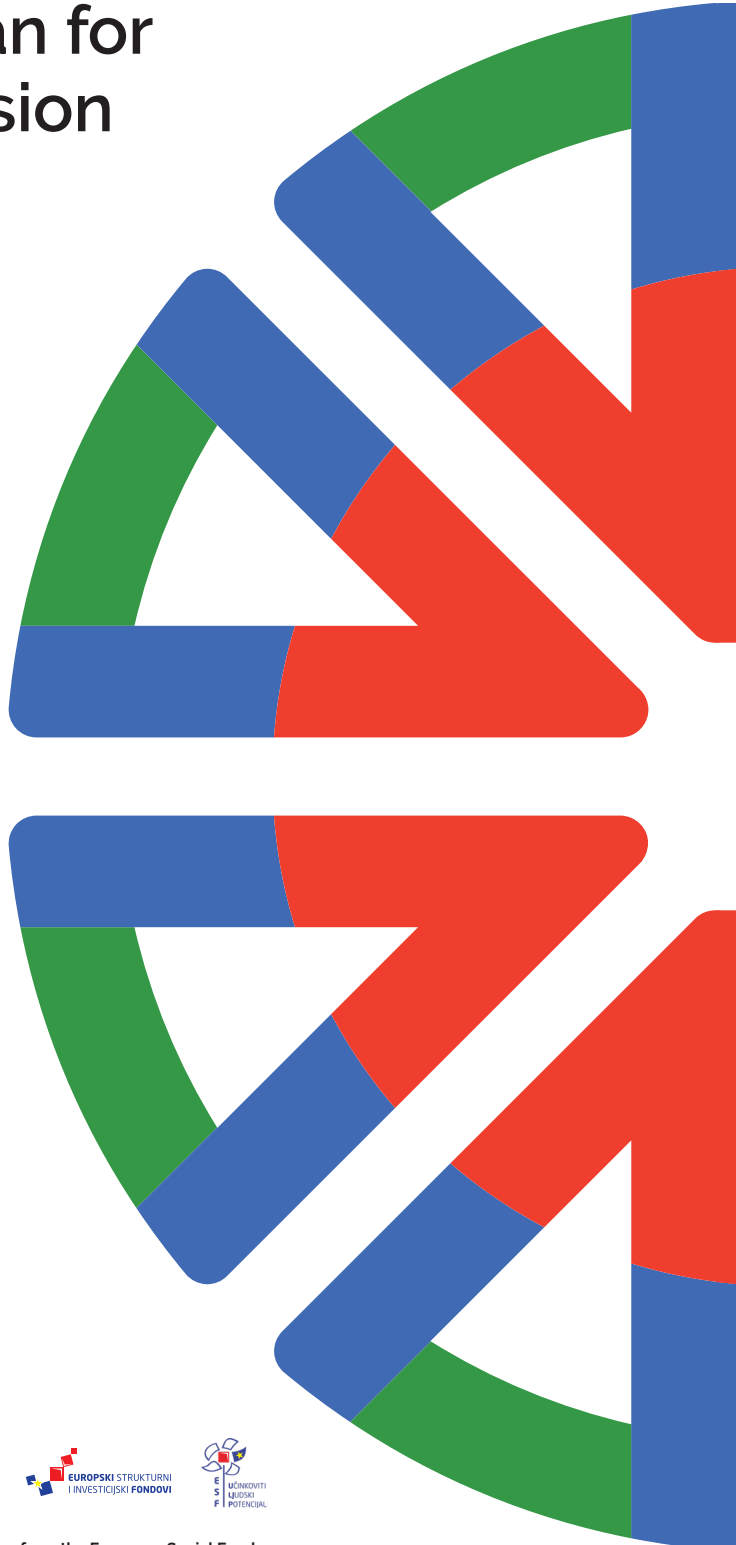


National Plan for Roma Inclusion 2021 – 2027



GOVERNMENT OF THE REPUBLIC
OF CROATIA
Office for Human Rights and
Rights of National Minorities



Evropska unija
Zajedno do boljšega EU



EUROPSKI STRUKTURNI
I INVESTICIJSKI FONDovi



MANJNOSTI
I LJUDSKI
POTENCIJAL

The project was co-financed by the European Union from the European Social Fund.

IMPRINT



**National Roma
Inclusion Plan**
2021 – 2027

Publisher

Office for Human Rights and Rights of National Minorities
of the Government of the Republic of Croatia

For the Publisher

Alen Tahiri, M.A. Pol Sci

Year of publication

2021

Editors

Alen Tahiri, M.A. Pol Sci, and Klaudija Kregar Orešković, M.Sc.

Graphic design and prepress

kuna zlatica

Press

Kerschoffset d.o.o.

Circulation

150 copies

ISBN 978-953-7870-32-4

The CIP record is available in the computer catalogue of the National and University Library in Zagreb under number 001114311.

The Office for Human Rights and Rights of National Minorities of the Government of the Republic of Croatia is solely liable for the contents of this publication.

For more information

Office for Human Rights and Rights of National Minorities
Government of the Republic of Croatia
Mesnička 23, 10000 Zagreb,
+ 385 (1) 4569 358,
ured@uljppnm.gov.hr

More information on EU funds is available at
www.strukturnifondovi.hr and www.esf.hr

National Plan for Roma Inclusion 2021 – 2027

JUNE, 2021

Contents

Foreword	5
01 Introduction	6
02 Medium-term vision of development	14
03 Description of medium-term development needs and development potentials	19
3.1 History of the Roma in the Republic of Croatia	19
3.2 General socio-demographic data on the Roma in the Republic of Croatia	21
3.3 Poverty	23
3.4 Education	25
3.5 Employment	29
3.6 Housing	31
3.7 Health	34
3.8 Experience of discrimination	39
3.9 Roma Participation	42
04 Conclusions, potentials and main challenges	45
05 Compliance with the National Development Strategy, sectoral and multisectoral strategies and spatial planning documents	50
06 Description of public policy priorities in the medium term	52
07 List of specific objectives, measures and key outcome indicators and activities to be undertaken within the National Plan for Roma Inclusion	53
08 Tabular presentation of specific objectives and key indicators in relation to their contribution to the 2030 National Development Strategy	66
8.1 Tabular presentation of horizontal objectives and key indicators in relation to their contribution to the strategic objectives of the National Development Strategy	66
8.2 Tabular presentations of sectoral objectives and key indicators in relation to their contribution to the strategic objectives of the National Development Strategy	68
09 Timeline for the implementation of projects of strategic significance	71

10 Tentative financial plan	82
11 Monitoring and evaluation framework	86
12 Annexes	88
12.1. Legislative and institutional framework for the protection of the rights of persons belonging to national minorities in the Republic of Croatia	88
12.2. Comparative list of primary and secondary outcome indicators of the EU framework for Roma Equality, Inclusion and Participation and the planned primary and secondary quantitative indicators of the National Plan for Roma Inclusion 2021 – 2027 in horizontal objective	96
12.3. Comparative list of primary and secondary outcome indicators of the EU framework for Roma equality, inclusion and participation and the planned primary and secondary quantitative indicators of the National Plan for Roma Inclusion 2021 – 2027 in the sectoral objectives	99
12.4. List of local self-government units with more than 30 self-declared members of the Roma national minority	106
12.5. Tabular presentation of the Action Plan for the Implementation of the National Plan for Roma Inclusion 2021 – 2027, for 2021 and 2022	108

Foreword

The efforts invested so far to equalize the position of members of the Roma national minority have resulted in considerable progress. Since the establishment of the Republic of Croatia, the number of Roma officially registered by the census has increased constantly, which speaks in favor of a reduced “ethnic mimicry” and shows that changes, although slowly, continuously lead to a reduction in the reasons underlying “ethnic mimicry”. The Constitution of the Republic of Croatia recognizes the Roma as a national minority, the legislative framework provides them with representatives in the Croatian Parliament as well as at the regional and local government level. Also, Roma NGOs are organized noticeably better and participate in public and political life much more actively.

Progress has also been made in other aspects of life in the Roma community, particularly education. Pre-school attendance rates as well as primary school attendance and completion rates among children belonging to the Roma national minority have significantly increased, and we are witnessing serious efforts to provide adequate support to as many children belonging to the Roma national minority as possible from an early age.

Specific progress, mostly of a regional character, can be noticed in the field of employment and housing, but still – in most key areas of life no progress has been achieved that would equalize the living conditions of the Roma population with the rest of the Croatian population.

Given the abundant amount of data, both at the EU and national level, that can be used to monitor the effects of previous public policies, it can be concluded that they have certainly contributed to halting negative trends, even in times of severe economic crises, but still failed to make headway a significant reduction or complete elimination of inequality between the Roma and other Croatian citizens.

The objective of the National Plan for Roma Inclusion 2021 – 2027 is to significantly reduce the differences between the general population of the Republic of Croatia and the Roma in the Republic of Croatia, but also to reduce differences within the Roma population compared to the Roma.

In addition to growing investments from the state budget and the budgets of regional and local self-government units, European funds can significantly contribute to meeting the objectives of the National Plan for Roma Inclusion 2021 – 2027 and thus contribute to equalizing the living conditions of all our citizens, and to meeting the goals of the National Development Strategy of the Republic of Croatia.

01 Introduction

The continuity of public policy aimed at the inclusion of members of the Roma national minority in the Republic of Croatia has existed since 2003, more precisely since 16 October, when the Government adopted the *National Roma Program*. The document was based on the provisions of international documents on human rights and the rights of national minorities¹ to which the Republic of Croatia was a party, and the experiences of countries that systematically address Roma issues were used in its drafting. The Roma themselves participated in the development of the *National Roma Program*, and the document covered the following areas: harmonization of the program with international agreements; inclusion of Roma in social and political life; preservation of traditional Roma culture; status issues; anti-discrimination and legal aid; education; employment; social care; protection of families, motherhood and youth and spatial planning.

-
- 1 As regards UN documents, the National Roma Program was harmonized with: the *1948 Universal Declaration of Human Rights*; the *International Covenant on Civil and Political Rights of 1966* and the *Optional Protocol to the International Covenant on Civil and Political Rights of 1966*; the *International Covenant on Economic, Social and Cultural Rights of 1966*; the *International Convention on the Elimination of All Forms of Racial Discrimination of 1965*; the *1979 Convention on the Elimination of All Forms of Discrimination against Women and the Optional Protocol to the 1999 Convention on the Elimination of All Forms of Discrimination against Women*; the *Convention on the Rights of the Child of 1989*, and the *Optional Protocol to the Convention on the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography of 2000*; the *Declaration on the Rights of Persons Belonging to National or Ethnic, Religious or Linguistic Minorities of 1992*.
- As regards the documents of the Council of Europe, the then *National Roma Program* was harmonized with: The *Convention for the Protection of Human Rights and Fundamental Freedoms* (the so-called European Convention on Human Rights) of 1951 and additional protocols; the *Framework Convention for the Protection of National Minorities of 1995*; the *European Charter for Regional or Minority Languages of 1992*; Recommendations of the Committee of Ministers and other bodies of the Council of Europe concerning specific issues related to the Roma:
- a) *Recommendation of the Committee of Ministers Rec (2000) 4 – General Guidelines on Education Policy for Roma/Gypsy Children in Europe of 2000*; *Recommendation Rec (2001) 17 of the Committee of Ministers on improving the economic situation and employment of Roma/Gypsies and Travellers in Europe of 2001*; the *European Commission Recommendations against Racism and Intolerance (ECRI) on Combating Racism and Intolerance against Roma/Gypsies of 1998*; Specific recommendations of the Committee of Ministers of the Council of Europe and the European Commission against racism and intolerance within the process of monitoring the implementation of obligations related to the Republic of Croatia:
- b) *Resolution of the Committee of Ministers Res CMN (2002) 1 on the implementation of the Framework Convention for the Protection of National Minorities by Croatia of 2002*. b) *Second Report of the European Commission against Racism and Intolerance (ECRI) on Croatia CRI (2001) 34 of 2001*.

