

The Ministry of Human and Minority Rights and Social Dialogue

ACTION PLAN

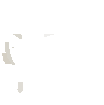
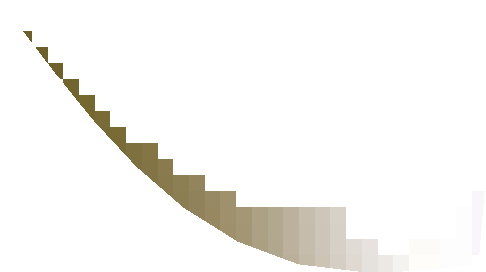
**2022-2024**

FOR THE IMPLEMENTATION OF THE STRATEGY FOR

SOCIAL INCLUSION OF ROMA

in the Republic of Serbia for the period 2022 - 2030







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FOR THE IMPLEMENTATION OF THE STRATEGY FOR

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2022 - 2024

Pursuant to Article 38, paragraph 1 of the Republic of Serbia Planning System Law (Official Gazette of the RoS, number 30/18) and Article 17, paragraph 1 of the Law on the Government (Official Gazette of the RoS, nos. 55/05, 71/05 - correction, 101/07, 65/08, 16/11, 68/12 – CC, 72/12, 7/14 – CC, 44/14 and 30/18 – other law),

the Government of the Republic of Serbia has adopted

# 2022-2024 ACTION PLAN

**for the Implementation of the Strategy for Social Inclusion of Roma in the Republic of Serbia for the period 2022 through 2030**

# Introduction

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The Strategy for Social Inclusion of Roma in the Republic of Serbia 2016-2025 was adopted on 3 March 2016 as a continuation of the previous Strategy for

Improving the Status of Roma 2009–2015. The Republic of Serbia passed the Planning System Law in 2018, defining the form, content and other characteristics of the country’s planning documents. In 2019, the Republic of Serbia joined the Declaration of Western Balkans Partners on Roma Integration within EU Enlargement Process (hereinafter referred to as the Poznan Declaration). The European Union (EU) adopted the EU Roma Strategic Framework for Equality, Inclusion and Participation until 2030 (hereinafter referred to as the EU Roma Strategic Framework). Furthermore, the process of drafting this Action Plan took into consideration the Fourth Opinion of 26 June 2019 of the Advisory Committee of the Framework Convention for the Protection of National Minorities.

In view of the changed context and the above new documents, the existing Strategy for Social Inclusion of Roma in the Republic of Serbia 2016-2025 had to be reviewed and aligned with the Planning System Law and the Regulation on the Policy Management Methodology, Policy Impact Assessment and Content of Individual Policy Documents. The Strategy was also aligned with the Poznan Declaration and the EU Roma Strategic Framework. The Ministry of Human and Minority Rights and Social Dialogue launched an initiative to review the Strategy for Social Inclusion of Roma in the Republic of Serbia 2016-2025 as the relevant proponent, under Article 29, paragraph 1 of the Republic of Serbia Planning System Law. In line with the above documents, the 2022-2030 period was defined as the Strategy implementation period. The Strategy for Social Inclusion of Roma in the Republic of Serbia 2022-2030 (hereinafter referred to as the Strategy) was coordinated by the Expert Group of the Coordination Body for Improving the Status and Social Inclusion of Roma and Monitoring the Implementation of the Strategy for Social Inclusion of Roma in the Republic of Serbia 2016-2025 (hereinafter referred to as the Coordination Body).

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# II. The Action Plan drafting methodology and consultation process

Under the Government decision establishing the Coordination Body for Improving the Status and Social Inclusion of Roma and Monitoring the Implementation of the Strategy for Social Inclusion of Roma in the Republic of Serbia 2016-20251, prerequisites have been created for a continuous and inclusive process of working on the key documents whose drafting requires a new regulatory planning process.

An Expert Group was set up within the Coordination Body, comprising representatives of: the Ministry of Education, Science and Technological Development; Ministry of Labour, Employment, Veteran and Social Affairs; Ministry of Health; Ministry of Construction, Transport and Infrastructure; Ministry of the Interior; Ministry of Finance; Ministry of Justice; Ministry of Public Administration and Local Self-Government; Ministry of European Integration; Ministry of Culture and Information; National Council of the Roma National Minority; Social Inclusion and Poverty Reduction Unit; Standing Conference of Towns and Municipalities; Republic Policy Secretariat and Civil Society Platform. The Expert Group is led by Ninoslav Jovanovic, state secretary of the Ministry of Human and Minority Rights and Social Dialogue. The Ministry’s Department for Improving the Status of Roma provides technical support to the Coordination Body and the Expert Group. The Strategy for Social Inclusion of Roma in the Republic of Serbia 2022-2030 was drafted based on an analysis of the available documents and the current context. The Coordination Body and the Expert Group obtained the opinions of all relevant institutions, as well as a wide circle of civil society organisations and the Roma community in the Republic of Serbia, drawing up the final version of the Strategy based on these opinions and submitting it to the Government for adoption.

The Strategy is based on the existing strategic, legal and institutional resources. The institutional resources for drafting, implementing, monitoring and

**4** assessing the Strategy include the Coordination Body for Improving the Status and Social Inclusion of Roma and Monitoring the Implementation of the Strategy,

the Ministry of Human and Minority Rights and Social Dialogue and its minister, who acts as a National Roma Contact Point, the Social Inclusion and Poverty Reduction Unit, the relevant ministries in charge of policies of interest to the implementation of strategic measures, independent national institutions for equality and human rights as well as statistics, local self-government units, and the National Council of the Roma National Minority of the Republic of Serbia.

The 2022-2024 Action Plan for the Implementation of the Strategy for Social Inclusion of Roma in the Republic of Serbia for the period 2022 through 2030 (hereinafter referred to as the Action Plan) – for the first time, all these policy documents are based on the drafting methodology stipulated under the Republic of Serbia Planning System Law and accompanying by-laws, whose implementation assures the quality of drafting of policy documents. The Action Plan is a policy document which operationalises the goals and objectives set in the Strategy, defines priorities in terms of the time frame for carrying out specific measures and activities, specifies the funds needed for their implementation and sets indicators on the level of effects, outcomes and results. Therefore, the achievement of the Strategy goals and objectives largely depends on the Action Plan, i.e. on successful implementation and coordination of the measures and activities in the Action Plan. As stated earlier, the Action Plan covers the period from 2022 through 2024, while the concretisation of all the measures and activities to be undertaken in the said period will improve the operation of responsbile institutions and allow for the monitoring of the results achieved, good-quality reporting as well as timely review of targets and identified measures for purposes of better planning in the future. The structure of the Action Plan is divided into one goal and seven objectives:

1 Official Gazette of the RoS, number 62/21

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* **GOAL: To improve the quality of life of Roma in the Republic of Serbia, by respecting human and minority rights, eliminating discrimination and antigypsyism, as a form of racism, and achieving greater social inclusion across all segments of the society.**
* **Objective 1: Lower level of discrimination and antigypsyism as a form of racism against the Roma national minority.**
* **Objective 2: Improved participation of Roma in all social processes.**
* **Objective 3: Developed education system as an inclusive, intercultural, non-discriminatory and safe environment for Roma children and all ot- her children, with ensured full inclusion in pre-school, primary, secondary and higher education and provided suppor to functional education of Roma adults, including the enhanced effectiveness and efficiency of mechanisms for the fight against discrimination and antigypsyism, as a form of racism.**
* **Objective 4: Increased access to viable and quality employment for Roma people.**
* **Objective 5: Improved health of Roma, including equal access to quality health care services and enabled full exercise of the right to health without discrimination, especially in the situations of crisis, in the health care system of the Republic of Serbia.**
* **Objective 6: Improved housing conditions for the population of Roma nationality.**
* **Objective 7: Improved access to social benefits and social services for the Roma people.**

Each objective contains measures and activities that help achieve goals.

Public consultations were held prior to the adoption of the AP. On 26 April 2022 the Ministry of Human and Minority Rights and Social Dialogue made the Draft AP available to the public by posting it on its web page: [https://www.minljmpdd.gov.rs/javne-konsultacije.php](http://www.minljmpdd.gov.rs/javne-konsultacije.php) and the eConsultations web portal: https:// ekonsultacije.gov.rs/topicOfDiscussionPage/62/1. On that occasion, pursuant to Article 41, paragraph 1, item 3) of the Republic of Serbia Planning System Law, **5** the Ministry invited representatives of all public authorities in the Republic of Serbia, interested citizens, companies, social partners, civil society organisations, academia and other interested parties to take part in the online consultations. The participants could use a template provided to submit their suggestions and comments via the email address: [odsek.romi@minljmpdd.gov.rs](mailto:odsek.romi@minljmpdd.gov.rs) and/or the eConsultations web portal by 9 May 2022.

Afterwards, from 26 May through 15 June 2022, the MHMRSD conducted a public debate on the 2022-2024 Action Plan for the Implementation of the Strategy for Social Inclusion of Roma in the Republic of Serbia for the period 2022-2030 in line with the Conclusion of the Government Committee on the Legal System and State Authorities 05, Number: 90-4109/2022 of 25 May 2022 and pursuant to Article 36 of the Republic of Serbia Planning System Law. The public debate on the Draft Action Plan was held in the form of round tables where all epidemological measures were observed and the participants were able to use a template provided to submit their comments via the email address: [odsek.romi@minljmpdd.gov.rs](mailto:odsek.romi@minljmpdd.gov.rs) and/or the web portal. Upon completion of the public debate, the Ministry of Human and Minority Rights and Social Dialogue analysed all the remarks, proposals and suggestions by the participants in the public debate and, on that basis, drafted a report on the conducted public debate on the Draft Action Plan and published it on its website and the eConsultations web portal within 15 days from the completion of the public debate.

Following the completion of the public debate, the AP was discussed at a working meeting of the Coorodination Body Expert Group in order to prepare it for forwarding to all the relevant ministries for opinion.

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# Assessment of funding

The Action Plan envisages achievement of the goal through seven objectives, which will be implemented in the period from 2022 through 2024 through a number of measures containing individual activities.

The assessment of funding needed for the implementation of the objectives, measures and activities was carried out by the proponent of this action plan (the Ministry of Human and Minority Rights and Social Dialogue) and enablers of individual activities in the Action Plan in line with the planning and budgetary procedures. To that effect, all budget beneficiaries - bodies and organisations - have made their respective approximate assessments of the costs of deployment of human and other resources, as well as the needs for the implementation of the planned activities. They have done so by completing the statutory FIA templates for the financial impact assessment of the approximate budgetary costs in line with the Rulebook on the Manner of Presentation and Reporting of the Financial Impact Assessment of the Laws, Other Regulations or Other Acts on the Budget or Financial Plans of Compulsory Social Insurance Organisations (Official Gazette of the RoS, number 32/15).

The assessment of necessary funding was made by funding source, primarily the Republic of Serbia budget, donor funds or other funds for financial support from the EU funds. Where it was impossible to assess the amount or a potential donor, only the need to secure donor funds was assessed, whereas the framework of necessary funds or applications to certain donors or other funding sources will be defined in more detail in the forthcoming period, particularly in those situations where prior research or individual analyses or gathering of other relevant data from the content of the measures in this Action Plan are required for applications for donor funds.

**6** For the implementation of this action plan, the funding is planned under the Republic of Serbia Budget Law for 2022 (Official Gazette of the RoS, number

110/21). The funds are provided under chapters of relevant ministries or other state authorities who are enablers of individual activities in this action plan. The total funding that is provided by specific programmes also includes funds for the implementation of individual activities in this action plan, presented by specific individual activities grouped under specific types of measures whose range is within permitted multi-annual budget limits set by the Ministry of Finance for all budget beneficiaries.

The content of the action plan will be entered in the Unified Information System for Policy Planning, Monitoring of Implementation, Coordination and Reporting and the results of its implementation will be reported through this system. The results of the action plan implementation will be reported within 120 days upon the expiry of each calendar year from the adoption date.

# Monitoring the action plan implementation

Starting out from the reasons for adoption of this action plan and the content thereof, and taking into consideration the need for streamlining the work process in relevant institutions in the segment referring to the reporting on the reform processes, the implementation of the action plan will be monitored by the Ministry of Human and Minority Rights and Social Dialogue in cooperation with the Coordination Body for Improving the Status and Social Inclusion of Roma and Monitoring the Implementation of the Strategy for Social Inclusion of Roma in the Republic of Serbia for the period 2016 through 2025. The implementation of the action plan will also be monitored through the Unified Information System pursuant to Article 47 of the Republic of Serbia Planning System Law.

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# The meaning of terms contained in the action plan

**The following acronyms are used in the action plan:**

MPALSG Ministry of Public Administration and Local Self-

Government

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| AP | Action Plan | MESTD | Ministry of Education, Science and Technological |
| AP 23 | Revised Action Plan for Chapter 23 |  | Development |
| APV | Autonomous Province of Vojvodina | MLEVSA | Ministry of Labour, Employment, Veteran and Social |
| BRA | Business Registers Agency |  | Affairs |
| GIZ | (Deutsche Gesellschaft für Internationale Zusammenarbeit | MJ | Ministry of Justice |
|  | (GIZ) GmbH) – German Organisation for International | ME | Ministry of Economy |
|  | Cooperation | MFA | Ministry of Foreign Affairs |
| EUD | EU Delegation | MRW | Ministry of Rural Welfare |
| PHCC | Primary Health Care Centre | MFWD | Ministry of Family Welfare and Demography |
| ERIAC | European Roma Institute for Arts and Culture Serbia | MH | Ministry of Health |
| ECEC | Early Childhood Education and Care | MCI | Ministry of Culture and Information |
| EU | European Union | MF | Ministry of Finance |
| EQEI | Education Quality Evaluation Institute | MI | Ministry of the Interior |
| EII | Education Improvement Institute | NAPA | National Academy of Public Administration |
| NPHI | National Public Health Institute | NGO | Non-governmental Organisation |
| LPHIs | Local Public Health Institutes | NES | National Employment Service |
| IPA | Instrument for Pre-accession Assistance | RNC | National Council of the Roma National Minority |
| IDC | Inter-departmental Committee | OSCE | Organisation for Security and Cooperation in Europe |
| PP | Public Policies | CSO | Civil Society Organisation |
| LSG | Local Self-government Unit | PS | Primary School |
| CRM | Commessariat for Refugees and Migration | PISP | Provincial Institute for Social Protection |
| RIO APV | Roma Inclusion Office of the Government of the | CCIS | Chamber of Commerce and Industry of Serbia |
|  | Autonomous Province of Vojvodina | CPE | Equality Commissioner |
| CBRIS | Coordination Body for Monitoring the Implementation of | PSI | Pre-School Institution |
|  | the Strategy for Social Inclusion of Roma | PD | Police Department |
| MICS 6 | (The Multiple Indicator Cluster Survey 6-2019) | REF | Roma Education Fund |
|  | Monitoring the situation of children and women in Serbia | REC | Republic Election Commission |
|  | 2019 | SSO | Serbian Statistical Office |
| MHMRSD | Ministry of Human and Minority Rights and Social | RISP | Republic Institute for Social Protection |
|  | Dialogue | RoS | Republic of Serbia |
|  |  | RHIF | Republic Health Insurance Fund |

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RCC Regional Cooperation Council

SIPRU Social Inclusion and Poverty Reduction Unit of the Government of the Republic of Serbia

SCTM Standing Conference of Towns and Municipalities SS Secondary School

CSW Centre for Social Work

APES Adult Primary Education School SA School Administration

**The measures in the Action Plan are divided into:**

− regulatory (R)

− incentive (I)

− informative and educational (IE)

− institutional, managerial and organisational (IMO)

− provision of goods and services (PGS)

**8** The measures in the action plan are designated on the basis of the activities that predominantly refer to specific types of measures.

**Acronyms for programme budgeting designations:**

− BP - Budget Programme

− PA - Programme Activity

− Econ.classif. - Economic classification

− 01 - General-purpose budget revenues and receipts Funding source

− EU DS - EU Donor Support

2022 - 2024

# ACTION PLAN TABLE

|  |  |
| --- | --- |
| **Public policy document:** | **Strategy for Social Inclusion of Roma in the Republic of Serbia for the period 2022 through 2030** |
| **Action plan:** | **2022-2024 Action plan for the Implementation of the Strategy for Social Inclusion of Roma in the Republic of Serbia for the period 2022 through 2030** |
| **Proponent:** | **Ministry of Human and Miniority Rights and Social Dialogue** |
| **Coordination and reporting:** | **Coordination Body for Improving the Status and Social Inclusion of Roma and Monitoring the Implementation of the Strategy for Social Inclusion of Roma in the Republic of Serbia for the period 2016 through 2025 and the Ministry of Human and Miniority Rights and Social Dialogue as technical support** |

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| **GOAL :**  **TO IMPROVE THE QUALITY OF LIFE OF ROMA IN THE REPUBLIC OF SERBIA, BY RESPECTING HUMAN AND MINORITY RIGHTS, ELIMINATING DISCRIMINATION AND ANTIGYPSYISM, AS A FORM OF RACISM, AND ACHIEVING GREATER SOCIAL INCLUSION ACROSS ALL SEGMENTS OF THE SOCIETY.** | | | | | | |
| **Institution responsible for implementation monitoring and audit: Ministry of Human and Miniority Rights and Social Dialogue** | | | | | | |
| **Indicator(s) on the level of the goal** | **Unit of measure** | **Verification source** | **Baseline value**  ***(baseline year)*** | **Target value (*2022)*** | **Target value (2023)** | **Target value (2024)** |
| Life expectancy of Roma | Age | *(SSO, NPHI)* | 62.2  (2021) | 62.5 | 62.8 | 63.2 |
| Percentage of Roma households living in the conditions of pronounced | Percentage | *(EU-SILC, SSO,* | *83.7* | 82 | 80 | 78 |
| material deprivation (3 or more factors of material deprivation) |  | *MICS),* |  |  |  |  |
|  |  |  | *2019* |  |  |  |

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| **OBJECTIVE 1:**  **LOWER LEVEL OF DISCRIMINATION AND ANTIGYPSYISM AS A FORM OF RACISM AGAINST THE ROMA NATIONAL MINORITY** | | | | | | |
| Institution responsible for coordination and reporting: Ministry of Human and Miniority Rights and Social Dialogue | | | | | | |
| Indicator(s) on the level of the objective | Unit of measure | Verification source | Baseline value  *(baseline year)* | Target value (*2022)* | Target value (2023) | Target value (2024) |
| 1.1. Percentage of Roma who believe they have discrimination experience | Percentage | Survey “Roma Community’s Perception of  Discrimination” to be conducted  by the Equality Commissioner in 2023/2024 | 26  (2020) |  |  | 19 |
| 1.2. The proportion of the general population who feel uncomfortable having Roma neighbours | Percentage | Commissioner’s survey “Citizens’ Attitude Towards Discrimination” to be conducted by the Equality Commissioner in 2023 | 19  (2019) |  | 15 |  |

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| **Measure 1.1. To improve and fully implement the legal and institutional framework in order to ensure prevention of and protection from discimination and**  **antigypsyism, as a specific form of racism.** | | | | | | | | | |
| Institution responsible for implementation: Ministry of Human and Miniority Rights and Social Dialogue | | | | | | | | | |
| Implementation period: 3rd quarter of 2022 - 4th quarter of 2024 | | | Type of measure: informative and educational | | | | | | |
| Regulations to be amended/adopted to implement the measure: | | |  | | | | | | |
| Indicator(s) on the level of the measure | Unit of measure | Verification source | | Baseline value  *(baseline year)* | Target value (*2022)* | | Target value (2023) | | Target value (2024) |
| 1.1.1. The law recognises and sanctions antigypsyism as a form of racism | No/Yes | Official Gazette of the RoS | | No (2021) | / | | / | | Yes |
| 1.1.2. Number of new departments for fight against antigypsyism and discrimination against Roma established in public institutions and bodies | Number | Internal acts of the institutions | | 0  (2021) | / | | / | | / |
| 1.1.3. Number of complaints dealing with discrimination against members of the Roma national minority which has increased thanks to the effects of education on discrimination and protection mechanisms | Number | Regular annual report of the Equality Commissioner | | 94  (2020) | 100 | | 110 | | 120 |
| 1.1.4. Number of (alleged) victims who received legal aid | Number | Operational Conclusions Implementation Report  Register of legal aid providers Annual reports of the Ministry of Justice | | 3,340  (1 October 2019  -October 2020) | 4,000 | | 4,000 | | 4,200 |
| Measure funding source | Reference to programme budgeting | | | Total estimated funds in 000 RSD | | | | | |
| *2022* | | *2023* | | *2024* | |
| Budget receipts | Chapter 33 - Ministry of Human and Miniority Rights and Social Dialogue, Programme 1001 – Improving and Protecting Human and Minority Rights and Freedoms, Programme Activity 0005 – Creating Conditions for Equal Opportunities Policy,  Chapter 23 - Ministry of Justice, Programme 1602 - Regulating  and Managing the Judiciary System, Programme Activity 0010  - Administration and Management,  Chapter 12 – Equality Commissioner, Programme 1001 - Improving and Protecting Human and Minority Rights and Freedoms, Programme Activity 0012 - Effective Reduction of and Protection from Discrimination | | | 1,784.0  522.0  0.0 | | 7,957.0  522.0  0.0 | | 14,130.0  522.0  0.0 | |
| EU financial support in € | 15,000 | | 17,000 | | 39,000 | |

