COMMON ACTION PLAN FOR ADVANCEMENT OF ROMA EDUCATION IN SERBIA (JAP)

Drafted by:
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and
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BASIC GOAL: INCLUSION OF ROMA IN THE EDUCATION SYSTEM AND ENSURING CONTINUITY IN EDUCATION

SET OF MEASURES: Creation of systemic conditions

Measures	**Level**					**Indicators**	**Carrier**	**Monitoring**	**Data/ Availability and needs**	**Links with related issues**	**Time table**	**Budget Million Dinars Euro**
	PE	**EE**	**SE**	**CE**	**AE**							
Establishment of the Center for Advancement of Roma Education and definition of its status (role and jurisdiction)	*	*	*	*	*	- Center established - status and financing	NEC MES NCRNM	NCRNM	Survey of experts who are concerned with the education of Roma		2005	36.75 (premises, equipment, staff, trainings for one year). **490,000.00 E**
Establishment of a system of monitoring and regular reporting on the degree of achievement of goals set by the Action Plan, in area of: a) Carrying out measures and activities envisaged under the Action Plan b) Achievements by children	*	*	*	*	*	- system established -regular reports published	MES, Institute for Evaluation, Center for Advancement of Roma Education	NCRNM NGO and their networks	Regular evaluation reports	Action plans in other priority areas	2005	-
Creating a database with all relevant information about users (number of children and youths, educational status) a) participative research into true availability of education to Roma b) Regular data updates c) Making manuals about the use and protection of information d) Publishing regular public reports	*	*	*	*	*	- Analysis of situation conducted - database created - regular updates -manual adopted -regular reports published	MES NCRNM	NGO and their networks	information furnished by MES; NCRNM; Local administration; Roma NGO	employment	a) 2005 b) 2006-2015	4.5 **60,000.00 E** 8.1 (06/15) **108,000.00 E**
Creating a database with all relevant information about resources (capacities, program and human resources) a) participative research into true availability of education to Roma b) Regular data updates c) Making manuals about the use and protection of information d) Publishing regular public reports	*	*	*	*	*	- Analysis of situation conducted - database created - regular updates -manual adopted -regular reports published	MES	NCRNM NGO and their networks	information furnished by MES and the Center for Professional Training; educational institutions; NGO	accreditation and professional training programs; professional training	a) 2005 b) 2006-2015	4.5 (0,5) **60,000.00 E** 4.0 (06/15) **53,333.33 E**

Interministerial cooperation a) Establishment of cooperation among competent ministries b) Establishment and work of an interministerial group	*	*	*	*	*	Body established Rule book enacted Working program made Notes and decisions from regular meetings	MES MHMR MLESP Ministry of Health	NCRNM Network of NGOs	Information furnished by all competent ministries	Employment, social policy, housing, health	2004 2004-2005	-
Cooperation with city/municipal administrations on developing Local Strategies of Advancement of Roma Education and action plans for their realization	*	*	*	*	*	Mechanisms of cooperation established Local strategies made and implemented	MES School managements, Local administrations	NCRNM NGO and their networks	Local strategies in Nis and Kragujevac	Health, Employment, Social Policy, Poverty Reduction Strategy, Action plans for children	2005-2015	-
Cooperation with other important bodies and organizations concerned with Roma education	*	*	*	*	+	Mechanisms of cooperation established Notes and decisions from regular meetings	NCRNM, profession. associations NGO, CSW, NEB	NGO and their networks	Survey of organizations concerned with Roma education		**2005-2015**	-
Total – million dinars, Euro												**57.85 din 771,333.00 E**

BASIC GOAL: INCLUSION OF ROMA IN THE EDUCATION SYSTEM AND ENSURING CONTINUITY IN EDUCATION

SET OF MEASURES: Legal regulation of nonsegregated inclusion and continued schooling