Together with several other European countries (Bulgaria, the Czech Republic, Hungary, Romania, Slovakia, Serbia and Montenegro), the Republic of Croatia has joined the *Decade of Roma Inclusion 2005-2015* initiated by the World Bank and the Open Society Institute in cooperation with other international stakeholders. As part of this initiative, the *Decade Action Plan for Roma Inclusion 2005-2015* was developed, which set goals in the areas of education, health, employment and housing². In July 2012, the Republic of Croatia took over the presidency of the *Decade of Roma Inclusion 2005-2015*. In the same year, it initiated the development of a new strategic document which, among other things, aimed to harmonize and improve the implementation of the activities of the *Decade of Roma Inclusion 2005-2015*.

The new document, the *National Strategy for Roma Inclusion for the 2013 to 2020 Period*, adopted by the Government of the Republic of Croatia in 2012, also aimed to harmonize with the Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions on the *European Union Framework for National Roma Integration Strategies*³.

Inheriting the broad approach of the *National Roma Program*, except for the “four key areas” of the *European Union Framework* (and the *Decade of Roma Inclusion*) – education, employment, health care and housing – covered in separate chapters, the *National Strategy for Roma Inclusion for the 2013 to 2020 period* also included social welfare; inclusion in social and cultural life; as well as status issues, anti-discrimination and assistance in the exercise of rights in its priority policies. In addition to these seven areas or priority policies, the *National Strategy for Roma Inclusion for the 2013 to 2020 period* included a chapter dedicated to improving the collection of statistical data, which was highlighted as a positive specificity of the Croatian strategic framework in relation to the strategies of relevant European countries.



- 2 Government of the Republic of Croatia (2012): *National Strategy for Roma Inclusion for the 2013-2020 period* (2012), pp. 1-4 <https://ljudskaprava.gov.hr/ostvarivanje-prava-romske-nacionalne-manjine/584>
- 3 In 2011, the European Commission adopted the *EU Framework for National Roma Integration Strategies* with the aim of ending the centuries-old exclusion of Roma in Europe. Under the *Framework*, member states were required to develop their own national strategies or policy sets for Roma integration that would regulate ways to improve the position of Roma communities in their territories. The *EU Framework* highlights four priority areas for action – education, employment, health care and housing. (European Commission. 2011. *An EU Framework for National Roma Integration Strategies up to 2020*. Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions COM (2011) 173 final. Brussels: Commission of the European Communities) <https://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1444910104414&uri=CELEX:52011DC0173>

The *National Strategy for Roma Inclusion for the 2013 to 2020 period* was developed in cooperation with the Office for Human Rights and the Rights of National Minorities, competent ministries, other bodies of the Government of the Republic of Croatia and other state institutions, representatives of local and regional self-government, the Association of Municipalities and the Association of Cities, representatives of the Roma national minority from the ranks of the Roma national minority Councils and Roma civil society organizations, independent experts, representatives of the United Nations Development Program (UNDP) in Croatia, United Nations Children's Fund (UNICEF) – Office for Croatia, the Office of the United Nations High Commissioner for Refugees (UNHCR) – Representation in the Republic of Croatia and the Roma Education Fund (REF). The MtM program of the Open Society Foundation also provided special support to the process of drafting the document, while the Secretariat of the Decade for Roma Inclusion and the UNDP provided access to strategies and analyzes of strategies of individual EU member states. The working text of the document, prepared in working groups formed by strategic areas, from 8 June to 1 July 2012 was the subject of public consultation during which five regional consultative meetings were organized with the interested public (in Čakovec, Osijek, Rijeka, Sisak, Zagreb), particularly with the representatives of the Roma national minority and the competent bodies of the local and regional self-government units in which the Roma live, and the contributions to the public consultation received on a special website dedicated to the public consultation were taken into account⁴.

In order to monitor the implementation of the *National Roma Program* aimed at the integration of members of the Roma national minority, the Government of the Republic of Croatia established the *Commission for Monitoring the Implementation of the National Roma Program*, which has been retained in the further program perspective as the *Commission for Monitoring the Implementation of the National Strategy for Roma Inclusion*, while the overall coordination and monitoring of policies and activities aimed at members of the Roma national minority at the national level has been entrusted to the *Office for Human Rights and Rights of National Minorities of the Government of the Republic of Croatia*.

4 Government of the Republic of Croatia (2012): *National Strategy for Roma Inclusion for the 2013 to 2020 period (2012)*, p. 2

In line with the previous practice of the Office for Human Rights and the Rights of National Minorities and the October 2020 Consultation Strategy⁵, which contains a timetable for drafting the document (presented and adopted at the first meeting of the Working Group), during the drafting of the *National Roma Inclusion Plan for the 2021 to 2027 Period*, the Office for Human Rights and Rights of National Minorities involved, even before initiating the formal process of drafting the document, the general public and gave special attention to Roma participation, through processes involving regional and local levels, as well as national activities.

Namely, the process of collecting and analyzing data on the implementation of the *National Strategy for Roma Inclusion* that served as the basis for drafting this medium-term programming document began with an external evaluation⁶ conducted in 2016 and continued until the end of 2020, mostly through project activities of the Office for Human Rights and Rights of National Minorities. As a result of this:

- ▶ The Office for Human Rights and Rights of National Minorities, within the project “Platform for a Successful Implementation of the National Strategy for Roma Inclusion”, with the financial assistance of UNICEF – Office in Croatia, held four thematic focused discussions with a total of 68 participants on priorities within the strategic areas of the *National Strategy for Roma Inclusion for the 2013 to 2020 Period* and a separate discussion on the needs and priorities of women⁷ and children belonging to the Roma national minority with a total of 16 representatives of the Roma national minority. Discussions related to, among other things, the findings of the external evaluation were held with the goal of reaching a consensus among stakeholders at the national level, including the Roma community – and resulted not only in consensual agreement on short-term priorities but also on basic principles for the preparation of the new implementation document;
- ▶ as part of the project “National Roma Platform” funded by the Union Program – Rights, Equality and Justice – the Office for Human Rights and Rights of National Minorities once again paid special attention to the public consultation on the priorities and goals within strategic areas of the *National*

5 <https://pravamanjina.gov.hr/UserDocImages/NPUR%202021-2027/Strategija%20savjetovanja.pdf>

6 Friedman, E., Horvat, M. (2015) Evaluation Report: Evaluation of the National Strategy of the Republic of Croatia for Roma Inclusion. Office for Human Rights and the Rights of National Minorities, UNDP-Office Croatia, Zagreb, available at: <https://ljudskaprava.gov.hr/ostvarivanje-prava-romske-nacionalne-manjine/584>

7 When planning and implementing project activities in general, the Office pays special attention to ensuring the participation of women as well as creating a safe and confidential atmosphere for women. This is why activities for women are led exclusively by female leaders, and during the implementation of activities (intended for either Roma parents or Roma women), professional care for preschool children has been provided.

Strategy for Roma Inclusion for the 2013 to 2020 period, with an emphasis on the perspective of members of the Roma national minority and stakeholders involved in directly working with the Roma national minority. A national public consultation was organized with the participation of 96 participants, and within the same project four regional consultations⁸ were held with a total of 190 participants and two national consultations with women and young members of the Roma national minority with a total of 39 participants;

- ▶ as part of the project “Collection and monitoring of baseline data for the effective implementation of the National Strategy for Roma Inclusion” – which was implemented with the ultimate goal of establishing a database for monitoring the implementation of both existing and future programming documents aimed at the integration of the Roma – the Office for Human Rights and Rights of National Minorities provided a comprehensive analytical basis on the position of members of the Roma national minority in the Republic of Croatia, as well as the identification of short-term and long-term needs of the Roma community in the Republic of Croatia.

Project activities included, among other things, the implementation of a comprehensive scientific study⁹, the goals of which were: to define baselines for measuring the impact of strategic and related implementation documents at national, regional and local levels; identification of the main problems of the Roma population; defining the needs of Roma communities, as well as obstacles to the inclusion of the Roma national minority at the local, regional and national level. The conducted study included two key stages: (1) the pre-research or mapping that included descriptions of identified communities; and (2) the main research. The preliminary study (mapping) with the aim of determining the size of the Roma population and describing the communities (localities), conducted at 134 localities in 15 counties of the Republic of Croatia, where an estimated 24,524 members of the Roma national minority live. The main study is divided into two stages: 1) quantitative and 2) qualitative, which was conducted on a sample of localities within 12 counties of the Republic of

8 Regional consultations held within the National Roma Platform were held in Sisak on 22-23 September 2016 – 28 participants; Čakovec, 6-7 October 2016 – 51 participants; Crikvenica 26-27 October 2016 – 37 participants; Beli Manastir 03-04 November 2016 – 48 participants. Discussions on the topic of women's priorities were held on 23-24. November 2016 in Zagreb – 15 participants, and on the topic of young people on 07-08 December in Marija Bistrica – 24 participants.

9 It is a baseline data study for monitoring the implementation of the National Strategy for Roma Inclusion for the 2013 to 2020 period, which was conducted by Ecorys Hrvatska d.o.o. and the Center for Peace Studies for the Office for Human Rights and the Rights of National Minorities. The study findings are published in the publication: Kunac, S., Klasnić, K., Lalić, S. (2018): Roma Inclusion in the Croatian Society: a Baseline Data Study. Center for Peace Studies, Zagreb. The publication is available at the following link: <https://ljudskaprava.gov.hr/>

Croatia, where 30 or more members of the Roma national minority live and who declare themselves as members of the Roma national minority. The survey collected data on 4,758 members of Roma households – i.e. 21.2% of the surveyed population, i.e. 1,550 households or 37.5% of households registered in the survey. The qualitative study was conducted with a total of 281 people (of which 67 people are so-called key Roma figures and 214 representatives of relevant institutions at the national and regional and local levels (total: 141 in-depth interview respondents and 73 participants of focus groups). The results of the study, including the recommendations of the researchers on short-term and long-term priorities, were presented and discussed at a national conference gathering a total of 138 participants and 5 regional focus groups¹⁰ that included a total of 162 participants from the Roma minority, representatives of local and regional self-government units, representatives of local and regional civil society organizations, representatives of state administration bodies as well as representatives of civil society organizations with a national reach and representatives of the academic community.

Excluding information on the needs collected through the baseline data study, during the overall activities of the above projects on short-term and long-term priorities the Office for Human Rights and the Rights of National Minorities consulted a total of 613 participants from all segments of Croatian society in its consultations. When the number of persons who participated in the baseline data study is added to this number of participants – it becomes clear that, from 2016 to the moment of initiating the formal procedure of drafting the National Plan for Roma Inclusion, the Office for Human Rights and the Rights of National Minorities consulted more than 5,000 persons on the topic of the needs and priorities of the Roma national minority¹¹.

-
- 10** The national presentation of the results was held in Zagreb on 4 May 2018, while the regional presentations and discussions were held in Osijek-Baranja County on 19 March, 2018, in Koprivnica-Križevci County on 27 March, 2018, in Međimurje County on 9 April, 2018, in Primorje-Gorski Kotar County on 17 April, 2018, and in Sisak-Moslavina County on 24 April, 2018.
- 11** The exact number of participants is 5,485, but since some of the participants in the consultations activities were the same for various projects, the total number of the persons consulted was reduced.

In addition, within the project funded by the European Social Fund “Roma Inclusion: Meeting the prerequisites for effective implementation of policies aimed at national minorities – PHASE I”, which relied on the above baseline data study, the Office contracted the development of additional analyzes with the ultimate goal of creating a comprehensive analytical basis for the development of a new National Plan for Roma Inclusion. The findings of additional thematic analyzes were published in the following publications:

Roma inclusion in the Croatian society :

- ▶ women, youth and children¹²;
- ▶ identity, social distance and the experience of discrimination¹³
- ▶ education and employment¹⁴;
- ▶ health care and social welfare¹⁵;
- ▶ spatial planning, housing and environmental protection¹⁶.

The findings of the thematic analyzes were further commented on and discussed at public presentations held in a virtual format, from October to December 2020, as part of informal forms of consultation with the public in drafting the new document, in accordance with the already mentioned Consultation Strategy¹⁷. A total of 707 participants participated in the presentation of the results and their discussion.