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| Activity: | Implementing authority | Implementing partner authorities | Completion time frame | Indicators and target values | Funding source | Reference to programme  budgeting | Total estimated funds by source in 000 RSD | | |
| 2022 | 2023 | 2024 |
| 1.1.1. Needs analysis regarding regu- | MHMRSD | CSO | 4th quarter | Analysis prepared | Source 01- | BP. 1001 |  |  |  |
| lation amendments, with recom- |  | Donors | of 2022 |  | General-purpose | PA 0005 |  |  |  |
| mendations for improvements, |  |  |  |  | budget revenues | Econ. classif. |  |  |  |
| including recommendations for |  |  |  |  | and receipts - | 411 | 1,335.0 | 5,956.0 | 10,577.0 |
| public institutions’ and indepen- |  |  |  |  | RoS budget | 412 | 216.0 | 963.0 | 1,710.0 |
| dent bodies’ organisational units |  |  |  |  | EU donor funds | 42 | 233.0 | 1,038.0 | 1,843.0 |
| for the fight against antigyp- |  |  |  |  |  |  |  |  |  |
| syism, as a form of racism, and |  |  |  |  |  |  |  |  |  |
| discrimination against Roma |  |  |  |  |  |  |  |  |  |
| 1.1.2. To forward information to the | MHMRSD | MJ | 4th quarter | Information forwarded to | Source 01- | Budgeted under |  |  |  |
| MJ about the recommendations |  |  | of 2023 | the MJ | General-purpose | Activity 1.1.1. |
| based on the analysis in order |  |  |  |  | budget revenues |  |
| for antigypsyism, as a specific |  |  |  |  | and receipts - |  |
| form of racism, to be recognised |  |  |  |  | RoS budget |  |
| in the regulations |  |  |  |  |  |  |
| 1.1.3. To amend the policies of insti- | MHMRSD | All relevant | 4th quarter | The concept of | Source 01- | Budgeted under |  |  |  |
| tutions and independent institu- |  | ministries | of 2024 | antigypsyism as a form of | General-purpose | Activity 1.1.1. |
| tions in order for them to recog- |  | CSO |  | racism is operationalised | budget revenues | LSG budget - within |
| nise antigypsyism as a specific |  | Donors |  | on all levels of public | and receipts - | balance sheet |
| form of racism and intergrate |  |  |  | institutions | LSG budget | abilities |
| measures against antigypsyism, |  |  |  |  | EU donor funds |  |
| as a form of racism, into their |  |  |  |  |  |  |
| respective policies based on the |  |  |  |  |  |  |
| recommendations from the Ne- |  |  |  |  |  |  |
| eds Analysis Regarding Regula- |  |  |  |  |  |  |
| tion Amendments, with Recom- |  |  |  |  |  |  |
| mendations for Improvements |  |  |  |  |  |  |
| 1.1.4. To conduct legal aid provider trainings regarding the commen- cement of implementation of the Legal Aid Law for the staff of LSGs who decide on legal aid applications (Reference to the AP for Chapter 23) | MJ | LSG CSO | 4th quarter of 2024 | Number of trainings delivered: at least 4 trainings per year, i.e. 12 by the end of 2024 | Source 01- General-purpose budget revenues and receipts - LSG budget  EU donor funds needed in € | BP 1602  PA 0010  Econ. classif.  411  412  42 | 388.00  66.00  68.00  15,000.0 | 388.00  66.00  68.00  17,000.0 | 388.00  66.00  68.00  19,000.0 |
| 1.1.5. Dissemination of information to members of the Roma national minority on ways to benefit from legal aid | MHMRSD | MJ LSG CSO | 4th quarter of 2024 | MJ reports are drafted on regular basis  Number of members of the Roma national minority  to whom information was  disseminated | Source 01- General-purpose budget revenues and receipts - RoS budget | Budgeted under Acitivity 1.1.1. |  |  |  |

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| 1.1.6. Equality Commissioner’s survey on Roma community’s percepti- on of discrimination | Equality Commissioner | MHMRSD  Donors | 4th quarter of 2024 | Conducted survey: “Roma Community’s Perception of Discrimination”, which includes a chapter on antigypsyism as a specific form of racism: 1 survey, end of 2024 | Source 01- General-purpose budget revenues and receipts - RoS budget  EU donor funds | BP 1001  PA 0012 | 0.0 | 0.0 | 0.0  20.000 |
| 1.1.7. Equality Commissioner’s survey on “Citizens Attitude towards Discrimination” | Equality Commissioner | MHMRSD  Donors | 4th quarter of 2024 | Conducted survey: “Roma Community’s Perception of Discrimination”, which includes a chapter on antigypsyism as a specific form of racism: 1 survey, end of 2024 | Source 01- General-purpose budget revenues and receipts - RoS budget  EU/Council of Europe donor funds | Budgeted under Activity 1.1.1. |  |  |  |
| 1.1.8. To organise a consultation pro- cess on establishing the Fund for Improvement of the Status of Roma | MHMRSD | All ministries EUD RCC GIZ | 4th quarter of 2023 | Number of consultations held on the topic of establishing the Fund – 3 | Source 01- General-purpose budget revenues and receipts - RoS budget | Budgeted under Activity 1.1.1. |  |  |  |
|  |  |  |  |  | EU/GIZ donor funds |  |

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| **Measure 1.2. To empower Roma to access rights and preserve identity** | | | | | | | |
| Institution responsible for implementation: Ministry of Culture and Information | | | | | | | |
| Implementation period: 3rd quarter of 2022 - 4th quarter of 2024 | | | Type of measure: regulatory | | | | |
| Regulations to be amended/adopted to implement the measure: | | | Law on Public Information and the Media | | | | |
| Indicator(s) on the level of the measure | Unit of measure | Verification source | | Baseline value  *(baseline year)* | Target value (*2022)* | Target value (2023) | Target value (2024) |
| 1.2.1. Number of Roma cultural institutions | Number | Annual report of the National Council | | 1  (2021) | 1 | 1 | 1 |
| 1.2.2. Number of projects/programmes of cultural institutions established by local self-government units with ethnically diverse population whose territory is inhabited by a representative number of Roma that preserve and promote cultural identity and traditions of the Roma national minority. | Number | Annual report of the National Council | | / | / | / | To be determined as 2024 baseline value |
| 1.2.3. Defined list of prominent Roma artists and cultural workers,  which is periodically updated. | Number | Annual report of the National Council | | / | / | / | To be determined as 2024 baseline value |

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| 1.2.4. Number of media predominantly offering contents of relevance for the Roma or in the Romani language | Number of media | Media in national minority languages, OSCE Mission to Serbia, 2020, MCI | 26  (2020) |  | |  | 30 |
| 1.2.5. Number of programmes and projects which inform and educate Roma about the access to rights and preservation of identity  1.2.6. | Number of supported projects | MCI decision on allocation of funds for co-funding projects on media content production in national minority languages | 12 | 11 | | 12 | 12 |
| 1.2.7. Number of supported projects/programmes presenting the Roma culture and traditions in an affirmative way and helping to fight antigypsyism and discrimination | Number | MCI, APV and LSG report MHMRSD report  RNC report Decision on allocation of funds from the budgetary fund for national minorities  MCI decisions on allocation of funds for co- funding projects on media  content production | 4 | 5 | | 5 | 7 |
| Measure funding source | Reference to programme budgeting | | | Total estimated funds in 000 RSD | | | |
| *2022* | *2023* | | *2024* |
| Budget receipts | Chapter 29 - Ministry of Culture and information: | | | 4 |  | |  |
|  | Programme 1201 - System Regulation and Development in the | | |  |  | |  |
|  | Sphere of Culture and Information, Programme Activity 0001 | | |  |  | |  |
|  | - System Regulation and Supervision in the Sphere of Culture, | | |  |  | |  |
|  | Programme Activity 0002 - System Development in the Sphere of | | | 376.0 | 807.0 | | 591.0 |
|  | Public Information and Supervision of Implementation of the Law, | | | 2,206.0 | 2,206.0 | | 2,206.0 |
|  | Programme 1203 - Strengthening Cultural Production and Artistic | | |  |  | |  |
|  | Creation, Programme Activity 0006 - Support to Cultural Activity of | | |  |  | |  |
|  | Socially Vulnerable Groups, and | | | 2,379.0 | 2,610.0 | | 2,390.0 |
|  | Programme 1204 - Public Information System, Programme Activity | | |  |  | |  |
|  | 0001 - Public Information System, and Programme Activity 0006 - | | |  |  | |  |
|  | Support to Dissemination of Information to National Minorities in | | | 2,500.0 | 3,000.0 | | 3,500.0 |
|  | Their Own Language; | | |  |  | |  |
|  | Chapter 33 - Ministry of Human and Minority Rights and Social | | | 9,390.0 | 10,890.0 | | 13,890.0 |
|  | Dialogue, Programme 1001 – Improving and Protecting Human and | | |  |  | |  |
|  | Minority Rights and Freedoms, Programme Activity 0005 – Creating | | |  |  | |  |
|  | Conditions for Eequal Opportunities Policy, | | |  |  | |  |
|  | Chapter 12 – Equality Commissioner, Programme 1001 - Improving | | | Budgeted | Budgeted under | | Budgeted under |
|  | and Protecting Human and Minority Rights and Freedoms, | | | under | Measure 1.1. | | Measure 1.1. |
|  | Programme Activity 0012 - Effective Reduction of and Protection | | | Measure 1.1. |  | |  |
|  | from Discrimination; | | |  |  | |  |
|  |  | | | 0.0 | 0.0 | | 0.0 |
| EU financial support in € |  | | | 0.0 | 0.0 | | 0.0 |

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**ACTION PLAN**

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| Activity: | Implementing  authority | Implementing  partner authorities | Completion  time frame | Indicators and target  values | Funding source | Reference  to programme budgeting | Total estimated funds by source in  000 RSD | | |
| 2022 | 2023 | 2024 |
| 1.2.1. To conduct an analysis of the situation, | MCI | RNC | 4th quarter of | 1 analysis conducted, | Source 01- | Budgeted |  |  |  |
| needs and opportunities, with conclu- |  | CBRIS | 2024 | recommendations | General-purpose | under |
| sions on the most important barriers, |  | CSO |  | published | budget revenues | Activity |
| problems and recommendations serving |  | Donors |  |  | and receipts - RoS | 1.2.7. |
| as a basis for draft amendments to the |  |  |  |  | budget |  |
| regulatory framework |  |  |  |  |  |  |
| 1.2.2. To draft a feasibility study for establis- | MCI | CBRIS | 4th quarter of | 1 analysis conducted, | Source 01- | Budgeted |  |  |  |
| hing the Institute for Preservation of |  | CSO | 2024 | recommendations | General-purpose | under |
| Roma Cultural Identity and Cultural |  | Donors |  | published | budget revenues | Activity |
| Heritage |  |  |  |  | and receipts - RoS | 1.2.7. |
|  |  |  |  |  | budget |  |
| 1.2.3. Co-funding projects of media content | MCI | Media | 4th quarter of | Number of supported | Source 01- | BP 1201 |  |  |  |
| production in the Romani language |  | CSO | 2024 | projects – 10 per year | General-purpose | PA 0002 |  |  |  |
|  |  |  |  |  | budget revenues | Econ. classif. |  |  |  |
|  |  |  |  |  | and receipts - RoS | 411 | 1,608.0 | 1,608.0 | 1,608.0 |
|  |  |  |  |  | budget | 412 | 310.0 | 310.0 | 310.0 |
|  |  |  |  |  |  | 42 | 288.0 |  | 288.0 |
|  |  |  |  |  |  |  |  | 288.0 |  |
| 1.2.4. Professional capacity building of journa-  lists and media workers to produce media contents intended for members of the Roma national minority | MCI | CBRIS  RNC  Media CSO | 4th quarter of  2024 | Number of implemented  trainings - at least 1 per year | Source 01-  General-purpose budget revenues and receipts - RoS budget | BP 1204  PA 0001  Econ. classif.  48 | 2,500.0 | 3,000.0 | 3,500.0 |
| 1.2.5. Co-funding projects of media content | MCI | Media | 4th quarter of | Number of supported | Source 01- | Budgeted |  |  |  |
| production contributing to the preserva- |  | Cultural | 2024 | projects - 5 | General-purpose | under |
| tion of the Roma national and cultural |  | institutions |  |  | budget revenues | Activity |
| identity |  | CSO |  |  | and receipts - RoS | 1.2.3. |
|  |  |  |  |  | budget |  |
| 1.2.6. Co-funding projects of media content | MCI | RNC | 4th quarter of | Number of supported | Source 01- | Budgeted |  |  |  |
| production re.access to rights for mem- |  | Media | 2024 | projects - 5 | General-purpose | under |
| bers of the Roma national minority |  | CSO |  |  | budget revenues | Activity |
|  |  |  |  |  | and receipts - RoS | 1.2.3. |
|  |  |  |  |  | budget |  |

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| 1.2.7. To conduct a competition for co-funding | MHMRSD | MCI | 4th quarter of | Number of supported | Source 01- | For |  |  |  |
| and funding of projects in the sphere of |  | APV | 2024 | projects presenting | General-purpose | MHMRSD: |  |  |  |
| culture of national minorities |  | LSG |  | the Roma culture and | budget revenues |  |  |  |  |
|  |  | RNC |  | traditions in an affirmative | and receipts - RoS | Budgeted |  |  |  |
|  |  |  |  | way and helping to | budget | under |  |  |  |
|  |  |  |  | fight antigypsyism and |  | Activity 1.1.1 |  |  |  |
|  |  |  |  | discrimination - 11 |  | For MCI: |  |  |  |
|  |  |  |  |  |  | BP 1201 |  |  |  |
|  |  |  |  |  |  | PA 0001 |  |  |  |
|  |  |  |  |  |  | Econ. classif. |  |  |  |
|  |  |  |  |  |  | 411 |  |  |  |
|  |  |  |  |  |  | 412 | 315.0 | 677.0 | 496.0 |
|  |  |  |  |  |  |  | 61.0 | 130.0 | 95.0 |
|  |  |  |  |  |  | and |  |  |  |
|  |  |  |  |  |  | BP 1203 |  |  |  |
|  |  |  |  |  |  | PA 0006 |  |  |  |
|  |  |  |  |  |  | Econ. classif. |  |  |  |
|  |  |  |  |  |  | 42 |  |  |  |
|  |  |  |  |  |  | 46 | 460.0 | 460.0 | 0.0 |
|  |  |  |  |  |  | 48 | 450.0 | 570.0 | 690.0 |
|  |  |  |  |  |  |  | 1,460.0 | 1,580.0 | 1,700.0 |
| 1.2.8. Co-funding of projects of media content  production presenting the Roma culture and traditions in an affirmative way and helping to fight discrimination and anti- gypsyism as a form of racism | MCI | Media  RNC CSO | 4th quarter of  2024 | Number of supported  projects -5 | Source 01-  General-purpose budget revenues and receipts - RoS budget | BP  1204  PA 0006  Econ. classif. | 7,870.0 | 8,870.0 | 10,870.0 |
|  |  |  |  |  |  | 42 | 1,520.0 | 2,020.0 | 3,020.0 |
|  |  |  |  |  |  | 48 |  |  |  |
| 1.2.9. Marking 2 August and 16 December as | MHMRSD | CBRIS | 4th quarter of | Number of events held - | Source 01- | Budgeted |  |  |  |
| the Roma Holocaust Memorial Day, 5 |  | RNC | 2024 | at least 2 per year | General-purpose | under |
| November as the World Day of the Ro- |  | CSO |  |  | budget revenues | Activity |
| mani Language and 8 April as the Inter- |  | Media |  |  | and receipts - RoS | 1.1.1. |
| national Romani Day |  | MESTD |  |  | budget |  |
| 1.2.10. Initiative to mark 8 April the Internati- | MHMRSD | MESTD | 4th quarter of | Consultation process for | Source 01- | Budgeted |  |  |  |
| onal Romani Day in all education insti- |  | RNC | 2024 | the Initiative is completed | General-purpose | under |
| tutions |  |  |  |  | budget revenues | Activity 1.1.1 |
|  |  |  |  |  | and receipts - RoS |  |
|  |  |  |  |  | budget |  |

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| 1.2.11. Empowering Roma to react against  discrimination and antigypsyism as a form of racism | MHMRSD | CSOs  Donors Equality Commissioner | 4th quarter of  2024 | Number of Roma trained  within the campaign to recognise antigypsyism and discrimination  Number of informative and educational activities implemented within the campaign - at least 1 per year | EU donor funds | Budgeted  under Activity 1.1.1 |  |  |  |
| 1.2.12. Encouraging and assisting Roma to  report criminal offences motivated by prejudice, ill-treatment, violence and hate speech | MHMRSD | CSO  Donors  MJ | 4th quarter of  2024 | Number of reports | Source 01-  General-purpose budget revenues and receipts - RoS budget | Budgeted  under Activity 1.1.1 |  |  |  |
| 1.2.13. To organise awareness-rasising cam-  paigns on the negative impact of child marriages and forced marriages on health and well-being of women and girls | MHMRSD | RNC  MESTD MH MLEVSA CSO  Equality Commissioner  Donors GIZ/Regional Cooperation Council /UN/ EU | 4th quarter of  2024 | Number of implemented  campaigns – 1 ongoing | Source 01-  General-purpose budget revenues and receipts - RoS budget GIZ/Regional Cooperation Council /UN/EU donor funds | Budgeted  under Activity 1.1.1 |  |  |  |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Measure 1.3. To raise awareness of the public, civil servants and LSG staff in particular, of the importance of the fight against discrimination and antigypsyism, as**  **a specific form of racism** | | | | | | | |
| Institution responsible for implementation: Ministry of Human and Minority Rights and Social Dialogue | | | | | | | |
| Implementation period: 3rd quarter of 2022 - 4th quarter of 2024 | | | Type of measure: informative and educational | | | | |
| Regulations to be amended/adopted to implement the measure: | | | The Law on Public Information and the Media | | | | |
| Indicator(s) on the level of the measure | Unit of measure | Verification source | | Baseline value  *(baseline year)* | Target value (*2022)* | Target value (2023) | Target value (2024) |
| 1.3.1. Number of people (general population) who were involved in any way in the prejudice reducing ac- tivities | Number | MCI reports | | To be determined as 2024 baseline value | / | / | / |
| 1.3.2. Number of supported media contents promoting Roma tolerance and identity | Number | MCI decisions on allocating funds for co- funding projects of media content production re. promotion of cultural diversity, dialogue and tolerance | | 3  (2021) | 1 | 2 | To be determined |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1.3.3. Number of public condemnations of hate speech against Roma | Number | MHMRSD  Reports of the Equality Commissioner RNC | / | | 0 | | | 3 | | | 5 | |
| 1.3.4. Number of trained civil servants, re. protection from discrimination and antigypsyism as a specific form of racism | Number | NAPA  Reports of the Equality Commissioner | 0  (2021) | | 100 | | | 200 | | | 300 | |
| 1.3.5. Number of institutions with regulations and me- asures against antigypsyism, as a form of racism | Number | CBRIS, LSG | 0 | | 0 | | | 0 | | | At least 1 | |
| 1.3.6. Number of civil servant training programmes ac- credited with the National Academy of Public Ad- ministration, and those in the area of education, so- cial protection and health care, which are targeted at awareness-raising and reducing antigypsyism and discrimination against Roma | Number | NAPA, RISP, EII  Reports of the Equality Commissioner | 0 | | 4 | | | / | | | 4 | |
| Measure funding source | | Reference to programme budgeting | | Total estimated funds in 000 RSD | | | | | | | | |
| *2022* | | | *2023* | | | *2024* | | |
| Budget receipts | | Chapter 29 - Ministry of Culture and Information, Programme 1204 - Public Information System, Programme Activity 0001 - Public Information System  Chapter 26 - Ministry of Education, Science and Technological Development, Programme 2001 - Regulating, Supervising and Developing all Levels of the Education System, Programme Activity 0001- Defining the Legal Framework and Monitoring Education Development | | Budgeted under Measure 1.2.  Budgeted under Measure 3.2.  Budgeted under Measure 1.1.  Budgeted under Measure 4.2. | | 0.0 | Budgeted under Measure 1.2.  Budgeted under Measure 3.2.  Budgeted under Measure 1.1.  Budgeted under Measure 4.2. | | 0.0 | Budgeted under Measure 1.2.  Budgeted under Measure 3.2.  Budgeted under Measure 1.1.  Budgeted under Measure 4.2. | | 0,0 |
|  | | Chapter 33 - Ministry of Human and Minority Rights and Social Dialogue, Programme 1001 – Improving and Protecting Human and Minority Rights and Freedoms, Programme Activity 0005 – Creating Conditions for Equal Opportunities Policy, | |
|  | | Chapter 59 – National Academy of Public Administration, Programme 0615 - Professional Development in the Public Administration, Programme Activity 0001 – Administration and Management | |
|  | | National Employment Service, Programme 0810 – Support to the Performance of Tasks Entrusted to the NES, Programme Activity 0001 - Administration and Management, and Programme 0803 - Active Labour Market Policy, Programme Activity 0007 - Programmes and Measures of Professional Rehabilitation and Promotion of Employment of Persons with Disabilities, Funded by the Republic of Serbia Budgetary Subsidies | |
| EU financial support in € | | 0.0 | | | 0.0 | | | 0.0 | | |

