The results obtained justify at least two conclusions:

- (1) Insufficient parental concern is one of the main reasons for the irregular attendance of school by Roma children
- (2) The subjects who take more and better care of their children enabled them to complete higher grades of elementary or high school than those whose care for their own children was assessed to be “exceptionally poor” or “below average”.

The results of the research offer a good basis for planning activities aimed at the social strengthening of Roma families, children and young people.

GOAL:

To help Roma families by informing them of their rights to family protection and help Roma to eliminate the stereotypes of male and female roles in the family.

Discover Roma families and new mothers who, despite the existence of legal conditions for their realisation, do not make use of their right to child support allowance and maternity leave and to undertake activities for them to recognise these rights.

MEASURES:

1. Research the coverage of Roma families with family rights to child support allowance and maternity leave.

Responsible body:	The State Institute for the Protection of the Family, Motherhood and Youth, The Ministry of Labour and Social Welfare (Croatian Pension Insurance Institute) and The Ministry of Health (Croatian Institute for Health Insurance), in cooperation with Romany associations
Time frame:	for the development of the plan for the implementation of the measure: 2003 for the implementation: 2004, and continuing
Means:	approximately 280.000,00 kunas (for the implementation of the field research)

2. **Preparation, writing and distribution of education materials in the Roma language on rights arising from the family protection system to inform the Roma of their rights and how to realise them.**

Responsible body:	The State Institute for the Protection of the Family, Motherhood and Youth, in cooperation with Romany associations
Time frame:	by the end of 2003 (distribution – continuing)
Means:	approximately 195,000.00 kunas

3. **Creating programs to affirm successful parenting intended for the Roma within the family centres working in the areas settled by the Roma, with the aim of including the Roma population in the system of measures from the National family policies.**

Responsible body:	The State Institute for the Protection of the Family, Motherhood and Youth, in cooperation with the founders of family centres
Time frame:	by the end of 2003, program implementation – continuing
Means:	100.000,00 kunas in 2004

4. **Incentives and monitoring programs based on the National Program of Activities for Children especially aimed at the Roma population and affirmation the Convention on the Rights of the Child amongst Roma children.**

Responsible body:	The State Institute for the Protection of the Family, Motherhood and Youth and the Council for Children, in cooperation with Romany associations and other associations
Time frame:	2004, and continuing (the State Institute would publicly invite tenders for the design of these programmes, following the adoption of the National Program for the Roma)
Means:	500,000.00 kunas in 2004

5. Monitoring the realisation of the rights of Roma rights.

Responsible body:	Children's Ombudsman
Time frame:	permanently
Means:	not necessary

6. Inclusion of young Roma in activities in the National Program of Activities for Young People with special emphasis on measures relating to the young Roma population, which are:

- The creation and ensuring the implementation of a program of educational workshops to support young Roma who are not included in the formal educational system;
- Development of a program for active encouragement and help for young Roma to complete elementary school education, and inclusion in the system of high school and further education;
- Continual implementation of programs training young Roma to work, additional qualifications and conversion courses, to make them more employable;
- Provide the systematic education of assistants (tutors) to work in Roma communities and their inclusion in the work of the system of social welfare, pre-school and elementary education;
- Create a special program of support and monitoring for young Roma families with children.

Responsible body:	The State Institute for the Protection of the Family, Motherhood and Youth as the coordinator of the implementation of the National Programme for Youth, and every measure in the programme includes the designation of responsible bodies
Time frame:	for the preparation of the implementing programmes of measures: in 2004
Means:	to be provided within the framework of the implementation of the National Programme of Action for Youth

7-. Encourage programs by NGOs aimed at the affirmation and enlightenment of women on human rights and gender equality, affirmation of the Convention on the Elimination of all Forms of Discrimination amongst Roma Women, by organising:

discussions, seminars, education on the subject of gender equality and human rights, support groups etc.

Responsible body: the office for Human Rights, the State Institute for the Protection of the Family, Motherhood and Youth, Commission for Gender Equality, non-governmental organisations for women's rights

Time frame: continuing

Means: from the resources allocated in the State Budget, office for Human Rights, for the support of projects and programmes of associations

XIII. TOWN AND COUNTRY PLANNING

GOALS:

- *To research the spatial organization of the locations settled by Roma*
- *Spatial organisation of the locations settled by Roma*
- *To draw up county programs to legalise locations settled by Roma*

XIII ENVIRONMENTAL CONDITIONS

The organisation of the environment and urbanisation and organisation of the settlements, and thus the locations settled by Roma is being carried out in accordance with the Town and Country Planning Act and the Local and Regional Self-Government Act. This includes the drawing up, adoption and implementation of documents on environmental planning and the improvement of the site and comes under the authority of the units of local self-government. Since the system of planning and the improvement of settlements or parts of settlements is not based on the principles of national or ethnic identity of the population nor are any data kept on this basis on land and the use of land, it is not possible from the existing sources to gather data and on the basis of that data to offer a relevant overview and assessment of the state of individual locations settled mainly or exclusively by Roma.