Measures	**Level**					**Indicators**	**Carrier**	**Monitoring**	**Data/ Availability and needs**	**Links with related issues**	**Time table**	**Budget**
Making regulations/ instruments and establishing monitoring mechanisms for ensuring: a) Equal representation of children up to six years of age in daylong pre-school programs b) Obligatory one-year preparation for school c) Extending obligatory preparation for school to 2 years d) Consistency in carrying out legal measures for	* * *					a,b,c,d) Regulations exist a,b,c,d) Monitoring mechanism	MES	NCRNM NGO and their networks			a) 2006 b) 2005 c) 2007 d) 2005	-

obligatory schooling (enrolment and regular attendance)		*				exist						
Enrolment a) Developing a system (criteria and instruments) for proper assessment of preparedness to go to school b) Making temporary enrolment regulations until the system of proper assessment of preparedness to go to school has been established		*				a) System exists (criteria defined, instruments exist) б) Temporary regulations and monitoring mechanisms exist	MES	NCRNM NGO	Experiences of countries in the region		a) 2006 b) 2005	4.0 **53,333.33 E**
Making regulations to govern criteria and procedures of Measures of Affirmative Action		*	*	*		- Regulations exist -Monitoring mechanisms exist	MES	MHMR NCRNM NGO and their networks		Other priority areas	2005	-
Obliging institutions to which Roma children gravitate to plan special activities aimed at their inclusion and improving quality of education within their annual working programs a) Make and adopt regulations b) Provide guidelines and instructions for institutions c) Ensure monitoring of effectuation of regulations	*	*	*			% of institutions whose annual programs contain special activities for advancement of education of Roma children -Monitoring mechanisms exist	MES	MES	Which regulations and in what manner they regulate form and content of annual plans by educational institutions	Documentation of education institutions Monitoring of education institutions	a) 2005 b) 2005 c) 2005-2015	-
Introduction of an assistant of Roma ethnicity (RA): a) Amendments of relevant laws – introduction of the post of a Roma Assistant b) Making temporary regulations to enable employment of RA until the law is amended (status, description of job, rights and responsibilities of a Roma assistant)	*	*				a) Laws amended b) Temporary regulations exist -Monitoring mechanisms exist	MES	MES, NCRNM	-Experiences of countries in the region -Current projects	employment	a) 2005 b) 2005	Salary- 2005 14.4 (30 x 40 000 din x 12) **192,000.00 E** 2006 onwards 0,005 % annual increase of the budget
Making and adopting regulations defining system for rewarding the institutions that achieve best results in the work with Roma children (criteria, procedures, manner of rewarding)	*	*	*			- regulations adopted	MES	MES, NCRNM	Survey of institutions	General rewarding policy	a) 2005	-
Making and adopting temporary regulations (until a proper manner of assessment of preparedness to go to school has been defined) for re-assessing the status of those children who have been wrongly assigned to special schools (criteria and		*				- temporary regulations adopted -monitoring mechanisms	MES	NCRNM NGO and their networks			2005	-

procedures for re-assessment, manner of transference to regular schools)						exist					
Making regulations to govern the process of elaboration of special educational programs inclusive of educational needs of Roma children	*	*				- regulations adopted	MES, NES	MES, NEC, NCRNM			b) 2005-2006	-
Making relevant regulations (criteria and procedures) for Certificying Educators and Teachers Trained for the Work with Roma Children	*	*	*			Regulations made Regular certifying procedure	MES	MES, NEC, NCRNM		General policy of awarding certificates	2005-2015	-
Amendment of the manner of financing – financing per pupil with special formula for Roma children from families who use social welfare		*	*			Regulations defining special formula for Roma pupils	MES	NCRNM		Social welfare	2005-2006	-
Ensuring increased supervision of educational institutions attended by Roma a) Making recommendations for school managements b) Training professional staff for the processes of inclusion c) Development and establishment of mechanisms r) Implementation of monitoring	*	*	*	*	*	-mechanisms designed and established -Roma included in committees -monitoring implemented -official reports	bodies for inspection and insurance of quality	MHMR NCRNM NGO and their networks	Survey of educational institutions attended by Roma		a) 2005 a/b) 2005-2006 2006-20015	see the third goal
TOTAL											**18.4 245,333.33**