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**ACTION PLAN**

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| Activity: | Implementing authority | Implementing partner authorities | Completion time frame | Indicators and target values | Funding source | Reference to programme  budgeting | Total estimated funds by source in 000 RSD | | |
| 2022 | 2023 | 2024 |
| 1.3.1. Co-funding projects of media | MCI | Media | 4th quarter of | Number of supported projects | Source 01- | Budgeted |  |  | Budgeted |
| content production re. promotion |  |  | 2024 | -5 | General-purpose | under Activity | under |
| of cultural diversity, dialogue and |  |  |  |  | budget revenues | 1.2.4. | Activity |
| tolerance |  |  |  |  | and receipts - |  | 1.2.4. |
|  |  |  |  |  | RoS budget |  |  |
|  |  |  |  |  | EU donor funds |  |  |
| 1.3.2. Monitoring the implementation of by-laws that define recognition of and response to discriminatory behaviour in education institu- tions | MESTD | MHMRSD | 4th quarter of 2024 | Number of reported and registered cases of  discrimination against students on ethnic grounds in education institutions on an annual level - 30 on an annual level | Source 01- General-purpose budget revenues and receipts - RoS budget | Budgeted under Activity 3.2.3. |  |  | Budgeted under Activity 3.2.3. |
|  |  |  |  | Number of reports on action in cases of discrimination against members of the Roma community - 30 on an annual level |  |  |  |
|  |  |  |  | Source: MESTD reports; reports of the Equality Commissioner |  |  |  |
| 1.3.3. Improving the competencies of the education staff in order to ap- ply legal norms and by-laws that define inclusion, prevention and response to discriminatory and violent behaviour in education institutions | MESTD | LSG RNC PSI PS SS SA CSO | 4th quarter of 2024 | Number of conducted training programmes for the staff in the education system: at least 3  Number of training participants: at least 300 per year | Source 01- General-purpose budget revenues and receipts - RoS budget | Budgeted under Activity 3.2.3. |  |  | Budgeted under Activity 3.2.3. |
|  |  |  |  | Number of supported CSOs in the area of prevention and response to discriminatory and violent behaviour, and the scope of allocated funds: at least 3 per competition |  |  |  |
|  |  |  |  | Source: MESTD reports; reports of the Equality Commissioner; reports of the supported CSOs |  |  |  |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1.3.4. Improving the access to and qua- lity of studying the Romani lan- guage with elements of national culture as an elective subject in primary schools | MESTD | RNC LSG EII PS CSO | 4th quarter of 2024 | Number of schools where the Romani language wth elements of national culture is taught: at least 65  Number of students of Roma nationality (girls and boys) attending the subject Romani Language with Elements of National Culture: at least 2,500 | Source 01- General-purpose budget revenues and receipts - RoS budget  EU donor funds | Budgeted under Activity 3.2.3. |  |  |  |
|  |  |  |  | Number of textbooks for the elective subject Romani Language with Elements of National Culture: at least 1 textbook per grade |  |  |
|  |  |  |  | Source: reports of MESTD, LSG; reports of the CSOs involved |  |  |
| 1.3.5. To organise the process of desig- ning and accreditation of training programmes on anti-discrimina- tion and antigypsyism, as a form or racism, in education, social protection and health care | MHMRSD | MESTD MLEVSA MH  RISP EII,  RIO APV  RNC SCTM | 4th quarter of 2023 | Number of designed training programmes – at least 1 for each system  Number of accredited training programmes in health care - at least 1 by the end of 2023 | Source 01- General-purpose budget revenues and receipts - RoS budget | Budgeted under Activity 1.1.1 |  |  |  |
|  |  |  |  | Number of accredited training programmes in social protection - at least 1 by the end of 2023 |  |  |
|  |  |  |  | Number of accredited training programmes in education - at least 1 by the end of 2023 |  |  |
| 1.3.6. To hold training programmes on anti-discrimination and antigyp- syism, as a form of racism, for the staff of education, social protecti- on and health care institutions | MHMRSD | MESTD MLEVSA MH  RISP EII,  RIO APV RNC  SCTM | 4th quarter of 2024 | Number of trained staff of health care institutions - at least 300 by the end of 2024  Number of trained staff of social protection institutions - at least 300 by the end of 2024 | Source 01- General-purpose budget revenues and receipts - RoS budget  EU donor funds | Budgeted under Activity 1.1.1 |  |  |  |
|  |  |  |  | Number of trained staff of education institutions - at least 300 by the end of 2024 |  |  |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1.3.7. To integrate the topics of discri- | NAPA | SCTM | 2nd quarter of | Number of training | Source 01- | BP 0615 | 0.0 | 0.0 | 0.0 |
| mination and antigypsyism, as a |  | MHMRSD | 2023 | programmes which include | General-purpose | PA 0001 |  |  |  |
| form of racism, into the existing |  | GIZ |  | the topics of antigypsyism and | budget revenues |  |  |  |  |
| training programmes for civil ser- |  | Equality |  | discrimination – at least 6 by | and receipts - |  |  |  |  |
| vants and LSG staff |  | Commissioner |  | the end of 2023 | RoS budget |  |  |  |  |
|  |  |  |  |  | GIZ/EU donor |  |  |  |  |
|  |  |  |  |  | funds |  |  |  |  |
| 1.3.8. To organise training programmes | MHMRSD | SCTM | 4th quarter of | Number of trainings held - at | Source 01- | Budgeted |  |  |  |
| for LSG staff that include the |  | GIZ | 2024 | least 1 per year | General-purpose | under Activity |
| topics of discrimination and anti- |  | Equality |  |  | budget revenues | 1.1.1 |
| gypsyism, as a form of racism |  | Commissioner |  |  | and receipts - |  |
|  |  |  |  |  | RoS budget |  |
|  |  |  |  |  | GIZ donor funds |  |
| 1.3.9. To organise training programmes | NAPA | MHMRSD | 4th quarter of | Number of trainings held - at | Source 01- | BP 0615 | 0.0 | 0.0 | 0.0 |
| for civil servants that include the |  | GIZ | 2024 | least 1 per year | General-purpose | PA 0001 |  |  |  |
| topics of discrimination and anti- |  | Equality |  |  | budget revenues |  |  |  |  |
| gypsyism, as a form of racism, for |  | Commissioner |  |  | and receipts - |  |  |  |  |
| civil servants |  |  |  |  | RoS budget |  |  |  |  |
|  |  |  |  |  | GIZ donor funds |  |  |  |  |
| 1.3.10. To organise training programmes | NES | MHMRSD | 4th quarter of | Number of trainings held - at | NES financial | Budgeted |  |  |  |
| for NES staff on discrimination |  | GIZ | 2024 | least 1 per year | plan | under Activity |
| and antigypsyism, as a form of |  | Equality |  |  | GIZ donor funds | 4.2.1. |
| racism |  | Commissioner |  |  |  |  |
| 1.3.11. To organise training programmes | MHMRSD | GIZ | 4th quarter of | Number of trainings held - at | Source 01- | Budgeted |  |  |  |
| for private and public sector |  | Equality | 2024 | least 1 per year | General-purpose | under Activity |
| employers on discrimination and |  | Commissioner |  |  | budget revenues | 1.1.1 |
| antigypsyism, as a form of racism |  |  |  |  | and receipts - |  |
|  |  |  |  |  | RoS budget |  |
|  |  |  |  |  | Donor funds of |  |
|  |  |  |  |  | GIZ |  |
| 1.3.12. To develop and implement awa- | MHMRSD | CSO | 4th quarter of | Number of implemented | Source 01- | Budgeted |  |  |  |
| reness-raising campaigns on the |  | RNC | 2024 | campaigns -1 ongoing strategic | General-purpose | under Activity |
| need to fight antigypsyism, as a |  | Donors |  | campaign targeting the public | budget revenues | 1.1.1 |
| form of racism, as well as pro- |  | GIZ |  | at large and members of the | and receipts - |  |
| mote a positive image of Roma, |  |  |  | Roma national minority | RoS budget |  |
| and raise awareness of the Roma |  |  |  |  | Donor funds of |  |
| history and status in the spheres |  |  |  |  | GIZ and others |  |
| such as art and culture |  |  |  |  |  |  |
| 1.3.13. To develop and conduct informa- | MHMRSD | CBRIS | 4th quarter of | Number of campaigns | Source 01- | Budgeted |  |  |  |
| tive and awareness-raising cam- |  | RNC | 2024 | conducted - 1 | General-purpose | under Activity |
| paigns on the historical plight of |  | CSO |  |  | budget revenues | 1.1.1 |
| the Roma people |  | Donors |  |  | and receipts - |  |
|  |  | GIZ |  |  | RoS budget |  |
|  |  |  |  |  | Donor funds of |  |
|  |  |  |  |  | GIZ and others |  |

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| 1.3.14. To develop and conduct research | MHMRSD | CBRIS | 4th quarter of | Number of research conducted | Source 01- | Budgeted |  |  |  |
| activities re. the historical plight |  | RNC | 2024 | -1 | General-purpose | under Activity |
| of the Roma people |  | CSO |  |  | budget revenues | 1.1.1 |
|  |  | Donors |  |  | and receipts - |  |
|  |  | GIZ |  |  | RoS budget |  |
|  |  |  |  |  | + Donor funds of |  |
|  |  |  |  |  | GIZ and others |  |
| 1.3.15. To draft a publication on the hi- | MHMRSD | CBRIS | 4th quarter of | 1 publication drafted and | Donor funds | Budgeted |  |  |  |
| storical plight of the Roma people |  | LSG | 2024 | published |  | under Activity |
| from discrimination and antygyp- |  | CSO |  |  |  | 1.1.1 |
| syism as a form of racism |  | Donors |  |  |  |  |
|  |  | GIZ |  |  |  |  |
| 1.3.16. To enhance parliamentary co- | MHMRSD | CBRIS | 4th quarter of | Number of public hearings -1 | Source 01- | Budgeted |  |  |  |
| operation and awareness of the |  | LSG | 2024 |  | General-purpose | under Activity |
| concept of antygypsyism, as a |  | CSO |  |  | budget revenues | 1.1.1 |
| form of racism, and hold public |  | Council of |  |  | and receipts - |  |
| hearings at the National Assembly |  | Europe |  |  | RoS budget |  |
| re. antygypsyism, as a form of |  | Donors |  |  | Donor funds |  |
| racism, discrimination against |  |  |  |  | -EU; Council of |  |
| Roma and hate speech. |  |  |  |  | Europe |  |

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| **OBJECTIVE 2:**  **IMPROVED PARTICIPATION OF ROMA IN ALL SOCIAL PROCESSES** | | | | | | |
| Institution responsible for coordination and reporting: Ministry of Human and Minority Rights and Social Dialogue | | | | | | |
| Indicator(s) on the level of the objective | Unit of  measure | Verification source | Baseline value  *(baseline year)* | Target value  (*2022)* | Target value  (2023) | Target value  (2024) |
| 2.1. Percentage of Roma who stated they had participated in elections | Percentage | REC, RNC | 49.73 % of those  registered in the separate electoral roll in 2018 | / | At least 60% of  those registered in the separate electoral roll | / |
| 2.2. Number of active Roma-led civil society organisations | Number | BRA | To be determined  in 2023 | / | / | 300 |

**ACTION PLAN**

**22**

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| **Measure 2.1. To encourage participation of Roma, especially women and youth, in social, cultural and political life** | | | | | | | | |
| Institution responsible for implementation: Ministry of Human and Minority Rights and Social Dialogue | | | | | | | | |
| Implementationn period: 3rd quarter of 2022 - 4th quarter of 2024 | | | | Type of measure: informative and educational | | | | |
| Regulations to be amended/adopted to implement the measure: | | | |  | | | | |
| Indicator(s) on the level of the measure | | Unit of measure | Verification source | | Baseline value  *(baseline year)* | Target value (*2022)* | Target value (2023) | Target value (2024) |
| 2.1.1. | Number of Roma-led civil society organisations actively participating in the civil society platform of the MHMRSD | Number | BRA, RNC MHMRSD | | 30  (2022) | 30 | At least 40 | At least 50 |
| 2.1.2. | Representation of Roma men and women in the political decision-making bodies on the local, provincial and national levels | Percentage | Data of LSGs and authorities and institutions on the national and provincial levels | | To be determined in 2023 |  |  | To be determined in 2024 |
| 2.1.3. | Number of local interethnic relations councils having the participation of the members of the Roma national minority | Number | 2022 Population Census | | To be determined in 2023 as baseline value |  |  | All LSGs that meet the requirement from the Law on Local Self- Government, based on the 2022 Census |
| 2.1.4. | Number of local councils for social inclusion of Roma | Number | MHMRSD | | 30  (2022) |  |  | At least 40 |
| 2.1.5. | Number of local self-government units having active mobile teams for Roma inclusion | Number | Database for monitoring Roma inclusion measures, 2020 | | 50  (2020) | / | / | 60 |
| 2.1.6. | Number of young Roma participating in different activities | Number | MHMRSD | | To be determined by analysis in 2023 | / | / | 100 |
| 2.1.7. | Number of Roma culture projects implemented by civil society organisations | Number | MCI, APV and LSG reports MHMRSD report  RNC report Decision on allocation of funds from the budgetary  fund for national minorities | | To be determined in 2023 as baseline value |  |  | At least 50 |
| 2.1.8. | Number of Roma culture projects/programmes targeting women, children and young people | Number | MCI, APV and LSG reports MHMRSD report  RNC report Decision on allocation of funds from the budgetary  fund for national minorities | | To be determined in 2023 as baseline value |  |  | At least 50 |

2022 - 2024

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| Measure funding source | Reference to programme budgeting | Total estimated funds in 000 RSD | | |
| *(2022)* | *(2023)* | *(2024)* |
| Budget receipts | Chapter 33 - Ministry of Human and Minority Rights and Social Dialogue, Programme 1001 – Improving and Protecting Human and Minority Rights and Freedoms, Programme Activity 0005 – Creating Conditions for Equal Opportunities Policy | Budgeted under Measure 1.1. | Budgeted under Measure 1.1. | Budgeted under Measure 1.1. |
| EU financial support in € | 0.0 | 0.0 | 0.0 |

**23**

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| Activity: | Implementing authority | Implementing partner authorities | Completion time frame | Indicators and target values | Funding source | Reference to programme  budgeting | Total estimated funds by source in 000 RSD | | |
| 2022 | 2023 | 2024 |
| 2.1.1. Situation analysis and proposals for im- | MHMRSD | SCTM | 4th quarter | 1 analysis conducted | Source 01 | Budgeted |  |  |  |
| proving the representation of Roma men, |  |  | of 2023 | and proposals for | - General- | under Activity |
| women and young people in the political |  |  |  | improvements | purpose budget | 1.1.1 |
| decision-making bodies and processes on |  |  |  | prepared | revenues and |  |
| the local, provincial and national levels, |  |  |  |  | receipts - RoS |  |
| as well as in political activities (including |  |  |  |  | budget |  |
| representation in interethnic relations coun- |  |  |  |  | EU donor funds |  |
| cils, election turnout) |  |  |  |  |  |  |
| 2.1.2. Analysis of the situation of Roma CSOs – | MHMRSD | Civil society | 4th quarter | Analysis conducted | Source 01 | Budgeted |  |  |  |
| number of active Roma-led CSOs |  | platform for | of 2023 | -1 | - General- | under Activity |
|  |  | social inclusion of |  |  | purpose budget | 1.1.1 |
|  |  | Roma |  |  | revenues and |  |
|  |  | CSO |  |  | receipts - RoS |  |
|  |  | RNC |  |  | budget |  |
|  |  |  |  |  | EU donor funds |  |
| 2.1.3. To draft an analysis and proposals for im- | MHMRSD | RNC | 4th quarter | Analysis conducted | Source 01 | Budgeted |  |  |  |
| provement of regulations governing political |  | GIZ | of 2024 | -1 | - General- | under Activity |
| participation of national minorities, with |  |  |  |  | purpose budget | 1.1.1 |
| special focus on the Roma |  |  |  |  | revenues and |  |
|  |  |  |  |  | receipts - RoS |  |
|  |  |  |  |  | budget |  |
|  |  |  |  |  | GIZ donor |  |
|  |  |  |  |  | funds |  |
| 2.1.4. Trainings to empower Roma leaders for par- | MHMRSD | CBRIS | 4th quarter | Number of trainings | Source 01 | Budgeted |  |  |  |
| ticipation and self-organising |  | RNC | of 2024 | held - at least 4 per | - General- | under Activity |
|  |  | CSO |  | year | purpose budget | 1.1.1 |
|  |  | Donors |  |  | revenues and |  |
|  |  | EU and GIZ |  |  | receipts - RoS |  |
|  |  |  |  |  | budget |  |
|  |  |  |  |  | EU and GIZ |  |
|  |  |  |  |  | donor funds |  |

**ACTION PLAN**

**24**

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| 2.1.5. To promote and provide mentorship for for | MHMRSD | Donors | 4th quarter | Number of Roma | Source 01 | Budgeted |  |  |  |
| civic and political activism of the Roma |  |  | of 2024 | covered by being | - General- | under Activity |
| people |  |  |  | mentorship - 50 | purpose budget | 1.1.1 |
|  |  |  |  |  | revenues and |  |
|  |  |  |  |  | receipts - RoS |  |
|  |  |  |  |  | budget |  |
|  |  |  |  |  | EU and GIZ |  |
|  |  |  |  |  | donor funds |  |
| 2.1.6. To conduct a campaign for increasing repre- | MHMRSD | CBRIS | 4th quarter | Campaign conducted | Source 01 | Budgeted |  |  |  |
| sentation of Roma men and women in politi- |  | RNC | of 2024 | - 1 ongoing campaign | - General- | under Activity |
| cal decision-making bodies on the local level |  | CSO |  |  | purpose budget | 1.1.1 |
| (local interethnic relations councils, councils |  | Donors |  |  | revenues and |  |
| or working groups dealing with issues rele- |  |  |  |  | receipts - RoS |  |
| vant to Roma – e.g. economic development, |  |  |  |  | budget |  |
| spatial planning, etc.), as well as on the pro- |  |  |  |  | EU donor funds |  |
| vincial and national levels |  |  |  |  |  |  |
| 2.1.7. To ensure participation of Roma NGOs as | MHMRSD | CBRIS | 4th quarter | Campaign conducted | Source 01 | Budgeted |  |  |  |
| full-fledged members of national, provincial |  | RNC | of 2024 | - 1 | - General- | under Activity |
| and local committees for monitoring all |  | CSO |  |  | purpose budget | 1.1.1 |
| programmes addressing the needs of Roma |  | Donors |  |  | revenues and |  |
| communities |  |  |  |  | receipts - RoS |  |
|  |  |  |  |  | budget |  |
|  |  |  |  |  | EU donor funds |  |
| 2.1.8. To encourage the establishment of local co- | MHMRSD | LSG | 4th quarter | Number of new | Source 01 | Budgeted |  |  |  |
| uncils for social inclusion of Roma |  |  | of 2024 | councils established - | - General- | under Activity |
|  |  |  |  | at least 10 | purpose budget | 1.1.1 |
|  |  |  |  |  | revenues and |  |
|  |  |  |  |  | receipts - RoS |  |
|  |  |  |  |  | budget |  |
|  |  |  |  |  | EU donor funds |  |
| 2.1.9. Initiative for setting up new mobile teams | MHMRSD | LSG | 4th quarter | New mobile teams | Source 01 | Budgeted |  |  |  |
| for Roma inclusion in all local self-govern- |  | SCTM | of 2024 | set up in at least 10 | - General- | under Activity |
| ment units with significant share of Roma, |  | NES |  | LSGs | purpose budget | 1.1.1 |
| and providing capacity-building for mem- |  | MESTD |  |  | revenues and |  |
| bers of the mobile teams |  | MH |  |  | receipts - RoS |  |
|  |  | CSO |  |  | budget |  |
|  |  | Donors |  |  | EU donor funds |  |
| 2.1.10. Putting in place a functional and updated | MHMRSD | LSG | 4th quarter | The system is in | Source 01 | Budgeted |  |  |  |
| system of coordination and monitoring of |  | SCTM | of 2024 | place | - General- | under Activity |
| the operation of the mobile teams and other |  | NES |  |  | purpose budget | 1.1.1 |
| local Roma inclusion mechanisms |  | MESTD |  |  | revenues and |  |
|  |  | MH |  |  | receipts - RoS |  |
|  |  | CSO |  |  | budget |  |
|  |  | Donors |  |  | EU donor funds |  |

2022 - 2024

**25**

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| **Measure 2.2. To enhance the capacities of and cooperation within the civil society** | | | | | | | | |
| Institution responsible for implementation: Ministry of Human and Minority Rights and Social Dialogue | | | | | | | | |
| Implementation period: 3rd quarter of 2022 - 4th quarter of 2024 | | | Type of measure: incentive | | | | | |
| Regulations to be amended/adopted to implement the measure: | | |  | | | | | |
| Indicator(s) on the level of the measure | Unit of measure | Verification source | | Baseline value *(baseline year)* | Target value (*2022)* | | Target value (2023) | Target value (2024) |
| 2.2.1. Number of Roma-led civil society organisations | Number | MHMRSD | | To be determined through the civil society platform for social inclusion of Roma in 2022 |  | |  | To be determined by the end of the 1st quarter of 2023 |
| 2.2.2 Number of legislative and policy documents formula- ted and monitored with active participation of Roma- led civil society organisations | Number | MHMRSD | | To be determined through the civil society platform for social inclusion of Roma in 2022 |  | |  | To be determined by the end of the 1st quarter of 2023 |
| Measure funding source | Reference to programme budgeting | | | Total estimated funds in 000 RSD | | | | |
| *(2022)* | | *(2023)* | | *(2024)* |
| Budget receipts | Chapter 33 - Ministry of Human and Minority Rights and Social Dialogue, Programme 1001 – Improving and Protecting Human and Minority Rights and Freedoms, Programme Activity 0005 – Creating Conditions for Equal Opportunities Policy | | | Budgeted under Measure 1.1. | | Budgeted under Measure 1.1. | | Budgeted under Measure 1.1. |
| EU financial support in € | 0.0 | | 0.0 | | 0.0 |

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| Activity: | Implementing authority | Implementing partner authorities | Completion time frame | Indicators and target values | Funding source | Reference to programme  budgeting | Total estimated funds by source in 000 RSD | | |
| 2022 | 2023 | 2024 |
| 2.2.1. To conduct an analysis of Roma-led | MHMRSD | Civil society | 2nd quarter | 1 analysis | Source 01 - | Budgeted under |  |  |  |
| inclusion in policy formulation and |  | platform | of 2023 | conducted | General-purpose | Activity 1.1.1 |
| monitoring |  | for social |  |  | budget revenues |  |
|  |  | inclusion of |  |  | and receipts - RoS |  |
|  |  | Roma |  |  | budget |  |
|  |  | Donors |  |  | EU donor funds |  |
| 2.2.1. To set up a civil society platform for | MHMRSD | CBRIS | 4th quarter | Number of Roma | Source 01 - | Budgeted under |  |  |  |
| social inclusion of Roma |  | CSO | of 2022 | CSOs included in | General-purpose | Activity 1.1.1 |
|  |  | Donors-GIZ |  | the civil society | budget revenues |  |
|  |  |  |  | platform for | and receipts - RoS |  |
|  |  |  |  | social inclusion of | budget |  |
|  |  |  |  | Roma - at least 30 | GIZ donor funds |  |

**ACTION PLAN**

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| 1.1.2. Participation of Roma CSOs in policy formulation and monitoring on the national level through the civil society platform for social inclusion of Roma | MHMRSD | CBRIS CSO  Donors | 4th quarter of 2024 | Number of Roma CSOs  included in policy formulation and monitoring - at least 30 | Source 01 - General-purpose budget revenues and receipts - RoS budget  EU donor funds | Budgeted under Activity 1.1.1 |  |  |  |
| 1.1.3. To monitor the participation of Roma CSOs in local policy formulation and monitoring | MHMRSD | CBRIS RIO APV CSO LSG RPS | 4th quarter of 2024 | Participation- related issue included in the database for monitoring  Roma inclusion measures | Source 01 - General-purpose budget revenues and receipts - RoS budget  EU donor funds | Budgeted under Activity 1.1.1 |  |  |  |
|  |  |  |  | Number of LSGs having Roma CSOs participation in local policy  formulation and montitoring - 30 |  |  |
| 1.1.4. To encourage CSOs to establish a local | MHMRSD | CBRIS | 4th quarter | Number of | Source 01 - | Budgeted under |  |  |  |
| support and cooperation network with |  | RIO APV | of 2024 | LSGs where the | General-purpose | Activity 1.1.1 |
| other stakeholders, depending on local |  | Civil society |  | networks have | budget revenues |  |
| needs (local administration, sole tra- |  | platform |  | been established | and receipts - RoS |  |
| ders, companies, schools, etc.) |  | for social |  | - 3 | budget |  |
|  |  | inclusion of |  |  | EU donor funds |  |
|  |  | Roma |  |  |  |  |
|  |  | LSG |  |  |  |  |
| 1.1.5. To hold regular consultation meetings | MHMRSD | CBRIS | 4th quarter | Number of | Source 01 - | Budgeted under |  |  |  |
| of the civil society platform for social |  | RIO APV | of 2024 | consultation | General-purpose | Activity 1.1.1 |
| inclusion of Roma with CBRIS, the |  | CSO |  | meetings held - at | budget revenues |  |
| Expert Group and government officials |  | LSG |  | least 2 per year | and receipts - RoS |  |
|  |  |  |  |  | budget |  |
|  |  |  |  |  | EU donor funds |  |