12 Klasnić, K., Kunac, S., Rodik, P. (2020): Roma Inclusion in the Croatian Society: Women, Youth and Children. Office for Human Rights and the Rights of National Minorities of the Government of the Republic of Croatia. Zagreb. Available at: <https://ukljucivanje-roma.com/zdm.html>

13 Rašić, N., Lucić, D., Galić, B., Karajić, N. (2020): Roma Inclusion in Croatian Society: Identity, Social Distance and the Experience of Discrimination. Office for Human Rights and the Rights of National Minorities of the Government of the Republic of Croatia. Zagreb.

14 Potočnik, D., Maslić Seršić, D., Karajić, N. (2020): Roma Inclusion in Croatian Society: Education and Employment. Office for Human Rights and the Rights of National Minorities of the Government of the Republic of Croatia. Zagreb.

15 Milas, G., Martinović Klarić, I. (2020): Roma Inclusion in Croatian Society: Health Care and Social Welfare. Office for Human Rights and the Rights of National Minorities of the Government of the Republic of Croatia. Zagreb.

16 Lucić, D., Vukić, J., Marčetić, I. (2020): Roma Inclusion in Croatian Society: Spatial Planning, Housing and Environmental Protection. Office for Human Rights and the Rights of National Minorities of the Government of the Republic of Croatia. Zagreb.

17 <https://pravamanjina.gov.hr/UserDocsImages/NPUR%202021-2027/Strategija%20savjetovanja.pdf>

Finally, with the aim of drafting the National Plan for Roma Inclusion 2021–2027, a Working Group of 46 members and 43 substitution members was formed from the ranks of representatives of state administration bodies, representatives of the Roma national minority, civil society organizations, the academia, the Ombudsperson and special ombudspersons (for children, persons with disabilities, gender equality). The tasks of the members and substitution members of the Working Group were: analysis of the situation in the field of protection of rights and improvement of the position of the Roma national minority in the Republic of Croatia; defining priority and horizontal areas of intervention of the Draft National Plan for Roma Inclusion 2021–2027; identifying key needs in the priority and horizontal areas of the Draft National Plan for Roma Inclusion 2021–2027. Two working groups with a narrower scope have also been established: in the field of prevention of anti-Roma racism and discrimination, and in the field of combating poverty and social exclusion and strengthening Roma civic participation. The tasks of these working groups included: a detailed analysis of the Draft National Plan for Roma Inclusion 2021–2027 and preparation of opinions on the Draft National Plan for Roma Inclusion 2021–2027 from the perspective of their contribution to the prevention of anti-Roma racism and discrimination against Roma as well as from the perspective of their contribution to combating poverty and social exclusion and strengthening Roma civic participation. A total of three Working Group meetings and two meetings of the specific working groups were held. The content and work course of the working groups, as well as all decisions related to the work of the working groups, including the minutes and conclusions, are available on the official website of the Office for Human Rights and the Rights of National Minorities (<https://ljudskaprava.gov.hr/>).

02 Medium-term vision of development

The National Plan for Roma Inclusion 2021 – 2027 sets out a strategic framework for the development of equality, and the inclusion and participation of members of the Roma national minority in the Republic of Croatia until 2027.

VISION

In 2027, Croatia is a country where Roma children are educated in integrated educational institutions, working-age Roma are employed in quality positions, and the majority of the Roma population does not live in poverty.

In 2027, Croatia is a country in which the overall quality of life of Roma, especially children and youth, has significantly increased and in which members of the Roma national minority feel as full-fledged members of the national and European community and whose relationship with institutions is marked by mutual trust and cooperation.

The National Plan for Roma Inclusion 2021 – 2027 is based primarily on the Constitution of the Republic of Croatia (OG 85/10) and the Constitutional Act on the Rights of National Minorities (OG 155/02¹⁸, OG 47/10¹⁹, 80/10²⁰), but also on the Anti-Discrimination Act (OG 85/08²¹, OG 112/12²²) and a series of other related acts²³ that elaborate and deepen constitutional standards in more detail, creating a comprehensive legal-institutional framework for the protection

¹⁸ https://narodne-novine.nn.hr/clanci/sluzbeni/2002_12_155_2532.html

¹⁹ https://narodne-novine.nn.hr/clanci/sluzbeni/2010_04_47_1187.html

²⁰ https://narodne-novine.nn.hr/clanci/sluzbeni/2010_06_80_2275.html

²¹ https://narodne-novine.nn.hr/clanci/sluzbeni/2008_07_85_2728.html

²² https://narodne-novine.nn.hr/clanci/sluzbeni/2012_10_112_2430.html

²³ Legal regulations: Act on the Use of Languages and Scripts of National Minorities in the Republic of Croatia; Identity Card Act; Act on Education in the Language and Script of National Minorities; Act on the Legal Status of Religious Communities; Electronic Media Act; Croatian Radio and Television Act; Act on Elections of Representatives to the Croatian Parliament; Act on the State Administration System; Act on Local and Regional Self-Government; Act on Local Elections; Act on Civil Servants; Act on Civil Servants and Employees in Local and Regional Self-Government; Act on Courts; Act on the State Attorney's Office; Anti-Discrimination Act and Criminal Code. See also Annex 12.1., p. 77.

of the rights and freedoms of members of national minorities in the Republic of Croatia.

In addition to the above, the drafting of the National Plan for Roma Inclusion 2021 – 2027 took into account international agreements to which the Republic of Croatia is a party and which, in accordance with the Constitution of the Republic of Croatia, form part of its internal legal order. These are, primarily, the following UN international multilateral agreements and treaties for the protection of human rights, particularly important for the protection of the rights of national minorities: International Covenant on Civil and Political Rights²⁴, the International Covenant on Economic, Social and Cultural Rights²⁵, the International Convention on the Elimination of All Forms of Racial Discrimination²⁶, the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment²⁷, the Convention on the Elimination of all Forms of Discrimination against Women²⁸ and the Convention on the Rights of the Child²⁹.

Relying on the findings of the Danish Institute for Human Rights³⁰, according to which more than 92% of the goals of sustainable development, ie. of the 2030 Agenda³¹ is directly linked to human rights and labour standards as well as to the established “high degree of convergence between sustainable development goals and the provisions of fundamental human rights treaties and labour standards”, but also to European Commission documents³² confirming the

-
- 24** International Covenant on Civil and Political Rights, https://ljudskaprava.gov.hr/UserDocImages//arhiva/pdf/medjunarodni//medjunarodni_pakt_o_gradjanskim_i_politickim_pravima.pdf
- 25** International Covenant on Economic, Social and Cultural Rights, https://pravamanjina.gov.hr/UserDocImages/arhiva/pdf/medjunarodni/medjunarodni_pakt_o_gospodarskim_socijalnim_i_kulturnim%20pravima.pdf
- 26** International Convention on the Elimination of All Forms of Racial Discrimination, https://pravamanjina.gov.hr/UserDocImages/arhiva/pdf/medjunarodni/medjunarodna_konvencija_o_ukidanju_svih_oblika_rasne_diskriminacije.pdf
- 27** Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, http://ravnopravnost.gov.rs/wp-content/uploads/2012/11/images_files_Konvencija%20protiv%20torture%20UN.pdf
- 28** Convention on the Elimination of All Forms of Discrimination against Women, https://ravnopravnost.gov.hr/UserDocImages/arhiva/preuzimanje/dokumenti/un/kon_o_ukl_diskr_zena.pdf
- 29** Convention on the Rights of the Child, https://www.unicef.hr/wp-content/uploads/2017/05/Konvencija_200_20pravima_20djeteta_full.pdf
- 30** The Danish Institute for Human Rights (2019): „Indicators and data for human rights and sustainable development“, <https://www.humanrights.dk/publications/indicators-data-human-rights-sustainable-development>
- 31** <https://sustainabledevelopment.un.org/post2015/transformingourworld>
- 32** European Commission (2019): Reflection Paper Towards A Sustainable Europe By 2030, <https://ec.europa.eu/futurium/en/node/1706/terms/all/Reflection%20Paper%20Towards%20a%20Sustainable%20Europe%20by%202030>

implementation of the 2030 Agenda and relevant Council of Europe conclusions³³, in developing the objectives and outcome indicators of the National Plan for Roma Inclusion, its connection with the goals of sustainable development was taken into account.

Also, special attention is paid to harmonization with three key international treaties under the auspices of the Council of Europe: the European Convention for the Protection of Human Rights and Fundamental Freedoms³⁴, the Framework Convention for the Protection of National Minorities³⁵ and the European Charter for Regional or Minority Languages³⁶, but also harmonization with the Council of Europe Convention on Preventing and Combating Violence against Women³⁷.

In addition to the above, in the drafting of the National Plan for Roma Inclusion 2021 – 2027, the legally non-binding working definition of anti-Roma racism and discrimination of the International Holocaust Remembrance Alliance – IHRA – was taken into account. IHRA recognizes the phenomenon of anti-Roma racism and discrimination as a key obstacle to Roma inclusion in society and enjoyment of equal rights and opportunities, and according to it anti-Roma racism and discrimination is “a manifestation of individual expressions and acts as well as institutional policies and practices of marginalization, exclusion, physical violence, devaluation of Roma cultures and lifestyles, and hate speech directed at Roma as well as other individuals and groups perceived, stigmatized, or persecuted during the Nazi era, and still today, as ‘Gypsies’. This leads to the treatment of Roma as an alleged alien group and associates them with a series of pejorative stereotypes and distorted images that represent a specific form of racism.”³⁸.

33 The significance of the 2030 Agenda was first emphasized in the 2014 Conclusions of the Council entitled *A transformative post 2015 Agenda*, followed by a series of EU Council Conclusions (such as the 2015 document *A New Global Partnership for Poverty Eradication and Sustainable Development after 2015. A sustainable European future: The EU response to the 2030 Agenda for Sustainable Development* iz 2017., *Towards an ever more sustainable Union by 2030* ili Council Conclusions on *Building a sustainable Europe 2030 – Progress thus far and next steps* iz 2019. etc.) which build on the support for the implementation of the 2030 Agenda.

34 European Convention for the Protection of Human Rights and Fundamental Freedoms, [https://www.zakon.hr/z/364/\(Europska\)-Konvencija-za-za%C5%A1titu-ljudskih-pravai-temeljnih-sloboda](https://www.zakon.hr/z/364/(Europska)-Konvencija-za-za%C5%A1titu-ljudskih-pravai-temeljnih-sloboda)

35 Framework Convention for the Protection of National Minorities, <https://rm.coe.int/okvirna-konvencija-za-zastitu-nacionalnih-manjina/168094dfe6>

36 European Charter for Regional or Minority Languages, https://www.coe.int/t/dg4/education/minlang/textcharter/Charter/Charter_hr.pdf

37 Council of Europe Convention on Preventing and Combating Violence against Women, <https://ravnopravnost.gov.hr/UserDocsImages/arhiva/images/pdf/Publikacija%20Konvencija%20Vije%C4%87a%20Europe%20o%20spre%C4%8Davanju%20i%20borbi%20protiv%20nasilja%20nad%20%C5%BEenama%20i%20nasilja%20u%20obitelji.pdf>

38 <https://www.holocaustremembrance.com/resources/working-definitions-charters/working-definition-antigypsyism-anti-roma-discrimination>

Finally, in order to ensure that the National Plan for Roma Inclusion for the 2021-2027 period is in line with the basic documents of the European Union in the field of Roma integration, it has been fully harmonized with the general principles of non-discrimination and equality set out in the Treaties³⁹ and reaffirmed in Articles 20 and 21 of the EU Charter of Fundamental Rights, as well as the Directive implementing the principle of equal treatment between persons irrespective of racial or ethnic origin⁴⁰ and the Council Framework Decision on combating certain forms and expressions of racism and xenophobia by means of criminal law⁴¹ (primarily in defining manifestations, i.e. criminal offenses related to racism and xenophobia) as well as the EU Strategic Framework for Roma Equality, Inclusion and Participation⁴².