BASIC GOAL: INCLUSION OF ROMA IN THE EDUCATION SYSTEM AND ENSURING CONTINUITY IN EDUCATION

SET OF MEASURES: Preparing educational institutions for inclusion of Roma in education with systemic support of the MES

Measures	**Level**					**Indicators**	**Carrier**	**Monitoring**	**Data/ Availability and needs**	**Links with related issues**	**Time table**	**Budget**
	PE	**EE**	**SE**	**CE**	**AE**							
Planning special activities to include Roma children and advance the quality of education within annual working plans of institutions a) Training management staff and staff qualified for planning b) Making plans in institutions	*	*	*			a) number of trained staff b) number of institutions having a plan	MES Educational institutions	Educational inspection	Survey of institutions attended by Roma	Developmental planning of schools	2005 2005-2015	30.0 **400,000.00**
Support to institutions to realize plans of special activities a) Professional assistance (programs, staff) b) Material support (equipment, financial resources for activities)						number of supported institutions	MES IAE	NCRNM NGO and their networks	Analysis of needs of institutions		2005-2015	120.0 (05/06) **1,600,000.00** 270.0 (07/15)

												3,600,000.00
Identifying and rewarding the institutions that achieve best results in the work with Roma children	*	*	*			Criteria and procedures Number of institutions rewarded	MES	MES, NCRNM	Survey of institutions attended by Roma children	General rewarding policy	2006-2015	2005-2015
TOTAL												420.0 million dinars **5,600,000.00**

BASIC GOAL: INCLUSION OF ROMA IN THE EDUCATION SYSTEM AND ENSURING CONTINUITY IN EDUCATION

SET OF MEASURES: Inclusion of Roma in education and support for continued schooling

Measures	**Level**					**Indicators**	**Carrier**	**Monitoring**	**Data/ Availability and needs**	**Links with related issues**	**Time table**	**Budget**
	PE	**EE**	**SE**	**CE**	**AE**							
Support for inclusion of children in pre-school programs (daylong programs – up to 6 years of age; programs for children up to 3 years of age and mothers; obligatory program to prepare for school) **and regular schools** a) Campaigns among the Roma community b) Campaigns among the educational and broader community	*	*				- number of children - campaigns	MES	MHMR NCRNM NGO and their networks		Other priority areas	2005-2015	1.3 (05) **17,333.33** 5.85 (06/15) **78,000.00** 3.75 (05) **50,000.00** 10.8 (06/15) **144,000.00**
Re-assessing status of the children who have been wrongly assigned to special schools a) Retesting /testing b) Transference to regular institutions		*				-retesting administered -number of transferred children	MES	NCRNM NGO and their networks	Figures furnished by special schools		2006-2008	13.0 **173,333.33**
To provide for the children/youths from families who use social welfare: a) Placement of children in day-long programs b) Midmorning snack for children c) Schoolbooks and school kit d) Sports equipment e) Extracurricular activities (classes combined with re-creation, school excursions...) f) Transportation	* *	* * * * *	* *			a) number of children b) number of children c) number of children d) number of children e) number of children f) number of children	MES MLESP	NCRNM NGO and their networks	Social status of families	Social welfare	2005-2015	700.0 **9,333,333.33**
To provide to successful pupils:							MES	NCRNM	Social status of	Social	2005-	1.5 (05)