2022 - 2024

**27**

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| **OBJECTIVE 3:**  **DEVELOPED EDUCATION SYSTEM AS AN INCLUSIVE, INTERCULTURAL, NON-DISCRIMINATORY AND SAFE ENVIRONMENT FOR ROMA AND ALL OTHER CHILDREN, WITH ENSURED FULL INCLUSION IN PRE-SCHOOL, PRIMARY, SECONDARY AND HIGHER EDUCATION, AND PROVIDED SUPPORT TO FUNCTIONAL EDUCATION OF ADULT ROMA, INCLUDING THE ENHANCED EFFECTIVENESS AND EFFICIENCY OF MECHANISMS FOR THE FIGHT AGAINST DISCRIMINATION AND ANTIGYPSYISM, AS A FORM OF RACISM.** | | | | | | |
| Institution responsible for coordination and reporting: Ministry of Education, Science and Technological Development | | | | | | |
| Indicator(s) on the level of the objective | Unit of measure | Verification source | Baseline value  *(baseline year)* | Target value (*2022)* | Target value (2023) | Target value (2024) |
| 3.1 Percentage of children of the Roma nationality who attend Preparatory Pre- school Programme (PPP) (target value 2030 – 100%) | Percentage | MICS: Monitoring the situation of children and women 2019: Serbia Multiple Indicator Cluster Survey 2019  / Serbia Roma Settlements Multiple  Indicator Cluster Survey 2019,UNICEF and SSO | 76  (2019) | 80 | 85 | 88 |
| 3.2 Percentage of Roma children who enter and complete primary school - at least 90% by 2030; | Percentage | MICS: Monitoring the situation of children and women 2019: Serbia Multiple Indicator Cluster Survey 2019  / Serbia Roma Settlements Multiple Indicator Cluster Survey 2019,UNICEF  and SSO | % of entry in PS - 85.4  % of completion of PS – 64  (2019) | % of entry in PS – 86  % of completion of PS - 68 | % of entry in PS - 87  % of completion of PS - 68 | % of entry in PS - 88  % of completion of PS - 73 |
| 3.3 Secondary school entry and completion rates of Roma - at least 50% by 2030 | Percentage | MICS: Monitoring the situation of children and women 2019: Serbia Multiple Indicator Cluster Survey 2019  / Serbia Roma Settlements Multiple Indicator Cluster Survey 2019,UNICEF  and SSO | entry in SS - 28 (girls 27)  completion of SS: 61 (girls 49.5)  (2019) | % of entry in SS – 30 (girls 29)  % of completion of SS - 63 (girls 49.6) | % of entry in SS - 30 (girls 30)  % of completion of SS  -65 (girls 49.6) | % of entry in SS - 32 (girls 32)  % of completion of SS  -67 (girls at least 49.7) |
| 3.4 Two-year post-secondary and university education completion rate | Percentage | Regional Survey on the Status of Roma in the Western Balkans,  United Nations Development Programme (UNDP) and the World Bank -20172  (SSO and MESTD) | 2  (2017) | 2 | 2 | 2.5 |
| 3.5 Adult Roma participation in educatin and trainings | Percentage | Regional Survey on the Status of Roma in the Western Balkans,  United Nations Development Programme  (UNDP) and the World Bank - 2017 RNC | 73 in the system (2017) | 70% | 67% | 65 in the system |

1. Available at: htt[ps://w](http://www.undp.org/eurasia/publications/regional-roma-survey-2017-country-fact-sheets)ww.un[dp.org/eurasia/publications/regional-roma-survey-2017-country-fact-sheets](http://www.undp.org/eurasia/publications/regional-roma-survey-2017-country-fact-sheets)

**ACTION PLAN**

**28**

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| **Measure 3.1.: To support full development of Roma children from deprived communities by delivering programmes for parents and children aged up to 3 years**  **in the family, community and pre-school institutions, and to make available pre-school programmes for children aged 3-5.5 years (full-day, half-day).** | | | | | | |
| Institution responsible for implementation: Ministry of Education, Science and Technological Development | | | | | | |
| Implementation period: 3rd quarter of 2022 - 4th quarter of 2024 | | | Type of measure: informative and educational | | | |
| Regulations to be amended/adopted to implement the measure: | | |  | | | |
| Indicator(s) on the level of the measure | Unit of measure | Verification source |  | Target value (*2022)* | Target value (2023) | Target value (2024) |
| 3.1.1. Percentage of children of the Roma nationality aged 36–59 months who attend early childhood education programmes (target value 2030 – 60.6%) | Percentage | Monitoring the situation of children and women 2019: Serbia Multiple Indicator Cluster Survey 2019 / Serbia Roma Settlements Multiple Indicator Cluster Survey 2019, UNICEF and SSO |  | 9 | 9 | 11 |
| 3.1.2. Number of local self-government units where programmes for parents and children aged up to 3 years are delivered in the family, community and pre-school institutions on an ongoing basis (target value 2030 – 80%) | Number | ECEC project SCTM reports |  | 34 | 40 | 50 |
| 3.1.3. Support coverage of families from the Roma national community through programmes for parents and children aged up to 3 years delivered in the family, community and pre-school institutions (target value 2030 – 70%) | Percentage | ECEC project |  | 40 | 50 | 60 |
| Measure funding source | Reference to programme budgeting | | Total estimated funds in 000 RSD | | | |
| *2022* | *2023* | | *2024* |
| Budget receipts | Chapter 26 - Ministry of Education, Science and Technological Development, Programme 2001- Regulating, Supervising and Developing all Levels of the Education System, Programme Activity 0001- Defining the Legal Framework and Monitoring Education Development | | Budgeted under Measure 3.2. | Budgeted under Measure 3.2. | | Budgeted under Measure 3.2. |
| EU financial support in € | 0.0 | 0.0 | | 0.0 |

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| Activity: | Implementing authority | Implementing partner authorities | Completion time frame | Indicators and target values | Funding source | Reference to programme  budgeting | Total estimated funds by source in 000 RSD | | |
| 2022 | 2023 | 2024 |
| 3.1.1. To implement delivery of different types and programmes of educati- on work and other types of work and services delivered by pre- school institutions for supporting families and children aged up to  3 years | MESTD | LSG PSI CSO | 4th quarter of 2024 | Number of families/parents covered by family support programmes for parental skills development – at least 100 families  % of children of the Roma nationality (girls and boys) covered by pre-school programmes on an annual level – at least 10% | Source 01  - General- purpose budget revenues and receipts - RoS budget | Budgeted under Activity 3.2.3. |  |  |  |
|  |  |  |  | Number of organised trainings – at least 1 training per year |  |  |
|  |  |  |  | Number of approved projects and the amount of funding for CSO projects – at least 30 approved programmes |  |  |
|  |  |  |  | Source: MESTD reports and LSG reports; reports of supported CSOs |  |  |
| 3.1.2. To promote the development of active partnership between LSGs, pre-school institutions and CSOs in the implementation of program- mes for encouraging communi-  ty-based child development and learning and the development of parental skills | MESTD | LSG PSI CSO | 4th quarter of 2024 | Different models of local cooperation between LSGs, PSIs and CSOs for programme implementation are developed  Number of approved ECEC projects and the amount of funding for CSO projects - at least 30  Source: MESTD and LSG reports; reports of the supported CSOs | Source 01  - General- purpose budget revenues and receipts - RoS budget  EU donor funds | Budgeted under Activity 3.2.3. |  |  |  |
| 3.1.3. Support to delivery of different programmes and types of pre- school education to increaase the coverage of children aged 3-5.5 years, with special focus on Roma children | MESTD | PSI LSG  Implementing partners | 4th quarter of 2022-  4th quarter of 2024 | Number of pre-school institutions that organise different short-term pre-school education programmes for children aged 3-5.5 years – at least 40 institutions  Number of different short-term pre-school education programmes that are developed for children aged 3-5.5 years - at least 3 programmes | Source 01  - General- purpose budget revenues and receipts - RoS budget  EU donor funds | Budgeted under Activity 3.2.3. |  |  |  |
|  |  |  |  | % of children of the Roma nationality (boys and girls) aged 3-5.5 years who are included in the programmes - at least 10% |  |  |
|  |  |  |  | Source: MESTD reports, reports of the implementing partners, CSO reports |  |  |

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**ACTION PLAN**

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| 3.1.4. To organise community-based informative and educational ac- tivities (workshops, campaigns) to inform parents of children aged 3-5.5 years about rights and opportunities of entry of children in pre-school institutions, as well as parents of children who have reached the age for entry in the Preparatory Pre-school Program-  me about rights and obligations of attending the PPP | MESTD | SA LSG CSW PSI PHCC CSO | 4th quarter of 2022-4th quarter of 2024 | Number of LSGs that developed and distributed newsletters with essential information (on early childhood support to children and families, including information on services in the area of health care, nutrition, early screening for developmental disabilities, social protection and pre-school education programmes) – at least 20  Number of informative campaigns and workshops conducted on the national and local levels (in Roma settlements and the premises of PSIs and local administrations), aimed at disseminating information to the Roma community on the importance, rights and obligations  of attending the Preparatory Pre-school Programme, organised in the period from March through May, prior to the start of enrolment in the Preparatory Pre-school Programme – at least 1 on an annual level | Source 01  - General- purpose budget revenues and receipts - RoS budget  EU donor funds | Budgeted under Activity 3.2.3. |  |  |  |
|  |  |  |  | Number of newspaper articles published in local magazines - at least 3 features on an annual level |  |  |
|  |  |  |  | Source: Reports of MESTD, CBRIS, LSGs and CSOs |  |  |

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| **Measure 3.2: To reduce education gap by full Preparatory Pre-School Programme coverage of the Roma children aged 5.5-6.5 years (full-day or half-day).** | | | | | | | | | |
| Institution responsible for implementation: Ministry of Education, Science and Technological Development | | | | | | | | | |
| Implementation period: 3rd quarter of 2022 - 4th quarter of 2024 | | | Type of measure: informative and educational | | | | | | |
| Regulations to be amended/adopted to implement the measure: | | |  | | | | | | |
| Indicator(s) on the level of the measure | Unit of measure | Verification source | | Baseline value  *(baseline year)* | Target value (*2022)* | | Target value (2023) | | Target value (2024) |
| 3.2.1. Percentage of children of the Roma nationality who attend Preparatory Pre-School Programme (PPP) (target value 2030 – 100%) | Percentage | MICS: Monitoring the situation of children and women 2019: Serbia Multiple Indicator Cluster Survey 2019  / Serbia Roma Settlements Multiple Indicator Cluster  Survey 2019,UNICEF and SSO | | 76  (2019) | 80 | | 85 | | 88 |
| Measure funding source | | Reference to programme budgeting | | Total estimated funds in 000 RSD | | | | | |
| *2022* | | *2023* | | *2024* | |
| Budget receipts | | Chapter 26 - Ministry of Education, Science and Technological Development, Programme 2001 - Regulating, Supervising and Developing all Levels of the Education System, Programme Activity 0001- Defining the Legal Framework and Monitoring Education Development, and Programme Activity 0012 - Increasing Availability of Education, and Preventing Attrition and Discrimination | | 1,299.0 | | 639.0 | | 639.0 | |
| EU financial support in € | | 0.0 | | 0.0 | | 0.0 | |

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| Activity: | Implementing authority | Implementing partner authorities | Completion time frame | Indicators and target values | Funding source | Reference to programme budgeting | Total estimated funds by source in 000 RSD | | |
| 2022 | 2023 | 2024 |
| 3.2.1. To identify children of the Roma nationality (disaggregated by gen- der) aged 5.5-6.5 years who have reached the age for attending the Preparatory Pre-school Program- me, through synchronised and efficient support for inclusion of children of the Roma nationality in the Preparatory Pre-school Programme via inter-departmental linking of all relevant local actors (LSG civil status records, school administrations, pre-school institu- tions, primary health care centres, centres for social work, civil soci- ety organisations) | MESTD | LSG SA PSI PHCC CSW RNC CSO | 4th quarter of 2024 | Identified needs through the analysis re. support for children’s inclusion in different programmes  Performed analysis of the families’ needs for support in children’s inclusion in half-day or four-hour types of the Preparatory Pre-school Programme  Number of organised meetings with all relevant local actors, managed and coordinated by LSGs  - at least 2 meetings per local self- government unit | Source 01  - General- purpose budget revenues and receipts - RoS budget | Budgeted under Activity 3.2.3. |  |  |  |
|  |  |  |  | Source: LSG and CSO reports |  |  |

**ACTION PLAN**

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| 3.2.2. To enhance the competencies of staff of education institutions  (including teaching assistants) in order to apply inclusive pre-school education, establish closer coo- peration and horizontal learning among education institutions | MESTD | LSG, IDC SA, EII EQEI  Institutes, universities, professional associations | 4th quarter of 2024 | Number of trainings delivered to the staff of education institutions (including teaching assistants) – at least 1 training per year  Number of professional materials, guidebooks, compendia of good practices that have been designed  – at least 2 | Source 01  - General- purpose budget revenues and receipts - RoS budget  EU donor funds | Budgeted under Activity 3.2.3. |  |  |  |
|  |  |  |  | Source: IDC and LSG reports; Ombudsman reports; reports of participating professional  associations, programme/project  evaluations |  |  |
| 3.2.3. To develop programmes that enco- urage interculturality, respect for diversity and tolerance on the le- vel of PSE and education group in line with the official concept – the Basis of the PSE Programme | MESTD | EII EQEI PSI CSO | 4th quarter of 2024 | Number of PSIs implementing programme activities to promote multiculturality, identity, culture and language of the Roma national minority – at least 30 PSIs | Source 01  - General- purpose budget revenues and receipts - RoS budget  EU donor funds | BP 2001  PA 0001  Econ. classif.  411  412  42 | 1,014.0  181.0  104.0 | 454.0  81.0  104.0 | 454.0  81.0  104.0 |
|  |  |  |  | Number of hired teaching assistants  in PSIs – at least 35 TAs |  |  |  |  |
|  |  |  |  | % of children of the Roma nationality (disaggregated by gender) to whom support in early learning was provided, as needed, based on monitoring – at least 30% per year |  |  |  |  |
|  |  |  |  | Source: PSI report; Evaluation report on the coverage and continuity of attendance of PPP by the Roma children (boys and girls), prepared by CSOs and MESTD; CSO reports |  |  |  |  |

2022 - 2024

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| **Measure 3.3: To increase compulsory primary education coverage of students who are members of the Roma national minority by implementing the existing regulations on primary school entry and consistently preventing unjustifiable admission to special primary education specifically of children living in Roma settlements and in conditions of poverty.** | | | | | | |
| Institution responsible for implementation: Ministry of Education, Science and Technological Development | | | | | | |
| Implementation period: 3rd quarter of 2022 - 4th quarter of 2024 | | | Type of measure: informative and educational | | | |
| Regulations that need to be amended/adopted for the implementation of the measure: | | |  | | | |
| Indicator(s) on the level of the measure | Unit of measure | Verification source | Baseline value  *(baseline year)* | Target value (*2022)* | Target value (2023) | Target value (2024) |
| 3.3.1. Percentage of Roma children who enter primary schools (target value 2030 – 100%) | Percentage | MICS: Monitoring the situation of children and women 2019: Serbia Multiple Indicator Cluster Survey 2019 / Serbia Roma Settlements Multiple Indicator Cluster Survey 2019, UNICEF and SSO | 85.4  (2019) | 86 | 87 | 88 |
| 3.3.2. Gross rate of Roma children entering the 8th gra- de of primary school (target value 2030 – 100%) | Percentage | MICS: Monitoring the situation of children and women 2019: Serbia Multiple Indicator Cluster Survey 2019 / Serbia Roma Settlements Multiple Indicator Cluster Survey 2019, UNICEF and SSO | 64  (2019) | 68 | 68 | 73 |
| 3.3.3. Primary school completion rate (target value 2030 – 100%) | Percentage | MICS: Monitoring the situation of children and women 2019: Serbia Multiple Indicator Cluster Survey 2019 / Serbia Roma Settlements Multiple Indicator Cluster Survey 2019, UNICEF and SSO | 64  (2019) | 68 | 68 | 73 |
| 3.3.4. Dropout rate reduction on an annual level (target value 2030 – 3%) | Percentage | MICS: Monitoring the situation of children and women 2019: Serbia Multiple Indicator Cluster Survey 2019 / Serbia Roma Settlements Multiple Indicator Cluster Survey 2019, UNICEF and SSO | 7  (2019) | 6 | 6 | 5 |
| 3.3.5. Proportion of Roma students in schools for edu- cation of children with developmental disabilities (target value 2030 – 2.1%) | Percentage | MESTD | 18  (2016) | 15 | 13 | 12 |
| Measure funding source | | Reference to programme budgeting | Total estimated funds in 000 RSD | | | |
| *2022* | *2023* | *2024* | |
| Budget receipts | | **Chapter 26 - Ministry of Education, Science and**  **Technological Development, Chapter 26**,  Programme 2001 - Regulating, Supervising and Developing all Levels of the Education System, Programme Activity 0012 - Increasing Availability of Education, and Preventing Attrition and Discrimination | 5,500.0 | 4,500.0 | 4,500.0 | |
| EU financial support in € | | 0.0 | 0.0 | 0.0 | |

**ACTION PLAN**

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| Activity: | Implementing authority | Implementing partner authorities | Completion time frame | Indicators and target values | Funding source | Reference to programme budgeting | Total estimated funds by source in 000 RSD | | |
| 2022 | 2023 | 2024 |
| 3.3.1. To improve the school entry assessment tool for abiliti- es, and psychological and physical preparedness to be sensitive to cultural and ot- her specificities of the Roma children | MESTD | LSG PS RNC | 4th quarter of 2024 | Number of primary schools using the school entry assessment tool for abilities, and psychological and physical preparedness - at least 80 PS  Number of primary schools that have engaged professionals and interpreters who know the Romani language and culture – at least 80 PS | Source 01  - General- purpose budget revenues and receipts - RoS budget | Budgeted under Activity 3.3.2. |  |  |  |
|  |  |  |  | Number of primary schools that provide linguistic assistance/support upon school entry assessment of the Roma children – at least 100 |  |  |
|  |  |  |  | Source: MESTD reports and LSG reports |  |  |
| 3.3.2. To monitor the impact of ap- plication of the Rulebook on Teaching and Andragogical Assistants | MESTD | LSG PSI PS  Professional associations | 4th quarter of 2024 | Number of teaching assistants in primary and secondary schools and pre-school institutions - at least 250 TAs  The teaching assistants’ professional training and promotion is governed by the Rulebook on Teaching and Andragogical Assistants | Source 01  - General- purpose budget revenues and receipts - RoS budget | BP 2001  PA 0012  Econ.  classif.42 | 5,500.0 | 4,500.0 | 4,500.0 |
|  |  |  |  | The funding for the work of teaching assistants is clearly defined and provided |  |  |  |  |  |
|  |  |  |  | Source: MESTD, LSG and Ombudsman reports |  |  |  |  |  |

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| 3.3.3. To provide effective and efficient mechanisms for the prevention of early school leaving by the Roma chil- dren, and to provide capaci- ties to education institutions for their implementation | MESTD | LSG PS RNC CSO  Professional associations Implementing  partners | 4th quarter of 2024 | Reduced percentage of the Roma children (with special focus on girls) who leave primary school early – reduced by at least 6%  Number of the Roma schoolchildren for whom early school leaving prevention plan has been developed –at least 100 per year | Source 01  - General- purpose budget revenues and receipts - RoS budget | Budgeted under Activity 3.3.2. |  |  |  |
|  |  |  |  | % of the Roma schoolchildren (compared to the total number of Roma schoolchildren) who attend additional support programmes – at least 6% |  |  |
|  |  |  |  | Percentage of the Roma students (by gender) who transition to fifth grade compared to the total number of children who entered school – at least 65% |  |  |
|  |  |  |  | % of the Roma students (by gender) – compared to the total % of Roma students who enter the first grade of secondary school - at least 55% |  |  |
|  |  |  |  | Source: MESTD and LSG reports;  Monitoring the situation of children and women 2019: Serbia Multiple Indicator Cluster Survey 2019 / Serbia Roma Settlements Multiple Indicator Cluster Survey 2019; SSO and CSO reports |  |  |
| 3.3.4. To ensure inclusion in the  regular education system in the Republic of Serbia of children who have returned pursuant to the Readmission Agreement | MESTD | PS  RNC CSO  Professional associations Implementing  partners | 4th quarter  of 2024 | % of recognised school documents of children  whose families have returned from the EU countries pursuant to the Readmission Agreement  – at least 70% of cases with positive outcome  Source: MESTD and LSG reports; CSO reports | Source 01  - General- purpose budget revenues and receipts - RoS budget | Budgeted  under Activity 3.3.2. |  |  |  |
| 3.3.5. To improve the awareness of the staff in the education system on the importance of personal data collection, with special focus on the data on ethnic affiliation for purposes of progress  monitoring and education policy-making | MESTD | RNC  Commissioner for Public Information and Personal Data Protection LSG  PS | 4th quarter of 2024 | Number of implemented programmes for staff in the education system  Number of participants  Source: MESTD and LSG reports; | Donor funds | Budgeted under Activity 3.3.2.  Reference to the AP for Chapter 23 |  |  |  |
| 3.3.6. Mapping of segregation  of the Roma children and students in the education system and supporting the design of a desegregation action plan for at least 2 institutions | MESTD | SA  LSG | 4th quarter  of 2024 | Interactive map of institutions that have more  than 25% of Roma children and students has been developed;  Operational plan for desegregation has been developed for at least 2 institutions | Donor funds | Budgeted  under Activity 3.3.2. |  |  |  |

2022 - 2024

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| **Measure 3.4: To enhance the competencies of students and adults who are members of the Roma national minority for entry in the labour market and higher education by taking affirmative measures in**  **the secondary and higher education, and to reduce dropout rate.** | | | | | | | | |
| Institution responsible for implementation: Ministry of Education, Science and Technological Development | | | | | | | | |
| Implementation period: 3rd quarter of 2022 - 4th quarter of 2024 | | | | Type of measure: informative and educational | | | | |
| Regulations that need to be amended/adopted for the implementation of the measure: | | | | The Law on the Basis of Education System and by-laws Amendments to the Rulebook on the Secondary School Entry | | | | |
| Indicator(s) on the level of the measure | Unit of measure | | Verification source | | Baseline value  *(baseline year)* | Target value (*2022)* | Target value (2023) | Target value (2024) |
| 3.4.1. Rate of transition to secondary school for Roma students | Percentage | | MICS: Monitoring the situation of children and women 2019: Serbia Multiple Indicator Cluster Survey 2019 / Serbia Roma Settlements Multiple Indicator Cluster Survey 2019, UNICEF and SSO | | 52.6  (2019) | 54 | 56 | 58 |
| 3.4.2. Percentage of Roma girls and boys who attend se- condary education | Percentage | | MICS 6: Monitoring the situation of children and women 2019: Serbia Multiple Indicator Cluster Survey 2019 / Serbia Roma Settlements Multiple Indicator Cluster Survey 2019, UNICEF and SSO | | 28  (27 girls)  (2019) | % of entry in SS  – 30 (29 girls) | % % of entry in SS - 30  (30 girls) | % of entry in SS  - 32 (32 girls) |
| 3.4.3. Secondary school completion rate | Percentage | | MICS 6: Monitoring the situation of children and women 2019: Serbia Multiple Indicator Cluster Survey 2019 / Serbia Roma Settlements Multiple Indicator Cluster Survey 2019, UNICEF and SSO | | 61  (2019) | 62 | 62 | 64 |
| 3.4.4. Rate of transition to higher education institutions for Roma students | Percentage | | MESTD | | 2  (2016) | 2 | 2 | 2,5 |
| 3.4.5. Two-year post-secondary and university education completion rate | Percentage | | Regional Survey on the Status of Roma in the Western Balkans,  United Nations Development Programme (UNDP) and the World Bank 2017 | | 2  (2017) | 2 | 2 | 2,5 |
| 3.4.6. Percentage of Roma who are not in the education, training or employment systems | Percentage | | Regional Survey on the Status of Roma in the Western Balkans,  United Nations Development Programme (UNDP)  and the World Bank 2017 | | 27  (2017) | 20 | 18 | 16 |
|  | |  | | *2022* | | *2023* | *2024* | |
| Budget receipts | | **Chapter 26 - Ministry of Education, Science and**  **Technological Development, Chapter 26**,  Programme 2001 - Regulating, Supervising and Developing all Levels of the Education System, Programme Activity 0012 - Increasing Availability of Education, and Preventing Attrition, and Discrimination; and  Programme 2007 - Support to Education of Pupils and Students, Programme Activity 0003 - Individual Assistance to Pupils | | Budgeted under Measure 3.3.  0.0 | | Budgeted under Measure 3.3.  120,000.0 | Budgeted under Measure 3.3.  240,000.0 | |
| EU financial support in € | |  | |  | |  |  | |