Achieving the goals set in the National Plan for Roma Inclusion 2021 – 2027 will require joint action with members of the Roma national minority, primarily representatives of the Roma national minority at the national, regional and local levels, but also Roma civil society organizations.

In order to ensure the necessary level of awareness of the key stakeholders, particularly at the level of regional and local self-government, as a precondition for joint action to achieve the objectives of the National Roma Inclusion Plan, the Office for Human Rights and Rights of National Minorities has developed

39 Articles 2, 3 (3) of the Treaty on European Union, Articles 8,10,19 and 67 (3) of the Treaty on the Functioning of the European Union

40 Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin (OJ L 180/22, 19.07.2000), <https://eur-lex.europa.eu/legal-content/HR/TXT/PDF/?uri=CELEX:32000L0043&from=EN>

41 Council Framework Decision 2008/913/JHA of 28 November 2008 on combating certain forms and expressions of racism and xenophobia by means of criminal law (OJ L 328/55, 06.12.2008), <https://eur-lex.europa.eu/legal-content/HR/TXT/?uri=celex%3A32008F0913>

Criminal offences concerning racism and xenophobia: (a) publicly inciting to violence or hatred directed against a group of persons or a member of such a group defined by reference to race, colour, religion, descent or national or ethnic origin; (b) the commission of an act referred to in point (a) by public dissemination or distribution of tracts, pictures or other material; (c) publicly condoning, denying or grossly trivialising crimes of genocide, crimes against humanity and war crimes as defined in Articles 6, 7 and 8 of the Statute of the International Criminal Court, directed against a group of persons or a member of such a group defined by reference to race, colour, religion, descent or national or ethnic origin when the conduct is carried out in a manner likely to incite to violence or hatred against such a group or a member of such a group; (d) publicly condoning, denying or grossly trivialising the crimes defined in Article 6 of the Charter of the International Military Tribunal appended to the London Agreement of 8 August 1945, directed against a group of persons or a member of such a group defined by reference to race, colour, religion, descent or national or ethnic origin when the conduct is carried out in a manner likely to incite to violence or hatred against such a group or a member of such a group.

42 https://ec.europa.eu/info/publications/new-eu-roma-strategic-framework-equality-inclusion-and-participation-full-package_en

Figure 1: Specific objectives of the National Plan for Roma Inclusion 2021 – 2027

a Communication Strategy of the National Roma Inclusion Plan, as part of which three Action Plans were planned. The Communication Strategy and the first Action Plan of the Communication Strategy for the 2020-2022 period are available on the official website of the Office for Human Rights and the Rights of National Minorities (<https://ljudskaprava.gov.hr/>).

Achieving the vision will, of course, contribute to achieving all of the specific objectives, but in order to ultimately achieve the vision of a prosperous and sustainable Croatian society in the way described by the National Development Strategy of the Republic of Croatia until 2030, a society that leaves no part of its population behind – precisely the horizontal objectives (combating anti-Roma racism and discrimination; reducing poverty and social exclusion of Roma to reduce the gap between Roma and the general population and Roma participation) must be the guiding principle of any activity undertaken under the National Plan for Roma Inclusion 2021 – 2027.

The latter becomes particularly important in the context of the events that marked 2020 in the Republic of Croatia: the fight against the global Covid-19 pandemic, which among other vulnerable groups, disproportionately affects members of the Roma national minority, but also two devastating earthquakes that hit the areas of Zagreb and Banovina, which are also inhabited by members of the Roma national minority.

03 Description of medium-term development needs and development potentials

3.1 HISTORY OF THE ROMA IN THE REPUBLIC OF CROATIA⁴³

The Roma population settled in Croatian territories in the second half of the 14th century at the latest as part of their migration from the area of Southeast Europe. The Roma first settled in Dubrovnik (1362) and Zagreb (1378), and then spread to Dalmatia and Istria.

From the end of the 16th century, the authorities in Croatian territories began to pursue a repressive policy against the Roma, trying to restrict their movement and settle them in specific areas permanently.

After the suppression of the Ottomans from the area of Slavonia, Srijem and Baranja in the 18th century, the Roma inhabited these areas in larger numbers. In the second half of the 18th century, the Habsburg authorities enacted a series of Theresian and Josephine reforms that sought to assimilate the Roma population into “good and obedient Christian subjects.” The Habsburg reforms were unsuccessful due to resistance from local authorities and the non-Roma population. The Roma have thus managed to maintain their ethnic identity, especially in preserving their own language, customs and culture. In the mid 19th century, a new wave of Roma migration occurred in Croatian territories with the settlement of Boyash Roma after their emancipation from slavery in the Romanian principalities of Wallachia and Moldavia. This group of Roma speaks the old Romanian dialect “Ijmba d bajaš”, and most of them made wooden household items, such as troughs, which is why they were called Koritari (the Croatian word for trough is *korito*). The Croatian authorities continued their policy of intensified legal repression to sedentarize “domestic Roma” and prevent the movement of foreign (nomadic) Roma groups.

43 The article on the history of the Roma was prepared by Danijel Vojak, PhD, Senior Research Associate at the Ivo Pilar Institute of Social Sciences, member of the Working Group for the Development of the National Plan for Roma Inclusion 2021 – 2027 and the 2021-2022 Action Plan for the Implementation of the National Plan for Roma Inclusion 2021 – 2027.

In 1880, the systematic census of the Roma population began, and the official number of the population ranged from 3,482 (1880) and 12,267 (1910). After World War I, the Roma population in Croatian territories became part of the new (Yugoslav) state union.

The number of Roma in the Kingdom of Yugoslavia on the eve of the Second World War was slightly higher than 70,000, of which about 15,000 lived in the Croatian territories (Banovina Hrvatska). The largest part of the Roma in Croatian areas lived in Slavonia, Srijem and Baranja, and the least in Lika, Gorski Kotar and coastal areas. Most Roma were Roman Catholic, lived in rural areas, were younger in age, and almost completely illiterate.

In interwar Croatia, most Roma were involved with occupations in wood and metal processing, agriculture, horse trade and trade in other domestic animals (such as poultry and pigs), collecting secondary raw materials (such as scrap iron) as well as with begging and folk entertainers (as musicians or circus animal trainers).

With the establishment of the Independent State of Croatia under the pro-fascist Ustasha rule in April 1941, the Roma were soon persecuted on the basis of racial laws. In the summer of 1941, the first deportations of the Roma to Ustasha concentration camps such as Danica in Koprivnica followed, and in May 1942, mass deportations of the Roma to the Jasenovac concentration camp began, where most of them were tortured and killed, especially in Uštica and Donja Gradina. The Ustasha genocidal policy led to the almost complete demographic destruction of the pre-war Roma community, numbering only a few hundred Roma after the War (only 405 Roma were registered in Croatia by the 1948 census).

After the war, the Roma were not acknowledged for their suffering and, in accordance with the prevailing ideological policy, they were, as was the case with other ethnic groups, commemorated as “victims of fascist terror”. The Roma population in socialist Croatia continued to be socio-economically marginalized with problems related to employment, housing, education, etc. Legal and other experts problematized the issue of their legal position, attempting to classify them within a nationality or ethnic group, and they were not recognized as a national minority. According to the census, the number of Roma in socialist Croatia ranged between 405 (1948) and 3,858 (1981) and amounted to less than 0.1% of the total population.

The socio-economic, educational and legal position has improved since the establishment of the Republic of Croatia. During this period, there was a constant increase in the number of self-declared Roma in censuses: 6,695 (1991), 9,463 (2001), 16,975 (2011). Today, the Roma population is one of the most numerous and oldest minority communities in the Republic of Croatia.

3.2 GENERAL SOCIO-DEMOGRAPHIC DATA ON THE ROMA IN THE REPUBLIC OF CROATIA

According to the latest available data, obtained by the mapping of Roma localities⁴⁴ in 15 counties of the Republic of Croatia carried out in 2017, it is estimated that a total of 24,524 members of the Roma national minority live in the Republic of Croatia. The largest part of the Roma in the Republic of Croatia (91.1%) was born in the territory of the Republic of Croatia, while only a small part of the population was born in Bosnia and Herzegovina (3.1%), Kosovo (2.2%) and Serbia (1.5 %).

On the basis of the number of mapped Roma localities in 2017, and the number of Roma households in which the baseline data study and population size assessment were carried out, the Republic of Croatia is divided into the following regions for the needs of regional thematic analyses:

- a) Međimurje (14 localities in Međimurje County);
- b) Northern Croatia (17 localities in Koprivnica-Križevci and Varaždin County);
- c) Zagreb and its surroundings (17 localities in the City of Zagreb and Zagreb County);
- d) Central Croatia (21 localities in the Bjelovar-Bilogora and Sisak-Moslavina County);
- e) Slavonia (25 localities in the Osijek-Baranja, Brod-Posavina and Vukovar-Srijem County) and
- f) Istria and Primorje (15 localities in the Primorje-Gorski Kotar and Istria County).

Therefore, regional data on members of the Roma national minority, where the name of the unit of local or regional self-government is not explicitly stated, can be interpreted only in relation to this regional division.

Over 98% of the Roma population has Croatian citizenship, while 1.8% of Roma in Croatia are without Croatian citizenship, of which 23 are stateless persons.⁴⁵

⁴⁴ Klasnić, K., Kunac, S., Rodik, P. (2020): Roma Inclusion in the Croatian Society: Women, Youth and Children. Office for Human Rights and the Rights of National Minorities of the Government of the Republic of Croatia. Zagreb, p. 68

⁴⁵ Rašić, N., Lucić, D., Galić, B., Karajić, N. (2020): Roma Inclusion in Croatian Society: Identity, Social Distance and the Experience of Discrimination. Office for Human Rights and the Rights of National Minorities of the Government of the Republic of Croatia. Zagreb, pp. 154-158

More than half, 55% of the Croatian Roma belong to the Boyash group, most of whom live in Međimurje (57.8%). Other Boyash Roma live in Northern Croatia (16.5%), Slavonia (15%) and Central Croatia (10.3%). In Central Croatia, the most numerous group are the Koritari, who account for 5.9% of the total Roma population, Ashkali, who are most numerous in Istria and Primorje, and account for 3.0%, while the Chergari who live predominantly in the area Zagreb and its surroundings make up 2.9% of the total Roma population. Lovary who inhabit the area of Zagreb and its surroundings and Central Croatia and Slavonia make up 1.5% of the total Roma population in the Republic of Croatia⁴⁶.

In addition to the Croatian language spoken by 96.7% of the Roma in the Republic of Croatia, two Boyash dialects of the Romanian language are most represented, followed by Romani chib, and Albanian, Macedonian, and in some localities Italian. Data on the communication between members of the same household, i.e. the language used by members of each household in mutual communication, show that 44.9% of Roma communicate in the Boyash dialect of Romanian with their household members, 33.9% in Croatian, 18.5% in Romani chibu, 2% in Albanian, and 0.7% in another language.

As regards religion, the majority of members of the Roma national minority in the Republic of Croatia are Catholic (60.8%), 26.6% are Muslim, and 10.3% are Orthodox. Roma who declare themselves to be Catholics live in the area of Međimurje and Northern Croatia, while members of the Islamic faith most often live in the area of the City of Zagreb and its surroundings, as well as Istria and Primorje. Orthodox people most often live in areas inhabited by Catholics; as many as 38.8% of the Roma population of Central Croatia live in localities where the Catholic and Orthodox religions are equally represented.

In addition to Roma crafts, the Roma language⁴⁷, traditional Roma music and traditional Roma dances – form the key determinants of the identity of the Croatian Roma.

The average number of Roma households members in the Republic of Croatia is 5.2, which is almost twice as much as the average number of members per household in the general population, which according to the 2011 census is 2.8.

The average age of the Roma population of the Republic of Croatia is 21.9 years (the median is 18 years), with every fourth member of the Roma household still under the age of eight, half are minors, and only one quarter of the population is older than 33 years. For comparison, in the general population, since the

⁴⁶ Rašić, N., Lucić, D., Galić, B., Karajić, N. (2020): *Roma Inclusion in Croatian Society: Identity, Social Distance and the Experience of Discrimination*. Office for Human Rights and the Rights of National Minorities of the Government of the Republic of Croatia. Zagreb.