Assessment of the situation is based on partially available data, assessments and information from county environment institutes from 2001, and this cannot be considered to be a good starting point for a systematic and comprehensive proposal of measures to improve the situation in locations settled by Roma. Therefore in the measures it is proposed that a database be set up on locations settled by Roma within the establishment and running of the environmental planning information system of the Republic of Croatia. In general this indicates that the areas settled by Roma in the Republic of Croatia are as a rule characterized by illegal construction, most frequently outside the built up area of a settlement, on land belonging to someone else (the state, municipality, city or privately owned) and therefore with unsatisfactory communal infrastructure and with no social or economic facilities.

On consideration of the disorderly and ill-equipped areas illegally settled by the Roma, it may be seen from the county reports that there are several basic models and here lies the weight of the problem:

- Romany settlements within a built up area are not concentrated settlements in an area, the Roma usually move in illegally to old and deserted buildings, which are often about to be demolished;
- These areas are within the built up area of a settlement, but on land intended for other purposes, therefore they are illegally built parts of the settlement;
- Separate areas, outside the built up area which are illegally built settlements.

In relation to the above, the counties may be divided into three basic categories:

1. Counties who state that they have no records of areas settled by Roma nor any Romany households (6): the Krapina-Zagorje County, Požega-Slavonia County, Zadar County, Šibenik-Knin County, Split-Dalmatia County and Dubrovnik-Neretva County.
2. Counties which assess that there are a certain number of areas integrated into the existing built-up areas of towns or municipalities as part of these settlements, but on land intended for other purposes, and therefore illegally built (8) : the Zagreb County, Karlovac County, Bjelovar-Bilogora County, Slavonski Brod-Posavina County, Osijek-Baranja County, Vukovar-Srijem County, Istria County and the City of Zagreb;
3. Counties with a significant problem (with separate locations and/or integrated into existing settlements) (7): the Sisak-Moslavna County, Varaždin County, Koprivnica-Križevci

County, Primorje-Gorski Kotar County, Lika-Senj County, Virovitica-Podravina County and Medimurska County.

It is reckoned that the Romany community in the Republic of Croatia is registered in a total of 15 counties at about 100 locations of a variety of sizes, of which 40 locations are built outside the built up area and 60 locations are a collection of buildings within the built up area of a settlement (part of the settlement), and several individual areas with 1-2 Roma families. For the ten counties where there is a large number of locations, assessments are given from which it emerges that in their territory (the Sisak-Moslavna County, Varaždin County, Koprivnica-Križevci County, Primorje-Gorski Kotar County, Lika-Senj County, Virovitica-Podravina County, Slavonski Brod-Posavina County, Istria County, Medimurje County and the City of Zagreb) at about 70 locations there are about 12,000 Roma living in approximately 2,000 families.

GOAL:

To create the conditions for the urbanisation of the areas settled by Roma. The expected result is urbanisation and the raising of the standard of living of the Roma.

In order to gain an insight into the present situation, and a starting point for drawing up actual and effective and appropriate measures for systematic improvement, research of the accommodation and state of the locations settled by the Roma is the first step and a vital precondition, to see the size, numbers and condition of the buildings, the infrastructure and public facilities available, the condition of the environment etc. according to county, municipality and city. Therefore the following measures are proposed:

MEASURES:

1. 1. Research of the spatial organisation and characterisation of the locations settled by Roma in the Republic of Croatia.

Responsible body: the Ministry of Environmental Protection, Urban Development and Construction (the coordinator for the implementation of the measure), the institution for science and research in cooperation with the competent professional staff of local and regional self-government units, community self-governments, councils/representatives of the Romany national minority, representatives of the Romany associations and other non-governmental organisations.

Time frame: in 2004

Means: 500.000,00 kunas in 2004

2. **Drawing up county programs of activities and measures to improve the condition of the area and environment of the locations settled by Roma**

On the basis of the results of the research in Measures point 1, county programs will be drawn up of activities and measures to improve the condition of the area and environment of the locations settled by Roma, in the counties with the problem in question. The programs will establish in detail the work and tasks, which are necessary to carry out and the manner,

time frame and those responsible for the implementation. The means necessary for the work and the sources of funding will also be determined.