**ACTION PLAN**

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| Activity: | Implementing authority | Implementing partner authorities | Completion time frame | Indicators and target values | Funding source | Reference to  programme budgeting | Total estimated funds by source in 000 RSD | | |
| 2022 | 2023 | 2024 |
| 3.4.1. To define mechanisms to monitor the affirmative measures’ effects on the education of the Roma popula- tion by amending the Law on the Basis of Education System (LBES) | MESTD | CBRIS LSG SS RNC | 4th quarter of 2024 | Amended Law on the Basis of Education System has been adopted and amended by-laws have been adopted  The Rulebook on the Secondary School Entry has been amended and mechanisms for monitoring the affirmative measures’ effects have been defined | Source 01  - General- purpose budget revenues and receipts - RoS budget | Budgeted under Activity 3.3.2. |  |  |  |
|  |  |  |  | Source: MESTD reports |  |  |
| 3.4.2. To provide effective and efficient mechanisms to prevent secondary school dropout by improving (natio- nal and local) scholarship program- mes and by mentoring the Roma schoolchildren towards secondary education | MESTD | SS LSG  Implementing partners  SSO | 4th quarter of 2022 - 4th quarter of 2024 | Percentage of Roma students who complete secondary education:  at least 55% compared to the number of Roma students entering secondary schools;  at least 30% of Roma girls who complete secondary school compared to the total number of Roma students | Source 01  - General- purpose budget revenues and receipts - RoS budget EU donor funds | BP 2007  PA 0003  Econ. classif.47 | 0.0 | 120,000.0 | 240,000.0 |
|  |  |  |  | Scholarship funding has been provided:  1,114 scholarships for the school year 2021/22;  At least 1,100 scholarships for the school year 2022/23;  number of the Roma students receiving mentorship support – at least 100 Roma students |  |  |  |  |  |
|  |  |  |  | Source: MESTD reports; Monitoring the situation of children and women 2019: Serbia Multiple Indicator Cluster Survey 2019 / Serbia Roma Settlements Multiple Indicator Cluster Survey 2019, UNICEF and SSO |  |  |  |  |  |
| 3.4.3. To optimise the networks of prima- ry and secondary schools organising adult primary and secondary educa- tion programmes to make them ac- cessible to the Roma in their places of residence | MESTD | LSG | 4th quarter of 2022 - 4th quarter of 2024 | Number of trainings organised for the staff in the education system for adult education programmes – at least 1 training per year  Source: MESTD reports and LSG reports | Source 01  - General- purpose budget revenues and receipts - RoS budget | Budgeted under Activity 3.3.2. |  |  |  |

2022 - 2024

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**ACTION PLAN**

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| 3.4.4. To improve professional capacities of the teaching staff for the adult primary and secondary education programmes through standardised good-quality trainings | MESTD | LSG APES | 4th quarter of 2022 - 4th quarter of 2024 | Number of teachers, parents, schoolchildren participating in the education about the rights of the Roma children, difficulties and barriers making it difficult for them to regularly attend, study and make progress – at least 1,000 persons;  Number of secondary schools participating in the education programmes – at least 20 SS | Source 01  - General- purpose budget revenues and receipts - RoS budget EU donor funds | Budgeted under Activity 3.3.2. |  |  |  |
|  |  |  |  | Source: MESTD, LSG and CSO reports |  |  |
| 3.4.5. To ensure that secondary schools are prepared and have professional capacities to adequately respond to education needs of the Roma chil- dren by informing and educating teachers, parents of the Roma and non-Roma children and schoolc- hildren about cultural specificities of the Roma children and things making it difficult for them to regu- larly attend school, study and make progress | MESTD | LSG SS RNC CSO | 4th quarter of 2022 - 4th quarter of 2024 | Number of teachers, parents, schoolchildren participating in the education about the rights of the Roma children, barriers and things making  it difficult for them to regularly attend school, study and make progress – at least 1,000 persons;  Number of secondary schools participating in the education programmes – at least 20 SS | Source 01  - General- purpose budget revenues and receipts - RoS budget EU donor funds | Budgeted under Activity 3.3.2. |  |  |  |
|  |  |  |  | Source: MESTD, LSG and CSO reports |  |  |
| 3.4.6. Initiative to CBRIS, with proposal | RNC | CBRIS | 4th quarter | Initiative submitted |  | Budgeted |  |  |  |
| for adoption of affirmative measu- |  | Equality | of 2022 |  | under |
| res to be implemented for entry of |  | Commissioner |  |  | Activity |
| Roma students in the University of |  |  |  |  | 3.3.2. |
| Criminalistic and Police Studies and |  |  |  |  |  |
| the Military Academy |  |  |  |  |  |

2022 - 2024

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| **OBJECTIVE 4:**  **INCREASED ACCESS TO VIABLE AND QUALITY EMPLOYMENT FOR ROMA PEOPLE** | | | | | | |
| Institution responsible for coordination and reporting: Ministry of Labour, Employment, Veteran and Social Affairs | | | | | | |
| Indicator(s) on the level of objective | Unit of measure | Verification source | Baseline value (*baseline year*) | Target value (*2022)* | Target value (*2023)* | Target value (*2024*) |
| 4.1. Roma employment rates | Percentage | For the baseline value: Regional Roma Survey 2017, | 21 |  |  | 21.5 |
|  |  | administered by the United Nations Development | (2017) |  |
|  |  | Programme (UNDP) and the World Bank in the |  |  |
|  |  | Western Balkans |  |  |
|  |  | The values have been listed as per the Eurostat and |  |  |
|  |  | SSO methodology and statistics |  |  |
| 4.2. Rate (representation) of Roma employed in the public sector3 | Percentage | For the baseline value: Regional Roma Survey 2017, administered by the United Nations Development Programme (UNDP) and the World Bank in the Western Balkans | < 0.1  (2017) |  |  | 0.2 minimum |
|  |  | MF – unified information system |  |  |

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| **Measure 4.1. To implement and apply affirmative measures for the employment of Roma in the public sector.** | | | | | | | |
| Institution responsible for implementation: Ministry of Labour, Employment, Veteran and Social Affairs | | | | | | | |
| Implementation period: Q3 2022 – Q4 2024 | | | Type of measure: incentive | | | | |
|  | | | Rulebook on NES Job Classification | | | | |
| Indicator(s) on the level of measure | Unit of measure | Verification source | | Baseline value (*baseline year*) | Target value (2022*)* | Target value (2023) | Target value (2024) |
| 4.1.1. Number of institutions that have implemented affirmative measures for the employment of Roma | Number | MHMRSD | | To be determined 2023 |  |  | 30 |

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1. The public sector includes the following: (1) direct and indirect budget users of the Republic of Serbia, the autonomous province and the local self-government unit, (2) the National Bank of Serbia,

(3) public agencies set up in line with the law governing public agencies, including all regulatory and supervisory institutions, commissions, institutes, funds, councils and other entities founded by the Republic of Serbia, the autonomous province or the local self-government unit or state-controlled, (4) all authorities and organisations set up under the law or by the Republic of Serbia, the autonomous province or the local self-government unit, as well as the bodies founded by the said authorities and organisations, (5) public enterprises founded by the Republic of Serbia, the autonomous province or the local self-government unit, as well as entities founded by public enterprises, and (6) legal entities in which the Republic of Serbia, the autonomous province or the local self-government unit controls directly or indirectly more than 50% of capital or has more than 50% of the votes in their management bodies.

**ACTION PLAN**

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| Measure funding source | Reference to programme budgeting | Total estimated funds in 000 RSD | | |
| *2022* | *2023* | *2024* |
| Budget receipts | Chapter 33 – Ministry of Human and Minority Rights and Social Dialogue, Programme 1001 – Promoting and Protecting Human and Minority Rights and Freedoms, Programme Activity 0005 – Creating Conditions for Equal Opportunities Policy  and  National Employment Service, Programme 0810 – Support to the Performance of Tasks Entrusted to the NES, Programme Activity 0001 – Administration and Management, and  Programme 0803 – Active Labour Market Policy, Programme Activity 0007 – Programmes and Measures for Professional Rehabilitation and Promotion of Employment of Disabled Persons, Funded by the Republic of Serbia Budgetary Subsidies | Budgeted under measure 1.1. | Budgeted under measure 1.1. | Budgeted under measure 1.1. |
| EU financial support in € | 0.0 | 0.0 | 0.0 |

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| Activity: | Implementing authority | Implementing partner authorities | Completion time frame | Indicators and target values | Funding source | Reference to programme budgeting | Total estimated funds by source in 000 RSD | | |
| 2022 | 2023 | 2024 |
| 4.1.1. Conducting an analysis focusing on the members of the Roma national community employed in the public sector on all levels (share and registered employ- ment) | MHMRSD | All ministries LSG SCTM GIZ  Regional Cooperation Council  EU | Q4 2023 | Indicator included in the database for the monitoring of Roma inclusion measures  Survey on the number of employed persons conducted | Source 01- General- purpose budget revenues and receipts - RoS budget  Donations by GIZ, Regional Cooperation Council,  EU | Budgeted under activity 1.1.1 |  |  |  |
| 4.1.2. Establishing the methodology for continuous monitoring and release of data on Roma employ- ment rates, as well as the rates concerning the Roma employed in the public sector: share and registered employment | MHMRSD | All ministries LSG SCTM GIZ  Regional Cooperation Council  EU | Q4 2023 | Methodology established Monitoring conducted annually | Source 01- General- purpose budget revenues and receipts - RoS budget  Donations by GIZ, Regional Cooperation Council,  EU | Budgeted under activity 1.1.1 |  |  |  |
| 4.1.3. Defining the mechanism of me- diators recruited from the ranks of NES employees (counsellors for hard-to-employ persons, with the focus on the Roma people) in employment | NES | Donors MHMRSD MLEVSA | Q4 2024 | Number of mediators involved in the NES offices’ provision of support to hard-to-employ persons, with the focus on the Roma people – 32 (1 in each office) | NES financial plan  EU donations | Budgeted under activity 4.2.1. |  |  |  |
| 4.1.4. Implementation of the pro- gramme of Roma employment in the public sector, focusing on local self-government units and institutions founded by LSGs | MHMRSD | All ministries LSG GIZ | Q4 2024 | At least 100 Roma with university degree employed | Source 01- General- purpose budget revenues and receipts - RoS budget  GIZ donations | Budgeted under activity 1.1.1 |  |  |  |

2022 - 2024

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| **Measure 4.2. To develop new and consistently implement the existing Roma employment programmes** | | | | | | | | | |
| Institution responsible for implementation: Ministry of Labour, Employment, Veteran and Social Affairs | | | | | | | | | |
| Implementation period: Q3 2022 – Q4 2024 | | | Type of measure: incentive | | | | | | |
| Regulations to be amended/adopted to implement the measure: | | |  | | | | | | |
| Indicator(s) on the level of measure | Unit of measure | Verification source | | Baseline value (*baseline year*) | | Target value (2022*)* | Target value (2023) | | Target value (2024) |
| 4.2.1. The existing active labour market policies modified and/or new ones designed | Number | Reports by NES and MLEVSA | | 0  (2021) | | 1 | 2 | | 3 |
| 4.2.2. Roma included in active labour market policies compared to the total number of unemployed Roma | Percentage | Reports by NES and MLEVSA | | 20  (2021) | |  |  | | 25 |
| Measure funding source | | Reference to programme budgeting | | | Total estimated funds in 000 RSD | | | | |
| *2022* | *2023* | | *2024* | |
| Budget receipts | | **National Employment Service,** Programme 0810 – Support to the Performance of Tasks Entrusted to the NES, Programme Activity 0001 – Administration and Management, and Programme 0803- Active Labour Market Policy, Programme Activity 0007 - Programmes and Measures for Professional  Rehabilitation and Promotion of Employment of Disabled Persons, Funded by the Republic of Serbia Budgetary Subsidies, and Chapter 33 – Ministry of Human and Minority  Rights and Social Dialogue, Programme 1001 – Promoting and Protecting Human and Minority Rights and Freedoms, Programme Activity 0005 – Creating Conditions for Equal Opportunities Policy | | | 16,500.0  Budgeted under measure 1.1. | 16,500.0  Budgeted under measure 1.1. | | 16,500.0  Budgeted under measure 1.1. | |
| EU financial support in € | | 0.0 | 0.0 | | 0.0 | |

**ACTION PLAN**

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| Activity: | Implementing authority | Implementing partner authorities | Completion time frame | Indicators and target values | Funding source | Reference to programme budgeting | Total estimated funds by source in 000 RSD | | |
| 2022 | 2023 | 2024 |
| 4.2.1. Referral of unemployed | NES | Schools | Q4 2024 | Number of Roma newly | NES financial |  |  |  |  |
| Roma to the functional |  |  |  | enrolled in functional basic | plan | PA 0001 | Sums totalling: | Sums total- | Sums total- |
| basic adult education |  |  |  | adult education –50 Roma per | ------------- |  | 2,258,585.0 | ling: | ling: |
| measure |  |  |  | year minimum | RoS budget |  |  | 2,258,585.0 | 2,258,585.0 |
|  |  |  |  |  |  |  | 6,000,000.0 | 6,000,000.0 | 6,000,000.0 |
|  |  |  |  |  |  | PA 0006 |  |  |  |
|  |  |  |  |  |  |  |  | 550,000.0 | 550,000.0 |
|  |  |  |  |  |  |  | 550,000.0 |  |  |
|  |  |  |  |  |  | PA 0007 |  |  |  |
|  |  |  |  |  |  | NES – | Within |  |  |
|  |  |  |  |  |  | transfer | 550,000.0 |  |  |
|  |  |  |  |  |  | funds |  | Within |  |
|  |  |  |  |  |  | MLEVSA: | \*The funds listed | 550,000.0 | Within |
|  |  |  |  |  |  | BP 0803 | are the total | \* The funds | 550,000.0 |
|  |  |  |  |  |  | PA 0005 | funds ensured for | listed are the |  |
|  |  |  |  |  |  |  | all professional | total funds | \* The funds |
|  |  |  |  |  |  |  | rehabiliatation | ensured for | listed are the |
|  |  |  |  |  |  |  | measures | all professi- | total funds |
|  |  |  |  |  |  |  | and activities | onal rehabi- | ensured for |
|  |  |  |  |  |  |  | implemented by | liatation me- | all profes- |
|  |  |  |  |  |  |  | the NES | asures and | sional reha- |
|  |  |  |  |  |  |  |  | activities | biliatation |
|  |  |  |  |  |  |  |  | implemented | measures and |
|  |  |  |  |  |  |  | 16,500.0 | by the NES | activities im- |
|  |  |  |  |  |  |  |  |  | plemented by |
|  |  |  |  |  |  |  |  | 16,500.0 | the NES |
|  |  |  |  |  |  |  |  |  | 16,500.0 |
| 4.2.2. Referral of multiply | NES | MLEVSA, | Q1 2023 | Number of multiply | NES financial |  |  |  |  |
| vulnerable Roma to the |  | GIZ, CSO |  | vulnerable Roma newly | plan | Budgeted |
| package of measures: |  |  |  | referred to the package of | EU donations | under |
| employability assessment, |  |  |  | measures – 100 per year |  | activity |
| the individual employment |  |  |  | minimum |  | 4.2.1. |
| plan and referral to specific |  |  |  |  |  |  |
| ALMPs according to a per- |  |  |  |  |  |  |
| son’s needs |  |  |  |  |  |  |

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| 4.2.3. Referral of Roma to active job search training | NES | MLEVSA, GIZ, CSO | Q1 2023 | Number of Roma covered by active job search training: (100 newly referred men and  50 newly referred women per year minimum) | Source 01- General-purpose budget revenues and receipts - RoS budget  EU donations | Budgeted under activity 4.2.1. |  |  |  |
| 4.2.4. Referral of unemployed Roma to motivation and activation training | NES | CSO LSG  Donors | Q4 2024 | Number of unemployed Roma referred to motivation and activation training – 300 per year (200 men and 100 women) | NES financial  plan EU/GIZ  donations | Budgeted under activity 4.2.1. |  |  |  |
|  |  |  |  | Coverage of persons referred to the measures compared  to the total number of Roma registered with the NES;  as per the Performance Agreement |  |  |
| 4.2.5. Reaching out to and in- forming Roma about NES measures and services | NES | CSO  LSG /Youth offices Donors | Q4 2024 | Number of Roma newly registered with the NES thanks to Job Fair Caravans  –32 persons per year minimum | NES financial plan GIZ/UNDP  donations | Budgeted under activity 4.2.1. |  |  |  |
|  |  |  |  | Number of Job Fair Caravans held in the vicinity of/in Roma settlements, informing Roma about NES services and ways of registering with the NES – 10 caravans per year minimum |  |  |
| 4.2.6. Encouraging entrepreneur- ship by ensuring additional support – start-up training, allocation of start-up and mentoring funds, with the special focus on encour- aging Roma women as entrepreneurs | NES | MLEVSA GIZ/UNDP CSO  RAS  Donors | Q4 2024 | Number of Roma newly referred to start-up training: 50 men и 30 women minimum  Number of start-ups founded by men and women who have received support in the form of start-up and mentoring funds - 25 men and 25 women per year minimum | NES financial  plan  UNDP/GIZ  donations | Programme budgeted under activity 4.2.1. |  |  |  |

**ACTION PLAN**

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| 4.2.7. Encouraging social entre- preneurship (development of cooperatives and other social entrepreneurship entities) | MHMRSD | MLEVSA GIZ/UNDP NES | Q4 2024 | Number of social entrepreneurship entities founded by Roma –10 per year minimum | Source 01- General-purpose budget revenues and receipts - RoS budget GIZ/UNDP  donations | Budgeted under activity 1.1.1 |  |  |  |
| 4.2.8. Referral of Roma to ap- prenticeships in the private as well as public sector | NES | MLEVSA GIZ/UNDP REF | Q4 2024 | Number of Roma referred to apprenticeships in the private as well as public sector | Source 01- General-purpose budget revenues and receipts - RoS budget GIZ/UNDP  donations | Budgeted under activity 4.2.1. |  |  |  |
| 4.2.9. Increasing Roma partic- ipation in programmes and vocational training enabling them to acquire  practical skills with private  sector employers | NES | MLEVSA GIZ | Q4 2024 | Number of Roma included in the programmes and vocational training enabling them to acquire practical skills with private sector employers | NES financial plan  GIZ donations | Budgeted under activity 4.2.1. |  |  |  |
| 4.2.10. Online training in active job search, held in the Romany language | NES | MLEVSA GIZ | Q4 2024 | Number of Roma who have completed the training (10 men and 10 women per year) | NES financial plan  GIZ donations | Budgeted under activity 4.2.1. |  |  |  |
| 4.2.11. Online training in entre- preneurship development, held in the Romany lan- guage | NES | MLEVSA GIZ | Q4 2024 | Number of Roma who have completed the training (10 men and 10 women per year) | NES financial plan  GIZ donations | Budgeted under activity 4.2.1. |  |  |  |
| 4.2.12. Holding both standard as well as virtual job fairs | NES | MLEVSA  GIZ | Q4 2024 | Number of Roma who have participated in job fairs (100 minimum, of which figure women should account for 40%) | NES financial plan  GIZ donations | Budgeted under activity 4.2.1. |  |  |  |

2022 - 2024

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| **Measure 4.3. Full and viable institutionalisation of the local mechanisms for Roma inclusion** | | | | | | | | | |
| Institution responsible for implementation: Ministry of Human and Minority Rights and Social Dialogue | | | | | | | | | |
| Implementation period: Q3 2022 – Q4 2024 | | | Type of measure: incentive | | | | | | |
| Regulations to be amended/adopted to implement the measure: | | |  | | | | | | |
| Indicator(s) on the level of measure | Unit of measure | Verification source | | Baseline value (*baseline year*) | | Target value (*2022)* | Target value (*2023*) | | Target value (*2024*) |
| 4.3.1. The acts needed for full and viable institutional- isation of local mechanisms (health mediators, Roma coordinators, teaching assistants, Roma inclusion mobile teams) adopted | Yes/No | Strategy Implementation Report and the NAP by the Ministry of Human and Minority Rights and Social Dialogue | | 2021: No | | / | / | | 2024:Yes |
| Measure funding source | Reference to programme budgeting | | | Total estimated funds in 000 RSD | | | | | |
| *2022* | *2023* | | | *2024* | |
| Budget receipts | Chapter 33 - Ministry of Human and Minority Rights and Social Dialogue, Programme 1001 – Promoting and Protecting Human and Minority Rights and Freedoms, Programme Activity 0005 – Creating Conditions for Equal Opportunities Policy | | | Budgeted under measure 1.1. | Budgeted under measure 1.1. | | | Budgeted under measure 1.1. | |
| EU financial support in € | 0.0 | 0.0 | | | 0.0 | |

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| Activity: | Implementing  authority | Implementing  partner authorities | Completion  time frame | Indicators and target values | Funding  source | Reference to  programme budgeting | Total estimated funds by source in  000 RSD | | |
| 2022 | 2023 | 2024 |
| 4.3.1. Promotion of the importance of | MHMRSD | NES | Q4 2024 | Number of LSGs covered – 90 | Source | Budgeted |  |  |  |
| the Roma people being recog- |  | MLEVSA |  | minimum | 01- General- | under activity |
| nised as a separate target group |  | LSG |  |  | purpose | 1.1.1 |
| in local planning documents in |  | Donors |  |  | budget |  |
| the field of employment on LSG |  |  |  |  | revenues and |  |
| level and ensuring effective mon- |  |  |  |  | receipts - |  |
| itoring and reporting on Roma |  |  |  |  | RoS budget |  |
| inclusion |  |  |  |  | EU,GIZ/ |  |
|  |  |  |  |  | UNDP |  |
|  |  |  |  |  | donations |  |
| 4.3.2. Conducting a needs analysis to | MHMRSD | CBRIS | Q1 2023 | Analysis conducted and | Source | Budgeted |  |  |  |
| improve the functioning of the |  | Donors |  | improvement recommendations | 01- General- | under activity |
| Roma coordinator mechanism |  |  |  | made | purpose | 1.1.1 |
|  |  |  |  |  | budget |  |
|  |  |  |  |  | revenues and |  |
|  |  |  |  |  | receipts - |  |
|  |  |  |  |  | RoS budget |  |
|  |  |  |  |  | EU,GIZ/ |  |
|  |  |  |  |  | UNDP |  |
|  |  |  |  |  | donations |  |