⁴⁷ The term language here includes both the Boyash dialect of the Romanian language and Romani chib.

2011 census, the average age is estimated to have increased from 41.7 to 42.8 years in mid-2016.⁴⁸

As regards the composition of households, approximately three quarters of Roma households are made up of both parents and their children, and in one tenth of the households grandparents live with the parents and children. At the same time, in the general population (according to data from 2011) most households consist of couples without children or couples with children (28.6% of couples lived in households without children and 54.3% in households with children).

3.3 POVERTY

According to the relative poverty rate, 92.3% of Roma in the Republic of Croatia are poor⁴⁹, while about 70% of Roma minority families live in extreme poverty⁵⁰. Most Roma households are below the at-risk-of-poverty threshold in Central Croatia (97.5%) and Slavonia (97.3%), followed by Međimurje (96.4%) and Northern Croatia (94.9%), Zagreb and surroundings (77.7%) and Istria and Primorje (76.8%).

The average income per Roma household is HRK 2,670.00 (the median is HRK 2,250.00 per month), which, on average, amounts to HRK 611.00 per household member under the age of 15 (the median is HRK 450.00), and to HRK 1,070.39 per household member older than 15. The highest incomes are generated by the Roma living in the area of Zagreb, who at the same time have higher expenses and are often in debt due to higher living costs, while the lowest monthly incomes per household member are generated by Roma living in Slavonia⁵¹.

As regards the intensity of material deprivation, as many as 59.5% of Roma in Slavonia, 55.2% of Roma in Central Croatia, 54.5% in Northern Croatia, 51.6% in Istria and Primorje and 45.3% in Zagreb and its surroundings and 41% of Roma in Međimurje cannot afford: to eat meat or fish every other day of the week; paid leave from home once a year for a week or unexpected necessary

48 Central Bureau of Statistics, *Population Estimates of the Republic of Croatia in 2016*, Press release 7.1.3, 2017, https://www.dzs.hr/Hrv_Eng/publication/2017/07-01-03_01_2017.htm (13.07.2018)

49 Bagić, D., Burić, I., Dobrotić, I., Potočnik, D., Zrinščak, S. (2014) *Everyday Life of Roma in Croatia: Obstacles and Opportunities for Change*. UNDP, UNHCR, UNICEF – Zagreb.

50 Ajduković, M., Petak Z. (Ed.) (2014): *Analysis of the state of children's rights in the Republic of Croatia*. Zagreb: UNICEF Office in Croatia; Šučur, Z., Družić Ljubotina, O., Kletečki Radović, M. i Z. Babić (2014), *Siromaštvo i materijalna dobrobit djece predškolske dobi u Republici Hrvatskoj*. Zagreb: UNICEF Office in Croatia

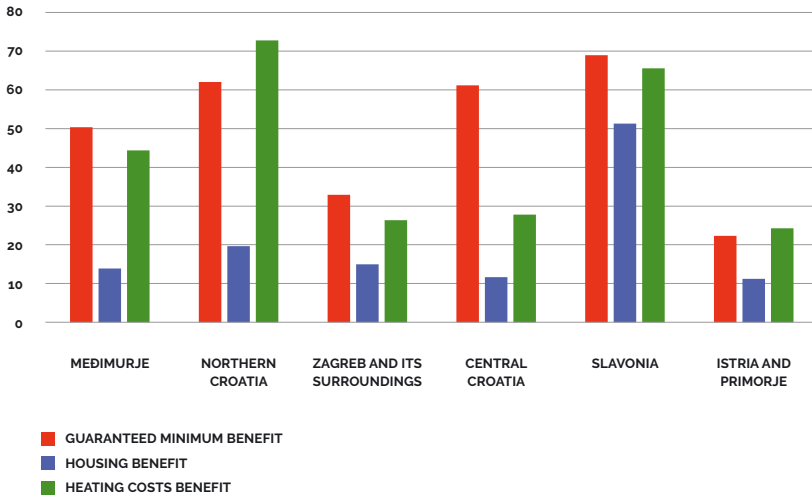
51 Milas, G., Martinović Klarić, I. (2020): *Roma Inclusion in Croatian Society: Health Care and Social Welfare*. Office for Human Rights and the Rights of National Minorities of the Government of the Republic of Croatia. Zagreb.

expenses (such as a breakdown of one of the necessary household appliances), and within the last month in 48% of Roma households some family members went to bed hungry. It is particularly worrying that most of these are not one-off situations, but that members of these households relatively often go to bed hungry, especially in Northern Croatia⁵².

More than half of Roma (53.7%) in the Republic of Croatia receive the guaranteed minimum benefit, 43.3% are entitled to compensation for heating costs and 22.1% use benefits for housing costs. Other forms of social assistance are less represented, but all forms of social assistance are used more frequently than in the general population⁵³.

The most commonly used forms of social benefits according to region

Source: Roma Inclusion in Croatian Society: Health Care and Social Welfare, 2020



52 This is in line with the latest data from the EU level, according to which Croatia, after Greece, is the country with the largest share of Roma living in households in which someone went to bed hungry, and the first in terms of frequency of the response that this has happened several times within the last month (Fundamental Rights Agency (2018): the second European Union Minorities and Discrimination Survey – selected results. Luxembourg: Publications Office of the European Union).

53 According to the Central Bureau of Statistics (2018), approximately 2% of Croatian citizens were beneficiaries of the guaranteed minimum benefit, about 1% received the housing benefit and the same number of citizens were entitled to the heating costs subsidy.

Viewed by region, the guaranteed minimum benefit and the housing benefit are significantly more often used by members of the Roma national minority living in Slavonia, while the heating costs benefit is most often used in Northern Croatia.

When it comes to the average number of social benefits used, the area of Slavonia is again prominent, while social benefits are least used by the Roma living in the area of the city of Zagreb, Istria and Primorje.

As regards social transfers, the most significant was the child allowance, used by 70.79% of Roma at the national level, most often in Northern Croatia (84.88%) and Međimurje (81.65%), followed by Slavonia (69, 91%), Istria and Primorje (63.48%), Zagreb and its surroundings (54.49%) and Central Croatia (46.02%).

Since children share material conditions with other household members, especially parents, on average a significantly higher number of household members as well as children in Roma families in the Republic of Croatia compared to the rest of the population has led to an higher share of Roma children living in poverty since on the level of the general population it is precisely households with a larger number of children that are most at risk of poverty⁵⁴. Over 95% of children belonging to the Roma national minority in Central Croatia, Slavonia, Northern Croatia and Međimurje live in poverty. In Zagreb and its surroundings 85% of Roma children live in poverty as do 82% of children in Istria and Primorje⁵⁵.

3.4 EDUCATION

From 2007 until today, there has been a noticeable increase in the number of children belonging to the Roma national minority in pre-school education, but this involvement is still low compared to the general population. Among children aged 3-6, only 31.1% of children are involved in pre-school education, while at the level of the general population the share is 82.8%⁵⁶. The regional distribution of preschool education involvement puts Istria and Primorje at the top in terms of the number of children attending preschool, followed by Zagreb and its surroundings, while Međimurje and Slavonia rank worst.

54 According to Stubbs, P., Ledić, M., Rubil, I., Zrinščak, S. (2017): *Dječje siromaštvo i strategije nošenja sa siromaštvom kućanstava u Hrvatskoj*, Zagreb: EIZ and Adris Foundation

55 Klasnić, K., Kunac, S., Rodik, P. (2020): *Roma Inclusion in the Croatian Society: Women, Youth and Children*. Office for Human Rights and the Rights of National Minorities of the Government of the Republic of Croatia. Zagreb, p. 145

56 Ibid.

Taking into account the distribution of pre-school infrastructure, 35.2% of children belonging to the Roma national minority live in localities from which the nearest pre-school institutions are more than 3 km away. Viewed by region, 80% of children aged 3-6 in Central Croatia live in locations from which the nearest preschool institutions are more than 3 km away. The same is the case for 49.1% of Roma children in Northern Croatia and 47.7% in Slavonia. The greatest lack of preschool infrastructure affects children living in localities that are dislocated from a city, town or village⁵⁷.

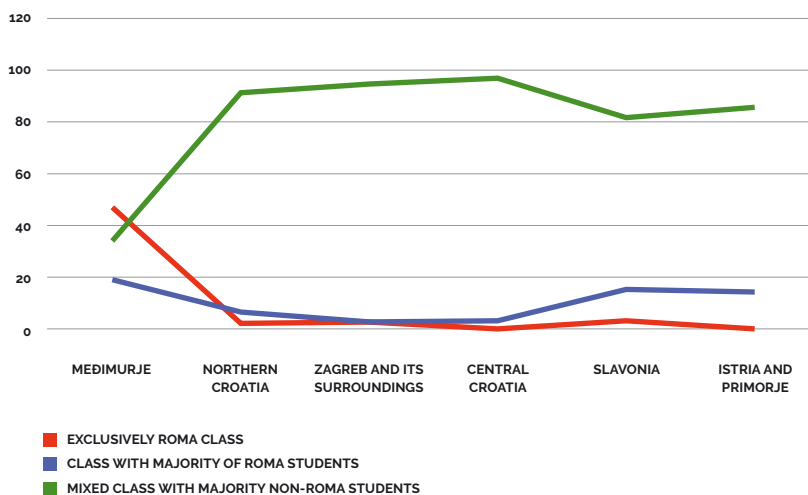
In the 7-14 age group, 95.3% of children are involved in primary education, which is above the national average in the general population. Results on the regional involvement of children aged 7-14 in primary school range from 91.1% in Northern Croatia to 98% in Istria and Primorje. In total, about 6% of children aged 7-14 attend primary school according to an individualized program, and about 11% according to an adapted program⁵⁸. The largest share of children attending primary school according to an individualized program is in Northern Croatia, as many as 32%, while in other regions this percentage ranges from 0% in Istria and Primorje to 5.5% in Central Croatia. The largest share of children aged 7-14 who attend primary school according to an adapted program is in Istria and Primorje and amounts to 20%, followed by Northern Croatia with more than 15%, Slavonia with more than 10%, Međimurje, Zagreb and its surroundings and Central Croatia with less than 10% of children enrolled in an adapted program.

The average duration of primary school education for the majority of Roma in the Republic of Croatia (88.7%) was 8 years, which is how long primary school lasts, but 12.3% of the population completed primary school in an average of nine or more years.

-
- 57** The baseline data study distinguished between 4 types of localities: 1) localities dislocated from a city, town or village, 2) localities on the outskirts of a city, town or village, 3) localities within a city, town or village and 4) localities in which Roma live dispersed among the majority population in a city, town or village. More details can be found in: Kunac, S., Klasnić, K., Lalić, S. (2018): Roma Inclusion in the Croatian society: A Baseline Data Study. Center for Peace Studies, Zagreb.
- 58** At the level of the general population, about 15% of children attend classes according to an adapted and individualized program. According to data of the Ministry of Science and Education, stated in the 2018 Report on the implementation of the National Strategy for Equalization of Opportunities for Persons with Disabilities from 2017 to 2020, most students with disabilities attended primary schools in the City of Zagreb (N = 5,466), but the highest percentage of students with disabilities, in relation to the total number of students, was in Koprivnica-Križevci County (11.28%) and Međimurje County (10.19%).

Ethnic structure of primary school classes attended by Roma children according to region

Source: Roma Inclusion in the Croatian Society: Education and Employment, 2020



In Istria, Vukovar-Srijem and Zagreb counties, Roma children are fully integrated into classes where the majority of pupils are non-Roma children. In the City of Zagreb, Sisak-Moslavina County, Koprivnica-Križevci County and Osijek-Baranja County – the share of children attending integrated classes ranges from 90.2% to 95.9%. However, in Međimurje County only 34% of children are integrated in classes with the majority population, and the worst results of educational integration after Međimurje County have been achieved by Brod-Posavina County, where 69.4% of children attend classes in integrated classes.