a) Residence in pupils'/student hostels b) Scholarships		 *	* *	* *		a) number of youths b) number of youths		NGO and their networks	families	welfare	2015	**20,000.00** 242.0 **3,226,666.66** (06/15)
Rewarding Roma families and communities whose children are successfully getting an education	*	*	*			number of families	MES local administrations	NCRNM	Achievement figures	Social welfare	2005-2015	7.2 (05) **96,000.00** 32.4 (07/15) **432,000.00**
Helping underachieving students to study a) Additional classes b) Preparation for taking final exams c) Preparation for taking school-leaving exams, or vocational secondary school certificates		* *	* *			Number of children attending Measuring improvement of achievements	elementary and secondary schools MES	Educational inspection NCRNM NGO	Achievement figures		2005-2015	22.0 (05) **293,333.33** 90.0 (06/15) **1,200,000.00**
Preparing children to successfully take qualification exams for enrolling to school		*	*			- number of children/youth - success in enrol. exams	elementary and secondary schools MES	NCRNM NGO	Information on youths in need of assistance		2005-2015	5.0 (05/06) **66,666.66** 9.0 (07/15) **120,000.00**
Providing vocational guidance to the young		*	*			- number of youths who received guidance	elementary and secondary schools MES National Employment Bureau	NCRNM NGO		Employment	2005-2015	-
Implementation of various programs for the work with families in order to support schooling of children	*	*	*			- number of families	elementary and secondary schools MES	NCRNM NGO and their networks	Welfare status of families	Other priority areas	2005-2015	1.2 (05) **16,000.00** 4.5 (06/15) **60,000.00** and campaign
Support to girls to go to school		*	*			- number of girls who continue schooling -School achievements by Roma girls	NCRNM elementary and secondary schools MES	Women NGOs		Employment	2005-2015	-
TOTAL												1,144.95 **15,266,000 E**

BASIC GOAL: PROVIDING QUALITY EDUCATION

SET OF MEASURES: Elaboration and evaluation of educational programs, schoolbooks and teaching materials, which address educational needs of Roma children and youth

Measures	**Level**					**Indicators**	**Carrier**	**Monitoring**	**Data/Availability and needs**	**Links with related issues**	**Time table**	**Budget Million dinars**
	PE	**EE**	**SE**	**CE**	**AE**							
Elaboration of specific educational programs, which address educational needs of Roma children a) Policy paper for elaboration of specific educational programs (analyzing existing practice, defining proposals and suggestions, as well as criteria and procedure for accreditation of programs) b) Elaboration of specific educational programs that accord with the criteria c) Carrying out accreditation procedure for programs (or educational activities/workshops) on an annual basis d) Elaborating and supplementing catalogue of programs (educational activities/workshops)	*	*	*			- Criteria and procedures made known - Number of accredited programs - Catalogues published - Repeated accreditation on an annual basis	IAE, MES, NEC	MES, NEC, NCRNM	Prior experiences in the country and the region List of programs realized in the region and the country	Accreditation of educational programs	a) 2005 b) 2005-2006 c) 2005-2015 d) 2005-2015 e) 2005-2015	2.737 **36.500 E** 6.750 - 2005 **90 000 E** 10.8 (06-14) **144,000.00** 0.675 annually (9000) 0.4 -2005 **5,333.33** 0.9 – (06-15 **12,000.00**
Elaboration of special programs for the work with underachieving Roma pupils a) stimulate social, linguistic and cognitive development in pre-school period b) additional classes c) preparations for final exams d) preparation for the school-leaving exam/the vocational school final exam	*	* *	*			Programs elaborated and publicized	IAE, MES, NEC	MES, NEC, NCRNM	Prior experiences in the country and the region List of programs realized in the region and the country		2005-2006	2.250 **30,000.00**
Elaboration of special programs for the work with special categories of Roma children and youth: a) who had been wrongly classified and assigned to special schools/classes and who were transferred to regular schools/classes b) overage elementary and high school graders c) children-returned emigrants from other countries		*	*		*	Programs elaborated and publicized	IAE, MES, NEC	MES, NEC, NCRNM	Prior experiences in the country and the region	National policy of education of children with special needs	2005-2007	2.250 **30,000.00**