**ACTION PLAN**

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| * + 1. Implementation of the adopted vi- able model of institutionalisation of Roma coordinators based on the previously conducted analysis including the following:     2. - Appropriate form of employ- ment and adequate remuneration for their work     3. - Appropriate job descriptions | MHMRSD | MF CBRIS  Donors EU, GIZ / UNDP | Q4 2024 | Viable model of institutionalisation of Roma coordinators adopted | Source  01- General- purpose budget revenues and receipts – RoS budget EU,GIZ/ UNDP  donations | Budgeted under activity 1.1.1 |  |  |  |
| 4.3.6. Launching an initiative to ensure additional funds in order to in- crease gradually the number of Roma coordinators based on an analysis of the need for them | MHMRSD | CBRIS  MF  Donors EU, GIZ / UNDP | Q4 2024 | Additional funds ensured  Number of LSGs with the post of Roma coordinator included in their job classification  Number of employed Roma coordinators | Source  01- General- purpose budget revenues and receipts - RoS budget EU,GIZ/ UNDP  donations | Budgeted under activity 1.1.1 |  |  |  |

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| **Measure 4.4. To fight antigypsyism, as a form of racism, and discrimination in employment** | | | | | | | | | | |
| Institution responsible for implementation: Ministry of Human and Minority Rights and Social Dialogue | | | | | | | | | | |
| Implementation period: Q3 2022 – Q4 2024 | | | | Type of measure: incentive | | | | | | |
| Regulations to be amended/adopted to implement the measure: | | | |  | | | | | | |
| Indicator(s) on the level of measure | Unit of measure | | Verification source | | Baseline value (*baseline year*) | | Target value (2022*)* | Target value (2023) | | Target value (2024) |
| 4.4.1. Number of training courses for public sector employees | Number | | Reports by MHMRSD, Equality Commissioner, MLEVSA, NES | | 0  (2021) | |  | 10 | | 10 |
| 4.2.2. Number of training courses in employer sensitisation | Number | | Reports by MHMRSD, Equality Commissioner, MLEVSA, NES | | 0  (2021) | |  | 10 | | 10 |
| Measure funding source | | Reference to programme budgeting | | | Total estimated funds in 000 RSD | | | | | |
| *2022* | *2023* | | | *2024* | |
| Budget receipts | | Chapter 33 - Ministry of Human and Minority Rights and Social Dialogue, Programme 1001 – Promoting and Protecting Human and Minority Rights and Freedoms, Programme Activity 0005 – Creating Conditions for Equal Opportunities Policy | | | Budgeted under measure 1.1. | Budgeted under measure 1.1. | | | Budgeted under measure 1.1. | |
| EU financial support in € | | 0.0 | 0.0 | | | 0.0 | |

2022 - 2024

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| Activity: | Implementing authority | Implementing partner authorities | Completion time frame | Indicators and target values | Funding source | Reference to programme budgeting | Total estimated funds by source in 000 RSD | | |
| 2022 | 2023 | 2024 |
| 4.4.1. Launching a public | MHMRSD | MLEVSA | Q4 2024 | One campaign conducted every | Source 01- | Budgeted under |  |  |  |
| campaign to prevent and |  | GIZ |  | year | General-purpose | activity 1.1.1 |
| fight against antigypsyism |  | CSO |  |  | budget revenues |  |
| as a form of racism in |  | CCIS |  |  | and receipts - RoS |  |
| employment |  | NES |  |  | budget |  |
|  |  | LSG |  |  | GIZ donations |  |
| 4.2.2. Establishing and presenting | MHMRSD | MLEVSA GIZ | Q4 2023 | Presentation of the award | Source 01- | Budgeted under |  |  |  |
| the Inclusive Employer |  | CSO |  | organised every year | General-purpose | activity 1.1.1 |
| award on the national and |  | CCIS |  |  | budget revenues |  |
| local levels |  | LSG |  |  | and receipts - RoS |  |
|  |  | NES |  |  | budget |  |
|  |  |  |  |  | GIZ donations |  |

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| **Measure 4.5. To legalise work of Roma in the informal sphere, especially that of collectors** | | | | | | | | | |
| Institution responsible for implementation: Ministry of Labour, Employment, Veteran and Social Affairs | | | | | | | | | |
| Implementation period: Q3 2022 – Q4 2024 | | | | Type of measure: informative and educational | | | | | |
| Regulations to be amended/adopted to implement the measure: | | | |  | | | | | |
| Indicator(s) on the level of measure | Unit of measure | Verification source | | | Baseline value (*baseline year*) | Target value (2022*)* | | Target value (2023) | Target value (2024) |
| 4.5.1. The acts needed for full and viable legalisation of the Roma people’s work in the informal sphere, especially that of collectors, adopted | Yes/No | Analysis of the lacking acts needed to formalise and legalise the Roma people’s work in the informal sphere, especially that of collectors (MHMRSD) | | | No | / | | / | / |
| Measure funding source | | | Reference to programme budgeting | | Total estimated funds in 000 RSD | | | | |
| *2022* | | *2023* | | *2024* |
| Budget receipts | | | Chapter 33 - Ministry of Human and Minority Rights and Social Dialogue, Programme 1001 – Promoting and Protecting Human and Minority Rights and Freedoms, Programme Activity 0005 – Creating Conditions for Equal Opportunities Policy | | Budgeted under measure 1.1. | | Budgeted under measure 1.1. | | Budgeted under measure 1.1. |
| EU financial support in € | | | 0.0 | | 0.0 | | 0.0 |

**ACTION PLAN**

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| Activity: | Implementing authority | Implementing partner authorities | Completion time frame | Indicators and target values | Funding source | Reference to programme budgeting | Total estimated funds by source in 000 RSD | | |
| 2022 | 2023 | 2024 |
| 4.5.1. Opening social dialogue with | MHMRSD | CBRIS | Q4 2024 | Number of events held | Source | Budgeted |  |  |  |
| stakeholders to discuss the |  | GIZ/EU/ |  | (round-table discussions, | 01- General- | under activity |
| formalisation and legalisation of the |  | Regional |  | conferences, working | purpose | 1.1.1 |
| Roma people’s work in the informal |  | Cooperation |  | meetings...) – 2 events | budget |  |
| sphere, especially that of collectors |  | Council |  | minimum on the national | revenues and |  |
|  |  | MEP |  | level in 2024 | receipts - |  |
|  |  | CCIS |  |  | RoS budget |  |
|  |  | LSG |  |  | Donations by |  |
|  |  | CSO |  |  | GIZ/EU/ |  |
|  |  |  |  |  | Regional |  |
|  |  |  |  |  | Cooperation |  |
|  |  |  |  |  | Council |  |
| 4.5.2. Conducting an analysis of the lacking | MHMRSD | CBRIS | Q4 2023 | Analysis conducted | Source | Budgeted |  |  |  |
| acts needed to formalise and legalise |  | GI CBRIS |  |  | 01- General- | under activity |
| the Roma people’s work in the |  | GIZ/EU/ |  |  | purpose | 1.1.1 |
| informal sphere, especially that of |  | Regional |  |  | budget |  |
| collectors |  | Cooperation |  |  | revenues and |  |
|  |  | Council |  |  | receipts – |  |
|  |  | MEP |  |  | RoS budget |  |
|  |  | CCIS |  |  | Donations by |  |
|  |  | LSG |  |  | GIZ/EU/ |  |
|  |  | CSO |  |  | Regional |  |
|  |  |  |  |  | Cooperation |  |
|  |  |  |  |  | Council |  |

2022 - 2024

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| **OBJECTIVE 5:**  **IMPROVED HEALTH OF ROMA, INCLUDING EQUAL ACCESS TO QUALITY HEALTH CARE SERVICES AND ENABLED FULL EXERCISE OF THE RIGHT TO HEALTH WITHOUT DISCRIMINATION, ESPECIALLY IN THE SITUATIONS OF CRISIS, IN THE HEALTH CARE SYSTEM OF THE REPUBLIC OF SERBIA** | | | | | | |
| Institution responsible for coordination and reporting: Ministry of Health | | | | | | |
| Indicator(s) on the level of objective | Unit of measure | Verification source | Baseline value (*baseline year*) | Target value (2022*)* | Target value (2023) | Target value (2024) |
| 5.1. Coverage of Roma by universal health insurance | Percentage | *RHIF, Ministry of Health* | *93.4*  *(2021)* |  |  | *94* |

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| **Measure 5.1. To expand and develop public health programmes** | | | | | | | | |
| Institution responsible for implementation: Ministry of Health | | | | | | | | |
| Implementation period: Q3 2022 – Q4 2024 | | | | Type of measure: regulatory | | | | |
| Regulations to be amended/adopted to implement the measure: | | | |  | | | | |
| Indicator(s) on the level of measure | Unit of measure | Verification source | | | Baseline value (*baseline year)* 2021 | Target value 2022 | Target value 2023 | Target value 2024 |
| 5.1.1. Number of public health programmes targeting Roma | Number | Ministry of Health NPHI | | | 3 | 3 | 4 | 4 |
| Measure funding source | | | Reference to programme budgeting | | Total estimated funds in 000 RSD | | | |
|  | | | *2022* | *2023* | *2024* |
| Budget receipts | | | Ministry of Health – Chapter 27, Programme 1801  – Regulation and Supervision in the Health Sphere, Programme Activity 0001 – Regulation of the Health Care System | | | 4,584.0 | 5,860.0 | 6,580.0 |
| EU financial support in € | | | 0.0 | 0.0 | 0.0 |

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| Activity: | Implementing authority | Implementing partner authorities | Completion time frame | Indicators and target values | Funding source | Reference to programme budgeting | Total estimated funds by source in  000 RSD | | |
| 2022 | 2023 | 2024 |
| 5.1.1. Assessment of local needs | MH | LSG | Q4 2024 | Number of assessments made - 1 by the | Source 01- General- | Budgeted |  |  |  |
| and capacities with respect |  | SCTM |  | end of 2024 | purpose budget | under activity |
| to the availability of public |  | NPHI/LPHI |  |  | revenues and receipts | 5.1.8. |
| health programmes |  | Donors |  |  | - RoS budget |  |
|  |  |  |  |  | EU donations |  |
| 5.1.1. Development and implemen- | MH | RHIF | Q4 2024 | Number of implemented public health | Source 01- General- | Budgeted |  |  |  |
| tation of local public health |  | LSG |  | programmes on the local level - 2 by the | purpose budget | under activity |
| programmes including Roma |  | SCTM |  | end of 2024 | revenues and receipts | 5.1.8. |
| health issues as per the needs |  | NPHI/LPHI |  |  | - RoS budget |  |
| identified in the LSG Public |  | Donors |  |  | EU donations |  |
| Health Plans |  |  |  |  |  |  |

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| 5.1.2. Development and implemen- tation of programmes ensur- ing access to timely prenatal and postnatal care | MH | RHIF LSG SCTM  NPHI/LPHI  Donors | Q4 2024 | Number of implemented programmes - 1 programme per year in 2023 and 2024 | Source 01- General- purpose budget revenues and receipts – RoS budget  EU donations | Budgeted under activity 5.1.8. |  |  |  |
| 5.1.3. Organisation of the vaccina- tion of Roma children as per the RoS vaccination schedule | MH | MH  Primary health care centre Health mediators Donors | Q4 2024 | Share of Roma children covered by mandatory immunisation compared to the general population of children of the same age (%) - 80% by the end of 2024  Source: reports by the Ministry of Health (Dr Milan Jovanovic Batut Public Health Institute) | Source 01- General- purpose budget revenues and receipts – RoS budget  EU donations | MH:  Budgeted under activity 5.1.8. |  |  |  |
| 5.1.4. Organisation of campaigns calling for greater mandatory immunisation coverage of Roma children in Roma sub- standard settlements | MH | Primary health care centre Health mediators LSG  CSO  Donors | Q4 2024 | Number of mandatory immunisation campaigns – 1 per year  Number of approved projects and the amount of funding for projects aiming to ensure greater mandatory immunisation coverage - 3 projects per year  Source: reports by the Ministry of Health | Source 01- General- purpose budget revenues and receipts  - RoS budget EU donations | Budgeted under activity 5.1.8. |  |  |  |
| 5.1.5. Updating the assessment of the Roma children’s nutri- tional status by regular an- thropometric measurements conducted in the field or  by PHCC child health care services | MH | Primary health care centre – Child health care service and Vising nurse service Health mediators LSG  Donors | Q4 2024 | Percentage of undernourished Roma children compared to their peers - 5% by the end of 2024  Percentage of children falling behind their peers in terms of their growth - 13% by the end of 2024  Source: reports by the Ministry of Health; Monitoring the situation of children and women: Serbia Multiple Indicator Cluster Survey/  Serbia Roma Settlements Multiple  Indicator Cluster Survey | Source 01- General- purpose budget revenues and receipts  - RoS budget  EU, UN donations | Budgeted under activity 5.1.8. |  |  |  |
| 5.1.6. Ministry of Health informa- | MH | MHMRSD | Q4 2024 | Number of information campaigns | Source 01- General- | Budgeted |  |  |  |
| tion campaign about preven- |  | CSO |  | launched - 1 per year | purpose budget | under activity |
| tive health care measures, |  | Donors |  |  | revenues and receipts | 5.1.8. |
| targeting the Roma national |  |  |  |  | - RoS budget |  |
| minority |  |  |  |  | EU, UN donations |  |
| 5.1.7. Analysis of the need to amend by-laws on health care coverage of Roma (readmis- sion, homeless persons, un- solved identity papers issues) | MH | MHMRSD CSO  Donors | Q3 2022 | Analysis of the need to amend regulations and by-laws conducted - 1 analysis by the end of 2023 | Source 01- General- purpose budget revenues and receipts  - RoS budget  EU, UN donations | BP 1801  PA 0001  Econ. Classif.  411  412 | 3,947.0  637.0 | 5,045.0 | 5,665.0 |
|  |  |  |  |  |  |  |  | 815.0 | 915.0 |

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| 5.1.8. Amendments to by-laws on | MH | MHMRSD | Q4 2024 | Number of amended /adopted regulatory | Source 01- | Budgeted |  |  |  |
| health care coverage of Roma |  | CSO |  | by-laws - 1 by the end of 2024 | General-purpose | under activity |
| (readmission, homeless |  | Donors |  |  | budget revenues and | 5.1.8. |
| persons, unsolved identity |  |  |  |  | receipts - RoS budget |  |
| papers issues) |  |  |  |  | EU, UN donations |  |

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| **Measure 5.2. To develop and implement informational and educational programmes targeting Roma, the majority population and persons engaged in the health care system** | | | | | | | | |
| Institution responsible for implementation: Ministry of Health | | | | | | | | |
| Implementation period: Q3 2022 – Q4 2024 | | | | Type of measure: informative and educational | | | | |
| Regulations to be amended/adopted to implement the measure: | | | |  | | | | |
| Indicator(s) on the level of measure | Unit of measure | | Verification source | | Baseline value (*baseline year*) | Target value (2022*)* | Target value (2023) | Target value (2024) |
| 5.2.1. Number of informational and educa- tional programmes targeting Roma | Number | | Ministry of Health | | *0* | 0 | 1 | *1* |
| 5.2.2. Number of informational and educa- tional programmes targeting the major- ity population | Number | | Ministry of Health | | *0* | 0 | 0 | *1* |
| 5.2.3. Number of informational and educa- tional programmes targeting persons engaged in the health care system | Number | | Ministry of Health | | *0* | 0 | 1 | *1* |
| Measure funding source | | Reference to programme budgeting | | | | Total estimated funds in 000 RSD | | |
| *2022* | *2023* | *2024* |
| Budget receipts | | Ministry of Health – Chapter 27,  Programme 1801 – Regulation and Supervision in the Health Sphere, Programme Activity 0001 – Regulation of the Health Care System, and  Programme 1802 – Preventive Health Care, Programme Activity 0010 – Improving the Roma Population’s Access to Health Care  and  Chapter 26 – Ministry of Education, Science and Technological Development, Programme 2001- Regulating, Supervising and Developing All Levels of the Education System, Programme Activity 0001- Defining the Legal Framework and Monitoring Education Development | | | | Budgeted under measure 5.1.  22,600.0  Budgeted under measure 3.2. | Budgeted under measure 5.1.  36,800.0  Budgeted under measure 3.2. | Budgeted under measure 5.1.  35,900.0  Budgeted under measure 3.2. |
| EU financial support in € | |  | | | | 0.0 | 0.0 | 0.0 |

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| Activity: | Implementing authority | Implementing partner authorities | Completion time frame | Indicators and targeted values | Funding source | Reference to programme budgeting | Total estimated funds by source in 000 RSD | | |
| 2022 | 2023 | 2024 |
| 5.2.1. Organisation of public health campaigns to ensure that the issue of Roma status is included in and dealt with by all general informational and educational  programmes targeting society as a whole or its specific groups | MH | PHCC  Health mediators | Q4 2024 | Number of organised public health campaigns – 1 campaign per year | Source 01- General- purpose budget revenues and receipts  - RoS budget | Budgeted under activity 5.2.3. |  |  |  |
| 5.2.2. Organisation of preventive health check-ups for Roma of all ages (babies, young people, the elderly) | MH | PHCC  Health mediators CSO | Q4 2024 | Number of Roma covered by preventive health check-ups – 2,000 Roma per year covered by preventive health check-ups | Source 01- General- purpose budget revenues and receipts  - RoS budget | Budgeted under activity 5.2.3. |  |  |  |
| 5.2.3. Preparing and holding public health competitions open to CSOs | MH | CSO | Q4 2024 | Number of competitions open to CSOs - 1 per year  Number of CSOs that have received funds to implement projects – 15 CSOs per year | Source 01- General- purpose budget revenues and receipts  - RoS budget | BP 1802  PA 0010  Econ. classif. 42  48 | 12,600.0  10,000.0 | 20,700.0  16,100.0 | 18,700.0  17,200.0 |
| 5.2.4. Holding health care informational and educational workshops in safe environments in settlements (healthy lifestyles, addiction dis-  eases, chronic diseases), as well as vaccination workshops, including those dealing with vaccination  against COVID 19) | MH | PHCC  Health mediators | Q4 2024 | Number of workshops held – 20 workshops per year  Number of Roma covered by the workshops – 6,000 Roma per year covered by the workshops | Source 01- General- purpose budget revenues and receipts – RoS budget | Budgeted under activity 5.2.3. |  |  |  |
| 5.2.5. Development and implementa- tion of information and outreach programmes for elderly Roma on the availability of health care programmes | MH | PHCC  Health mediators | Q4 2024 | Number of elderly Roma covered by information and outreach programmes - 200 per year | Source 01- General- purpose budget revenues and receipts – RoS budget | Budgeted under activity 5.2.3. |  |  |  |
| 5.2.6. Expanding the network of medi- ators as non-medical staff/health care associates to LSGs in which they are not hired | MH | PHCC | Q4 2024 | Number of hired health mediators – 100 health mediators hired by the end of 2024  Number of LSGs in which health mediators have been hired – 65 LSGs with health mediators  hired by the end of 2024 | Source 01- General- purpose budget revenues and receipts  - RoS budget  EU, UN donations | Budgeted under activity 5.2.3. |  |  |  |
| 5.2.7. Providing the hired health medi- ators with an opportunity to com- plete high school education | MESTD | MH | Q4 2024 | Number of health mediators managing to complete high school education - 70 by the end of 2024 | Source 01- General- purpose budget revenues and receipts – RoS budget  EU, UN donations | Budgeted under activity 3.2.3. |  |  |  |

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| **Measure 5.3. To regularise the health mediators’ employment status and increase the number of Roma employed in the health care system** | | | | | | | | | |
| Institution responsible for implementation: Ministry of Health | | | | | | | | | |
| Implementation period: Q3 2022 – Q4 2024 | | | | Type of measure: regulatory | | | | | |
| Regulations to be amended/adopted to implement the measure: | | | |  | | | | | |
| Indicator(s) on the level of measure | Unit of measure | | Verification source | | Baseline value (*baseline year*) | Target value (2022*)* | Target value (2023) | | Target value (2024) |
| 5.3.1. Number of employed health media- tors with fully regulated employment status | Number | | Ministry of Health | | 0  (2021) | / | / | | Up to 85 |
| 5.3.2. Number of health mediators in LSGs | Number | | Ministry of Health | | 75 mediators in 59  LSGs (2021) |  |  | | 100 |
| Measure funding source | | Reference to programme budgeting | | | Total estimated funds in 000 RSD | | | | |
| *2022* | *2023* | | *2024* | |
| Budget receipts | | Ministry of Health – Chapter 27, Programme 1802 – Preventive Health Care, Programme Activity 0010 – Improving the Roma Population’s Access to Health Care | | | Budgeted under measure 5.2. | Budgeted under measure 5.2. | | Budgeted under measure 5.2. | |
| EU financial support in € | | 0.0 | 0.0 | | 0.0 | |

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| Activity: | Implementing authority | Implementing partner authorities | Completion time frame | Indicators and target values | Funding source | Reference to programme budgeting | Total estimated funds by source in 000 RSD | | |
| 2022 | 2023 | 2024 |
| 5.3.1. Conducting a needs analysis to im- prove the beneficiaries’ access to the health mediators’ services, as well as an analysis of the need for health me- diators to ensure better quality of their services | MH | CBRIS  Implementing partners | Q1 2023 | Analysis conducted and improvement recommendations made  Source: Ministry of Health data; the implementing partners’ report | Source 01- General- purpose budget revenues and receipts  –  RoS budget  EU, UN donations | Budgeted under activity 5.2.3. |  |  |  |
| * + 1. Implementation of the adopted viable model of institutionalisation of health mediators based on the previously conducted analysis including the fol- lowing:        - Appropriate form of employment and adequate remuneration for their work        - Appropriate job descriptions        - Institution compatible with their role | MH | MF MESTD MLEVSA CBRIS  Implementing partners | Q4 2024 | Viable model of institutionalisation of health mediators adopted  Model of institutionalisation of health mediators is used in practice  Reference to the AP for Chapter 23, Items 3.6.2.40, 3.6.2.41. and  3.6.2.42. | Source 01- General- purpose budget revenues and receipts  –  RoS budget | Budgeted under activity 5.2.3. |  |  |  |