More than half of the children who attended primary school in 2017 achieved a grade average lower than 3.5 (out of 5.00). For comparison, in the general population the average grade average is 4.45. The distribution of pupils with certain grade averages by counties indicates that on average the lowest grade average during compulsory education is achieved by students in Koprivnica-Križevci and Vukovar-Srijem County, while the highest grade average is achieved by pupils in Bjelovar-Bilogora and Varaždin County.

Also, only 31% of young Roma aged 15 to 18 attend secondary school, and statistically significant differences were found according to gender – 36% of boys attend secondary school, while the same is true for only 26% of girls. Part of the explanation for the severe gap in secondary school completion between boys and girls can be found in the statements given by women, according to whom most Roma women (i.e. 42% of Roma women aged 14 to 29) who have started some level of education drop out of secondary school due to: marriage, pregnancy and motherhood.

The localities with the largest share of secondary school age children who attend secondary school are located in Zagreb and its surroundings (79.3%) and Međimurje (58.2%), while in Central Croatia only about 10% of young people aged 14 to 17 attend secondary school. The highest dropout rates for at least three years of secondary education were recorded in Brod-Posavina County (23.1%), while on the other hand the highest shares of four-year secondary school attendance were recorded in Bjelovar-Bilogora County, Osijek-Baranja County and the City of Zagreb.

The majority of pupils (60.5%) who attended secondary school in 2017 achieved the grade average 3. On average, 31.6% of students achieved the grade average 4, and 7.9% achieved the grade average 5.

For 85% of Roma in the Republic of Croatia, the highest level of completed education is completed primary school or lower, with the share of Roma women with completed primary education (25.7%) being lower than the share of Roma men (31.1%).

Also, in the total share of Roma who have not completed primary education, Roma women predominate (62.5%), as they do when it comes to illiteracy. Namely, 17% of Roma women are illiterate, which is two and a half times higher than the share of illiterate Roma men. Most illiterate women live in Northern Croatia (27.2%) while the least live in Zagreb and its surroundings (11.2%). However, it should be noted that this finding refers primarily to the middle and older generation of Roma women. No differences in the illiteracy rate with regard to gender were observed in the younger generations. Among young people, 4.2% of women and 3% of men are illiterate.

Data on the regional distribution of primary school dropout rates are also in line with regional data on illiteracy. Almost half of Roma women in Northern Croatia (49%) and Međimurje (44%) dropped out of primary school. The key reason for dropping out of school cited by older Roma women is poor financial conditions, while young women cite marriage (27%), poor educational outcomes (15%) and pregnancy and parenthood (15%) as the key reasons.

In the total Roma population in the Republic of Croatia, only 0.5% of persons have completed a three-year higher education institution, and only a small share of Roma (6.3%) is involved in education and training in adulthood. Moreover, only 3% of Roma complete secondary school in adulthood.

3.5 EMPLOYMENT

Earlier research⁵⁹ warned of high unemployment rates of the Roma in all age groups as well as the fact that unemployment more often affects Roma women and men from rural areas of the Republic of Croatia. They also pointed out the significant differences between the average income of the Roma and the rest of the population, as well as the fact that employment, despite common prejudices, is the most important source of income for the Roma, followed by other sources of income – pensions, social assistance, child allowance. etc.

Data of the European Union Agency for Fundamental Rights (EUMIDIS II)⁶⁰ confirmed the findings of high unemployment rates among the Roma in the Republic of Croatia, finding that 74% of Roma men are unemployed and 85% of Roma women are either unemployed or housewives. Moreover, according to comparative data of the European Union Agency for Fundamental Rights⁶¹, the Republic of Croatia recorded a decline in the employment rate of Roma between 2011 and 2016 considering that 14% of persons stated that their primary status was involvement in paid work 2011, while in 2016 only 8% of persons stated the same.

The data from the 2018 national study⁶² are in line with the above. According to these data – only 7.3% of Roma in the Republic of Croatia have paid full-time jobs, while 9.2% have occasional or temporary jobs, and 2.1% are self-employed – which makes up a total of only 18.7% of the population.

As many as three quarters of Roma women are “unemployed” or “housewives”, and the gap between Roma men and Roma women in the area of employment is 21.4 percentage points. The unfavorable position of the Roma, especially women, in the field of employment is also evident from the data on the share of working age persons who have never worked. A total of 41% of Roma belong to this group, of which 58% Roma women and 25% Roma men.

When comparing the data related to the intensity of work activity, it is clear that the number of working age persons who performed paid work in the past year is twice as high as the number of persons who performed paid work in the past week. In 2017, as many as 81.3% of working age Roma in the Republic of Croatia did not perform any kind of paid work within the week prior to the data collection⁶³ – more precisely, 92.1% of women and 70.7% of men.

59 Bagić, D., Burić, I., Dobrotić, I., Potočnik, D., Zrinščak, S. (2014) *Everyday Life of Roma in Croatia: Obstacles and Opportunities for Change*. UNDP, UNHCR, UNICEF – Zagreb., pp. 31-41

60 <https://fra.europa.eu/en/publications-and-resources/data-and-maps/survey-data-explorer-second-eu-minorities-discrimination-survey?mqd1=dataset>

61 Fundamental Rights Agency (FRA): EUMIDIS I (from 2011) i EU MIDIS II (from 2016)

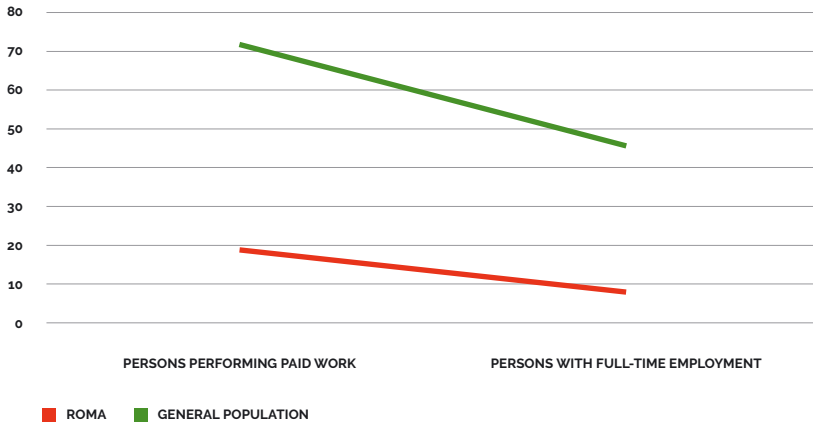
62 Kunac, S., Klasnić, K., Lalić, S. (2018): *Roma Inclusion in the Croatian society: A Baseline Data Study*. Center for Peace Studies, Zagreb.

63 Kunac, S., Klasnić, K., Lalić, S. (2018): *Roma Inclusion in the Croatian society: A Baseline Data Study*. Center for Peace Studies, Zagreb.

Viewed overall, for an unemployed working-age person of the Roma national minority, up to the age of 66, the average duration of unemployment is 4.6 years, with 44% of Roma being unemployed for up to a year and the remaining 53% for more than a year.

Differences between the Roma and the general population in terms of paid work and full-time work

Source: Roma Inclusion in Croatian Society: Education and Employment.



When employed, Roma in the Republic of Croatia most often work in simple occupations such as cleaner or production line worker (32%), and a significantly smaller share of persons work in agriculture, forestry, fishing and hunting (7.6%), service activities (6.9%) or industry (operators of machines, plants, product assemblers, etc. – 4.4%).

The largest number of employed persons works in the private sector (35%), while 20% of employed Roma are employed in the state and public sector.

Although working Roma are a minority in the Roma population, the largest share of the working population lives in Istria and Primorje (29.9%), and the smallest in Central Croatia (13.7). In Međimurje, where the largest number of Roma live, only 21% of the Roma population works.

At the same time, the largest share of persons who state that they perform exclusively unregistered work is found in Međimurje (67.6% of those who perform paid work), and the smallest in Istria and Primorje (31.9%). The share of young people not in education, employment or training in the Roma population at the national level is a high 63.3%.

As in the total Roma population, young Roma men and women aged 18 to 29 most often work in simple occupations (39% of young men and 20% of young

women), followed by agriculture, forestry, fishing and hunting (10% of young men and 5% of young women) and a smaller share in service activities (9% of young men and 8% of young women).

In all age subgroups of young Roma, it was found that young men do more paid work than girls, but also that young men and women who are still in school work less often than those who are no longer in school.

3.6 HOUSING

Roma are mostly the owners of the housing units in which they live, but there are also significant regional differences in relation to this⁶⁴. In Međimurje, for instance, the largest share of those who own the house in which they live has been recorded (93.2%), and the smallest share of those who own the house/unit in which they live has been recorded in Istria and Primorje (62.9%). In Istria and Primorje (13.7%), as well as in Slavonia (13.2%), the largest share of Roma households living in housing units owned by the city or the state was recorded.

With regard to the legality of the housing units, the largest number of illegally built housing units is located in Istria and Primorje (39.8%) and Međimurje (31.8%), while the largest number of housing units in the process of legalization is located in Slavonia (28.4%). The largest number of legalized housing units is located in localities where Roma live dispersed among the majority population (61.2%), while the largest share of illegal housing units is located in localities that are dislocated from a city, town or village (27.9%).

Most families live in houses that are in good or relatively good condition (63.1%), but 28.2% of Roma families live in houses that do not meet basic safety requirements, i.e. that are in poor or dilapidated condition⁶⁵. Barracks, sheds and shacks and houses that do not meet the basic security requirements make up 32.9% of all housing units in which the Roma live. The largest share of houses in poor or dilapidated condition is located in Slavonia (40.2%), while the largest number of barracks, sheds and shacks is located in Istria and Primorje (12.4%).

Also, on average Roma have significantly less housing space per household member compared to the general population. On average, Roma have 10.6 m² per household member, while the average area per household member in the general population is about 29 m². In half of Roma households (50.2%) the

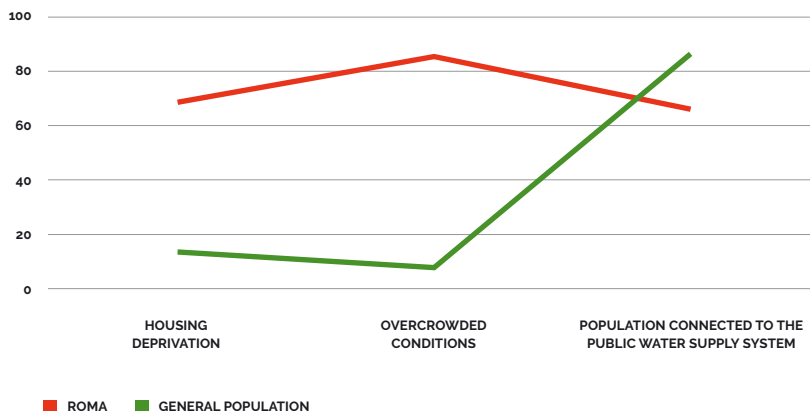
64 Lucić, D., Vukić, J., Marčetić, I. (2020): Roma Inclusion in Croatian Society: Spatial Planning, Housing and Environmental Protection. Office for Human Rights and the Rights of National Minorities of the Government of the Republic of Croatia. Zagreb.

65 Data from the baseline data study. Otherwise, it coincides with the findings of previous studies (EUMIDIS I from 2011, when it was determined that 27.2% of Roma live in unsafe housing units).

housing unit area amounts up to 50 m², and more than a quarter of Roma (27%) live in housing units that are between 21 m² and 50 m². The largest share of households with a small living area is in Međimurje (61.4%), followed by Northern Croatia (59.1%) and Slavonia (53.9%).

Differences in housing deprivation, overcrowding and access to drinking water between the Roma and the general population

Source: Roma Inclusion in Croatian Society: Spatial Planning, Housing and Environmental Protection



As regards some other indicators of the overall quality of housing, it is important to state that about a quarter of Roma households do not have a refrigerator or freezer, that over 85% of Roma households in the Republic of Croatia do not have a personal computer, laptop or tablet, that 77.2% of households does not own a radio and that more than half of Roma households (68.1%) do not own a car. Roma living in the area of Zagreb have the best household equipment, while Roma in the area of Northern Croatia have the worst⁶⁶.