									List of programs realized in the region and the country			
Systemic monitoring of development of Roma children by educational institutions a) Design indicators and instruments for their monitoring b) Pilot and finalize indicators and instruments c) Design manuals for systemic monitoring	*	*	*			List of indicators Instruments designed Manuals published	MES	MES, NEC, NCRNM	Researches about development of Roma children		2005-2015	2.475 **33,000.00**
Identify and reward those institutions that achieve best results in the work with Roma children a) Carry out the procedure on an annual basis b) TV shows and newspaper articles about rewarded institutions	*	*	*			Criteria and procedures Procedures for identifying and rewarding institutions carried out TV shows and articles	MES, public media	MES, NCRNM		General policy of rewarding successful institutions	a) 2005 b) 2005 c) 2005 d) 2005-2015 e) 2005-2015	Reward fund 1.5 annually x 10 15 mil **200,000.00**
Improvement of programs to prepare Roma pupils for pre-school testing and for starting elementary school	*					Program designed	MES	MES, NEC	Research into factors which contribute to underachievement of Roma children		2005-2006	2.250 **30,000.00**
Systemic monitoring and analysis of achievements by Roma children in pre-school testing	*					Annual national report on achievements of Roma children in pre-school testing	MES	MES, NEC, NCRNM			2005-2015	Regular activity
Designing special measures of assistance to those regions and institutions in which achievements by Roma children in pre-school testing are lower	*						MES	MES, NEC, NCRNM	Research into factors which contribute to		2005-2015	Regular activity

									unsuccessfulness of certain institutions			
Making and publishing a series of schoolbooks and teaching materials, which address educational needs of Roma children	*	*	*			Number of publications Frequency of use Assessment of quality by educators and teachers	MES, MHMR	MES, NEC, NCRNM, MHMR Publishers			2005-2015	4.0 (designing of criteria; printing paid by publishers **53,333.33**
Elaboration of programs for the subject Roma Language with Elements of Roma Culture		*	*			Quality of program elaborated	MES, MHMR	MES, NCRNM, MHMR			2005-2006	2.475 **33,000.00**
Development and advancement of Roma publishing a) producing required reading in the Roma language b) selection of Roma literary achievements for required school reading c) support for publishing children and youth magazines in Roma language		*	*			Number of publications issued	MES, MHMR	MES, NCRNM, MHMR			2005-2015	3.0 **40,000.00**
TOTAL												56,037.0 **737,166.00**

BASIC GOAL: PROVIDING QUALITY EDUCATION

SET OF MEASURES: Ensuring and training staff for the work with Roma children

Measures	**Level**					**Indicators**	**Carrier**	**Monitoring**	**Data / Availability and needs**	**Links with related issues**	**Time table**	**Budget**
	PE	**EE**	**SE**	**CE**	**AE**							
Training existing educational and teaching staff a) for implementation of specific educational programs, which address educational needs of Roma children b) for designing the new and c) for improving the existing educational programs, d) for implementing interactive methods of teaching/learning, e) for individualization of the process of education f) for cooperation with family and the Roma	*	*	*			Number of educators and teachers who underwent training Assessment of quality by educators and teachers	MES	MES, NEC, NCRNM	Analysis of the number of teachers who participated in relevant training programs	General policy and teacher training programs of existing teaching and educating staff	2005-2010	1,152.0 **15,360,000 E**

community g) for cooperation with the Roma assistant						Number of teachers who implement			Assessment of the number of teachers who need be trained			
Certifying educators and teachers trained for the work with Roma children a) carry out certification procedure	*	*	*			Number of awarded certificates	MES	MES, NEC, NCRNM		General policy of certifying educators and teachers	2005-2015	Regular activity
Making and publishing a series of manuals for specific areas of inclusive education	*	*	*			Number of manuals published Frequency of use of manuals Assessment of quality of manuals by educators and teachers	MES	MES, NEC, NCRNM			2005-2015	3.750 **50,000.00**
Training school psychologists for new procedures and instruments of pre-school testing of Roma children		*				Number of school psychologists who underwent training Assessment of training by school psychologists	MES	MES, NEC, NCRNM			2005-2006	13.0 **173,333.33**
Introduction of an assistant of Roma ethnicity: a) elaborating criteria for election of RA b) elaborating training program for RA c) training RAs and teaching staff with whom the assistants are supposed to cooperate d) inclusion of RA in educational institutions e) making manuals for RAs	*	*				Training program made Number of trained staff Manual Number of RA in institutions	MES	MES, NCRNM	Current projects		a) 2005 b) 2005 c) 2005 d) 2005-2008 -30 RA a year e) 2005-2010 f) 2005-2006	1.125 **15,000.00** 30.0 **400,000.00** 0.375 **5,000.00**
Inclusion of schools with more Roma children into the School Development Planning program		*				Number of schools with designed	IAE, MES	MES			2005-2010	