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| 5.3.3. Launching an initiative to ensure additional funds in order to increase gradually the number of health media- tors based on the analysis of the need for them | MH | CBRIS  MF | By the end of 2024 | Additional funds ensured  Number of health mediators increased to 100 by the end of 2024  Source: reports by the Ministry of Health; CBRIS report | Source 01- General- purpose budget revenues and receipts  - RoS budget | Budgeted under activity 5.2.3. |  |  |  |
| 5.3.4. Ensuring logistic support for the health mediators’ work (laptops, mobile phones and paid travel expenses) | MH | Implementing partners | Q2 2024 | Logistic support to all hired health mediators ensured Source: reports by the Ministry of Health | Source 01- General- purpose budget revenues and receipts  –  RoS budget  EU, UN donations | Budgeted under activity 5.2.3.  EU, UN  donations |  |  |  |
| 5.3.5. Upgrade of the software for the ex- change of data on Roma between the databases of the Ministry of Health and other relevant departments in line with the Law on Personal Data Protection  in order to ensure greater inclusion of Roma through social services | MH | CBRIS MLEVSA  Health mediators Implementing partners | Q4 2024 | Data exchange enabled and running smoothly  Source: unified database for progress monitoring in AP and Strategy implementation | Source 01- General- purpose budget revenues and receipts  - RoS budget  EU, UN donations | Budgeted under activity 5.2.3.  EU, UN  donations |  |  |  |
| 5.3.6. Development and implementation of capacity-building programmes for health mediators and medical staff, adapted to local needs | MH | MHMRSD PHCC CSO | Q4 2024 | Number of health mediators and medical staff members covered by the capacity- building programmes - 150 health mediators and medical staff members covered by the capacity-building programmes by the end of 2024 | Source 01- General- purpose budget revenues and receipts  - RoS budget  EU, UN donations | Budgeted under activity 5.2.3.  EU, UN  donations |  |  |  |
| 5.3.7. Employment of members of the Roma national minority in the Ministry of Health structures | MH | MHMRSD NES CSO | Q4 2022-  Q4 2024 | Number of Roma employed in the Ministry of Health structures  - 2 | Source 01- General- purpose budget revenues and receipts  –  RoS budget | Budgeted under activity 5.2.3. |  |  |  |
| 5.3.8. Involving Roma representatives (a health mediator or if they do not have one, a Roma coordinator, a teaching assistant and/or a civil society organ- isation activist) in the local Health Councils’ activity | MH | CBRIS LSG | Q4 2024 | % of LSGs with a Roma representative in the local Health Councils compared to the total number of LSGs in the RoS (%) - 50% by the end of 2024  Source: data by the Ministry of Health (Batut Public Health Institute) | Source 01- General- purpose budget revenues and receipts  –  RoS budget | Budgeted under activity 5.2.3. |  |  |  |

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| **Measure 5.4. To make the health care system and health care services available to Roma without discrimination, with a view to reducing inequality in health** | | | | | | | | | |
| Institution responsible for implementation: Ministry of Health | | | | | | | | | |
| Implementation period: Q3 2022 – Q4 2024 | | | Type of measure: informative and educational | | | | | | |
| Regulations to be amended/adopted to implement the measure: | | |  | | | | | | |
| Indicator(s) on the level of measure | Unit of measure | Verification source | | Baseline value (*baseline year*) | | Target value (*2022)* | Target value (*2023*) | | Target value (*2024*) |
| 5.4.1. Percentage of Roma believing that their health care needs are not met | Percentage | Ombudsman | | 28  (2014) | |  |  | | *20* |
| 5.4.2. Coverage of Roma women by modern he- alth care during the first trimester of their pregnancies | Percentage | MICS6, SSO and UNICEF | | 84  (2019) | |  |  | | 90 |
| 5.4.3. Vaccination coverage of Roma children aged 24-35 months | Percentage | MICS6, SSO and UNICEF | | 63  (2019) | |  |  | | 70 |
| Measure funding source | Reference to programme budgeting | | | Total estimated funds in 000 RSD | | | | | |
| *2022* | *2023* | | | *2024* | |
| Budget receipts | Ministry of Health – Chapter 27, Programme 1801 – Regulation and Supervision in the Health Sphere, Programme Activity 0001 – Regulation of the Health Care System, and  Programme 1802 – Preventive Health Care, Programme Activity 0010 –  Improving the Roma Population’s Access to Health Care and  Chapter 30 – Ministry of Labour, Employment, Veteran and Social Affairs, Programme 0802 – Regulating the System of Labour and Labour  Relations, Programme Activity 0002 - Administration and Management, and Programme 0902 – Social Protection,  Programme Activity 0005 –Provision of Services by Social Protection Institutions | | | Budgeted under measure 5.1.  Budgeted under measure 5.2.  Budgeted under measure 7.1. | Budgeted under measure 5.1.  Budgeted under measure 5.2.  Budgeted under measure 7.1. | | | Budgeted under measure 5.1.  Budgeted under measure 5.2.  Budgeted under measure 7.1. | |
| EU financial support in € | 0.0 | 0.0 | | | 0.0 | |

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| Activity: | Implementing authority | Implementing partner authorities | Completion time frame | Indicators and target values | Funding source | Reference to programme budgeting | Total estimated funds by source in 000 RSD | | |
| 2022 | 2023 | 2024 |
| 5.4.1. Identifying and analysing the | MH | MHMRSD | Q4 2024 | Analysis conducted | MH budget |  |  |  |  |
| health status and needs of per- |  |  |  |  | Global Fund |  |
| sons belonging to the LGBT pop- |  |  |  |  | to Fight | Budgeted |
| ulation in Roma settlements, as |  |  |  |  | HIV/AIDS | under activity |
| well as sex workers, intravenous |  |  |  |  | Reference to | 5.1.8. |
| drug addicts and users of other |  |  |  |  | the AP for |  |
| psychoactive substances, and dis- |  |  |  |  | Chapter 23 |  |
| abled persons |  |  |  |  | 3.6.2.44. |  |
| 5.4.2. Analysing sanitary and epidemi- ological as well as other health care needs of Roma in substand- ard settlements in the RoS | MH | LPHI  Health mediators LSG CBRIS  Academic institutions Implementing partners | Q3 2024 | Analysis conducted and recommendations on how to meet sanitary and epidemiological as well as other health care needs of Roma in substandard settlements made  Source: data by the Ministry of Health (Batut Public Health Institute) | Source  01- General- purpose budget revenues and receipts - RoS budget | Budgeted under activity 5.1.8. |  |  |  |
| 5.4.3. Improving sanitary and epide- miological conditions (waste disposition, rodent control, dis- infection and disinsectisation) in substandard Roma settlements in the RoS | MH | CBRIS  Health mediators LPHI  Implementing partners | Q4 2024 | % of substandard Roma settlements in which sanitary and epidemiological  conditions have been improved compared to the total number of substandard Roma settlements -20% by the end of 2024  Source: LSG data; reports by the local public health institutes | Source  01- General- purpose budget revenues and receipts - RoS budget | Budgeted under activity 5.1.8. |  |  |  |
| 5.4.4. Increasing flu vaccination cover- age, especially that of the elderly Roma, through the health media- tors’ engagement | MH | Primary health care centre – GP service Health mediators CSO | Q4 2024 | Total number of persons vaccinated against flu in the calendar year – 200 persons in total vaccinated against flu in the calendar year  Number of Roma over 65 covered by the vaccination against flu - 150 Roma over 65 covered by the vaccination against flu | Source  01- General- purpose budget revenues and receipts - RoS budget | Programme 1802, Project  0010 |  |  |  |
|  |  |  |  | Number of PHCCs managing to increase flu vaccination coverage of Roma (especially persons aged 65+) - 30 PHCCs managing to increase flu vaccination coverage of Roma (especially persons aged 65+) by the end of 2024 |  |  |
|  |  |  |  | Source: Ministry of Health data |  |  |

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| 5.4.5. Provision of support to CSOs in carrying out the activities that help preserve the Roma people’s health (improving sanitary and epidemiological conditions, en- couraging active engagement in the local Health Councils, com- munity-based prevention etc.) | MH | Public health institutes Local public health institutes LSG  Implementing partners  CSO | Q4 2024 | Number of approved projects and the amount of funding for projects aiming to preserve the Roma people’s health - 20 per year  Number of Roma participating in the projects as beneficiaries – 6,000 per year  Source: Ministry of Health data; reports by CSOs supported through projects | Source  01- General- purpose budget revenues and receipts - RoS budget | Budgeted under activity 5.2.3. |  |  |  |
| 5.4.6. Increasing the number of reg- ular preventive gynaecological check-ups of pregnant women | MH | Primary health care centre Health mediators | Q4 2024 | Number of pregnant women in the Roma community covered by the primary health care centre’s women’s health care service - 400 pregnant women per year  Number of PHCCs organising regular gynaecological check-ups - 150 PHCCs | Source  01- General- purpose budget revenues and receipts - RoS budget | Budgeted under activity 5.2.3. |  |  |  |
|  |  |  |  | Source: reports by the Ministry of Health |  |  |
| 5.4.7. Increasing the number of regular visits by visiting nurses to preg- nant women in Roma settlements | MH | Primary health care centre – visiting nurse service  Health mediators | Q4 2024 | Number of pregnant women in the Roma community covered by the visiting nurse service - 400 pregnant women per year  Number of PHCCs covering pregnant Roma women with their visiting nurse services - 150 PHCCs | Source  01- General- purpose budget revenues and receipts - RoS budget | Budgeted under activity 5.2.3. |  |  |  |
|  |  |  |  | Source: reports by the Ministry of Health |  |  |
| 5.4.8. Increasing the number of the vis- | MH | Primary health | Q4 2024 | Number of Roma women (mothers) | Source | Budgeted |  |  |  |
| iting nurses’ visits to mothers in |  | care centre – |  | covered by the visiting nurses’ visits - 400 | 01- General- | under activity |
| Roma settlements |  | visiting nurse |  | per year | purpose | 5.2.3. |
|  |  | service |  |  | budget |  |
|  |  | Health |  |  | revenues and |  |
|  |  | mediators |  |  | receipts - RoS |  |
|  |  |  |  |  | budget |  |
| 5.4.9. Increasing the pregnant Roma women’s participation in parent- ing classes | MH | Primary health care centre – visiting nurse service  Health mediators Implementing  partners | Q4 2024 | Number of PHCCs holding workshops for pregnant women in which Roma women take part  - 50 PHCCs holding workshops for pregnant women in which Roma women take part | Source  01- General- purpose budget revenues and receipts – RoS budget | Budgeted under activity 5.2.3. |  |  |  |
|  |  |  |  | Source: reports by the Ministry of Health  and CSOs |  |  |

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| 5.4.10. Ensuring extra meals for preg- nant women living in poverty | MLEVSA | MH LSG  Red Cross Implementing partners | Q4 2024 | Number of pregnant women in the Roma community provided with extra meals compared to the total number of pregnant women in Roma settlements (%) - 10% per year  % of Roma settlements in which extra meals are provided compared to the total number of Roma settlements (%) - 30% by the end of 2024 | Source  01- General- purpose budget revenues and receipts - RoS budget EU/UN  donations | Budgeted under activity 7.1.1. |  |  |  |
|  |  |  |  | Source: reports by the Ministry of Health and CSOs |  |  |
| 5.4.11. Provision of health care services | MH | PHCC | Q4 2024 | Number of returnees provided with | Source | Budgeted |  |  |  |
| to returnees under the Readmis- |  | Health |  | health care services on the local level - | 01- General- | under activity |
| sion Agreement on the local level |  | mediators |  | 20 returnees provided with health care | purpose | 5.2.3. |
|  |  |  |  | services on the local level | budget |  |
|  |  |  |  |  | revenues and |  |
|  |  |  |  |  | receipts - |  |
|  |  |  |  |  | RoS budget |  |
| 5.4.12. Analysis of impact of the CO- | MH | NPHI | Q4 2024 | Analysis adopted | Source | Budgeted |  |  |  |
| VID-19 pandemic on the Roma |  | CSO |  |  | 01- General- | under activity |
| population’s health |  |  |  |  | purpose | 5.2.3. |
|  |  |  |  |  | budget |  |
|  |  |  |  |  | revenues and |  |
|  |  |  |  |  | receipts – |  |
|  |  |  |  |  | RoS budget |  |
|  |  |  |  |  | EU/UN |  |
|  |  |  |  |  | donations |  |

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| **OBJECTIVE 6:**  **IMPROVED HOUSING CONDITIONS FOR THE POPULATION OF ROMA NATIONALITY** | | | | | | |
| Institution responsible for implementation monitoring and audit: Ministry of Construction, Transport and Infrastructure | | | | | | |
| Indicator(s) on the level of objective (outcome indicator) | Unit of measure | Verification source | Baseline value  *(baseline year*) | Target value in 2022 | Target value in 2023 | Target value in 2024 |
| 6.1. Number of spatially regulated substandard settlements in which Roma live | Number | LSG  MCTI | 24 | At least 5 during the year | At least 5 during the year | At least 5 during the year |
| 6.2. Number of Roma provided with housing up to the appropriate level laid down by law (LHBM, Articles 79 and 90) | Number | LSG MCTI | To be determined in 2022 | / | / | To be determined |

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| **Measure 6.1. To legalise buildings that meet basic living standards** | | | | | | | | |
| Institution responsible for implementation monitoring and audit: Ministry of Construction, Transport and Infrastructure | | | | | | | | |
| Implementation period: Q3 2022- Q4 2024 | | | Type of measure: incentive | | | | | |
| Regulations to be amended/adopted to implement the measure: | | |  | | | | | |
| Indicator(s) on the level of measure | Unit of measure | Verification source | Baseline value (*baseline year*) | Target value (2022*)* | | Target value (2023) | | Target value (2024) |
| 6.1.1. Number of Roma families with a completely solved housing issue in terms of legalisation and access to municipal infrastructure | Number | MCTI LSG | To be determined by the end of 2024 | / | | / | | / |
| 6.1.2. Number of legalised buildings in which Roma live | Number | MCTI  LSG | 65  (2017) | At least 6 during the year | | At least 6 | | At least 6 during the year |
| Measure funding source | Reference to programme budgeting | | Total estimated funds in 000 RSD | | | | | |
| 2022 | | 2023 | | 2024 | |
| Budget receipts | Chapter 22 – Ministry of Construction, Transport and Infrastructure, Programme 1101 – Regulation and Supervision in the Planning and Building Sphere, Programme Activity 0001 – Support to the Development of Spatial and Urban Plans | | 0.0 | | 5,000.0 | | 5,000.0 | |
| EU financial support in € |  | |  | |  | | 375,000 | |

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| Activity: | Implementing authority | Implementing partner authorities | Completion time frame | Indicators and target values | Funding source | Reference to programme budgeting | Total estimated funds by source in 000 RSD | | |
| 2022 | 2023 | 2024 |
| 6.1.1. Conducting a needs analysis re- | MCTI | LSG | Q4 2023 | Analysis conducted - 1 | Source 01- General- | BP 1101 |  |  |  |
| garding the physical planning and |  | CSO |  |  | purpose budget | PA 1001 |  |  |  |
| improvement of substandard Roma |  | Expert |  |  | revenues and receipts | Econ. classif. |  |  |  |
| settlements |  | organisations |  |  | - RoS budget | 46 |  |  |  |
|  |  | Donors -EU/ |  |  | EU/GIZ donations |  | 0.0 | 5,000.0 | 5,000.0 |
|  |  | GIZ |  |  | in € |  |  |  |  |
|  |  |  |  |  |  |  |  |  | 375,000 |
| 6.1.2. Organising urban planning compe- | MCTI | LSG | Q4 2024 | Number of LSGs that | Source 01- General- | Budgeted |  |  |  |
| titions for better-quality solutions |  | Donors -EU/ |  | have received support | purpose budget | under activity |
| for the physical planning and im- |  | GIZ |  | via the competitions – 40 | revenues and receipts | 6.1.1. |
| provement of substandard Roma |  |  |  | minimum | - RoS budget |  |
| settlements |  |  |  |  | EU/GIZ donations |  |
| 6.1.3. Creating conditions for easier res- | MCTI | LSG | Q4 2024 | Number of applications | Source 01- General- | Budgeted |  |  |  |
| olution of property relations issues |  | Expert |  | for the resolution of | purpose budget | under activity |
| through expropriation, urban land |  | organisations |  | property relations issues | revenues and receipts | 6.1.1. |
| consolidation and other land man- |  | Donors -EU/ |  | submitted on the LSG | - RoS budget |  |
| agement instruments |  | GIZ |  | level – 1,500 minimum | EU/GIZ donations |  |

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| 6.1.4. Development of spatial regulation plans for substandard Roma settle- ments | MCTI | LSG  Expert organisations Donors -EU/ GIZ | Q4 2024 | Number of developed spatial regulation plans for substandard Roma settlements – 40 per year minimum | Source 01- General- purpose budget revenues and receipts  - RoS budget EU/GIZ donations | Budgeted under activity 6.1.1. |  |  |  |
| 6.1.5. Support to LSGs in the development of technical documents needed to repair housing units in substandard Roma settlements as per their foot- print and/or legalise them | MCTI | LSG  Donors - EU | Q4 2024 | Number of units for which technical  documents have been developed – 1,500 per  year minimum | Source 01- General- purpose budget revenues and receipts  - RoS budget | Budgeted under activity 6.1.1. |  |  |  |
|  |  |  |  |  | EU donations | At least EUR 750 per unit - MCTI assessment  - i.e. EUR 1,125,000 per  year |

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| Measure 6.2. To provide municipal infrastructure to substandard Roma settlements | | | | | | | | | | | |
| Institution responsible for implementation monitoring and audit: Ministry of Construction, Transport and Infrastructure | | | | | | | | | | | |
| Implementation period: Q3 2022 - Q4 2024 | | | | | Type of measure: provision of goods/services by participants in the planning system, public investments included | | | | | | |
| Regulations to be amended/adopted to implement the measure: | | | | |  | | | | | | |
| Indicator(s) on the level of measure | | Unit of measure | Verification source | | | Baseline value (*baseline year* 2019) | | Target value (2022*)* | Target value (2023) | | Target value (2024) |
| 6.2.1. Number of substandard Roma settlements in which entire municipal infrastructure has been constructed and buildings connected to it by 2030; cumulative value | | Number | LSG  MCTI  (GIS for SRS) | | | 9 | | At least 3 during the year | At least 3 during the year | | 18 in total |
| Measure funding source | Reference to programme budgeting | | | Total estimated funds in 000 RSD | | | | | | | |
| 2022 | | | 2023 | | | 2024 | |
| Budget receipts | Chapter 22 – Ministry of Construction, Transport and Infrastructure, Programme 1101 – Regulation and Supervision in the Planning and Building Sphere, Programme Activity 0001 – Support to the Development of Spatial and Urban Plans | | | Budgeted under measure 6.1. | | | Budgeted under measure 6.1. | | | Budgeted under measure 6.1. | |
| EU financial support in € |  | | | 0.0 | | | 0.0 | | | 0.0 | |

2022 - 2024

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| Activity: | Implementing authority | Implementing partner authorities | Completion time frame | Indicators and target values | Funding source | Reference to programme budgeting | Total estimated funds by source in 000 RSD | | |
| 2022 | 2023 | 2024 |
| 6.2.1. Co-funding the development of | MCTI | LSG | Q4 2024 | Number of LSGs that have | Source 01- | Budgeted under |  |  |  |
| technical documents needed to |  |  |  | received financial support – 10 per | General-purpose | activity 6.1.1. |
| construct/improve infrastructure |  |  |  | year minimum | budget revenues |  |
| in substandard Roma settle- |  |  |  |  | and receipts – |  |
| ments |  |  |  |  | RoS budget |  |
|  |  |  |  |  | EU donations |  |
| 6.2.2. Co-funding the construction of | MCTI | LSG | Q4 2024 | Number of substandard | Source 01- | Budgeted under |  |  |  |
| lacking infrastructure in sub- |  |  |  | Roma settlements in which | General-purpose | activity 6.1.1. |
| standard Roma settlements |  |  |  | the construction of lacking | budget revenues |  |
|  |  |  |  | infrastructure has been financed | and receipts – |  |
|  |  |  |  | –15 per year minimum | RoS budget |  |
|  |  |  |  |  | EU donations |  |

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| Measure 6.3. To improve substandard buildings to meet basic living standards | | | | | | | | | | | |
| Institution responsible for implementation monitoring and audit: Ministry of Construction, Transport and Infrastructure | | | | | | | | | | | |
| Implementation period: Q3 2022 - Q4 2024 | | | | | Type of measure: provision of goods/services by participants in the planning system, public investments included | | | | | | |
| Regulations to be amended/adopted to implement the measure: | | | | |  | | | | | | |
| Indicator(s) on the level of measure | | Unit of measure | Verification source | | | Baseline value (*baseline year* 2019) | | Target value (2022*)* | Target value (2023) | | Target value (2024) |
| 6.3.1. Access to drinking water – percentage of households | | Percentage | MICS6, SSO | | | 98 | |  |  | | 100 |
| 6.3.2. Basic sanitation – percentage of households | | Percentage | MICS6, SSO | | | 86 | |  |  | | 88 |
| 6.3.3. % of the population living in households using improved sanitary facilities not shared with others | | Percentage | MICS6, SSO | | | 86 | |  |  | | 88 |
| Measure funding source | Reference to programme budgeting | | | Total estimated funds in 000 RSD | | | | | | | |
| 2022 | | | 2023 | | | 2024 | |
| Budget receipts | Chapter 22 – Ministry of Construction, Transport and Infrastructure, Programme 1101 – Regulation and Supervision in the Planning and Building Sphere, Programme Activity 0001 – Support to the Development of Spatial and Urban Plans  and  Chapter 33 – Ministry of Human and Minority Rights and Social Dialogue, Programme 1001 – Promoting and Protecting Human and Minority Rights and Freedoms, Programme Activity 0005 – Creating Conditions for Equal Opportunities Policy | | | Budgeted under measure 6.1.  Budgeted under measure 1.1. | | | Budgeted under measure 6.1  Budgeted under measure 1.1. | | | Budgeted under measure 6.1.  Budgeted under measure 1.1. | |
| EU financial support in € |  | | |  | | |  | | |  | |

**ACTION PLAN**

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| Activity: | Implementing authority | Implementing partner authorities | Completion time frame | Indicators and target values | Funding source | Reference to programme budgeting | Total estimated funds by source in 000 RSD | | |
| 2022. | 2023. | 2024. |
| 1.1.1. Supporting /co-funding the adding/im- proving of sanitary facilities in housing units used by low-income households in substandard Roma settlements (LHBM, Article 91) | MCTI | LSG | Q4 2024 | Number of LSGs that have received financial support – 10 per year  Number of units with added/improved sanitary facilities– 1,500 minimum | Source 01- General-purpose budget revenues and receipts - RoS budget  EU donations | Budgeted under activity 6.1.1. |  |  |  |
| 1.1.2. Co-funding LSGs to provide utility connections to housing units used by low-income households in substandard Roma settlements (LHBM, Article 91) | MCTI | MHMRSD LSG  Donors | Q4 2024 | Number of LSGs that have received financial support – 10 per year  Number of units provided with utility connections -1,500 minimum | Source 01- General-purpose budget revenues and receipts - RoS budget EU/GIZ/UN  donations | Budgeted under activity 6.1.1. |  |  |  |
| 1.1.3. Provision of clean drinking water in | MHMRSD | MCTI | Q4 2024 | Number of Roma | Source 01- | Budgeted under |  |  |  |
| Roma settlements |  | LSG |  | settlements in which | General-purpose | activity 1.1.1. |
|  |  | Donors |  | clean drinking water | budget revenues |  |
|  |  |  |  | has been provided - 20 | and receipts - |  |
|  |  |  |  | per year | RoS budget |  |
|  |  |  |  |  | EU donations |  |