In relation to the availability of public utilities infrastructure, no regional differences in availability were recorded only in the case of access to electricity, which is 100% available to all localities in all regions, except for 1% of localities in Zagreb and its surroundings.

In the case of access to the public water supply system, Northern Croatia, i.e. 17 localities in Koprivnica-Križevci and Varaždin County differ significantly from other regions in which availability ranges from 97.3 to 100%. In the area of Northern Croatia, 37.8% of Roma localities do not have access to the public

66 Milas, G., Martinović Klarčić, I. (2020): Roma Inclusion in Croatian Society: Health Care and Social Welfare. Office for Human Rights and the Rights of National Minorities of the Government of the Republic of Croatia. Zagreb.

water supply system. Observed in relation to the share of Roma households at the national level, as many as 43.3% of Roma households are not connected to the public water supply system.

Access to a gas pipeline is mostly available to the population living in localities in Zagreb and its surroundings (88.9%), but in other regions the availability of the gas pipeline ranges from 3.2% in Northern Croatia to 37.1% in Slavonia.

The largest share of localities with a sewerage system is in Zagreb and its surroundings (99%) and Istria and Primorje (81.6%), while the smallest share of such localities is in Central (12.1%) and Northern Croatia (18%).

Unpaved or unsatisfactory access roads are found in 30 of the 42 localities that are dislocated from a city, town or village or that are on the outskirts of a city, town or village. In Northern Croatia, almost a third of the population living in these two types of localities does not have a satisfactory access road to the settlement, and out of the total number of Roma localities in the Republic of Croatia, as many as 70 do not have pedestrian sidewalks.

Telephone and mobile networks, as well as internet access, are available in almost all localities.

There is no children's playground in 45% of the localities where Roma live, and the average distance from an organized sports or recreation facility is 6 kilometers. In 56% of the localities where members of the Roma national minority live, there are no cultural and entertainment facilities.

The average distance of the bus station from the locality where the Roma live is 7.6 km, while the average distance from the train station is 1.7 km. The average distance of health centers from localities where Roma live ranges from 2.3 km in Zagreb and its surroundings and Istria and Primorje to 6.2 km in Central Croatia. There is no pharmacy in more than 50% of the localities where Roma live. Grocery and basic household goods stores are unavailable in settlements inhabited by 77% of Roma in Međimurje, 72.6% of Roma in Northern Croatia and 68.8% of Roma in Central Croatia.

The average distance of social welfare centers from localities where Roma live ranges from 4.3 km in Zagreb and its surroundings to 12.7 km in Slavonia.

The average distance of Međimurje localities from the nearest social welfare center is 11.6 km, while in Central Croatia it is 11.4 km.

According to the findings from 2016⁶⁷, the share of Roma exposed to pollution, dirt or other environmental problems in their communities in the Republic of Croatia was slightly higher (31%) than the EU average (25%).

Data from 2017 confirm previous findings⁶⁸. Observed with regard to the share of the population living in a certain locality, dislocated settlements stand out when it comes to unfavorable environmental conditions. As many as 91.9% of the population living in settlements that are dislocated from cities, towns or villages are faced with the problem of polluted air, 78.9% with the problem of polluted water, and 72.2% of the Roma who live in settlements that are dislocated from cities, towns or villages have to face with garbage on the streets or near their houses in yards. Most localities that have problems with air pollution are located in Međimurje (10 out of 14). Zagreb and its surroundings ranks first in the number of localities that face problems with garbage on the streets, near houses or in yards, while the problem of bulky waste on the streets, near houses or in yards is most often encountered by Roma living in Istria and Primorje. In addition to the above, frequent sources of air pollution in Roma localities include the proximity of industrial plants, farms and agricultural land that are treated with chemicals, unregulated drainage channels, illegal and legal landfills and stray dogs.

3.7 HEALTH

Although previous studies, both domestic and at the European level, point to a relatively poorer health status of the Roma compared to the rest of the population, it is important to note that the health status of the Roma is mostly based on links between the health of the community members and the overall socio-economic and housing conditions in which the Roma live.

Conclusions are made on the general health status of the Roma on the basis of specific problems related to access to health services, which are reflected, among other things, in health insurance coverage, which ultimately affects the difference in life expectancy of the Roma compared to the rest of the population.

For instance, a study from 2011⁶⁹ found that 82.5% of Roma in the Republic of Croatia have health insurance compared to 97.41% of the general population. The self-reported problems with regard to the use of health services were most

67 FRA 2016 EUMIDIS II

68 Lucić, D., Vukić, J., Marčetić, I. (2020): Roma Inclusion in Croatian Society: Spatial Planning, Housing and Environmental Protection. Office for Human Rights and the Rights of National Minorities of the Government of the Republic of Croatia. Zagreb, p. 118-125

69 Bagić, D., Burić, I., Dobrotić, I., Potočnik, D., Zrinščak, S. (2014) Everyday Life of Roma in Croatia: Obstacles and Opportunities for Change. UNDP, UNHCR, UNICEF – Zagreb., p.

often related to not having health insurance, as well as life expectancy of the Roma, which according to data at the level of the European Union is on average ten years lower than among the general population⁷⁰.

Data from 2017 speak in favor of increasing the coverage of health insurance, since they show that 89% of Roma have valid health insurance. Health insurance coverage is somewhat higher among women and the elderly, as well as those of a better financial status. The lowest health insurance coverage is in Northern Croatia, where in almost half of the households, according to the self-reports of the Roma, at least one person lives who does not have any form of health insurance.

The vast majority of children are vaccinated against infectious diseases (95.8%) and have a pediatrician (96.4%), and according to the Central Health Information System of the Republic of Croatia (CEZIH)⁷¹, the majority of children up to the age of five (99.7%) had at least one preventive examination/consultation with a physician, but only 63.6% of children in the same age group had an overall medical check up.

According to CEZIH, in 2018, Roma used primary health care services due to diseases of the respiratory system, digestive system and diseases of the musculoskeletal system and connective tissue.

As the most common health problems encountered by Roma in the Republic of Croatia in the last year, the baseline data study indicates problems with the spine or chronic problems with the back or neck, high blood pressure and heart and blood vessels – but the most common difficulties are not equally common in all regions or types of settlements.

70 Thanks to a recently published publication: ed. Vesna Štefančić Martić (2020): "Javno-zdravstveni pokazatelji zdravlja Roma u Republici Hrvatskoj temeljem podataka javnozdravstvenih baza i registara" ("Public health indicators of Roma health in the Republic of Croatia based on data from public health databases and registers"), Croatian Institute of Public Health, Public Health Service, available at: <https://www.hzjz.hr/sluzba-javno-zdravstvo/javnozdravstveni-pokazatelji-zdravlja-roma-u-republici-hrvatskoj/>) self-reports of members of the Roma national minority about their own health status and the health status of household members collected by the baseline data study are supplemented in the following chapters with data from the databases of the Croatian Institute of Public Health

71 According to Ed. Vesna Štefančić Martić (2020): "Javno-zdravstveni pokazatelji zdravlja Roma u Republici Hrvatskoj temeljem podataka javnozdravstvenih baza i registara" ("Public health indicators of Roma health in the Republic of Croatia based on data from public health databases and registers"), Croatian Institute of Public Health, Public Health Service, Zagreb.

Problems with the heart or blood vessels are most common among Roma living in Slavonia (15%), as well as difficulties with the spine or chronic problems with the back or neck (22%) and kidneys (11%). High blood pressure is present in 16.9% of Roma living in the area of Zagreb and its surroundings, and asthma in 7% of Roma in the same area.

Although there is no difference between the Roma and the general population in terms of their subjective assessment of general health, the impact of age on the incidence of long-term illness has been shown to be significantly more pronounced in Roma over the age of 65 (70% Roma and 56% of the general population over 65 suffers from a long-term illness)⁷². When the data collected by the baseline data study are compared with the data of the general population, it becomes evident that chronic diseases are significantly more present in the Roma than the general population along the entire age range, and that differences become drastic above the age of 45 since every second person in the Roma population in this age group suffers from a chronic disease.

In the Database of persons hospitalized due to mental disorders⁷³, a total of 136 Roma persons were registered who were hospitalized in 2019 with a diagnosis of a mental disorder or behavioral disorder, with men being hospitalized almost twice as often as women.

At the same time, in the baseline data study, mental disorders were more often recorded in women.

Also, it was found that members of the Roma national minority suffer from some diseases at a much younger age compared to the general population, and that some diseases are more common in the Roma community compared to the general population. For instance, in men, the frequency of vascular diseases is noticeable as early as from the age of 45 and above, and in middle age a relatively sharp increase is also recorded for diseases of the musculoskeletal system. Asthma, coronary heart disease and diseases of the kidneys are more common in the Roma community than in the general population.

The reproductive health of Roma women is still marked by a relatively low frequency of gynecological examinations, frequent juvenile pregnancies and a high rate of abortions, primarily miscarriage.

72 According to Milas, G., Martinović Klarić, I. (2020): Roma Inclusion in Croatian Society: Health Care and Social Welfare. Office for Human Rights and the Rights of National Minorities of the Government of the Republic of Croatia. Zagreb, p. 13

73 According to Ed. Vesna Štefančić Martić (2020): "Javnozdravstveni pokazatelji zdravlja Roma u Republici Hrvatskoj temeljem podataka javnozdravstvenih baza i registara" ("Public health indicators of Roma health in the Republic of Croatia based on data from public health databases and registers"), Croatian Institute of Public Health, Public Health Service, Zagreb, p. 16

A total of 48% of women have undergone regular gynecological examinations in the last year, of which 63% are women aged 16-29. In the 12 months since the data collection, more women belonging to the Roma national minority performed a Pap smear to determine the risk of cervical cancer (36%) than women in the general population (22%).

On average, Roma women have four births during their lifetime in the Republic of Croatia, but the average number of births differs depending on the region. In the area of Zagreb and its surroundings, the average number of births is 2.9, while in the area of Northern Croatia the average number of births is 5.1.

The average age of giving birth to the first child varies from 16.5 in Northern Croatia to 19.7 in Zagreb and its surroundings, while at the national level it is 18. As many as 50% of Roma women gave birth to their first child as minors, and 17% under the age of 16.

The birth rate in the total population of women of childbearing age in the Republic of Croatia in 2018 was 42/1000, while for the Roma population it was 126/1000⁷⁴.

According to the baseline data study⁷⁵, among Roma women who have had at least one birth during their lifetime, 10% experienced fetal death, 5% death of a newborn and 6% the death of an infant.

According to data of the Croatian Institute of Public Health⁷⁶, the overall rates of abortions and legally induced abortions among Roma women are two to three times higher than for the general population of women of childbearing age in the Republic of Croatia, which is in line with the findings of the baseline data study. The data shows that most miscarriages were experienced by Roma women living in Slavonia (42.4%), followed by those living in Istria and Primorje (37.9%). The lowest number of miscarriages were experienced by Roma women living in the area of Zagreb and its surroundings (15.5%), but the number of induced abortions is far higher than in other regions of Croatia (42.4% of

74 (Ed.) Vesna Štefančić Martić (2020): "Javnozdravstveni pokazatelji zdravlja Roma u Republici Hrvatskoj temeljem podataka javnozdravstvenih baza i registara" ("Public health indicators of Roma health in the Republic of Croatia based on data from public health databases and registers"), Croatian Institute of Public Health, Public Health Service, Zagreb, p. 19

75 According to Klasnić, K., Kunac, S., Rodik, P. (2020): Roma Inclusion in the Croatian Society: Women, Youth and Children. Office for Human Rights and the Rights of National Minorities of the Government of the Republic of Croatia, Zagreb

76 (Ed.) Vesna Štefančić Martić (2020): "Javnozdravstveni pokazatelji zdravlja Roma u Republici Hrvatskoj temeljem podataka javnozdravstvenih baza i registara" ("Public health indicators of Roma health in the Republic of Croatia based on data from public health databases and registers"), Croatian Institute of Public Health, Public Health Service, Zagreb, p. 24

women). However, it should be noted that among women who had an induced abortion, the frequency increased with age and that women of older age (41%) had significantly more induced abortions compared to middle age (26%) and younger age (7%) women. Also, the total number of births proved to be the only significant predictor of miscarriages. In other words, the higher the number of births a woman has, the higher the number of miscarriages.