						school development plans						
Introduction of contents related to educational integration of Roma into curricula of colleges and departments of education				*		Special contents introduced in curricula	Education Departments and colleges of education	MES, NEC, NCRNM			2005-2006	
Designing curricula for Roma assistants at colleges of education and at the Faculty of Education				*		Special contents introduced in curricula Number of enrolled Roma assistants	Faculties of Education and colleges of education	MES, NEC, NCRNM			2005-2006	6.750 **90,000.00**
Training managers and research assistants in institutions for cooperation with Roma families and for more successful inclusion of Roma children into the work of institutions	*	*	*			Number of trained managers and research assistants	MES	MES, NEC, NCRNM			2005-2006	6.5 **86,666.66**
TOTAL												1,213.5 Mil din **16,180,000.0**

BASIC GOAL: RESPECTING DIFFERENCES AND PROMOTION OF MULTICULTURAL VALUES

SET OF MEASURES: Sensitizing professional public and the broader community for educational needs of Roma

Measures	**Level**					**Indicators**	**Carrier**	**Monitoring**	**Data/ Availability and needs**	**Links with related issues**	**Time table**	**Budget Mil. Dinars**
	PE	**EE**	**SE**	**CE**	**AE**							
Informing and sensitizing the broader social community for educational needs of Roma (media campaigns, TV shows, brochures)	*	*	*	*	*	Reduced ethnical distance to Roma	MHMR, MES, National TV and local televisions	NCRNM NGO and their networks	Existing researches on ethnical distance to national minorities	Human rights, employment, housing, health	2005-2015	3.75 (05) **50,000.00** 10.8 (06-15) **144,000.00**
Promotion of political inclusion of Roma in education among the educational community (round tables, conferences, seminars, brochures)	*	*	*	*	*	Greater acceptance (less resistance) to inclusion on the part of teaching staff	MES	MHMR, NCRNM, NGO and their networks	Survey of places and educational institutions in Serbia in which Roma population is represented	Human rights	2005-2015	13.5 (05) **180,000.00** 81.0 (06-15) **1,080,000.00**
TOTAL												109.05 **1,454,000.0**

BASIC GOAL: RESPECTING DIFFERENCES AND PROMOTION OF MULTICULTURAL VALUES

SET OF MEASURES: Improving educational environment on the basis of respect for differences and multiculturalism

Measures	**Level**					**Indicators**	**Carriers**	**Monitoring**	**Data / Availability and needs**	**Links with related issues**	**Time table**	**Budget**
	PE	**EE**	**SE**	**CE**	**AE**							
Integration of existing accredited programs designed to educate against prejudice and for appreciation of differences, within educational programs and/or extracurricular activities: 1. Training management and teaching staff 2. Designing manuals for implementation of the program 3. Using program in practice	*	*				- Contents integrated into programs of institutions /educators/teachers - Prejudices against Roma reduced	MES-IAE, Schoolbook department, NGO	Educational inspection NCRNM NGO and their networks	Survey of accredited programs from the MES catalogue, current projects	Human rights	2005 - 2006 integration making textbooks /manuals 2005-2015 training and putting into practice	2.1 **28,000.00** 576.0 **7,680,000.0**
Acquainting teaching staff with the culture and tradition of Roma (seminars and workshops)	*	*				Better understanding	IAE Roma	NGO and their	-Survey of NGO and	Culture of national	2006-2015	19.5 (06) **260,000.0**