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| **Measure 6.4. To address the housing needs of homeless persons, internally displaced persons, returnees and Roma who must be relocated** | | | | | | | |
| Institution responsible for implementation monitoring and audit: Ministry of Human and Minority Rights and Social Dialogue | | | | | | | |
| Implementation period: Q3 2022 - Q4 2024 | | | Type of measure: provision of goods/services by participants in the planning system, public investments included | | | | |
| Regulations to be amended/adopted to implement the measure: | | |  | | | | |
| Indicator(s) on the level of measure | Unit of measure | Verification source | | Baseline value  *(baseline year)* | Target value (2022) | Target value (2023) | Target value (2024) |
| 6.4.1. Number of LSGs with implemented programmes and projects addressing the housing issue of:  − homeless persons,  − internally displaced persons,  − returnees,  − Roma who must be relocated | Number | MCTI CRM LSG | | To be determined by the end of 2024 | / | / | / |

2022 - 2024

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| Measure funding source | Reference to programme budgeting | Total estimated funds in 000 RSD | | |
| *2022* | *2023* | *2024* |
| Budget receipts | **Commissariat for Refugees and Migrations – Chapter 51,** Programme 1001 - Promoting and Protecting Human and Minority Rights and Freedoms, Programme Activity 0013 – Support to Forced Migrants and Improvement of Migration Management System,  and  Chapter 22 – Ministry of Construction, Transport and Infrastructure, Programme 1101 – Regulation and Supervision in the Planning and Building Sphere, Programme Activity 0001 – Support to Development of Spatial and Urban Plans | 17,600.0  Budgeted under measure 6.1. | 17,600.0  Budgeted under measure 6.1. | 17,600.0  Budgeted under measure 6.1. |
| EU financial support in € |  | 0.0 | 0.0 | 0.0 |

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| Activity: | Implementing authority | Implementing partner authorities | Completion time frame | Indicators and target values | Funding source4 | Reference to programme budgeting5 | Total estimated funds by source in 000 RSD | | |
|  | 2022 | 2023 | 2024 |
| 6.4.1. Provision of housing solutions for | CRM | LSG | Q4 2024 | Number of provided | Source 01- General- | BP 1001 |  |  |  |
| Roma, internally displaced persons |  | CSO |  | housing solutions | purpose budget revenues | PA 0013 |  |  |  |
| and returnees under the Readmission |  | Donors: GIZ |  |  | and receipts - | Econ. Classif. |  |  |  |
| Agreement |  |  |  |  | RoS budget | 42 | 600.0 | 600.0 | 600.0 |
|  |  |  |  |  | GIZ donations | 46 | 17,000.0 | 17,000.0 | 17,000.0 |
| 6.4.2. Provision of housing solutions for | CRM | LSG | Q4 2024 | Number of provided | Source 01- General- | Budgeted under |  |  |  |
| internally displaced persons in for- |  | CSO |  | housing solutions | purpose budget revenues | activity 6.4.1. |
| mal or informal collective centres |  | Donors |  |  | and receipts - |  |
|  |  |  |  |  | RoS budget |  |
|  |  |  |  |  | EU donations |  |
| 6.4.3. Creating a manual according to the | MCTI | LSG | Q4 2023 | Manual created | Source 01- General- | Budgeted under |  |  |  |
| Guidelines on Protection against/ |  | MCTI |  | It also includes | purpose budget revenues | activity 6.1.1. |
| during Eviction due to Development |  | CRM |  | instructions for the | and receipts - |  |
| in line with the Law on Housing and |  | MLEVSA |  | target groups of this | RoS budget |  |
| Building Maintenance |  |  |  | measure | EU donations |  |
| 6.4.4. Informing and educating LSGs about | MCTI | LSG | Q4 2024 | Number of LSGs | Source 01- General- | Budgeted under |  |  |  |
| the use of the Guidelines on Protec- |  | MCTI |  | covered by education | purpose budget revenues | activity 6.1.1. |
| tion against/during Eviction due to |  | MLEVSA |  | – 30 in 2024 | and receipts - |  |
| Development in line with the Law on |  |  |  |  | RoS budget |  |
| Housing and Building Maintenance |  |  |  |  | EU donations |  |
| 6.4.5. Update and management of the GIS | MCTI | LSG | Q4 2024 | Database is regularly | Source 01- General- | Budgeted under |  |  |  |
| database on substandard Roma set- |  | CRM |  | updated | purpose budget revenues | activity 6.1.1. |
| tlements |  | MLEVSA |  |  | and receipts – |  |
|  |  |  |  |  | RoS budget |  |

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1. Name one funding source: budgetary funds, loans, donations, IPA etc. In the case of donations, the donor in question has to be named.
2. The code of the programme and programme activity or the project under which funds are provided

**ACTION PLAN**

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| **OBJECTIVE 7**  **IMPROVED ACCESS TO SOCIAL SERVICES, AVAILABLE AND EFFECTIVE CASH BENEFITS AIMING TO REDUCE POVERTY AND INCREASE THE SOCIAL INCLUSION OF ROMA IN THE LOCAL COMMUNITY** | | | | | | |
| Institution responsible for coordination and reporting: Ministry of Labour, Employment, Veteran and Social Affairs | | | | | | |
| Indicator(s) on the level of objective | Unit of measure | Verification source | Baseline value (*baseline year*) | Target value (2022*)* | Target value (2023) | Target value (2024) |
| 6.1. Data on the number of persons entered as mem- bers of the Roma national minority (men/wom- en) in the Register of Births | Number | Reports by MPALSG Register of Civil Records | To be determined 2022 | / | / | / |
| 6.2. Percentage of households in substandard Roma settlements receiving some form of cash benefits | Percentage | MICS6, SSO | 84  (2019) | / | / | 80 |

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| Measure 7.1. **To enhance the role and capacities of the public sector to develop and implement social policies, benefits and services appropriate to the needs of individuals and families** | | | | | | | |
| Institution responsible for implementation: Ministry of Labour, Employment, Veteran and Social Affairs | | | | | | | |
| Implementation period: Q3 2022 – Q4 2024 | | | Type of measure: regulatory | | | | |
| Regulations to be amended/adopted to implement the measure: | | | Amendments to the Social Protection Law  Amendments to the Rulebook Specifying Terms and Standards for the Provision of Social Services | | | | |
| Indicator(s) on the level of measure | Unit of measure | Verification source | | Baseline value (*baseline year*) | Target value (2022*)* | Target value (2023) | Target value (2024) |
| 7.1.1. The necessary laws, by-laws and other acts (planning documents) vital for the reduction of poverty and social inclusion of Roma on the national level adopted | Yes/No | Laws, by-laws and other acts adopted | | No (2021) | / | / | Yes |
| 7.1.2. Number of LSGs with local planning documents that include special social protection measures and programmes for the Roma people | Number | LSGs, Roma inclusion measures database, SCTM | | To be determined 2022 | / | / | All LSGs with planning documents |
| 7.1.3. Number of LSGs providing local social services covering Roma and returnees under the Readmission Agreement | Number | LSGs, Roma inclusion measures database, SCTM | | To be determined 2022 | / | / | All LSGs with the Roma national minority |
| 7.1.4. Number of accredited training programmes in the database of the Republic Institute for Social  Protection dealing with the building of competencies  for work with the Roma people | Number | Republic Institute for Social Protection | | To be determined 2022 | / | / | At least 2 more than the baseline value |
| 7.1.5. Number of implemented training programmes and other professional meetings dealing with the building of competencies for work with the Roma people | Number | Republic Institute for Social Protection,  Social Protection Chamber | | To be determined 2022 | / | / | At least 20 more than the baseline value |

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| Measure funding source | Reference to programme budgeting | Total estimated funds in 000 RSD | | |
| *2022* | *2023* | *2024* |
| Budget receipts | Chapter 30 – Ministry of Labour, Employment, Veteran and Social Affairs, Programme 0802 – Regulating the System of Labour and Labour Relations, Programme Activity 0002 - Administration and Management, and Programme 0902 – Social Protection,  Programme Activity 0005 – Provision of Services by Social Protection Institutions  Chapter 33 - Ministry of Human and Minority Rights and Social Dialogue, Programme 1001 – Promoting and Protecting Human and Minority Rights and Freedoms, Programme Activity 0005 – Creating Conditions for Equal Opportunities Policy  and  **Ministry of Family Welfare and Demography – Chapter 34,** Programme 0903 – Protection of Citizens under Family Law, Programme Activity 0008 – Support to the Reduction of Negative Youth Migration | 4,988.7  Budgeted under measure 1.1.  0.0 | 4,988.7  Budgeted under measure 1.1.  0.0 | 4,988.7  Budgeted under measure 1.1.  0.0 |
| EU financial support in € | 0.0 | 95,179 | 95,179 |

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| Activity: | Implementing authority | Implementing partner authorities | Completion time frame | Indicators and target values | Funding source | Reference to programme budgeting | Total estimated funds by source in 000 RSD | | |
| 2022 | 2023 | 2024 |
| 7.1.1. Participation of MHMRSD, RNC and Roma CSO officials in the Working Group on Social Protection Strategy in order  to achieve the goals of this Strategy | MLEVSA | Ministries CSO  Roma National Council MHMRSD | Q4 2023 | Working Group set up Draft Social Protection Strategy completed | Source 01- General- purpose budget revenues and receipts -  RoS budget | BP 0802  PA 0002  BP 0902  PA 0005 | 271.3  289.2 | 271.3  289.2 | 271.3  289.2 |
| 7.1.2. Upgrading the methodology for the collection of data  on claiming social benefits and using social services, disaggregated by ethnic origin of beneficiaries | MLEVSA | RISP PISP CSW | Q4 2024 | Number of training courses/ meetings for CSW employees held - 20  Number of CSW practitioners covered by training -141 Percentage of the Roma population | Source 01- General- purpose budget revenues and receipts -  RoS budget | BP 0802  PA 0002  BP 0902  PA 0005 | 271.3  345.6 | 271.3  345.6 | 271.3  345.6 |
|  |  |  |  |  | Donations in € |  | 0.0 | 9,554 | 9,554 |

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| 7.1.3. Announcing a theme competition for the development of lacking training programmes tailored to the needs of Roma individuals and Roma families | MLEVSA | RISP | Q4 2024 | Number of held expert sessions of the Accreditation Board - 10 Number of accredited training programmes - 2 | Source 01- General- purpose budget revenues and receipts -  RoS budget  Donations in € | BP 0802  PA 0002  BP 0902  PA 0005 | 271.3  997.6  0.0 | 271.3  997.6  8,750 | 271.3  997.6  8,750 |
| 7.1.4. Implementation of accredited training programmes tailored to the needs of Roma individuals and Roma families | MLEVSA | RISP PISP CSO | Q4 2024 | Number of implemented accredited programmes -10  Number of practitioners covered by the training programmes –  1 programme  250 participants | Source 01- General- purpose budget revenues and receipts -  RoS budget  Donations in € | BP 0802  PA 0002  BP 0902  PA 0005 | 271.3  997.6  0.0 | 271.3  997.6  42,583 | 271.3  997.6  42,583 |
| 7.1.5. Holding conferences and other professional meetings to  sensitise the local community to the problems facing the Roma population | MHMRSD | MLEVSA LSG SPI RISP PISP SPC CSO | Q4 2024 | Number of conferences held – 1 minimum | Source 01- General- purpose budget revenues and receipts -  RoS budget  Donations | Programme  0902  Programme Activity 0004  – Support to Associations and Local  Communities |  |  |  |
| 7.1.6. Encouraging LSGs to upgrade/ develop local planning documents with measures aiming to reduce the number  of child and forced marriages, adolescent pregnancies, human trafficking, child and forced labour (focusing on the  promotion of interdepartmental cooperation on the national and local levels, and the preventive work with Roma families and  communities). | MLEVSA | MFWD LSG SPI RISP PISP SCTM CSO | Q4 2024 | Number of educational sessions and workshops for LSG officials – 5  Number of LSG officials covered by the sessions -170  Drafting guidelines and instructions for LSGs - 2 Number of LSG officials covered for the purpose of model implementation -170 | Source 01- General- purpose budget revenues and receipts -  RoS budget  Donations | BP 0802  PA 0002  BP 0902  PA 0005 | 377.5  518.4  0.0 | 377.5  518.4  26,792 | 377.5  518.4  26,792 |
| 7.1.7. Participation in the drafting of by-laws promoting the development of outreach services, family counsellor services and other social services contributing to the social inclusion of Roma | MLEVSA | MHMRSD MFWD RISP, PISP SPI  LSG SCTM  CSO | Q4 2024 | Number of by-laws passed – 2 minimum, for outreach and family counsellor services | Source 01- General- purpose budget revenues and receipts -  RoS budget | BP 0802  PA 0002 | 377.5 | 377.5 | 377.5 |
|  |  |  |  |  | EU donations in € |  |  |  |  |
|  |  |  |  |  |  |  | 0.0 | 7,500 | 7,500 |

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| 7.1.8. Establishing a mechanism for discovering cases of child and forced marriages and a  monitoring system for all cases of child marriages involving stateless children and in particular Roma girls | MFWD | RNC MHMRSD MLEVSA MESTD MH RISP/PISP  Equality Commissioner | Q4 2024 | Mechanism for discovering cases of child and forced marriages and the monitoring system established | Source 01- General- purpose budget revenues and receipts -  RoS budget UN/EU donations | BP 0903  PA 0008 | 0.0 | 0.0 | 0.0 |
| 7.1.9. Promotion of services and programmes preventing child and forced marriages and services providing support to children living and working in the streets | MFWD | MHMRSD MFWD RISP, PISP SPI  LSG SCTM CSO  EU | Q4 2024 | Number of LSGs that have launched the services/ programmes –  1+1 minimum | Source 01- General- purpose budget revenues and receipts -  RoS budget  EU donations | BP 0903  PA 0008 | 0.0 | 0.0 | 0.0 |

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| **Measure 7.2. To increase the level of information provided to Roma about the possibilities of claiming social benefits and using social services, resulting in their claiming the benefits and using the services** | | | | | | | | | |
| Institution responsible for implementation: Ministry of Labour, Employment, Veteran and Social Affairs | | | | | | | | | |
| Implementation period: Q3 2022 – Q4 2024 | | | | Type of measure: informative and educational | | | | | |
| Regulations to be amended/adopted to implement the measure: | | | | Amendments to the Social Protection Law | | | | | |
| Indicator(s) on the level of measure | Unit of measure | | Verification source | | Baseline value (*baseline year*) | | Target value (2022*)* | Target value (2023) | Target value (2024) |
| 7.2.1. Number of projects implemented to inform Roma about social benefits and social services on the national and local levels | Number | | LSG,CSW, Roma inclusion measures database | | To be determined 2022 | |  |  | 40 minimum |
| 7.2.2. Number of studies on all major issues facing the Roma community regarding the claiming of social benefits and use of social services, conducted on the national and local levels for the purpose of better-  quality analysis and integration of professional practice in further planning and improvement of the Roma  community’s status. | Number | | MLEVSA RISP PISP  Social Protection Chamber CSO  International organisations | | To be determined 2022 | |  |  | 1 minimum |
| Measure funding source | | Reference to programme budgeting | | | | Total estimated funds in 000 RSD | | | |
| *2022* | | *2023* | *2024* |
| Budget receipts | | Chapter 30 - Ministry of Labour, Employment, Veteran and Social Affairs, Programme 0802 – Regulating the System of Labour and Labour Relations, Programme Activity 0002  - Administration and Management, and Programme 0902 – Social Protection,  Programme Activity 0005 - Provision of Services by Social Protection Institutions | | | | 996.1 | | 996.1 | 996.1 |
| EU financial support in € | | 0.0 | | 177,500 | 177,500 |

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| Activity: | Implementing authority | Implementing partner authorities | Completion time frame | Indicators and target values | Funding source | Reference to programme budgeting | Total estimated funds by source in 000 RSD | | |
| 2022 | 2023 | 2024 |
| 7.2.1. Building the capacity of all relevant institutions and organisations in LSGs to inform the Roma people about social benefits and social services | MLEVSA | LSG RISP PISP CSW SCTM CSO NAPA | Q4 2024 and continuously | Number of educational sessions for LSG officials – 5  Number of theme competitions open to CSOs – 15  Number of local players covered by information sessions – 170  Number of Roma beneficiaries covered by information content Number of bilingual publications | Source  01- General- purpose budget revenues and receipts – RoS budget  Donations in  € | BP 0802  PA 0002  BP 0902  PA 0005 | 106.2  146.4  0.0 | 106.2  146.4  62,500 | 106.2  146.4  62,500 |
| 7.2.2. Conducting a survey on the availability of local-level programmes and services regarding the Roma people’s claiming of social benefits and social services | MLEVSA | LSG RISP PISP CRM CSW SIPRU CSO | Q4 2024 | One study minimum conducted by the end of 2024 | Source  01- General- purpose budget revenues and receipts - RoS budget | BP 0802  PA 0002  BP 0902  PA 0005 | 271.3  219.6 | 271.3  219.6 | 271.3  219.6 |
|  |  |  |  |  | EU donations in € |  |  |  |  |
|  |  |  |  |  |  |  | 0.0 | 52,500 | 52,500 |
| 7.2.3. Informing Roma beneficiaries who receive FSA about the possibilities offered by the NES to help them join the labour market and get a job | MLEVSA | NES LSG CSW RISP PISP CSO | Q4 2024 | Number of educational sessions for LSG officials – 5  Number of theme competitions open to CSOs – 15 | Source  01- General- purpose budget revenues and receipts - RoS budget | BP 0802  PA 0002  BP 0902  PA 0005 | 106.2  146.4 | 106.2  146.4 | 106.2  146.4 |
|  |  |  |  | Number of publications in the Romany language –1 per year  minimum |  |  |  |  |  |
|  |  |  |  |  | Donations in € |  |  |  |  |
|  |  |  |  |  |  |  | 0.0 | 62,500 | 62,500 |

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| **Measure 7.3. To improve the system of reintegration and social inclusion of returnees, including a large number of Roma, under the Readmission Agreement** | | | | | | | | | |
| Institution responsible for implementation: Commissariat for Refugees and Migration | | | | | | | | | |
| Implementation period: Q3 2022 – Q4 2024 | | | Type of measure: institutional, managerial and organisational | | | | | | |
| Regulations to be amended/adopted to implement the measure: | | |  | | | | | | |
| Indicator(s) on the level of measure | Unit of measure | Verification source | | Baseline value (*baseline year*) | | Target value (2022*)* | Target value  (2023) | Target value (2024) | |
| 7.3.1. Number of LSGs that have developed and are implementing local action plans for the integration of returnees and migration management, which include special measures targeting Roma returnees | Number | CRM reports | | 5  (2021) | |  |  | 20 minimum | |
| 7.3.2. Number of distributed bulletins dealing with the rights and obligations of returnees under the Readmission Agreement | Number | CRM reports | | 1,000  (2020) | |  |  | 2,000 minimum | |
| Measure funding source | Reference to programme budgeting | | | | Total estimated funds in 000 RSD | | | | |
| *2022* | | *2023* | | *2024* |
| Budget receipts | **Chapter 30 - Ministry of Labour, Employment, Veteran and Social Affairs**, Programme 0802 – Regulating the System of Labour and Labour Relations, Programme Activity 0002 - Administration and Management, and Programme 0902 – Social Protection,  Programme Activity 0005 – Provision of Services by Social Protection Institutions and  **Commissariat for Refugees and Migration – Chapter 51,** funds under Programme 1001 – Promoting and Protecting Human and Minority Rights and Freedoms, Programme Activity 0013 – Support to Forced Migrants and Improvement of Migration Management System | | | | 670.3  Budgeted under measure 6.4. | | 670.3  Budgeted under measure 6.4. | | 670.3  Budgeted under measure 6.4. |
| EU financial support in € | 0.0 | | 7,979 | | 7,979 |

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| Activity: | Implementing authority | Implementing partner authorities | Completion time frame | Indicators and target values | Funding source | Reference to programme budgeting | Total estimated funds by source in 000 RSD | | | |
| 2022 | | 2023 | 2024 |
| 7.3.1. Co-ordination of all local players for the purpose of informing returnees/Roma about social benefits and social services | MLEVSA | LSG CRM CSW RISP PISP CSO | Q4 2024 | Number of bulletins – 2,000 | Source 01- General-purpose budget revenues and receipts - RoS budget | BP 0802  PA 0002  BP 0902  PA 0005 |  | 377.5  292.8 | 377.5  292.8 | 377.5  292.8 |
|  |  |  |  |  | EU donations in  € |  | 0.0 |  | 7,979 | 7,979 |
| 7.3.2. Inclusion of special measures targeting Roma | CRM | MH, LSG, | Q4 2022 | Programme | Source 01- | Budgeted |  | |  |  |
| returnees in the Programme of Reintegration |  | MLEVSA, MI, |  | adopted | General-purpose | under |
| of Returnees under the Readmission |  | NES, MESTD |  |  | budget revenues | activity |
| Agreement for the 2022-2024 period |  |  |  |  | and receipts - | 6.4.1. |
|  |  |  |  |  | RoS budget |  |
| 7.3.3. Provision of support to LSGs in the upgrading/development of local action plans including special measures targeting Roma returnees under the Readmission Agreement | CRM | MLEVSA LSG SCTM CSO  Media | Q4 2024 | Number of local action plans made  - 20 | Source 01- General-purpose budget revenues and receipts - RoS budget | Budgeted under activity 6.4.1. |  | |  |  |
|  |  |  |  |  | EU donations in  € |  |

2022 - 2024

# FINAL PROVISIONS

This action plan is to be posted on the Government website, the e-Uprava web portal and the website of the Ministry of Human and Minority Rights and Social Dialogue within seven working days of the day of its adoption.

This action plan is to be published in the Official Gazette of the Republic of Serbia. 05 No.: 90-7008/2022

Belgrade, 8 September 2022

G O V E R N M E N T

PRIME MINISTER

Ana Brnabic

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**ACTION PLAN**

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The Ministry of Human and Minority Rights and Social Dialogue

## Government of the Republic of Serbia

Ministry of Human and Minority Rights and Social Dialogue

## Bulevar Mihajla Pupina 2 11070 New Belgrade

**ACTION PLAN**

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