Responsible body: the Ministry of Environmental Protection, Urban Development and Construction (the coordinator for the implementation of the measure), in cooperation with county institutes for urban development in the counties where these issues are present, with local self-government units, with county councils/representatives of the Romany national minority, representatives of Romany associations and other non-governmental organisations

Time frame: 2004 - 2005

Means: 500,000.00 kunas in 2004

3. Incentives for the regulation of property law relations on state-owned land

On the basis of the results of the research in Measures, point 1, and during the writing of the county programs of activities and measures for improving the condition of the area and environment of locations settled by Roma, the property law relations regarding the land will be regulated. Where this is being done for state-owned land, insofar as there are no hindrances, attempts will be made to solve it in one of the following ways: sale by direct agreement, cession without payment, granting of permission for usage, transfer of ownership to the unit of local self-government or in another appropriate manner, depending on the abilities.

Responsible body: Office for State Property of the Government of the Republic of Croatia in cooperation with local and regional self-government units

Time frame: in 2004 and 2005

Means: to be determined

4. Implementation of the county programs of activities and measures to improve the condition of the area and environment of locations settled by Roma

Responsible body: The Ministry of Environmental Protection, Urban Development and Construction (the coordinator for the implementation of the measure), in cooperation with county institutes for urban development in the counties where these issues are present, with local self-government units, with county councils/representatives of the Romany national minority, representatives of Romany associations and other non-governmental organisations

Time frame: after the implementation of Item 2. of the Measures, until the completion of implementation

Means: in accordance with Item 2

5. Continual monitoring of the state of locations settled by Roma

The establishment of a database on the condition and improvement of the condition of locations settled by Roma, with further monitoring of the process and activities in the area and environment. This will be implemented as part of the setting up and running of the environmental planning information system of the Republic of Croatia for the purpose of continual monitoring of the situation in the area, writing of reports on the state of the area, program measures for improving the condition of the area and environmental planning documents at all levels.

Responsible body: the Ministry of Environmental Protection, Urban Development and Construction (the coordinator for the implementation of the measure), county institutes for urban development, municipalities and towns

Time frame: permanently

Means: additional means not necessary

XIV. MONITORING AND THE IMPLEMENTATION OF THE NATIONAL PROGRAM FOR THE ROMA

GOALS:

Time frame:	permanently
Means:	additional means not necessary

XIV. MONITORING AND THE IMPLEMENTATION OF THE NATIONAL PROGRAM FOR THE ROMA

GOAL:

To adopt a Programme which will enable the improvement of living conditions for the Roma in the Republic of Croatia, their faster and easier integration in society, while preserving their cultural specific characteristics.

The implementation of the Program will be monitored systematically, and its amendments will be proposed as necessary.

MEASURES:

The Measures of the Programme encourage the development of tolerance between the Roma and the rest of the population, they teach how to accept differences and exercise human and minority rights.

1. Upon a proposal by the Office for National Minorities, the Government of the Republic of Croatia will establish a Commission for Monitoring the Implementation of the National Programme for Roma, composed of:

- the Deputy Prime Minister of the Republic of Croatia, President of the Commission
- one representative of the Ministry of the Interior
- one representative of the Ministry Foreign Affairs
- one representative of the Ministry Justice, Administration and Local Self-government
- one representative of the Ministry for European Integration
- one representative of the Ministry Health
- one representative of the Ministry Education and Sport,
- one representative of the Ministry Labour and Social Welfare
- one representative of the Ministry Culture
- one representative of the Ministry of Environmental Protection and Urban Planning
- one representative of the State Institute for the Protection of the Family, Motherhood and Youth
- one representative of the Office for National Minorities of the Government of the Republic of Croatia
- one representative of the Office for Human Rights of the Government of the Republic of Croatia
- one representative of Medimurje County
- one representative of the City of Zagreb
- one representative of non-governmental organisations in the field of human rights
- seven representatives from Romany councils, at the local and regional levels, and of Romany associations.

Professional and administrative tasks for the Commission will be carried out by the Office for National Minorities of the Government of the Republic of Croatia.

The Commission for the Monitoring of the implementation of the Programme shall write and submit a report to the Government of the Republic of Croatia on the implementation of the Programme once a year, on the basis of the reports from individual ministries and other state bodies and of other bodies responsible for the implementation of the measures.

Responsible body:	The Government of the Republic of Croatia
Time frame:	one month after the adoption of the Programme
Means:	100,000.00 kunas

2. The bodies of state administration will plan the means for the implementation of the measures which are not covered by their regular activities in the State Budget for 2004.