						of problems faced by Roma	NGO NCRNM	networks	their programs - Current projects	minorities		249.60 (07-15) **3,328,000.00**
Introduction of elective subject - multicultural education 1. Elaboration of program 2. Training of teaching staff 3. Making manual for implementation of the program 4. Classes organized		*	*			-Institutions reflect multiethnicity of their environment - Degree of understanding differences increased	MES IAE NCRNM Schoolbook Department Ministry of Culture NGO	MHMR NGO and their networks	Survey of programs of NGOs concerned with multiculturalism	Culture of national minorities	2005-2006 making programs and manuals 2005-2015 training 2006-2015 classes given	6.75 **90,000.00** 576.0 **7,680,000.00**
Creating and publishing children and youth literature in these fields	*	*	*			Literature published	Schoolbook Department and publishers	MHMR NGO	Survey of existing literature	Literature, history	2006-2015	Publishers
Monitoring practical implementation of programs for respecting differences and multiculturalism: - Designing indicators for monitoring - Training the educational inspection	*	*	*			Reports contain results of monitoring	IAE	MHMR NGO and their networks	International and domestic legal documents	Human rights	2005-2006	0.6 **8,000.00** 27.2 **362,666.66**
TOTAL												1,457.75 **19,436,666.6**

BASIC GOAL: RESPECTING DIFFERENCES AND PROMOTION OF MULTICULTURAL VALUES

SET OF MEASURES: Desegregation

Measures	**Level**					**Indicators**	**Carrier**	**Monitoring**	**Data/ Availability and needs**	**Links with related issues**	**Time table**	**Budget**
	PE	**EE**	**SE**	**CE**	**AE**							
Research on situation, causes and modalities of segregation of Roma in education	*	*				-Report on research results published	MES	NCRNM NGO	Survey of educational institutions/schools attended by Roma children	Discrimination	2005	5.0 **66,666.66**
Elaboration and implementation of desegregation program for institutions in which this problem is pronounced	*	*				-Non-existence of segregated classes/schools	IAE	NCRNM NGO and their networks	Survey of institutions having segregation	Discrimination	2006	0.9 **12,000.00**

									problems on the basis of the research			
Monitoring segregation in education on the basis of designed indicators	*	*				Reports by educational inspection on the state of segregation	IAE Educational inspection	NCRNM NGO and their networks	Experiences of other countries Figures cited in the report	Discrimination	2005 Designing of indicators 2006-2015 monitoring	0.5 **66,666.66**
TOTAL												6.4 **85,333.33**

BASIC GOAL: RESPECTING DIFFERENCES AND PROMOTION OF MULTICULTURAL VALUES

SET OF MEASURES: Preventing discrimination in education

Measures	**Level**					**Indicators**	**Carrier**	**Monitoring**	**Data / Availability and needs**	**Links with related issues**	**Time table**	**Budget**
	PE	**EE**	**SE**	**CE**	**AE**							
Amending regulations governing the work of institutions in order to introduce obligation to monitor discrimination	*	*	*	*	*	-Regulations of institutions amended	MES NCRNM	MHMR NGO	Law on Education	Human rights	2005	-
Giving instructions to institutions to recognize, monitor and act in cases of discrimination	*	*	*	*	*	-Mechanisms for preventing discrimination in institutions established	MES NCRNM	NGO and their networks	Law on Education	Human rights	2005	0.4 **5,333.33**
Producing information packages for children/youth /parents about human rights and their protection	*	*	*	*	*	-Better knowing of rights	MES	NGO and their networks NCRNM	Survey of existing information packages and brochures	Human rights	2005-2006	1.2 **16,600.00**
Monitoring discrimination in education: 1. Designing indicators for monitoring discrimination 2. Training the educational inspection 3. Monitoring discrimination in practice	*	*	*	*	*	-Reports on results of monitoring discrimination -greater percent of reported cases and judicial proceedings launched to solve them	MES IAE NCRNM Educational inspection	MHMR NGO and their networks	Law on Education, international regulations Survey of NGOs concerned with human right issues	Human rights	2005 designing indicators and training educational inspection 2005-2015 monitoring	Ind. 0.5 **6,666.66** Train. 27.2 **362,666.66**
TOTAL												**29.3 Mil**

												Din 390,666.66

BASIC GOAL: **FOSTERING CULTURAL IDENTITY**

SET OF MEASURES: Educating Romology experts

Measures	**Level**					**Indicators**	**Carrier**	**Monitoring**	**Data/ Availability and needs**	**Links with related issues**	**Time table**	**Budget**
	PE	**EE**	**SE**	**CE**	**AE**							
1. Making **programs** and organizing courses in Romology				*		Courses in Romology organized	University NCRNM	MES; MHMR	Information about Romology courses	Human rights	2005-2006	50.0 **666,666.66**
2. Establishment of the **Department** for Studies of Romology				*		Department established	University NCRNM	MES, MHMR	Information by and cooperation with relevant faculties in other countries		2006-2015	39.672 **528,969.00**
TOTAL												**89.672 1,195,626.00**

BASIC GOAL: **FOSTERING CULTURAL IDENTITY**

SET OF MEASURES: Supporting development of cultural identity of children

Measures	**Level**					**Indicators**	**Carrier**	**Monitoring**	**Data/ Availability and needs**	**Links with related issues**	**Time table**	**Budget**
	PE	**EE**	**SE**	**CE**	**AE**							
1. **Introduction** of contents that **affirm** Roma culture **in working programs** of pre-school institutions (nursery schools)	*					Presence of contents that affirm Roma culture	MES NCRNM	NGO and their networks	Good practice examples	Human rights External evaluation on the basis of adopted standards	2005-2008	2.250 (05) 2.250 (06) 2.250 07/08) Total **90 000**
2. Making and publishing **bilingual working material**	*	*				Bilingual working material published	MES, MHMR, NCRNM	NGO and their networks	Examples of good practice with bilingual materials	Human rights, standards of quality working material	2005-2007	26.50 **353,333.33**

TOTAL											**33.25 443,333.33**

BASIC GOAL: FOSTERING CULTURAL IDENTITY

SET OF MEASURES: Elective subject Roma Language with Elements of National Culture

Measures	**Level**					**Indicators**	**Carrier**	**Monitoring**	**Data/ Availability and needs**	**Links with related issues**	**Time table**	**Budget**
	PE	**EE**	**SE**	**CE**	**AE**							
1. **Elaborating programs** for the subject Roma Language with Elements of National Culture from first to eighth grade		*				Programs for Roma Language with Elements of National Culture elaborated and officially adopted 1st – 8th grade	MES and NCRNM	NGO	Survey of existing programs for the subject Roma Language with Elem. of Nat. Culture	System for regulating school programs	2005-2008	13.5 **180,000.00** (15 persons x 37500 x 24 m)
2. **Training teaching staff** for the subject Roma Language with Elements of National Culture: a) training programs b) manuals c) teacher training d) classes organized		*				-Number of teaching staff trained -Number of pupils attending classes -Number of schools in which classes are held -Number of held classes, classes organized	MES, Center for professional training of employees, NCRNM	MHMR, NCRNM	Database of teachers of the subject Roma Language with elements of nation. culture	Professional training of teaching staff	2005-2008	19.5 (05/06) **260,000.00** 9.75 (07/08) **130,000.00** 75.00 (06/08) **1,000,000.00**
3. Making and publishing **schoolbooks and manuals** for the subject Roma Language with Elements of National Culture		*				Schoolbooks and manuals made and published	MES and NCRNM	MHMR	Good practice examples of schoolbooks and manuals	Mechanisms for ensuring quality of schoolbooks	2006-2008	10.5 **140,000.00**
TOTAL												**128,25 Mil. Din. 1,710,000.00**

Total budget for the Decade of Roma– 46,870,933 E Budget for 2005 – 16,523,821 E

List of abbreviations

IAE	Institute for Advancement of Quality of Education
MES	Ministry of Education and Sports
NEC	National Educational Council
NCRNM	National Council of Roma National Minority
MHMR	Ministry of Human and Minority Rights of Serbia and Montenegro
MLESP	Ministry of Labor, Employment and Social Policy
CSW	Centers for Social Work
NEB	National Employment Bureaus
PE	Pre-school education
EE	Elementary school education
SE	Secondary school education
CE	College and university education
AE	Adult education