An unfavorable family environment also has a negative impact on health, and in this sense, indicators that address the problem of domestic violence and violence in partner relationships are important. At the national level, in current marital or partnership relationships, 35% of women have experienced physical violence, 21% psychological violence, 18% economic violence, and almost 9% have experienced sexual violence or sexual intercourse against their will. The obtained data correspond considerably with the data obtained on the sample of women from the general population⁷⁷.

Physical and sexual violence against women is most prevalent in Slavonia where as many as 35% of women have experienced some form of physical abuse in their current marital or partnership and where as many as 18% of women have reported having sex with their spouse against their will.

Women in Istria and Primorje are most often exposed to psychological abuse (44%), while economic violence by husbands or partners is most common in Northern Croatia (27%) and Istria and Primorje (24%).

In all four forms of violence against women, significant differences were found with regard to age, with all forms of violence being more present in the lives of older Roma women. Middle-aged women experienced all forms of violence to a lesser extent than older women and more than young women.

According to the Croatian Register of Persons with Disabilities from 2019⁷⁸, in the total population of registered persons with disabilities, 3,322 persons (0.6%) are members of the Roma national minority. The largest number of persons with disabilities reside in Međimurje County (41%) and Zagreb (17%), and the most common causes of bodily injuries among members of the Roma national minority are central nervous and locomotor system impairments (57%).

77 According to Klasnić, K., Kunac, S., Rodik, P. (2020): *Roma Inclusion in the Croatian Society: Women, Youth and Children*. Office for Human Rights and the Rights of National Minorities of the Government of the Republic of Croatia. Zagreb.

78 According to (Ed.) Vesna Štefančić Martić (2020): "Javnozdravstveni pokazatelji zdravlja Roma u Republici Hrvatskoj temeljem podataka javnozdravstvenih baza i registara" ("Public health indicators of Roma health in the Republic of Croatia based on data from public health databases and registers"), Croatian Institute of Public Health, Public Health Service, Zagreb, p. 25

Due to their relatively small share in the total number of persons who participated in the baseline data study⁷⁹, but also due to the heterogeneity resulting from different types of disabilities, data from the baseline study on persons with disabilities can only be taken as indicative. According to these data, 3% of persons in the total Roma population are persons with disabilities, the most common type of disability being physical disabilities (58%), sensory disabilities (20%), followed by mental disabilities (11%) and multiple disabilities (11%). Two thirds of people with physical disabilities in the Roma population are men, while women predominate among persons with mental disabilities. Older people with a lower educational status predominate among people with disabilities, compared to the average Roma population. They live in slightly poorer material and living conditions than the rest of the population, and their general health is significantly lower than the health of the rest of the population, especially in the case of multiple disabilities – which consequently leads to significantly higher needs to see a doctor (on average twice a month), which means they have to face problems regarding access to health services more often.

3.8 EXPERIENCE OF DISCRIMINATION

According to a 2016 survey by the European Union Agency for Fundamental Rights⁸⁰, 37% of Roma in Croatia felt that they had been discriminated against because of their origin in the last 12 months, while as many as 50% of respondents experienced discrimination in the last five years.

The fact that members of the Roma national minority most often encounter discrimination was also confirmed by the *Ombudsman's Survey on Attitudes and Levels of Awareness of Discrimination and Manifestations of Discrimination*⁸¹, also from 2016. In the same survey, as many as 48% of respondents in the general population agreed with the statement that Roma live off of social benefits and do not want to work, and a high 27% of respondents think that Roma employed in the service industries would repel clients.

When asked about their personal experience of discrimination in the baseline data study, the largest number of Roma (71.6%) stated that they have not experienced discrimination in the last year. However, 23.3% of Roma stated that they had experienced discrimination several times in the last year since the survey was conducted, while 5.2% had experienced it once in the last year.

79 The survey included 162 persons with disabilities (Milas, G., Martinović Klarić, I. (2020): *Roma Inclusion in Croatian Society: Health Care and Social Welfare*. Office for Human Rights and the Rights of National Minorities of the Government of the Republic of Croatia. Zagreb, p. 100)

80 FRA: EUMIDIS II (2016)

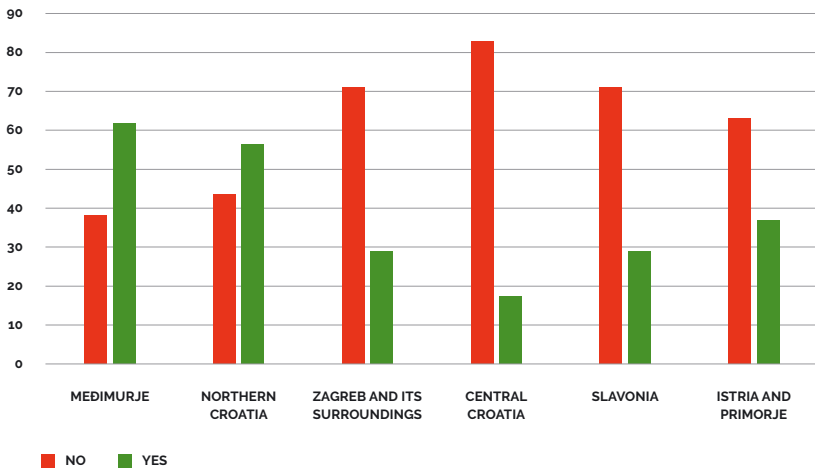
81 According to Rašić, N., Lucić, D., Galić, B., Karajić, N. (2020): *Roma Inclusion in Croatian Society: Identity, Social Distance and the Experience of Discrimination*. Office for Human Rights and the Rights of National Minorities of the Government of the Republic of Croatia. Zagreb.

Regional differences in terms of the experience of discrimination are statistically significant. The largest share of persons who stated that they have experienced one-time or multiple discrimination in the last year live in Northern Croatia (41.7%) and Međimurje (36.9%), followed by Slavonia (29.7%) and Istria and Primorje (29.3%). In the area of Zagreb and its surroundings and Central Croatia, the share of persons who have experienced one-time or multiple discrimination in the last year is less than 10%.

With regard to the areas of discrimination, the baseline data study showed, as well as previous research, that discrimination most often occurs in the area of work and employment, followed by social welfare. The largest share of those who experienced discrimination in the field of work and employment live in Northern Croatia and Međimurje, while the largest share of those who experienced discrimination in the field of social welfare live in Northern Croatia.

Experience of discrimination in the last 12 months when looking for work according to region

Source: Roma inclusion in the Croatian Society: Identity, Social Distance and the Experience of Discrimination



Analyzed by region, the largest share of those who experienced discrimination when actively looking for job live in Međimurje (61.9%) and Northern Croatia (56.4%). It should also be noted that 44.9% of people who were actively looking for a job in 2017 stated that they were discriminated against due to the fact that they are Roma when looking for a job.

According to the baseline data survey, the experience of a hate crime was confirmed by 16.9% of Roma in the Republic of Croatia. The largest share of persons who have experienced hate crime live in Zagreb and its surroundings (21%), followed by Međimurje (19.3%). The smallest share of persons who have experienced a hate crime live in Central Croatia (6.5%).

Negative experience with police action, i.e. experience of physical or violent behavior by police officers, was reported by 18.9% of Roma, of which the largest share live in Međimurje (25.6%) and Istria and Primorje (20.3%).

According to data of the European Union Agency for Fundamental Rights⁸², members of the Roma national minority in the Republic of Croatia report discrimination to the competent services more often when compared to the European Union average. For instance, in the Republic of Croatia an incident of discrimination was reported by 18% of those who state that they have experienced it, while at the level of the European Union this percentage is 16%.

Part of the reason why the Roma do not submit discrimination complaints is certainly found in the high proportion of persons in the Roma population (31%) who do not know who to turn to when they experience discrimination.

It is important to note the key steps taken to publicly counter the most severe manifestations of anti-Roma racism in the Republic of Croatia, such as the initiative of Roma NGOs and prominent Roma political representatives (especially the current Roma Member of Parliament), who began organizing commemorative activities in memory of the Roma victims of World War II in Uštice and Draškovac, which are attended by high political representatives of the Republic of Croatia.

82 FRA: EUMIDIS II (2016)

3.9 ROMA PARTICIPATION

Pursuant to Article 17 of the Act on the Election of Representatives to the Croatian Parliament (OG 116/99, 109/00, 53/03, 167/03, 44/06, 19/07, 20/09, 145/10, 24/11, 93 / 11, 19/15, 104/15 and 98/19) members of the Roma national minority jointly elect, together with the Austrian, Bulgarian, German, Polish, Romanian, Ruthenian, Russian, Turkish, Ukrainian, Vlach and Jewish national minorities, one representative to the Parliament.

In the early elections for members of the Croatian Parliament held in 2016 and in the elections held in 2020, a member of the Roma national minority was elected as the representative of the Austrian, Bulgarian, German, Polish, Roma, Romanian, Ruthenian, Russian, Turkish, Ukrainian, Vlach and Jewish national minorities: Veljko Kajtazi. His predecessor, and the first member of Parliament from the Roma national minority, was Nazif Memedi (2008-2011).

The candidate, a member of one of the above national minorities, who wins the most votes, is elected as the representative.

Furthermore, pursuant to the Constitutional Act on the Rights of National Minorities (OG 155/02⁸³, 47/10⁸⁴, 80/10⁸⁵), members of national minorities in municipalities and cities in which they form a part of the population in a share between 5% and 15% are entitled to one council member, a minority representative in the representative body of the unit, and if in the population of municipalities and cities they form a share of more than 15% and in counties with more than 5% of the population, members of national minorities have the right to proportional representation in representative bodies. In local and regional self-government units in which members of national minorities exercise the right to proportional representation in representative bodies, they are also entitled to representation in executive bodies. This means that, depending on the prescribed conditions, the deputy mayor, mayor, or county prefect must be a member of the relevant national minority, which must be regulated by the statute.

83 https://narodne-novine.nn.hr/clanci/sluzbeni/2002_12_155_2532.html

84 https://narodne-novine.nn.hr/clanci/sluzbeni/2010_04_47_1187.html

85 https://narodne-novine.nn.hr/clanci/sluzbeni/2010_06_80_2275.html

In the elections for council members and representatives of national minorities in local and regional self-government units held on 5 and 19 May 2019, 34 Roma national minority councils were elected, of which 25 in complete composition (7 at the county level and the level of the City of Zagreb, 9 at the level of cities and 9 at the level of municipalities) and 9 in incomplete composition (2 at the level of counties and the City of Zagreb, 3 at the level of cities and 4 at the level of municipalities). A total of 491 members were elected in the councils of the Roma national minority throughout the Republic of Croatia, and in the same elections three representatives of the Roma national minority were elected (two at the level of counties and the City of Zagreb and one at the level of cities). In the local elections held on 21 May and 4 June 2017, two deputy mayors were elected (Orehovica and Pribislavec), and a total of 12 members of the Roma national minority were elected to the representative bodies of local and regional self-government units.

According to the results of the baseline data study, as many as 63.7% of Roma always or almost always vote in elections, be it local, parliamentary or presidential elections. Observed with regard to age groups, middle-aged voters and those over 60 participate more actively in the electoral process compared to younger age groups (19-25 and 26-40). However, only 8.8% of persons were involved in the work of a working advisory body at the level of local self-government units, with the share of men involved being significantly higher than the share of women involved.

This coincides with the findings of the GAP analysis of the capacity of councils and representatives of national minorities⁸⁶, which determined that among councils and representatives of national minorities men predominate (74% of the respondents were men over 50), as well as a significant underrepresentation of those younger than 30 (who accounted for only 6% among the councils and representatives surveyed) and women (who accounted for 26% of the respondents among the councils and representatives).

It should be noted that the GAP analysis of the capacity of councils and representatives of national minorities found a significant undercapacity of Roma national minority councils compared to other councils and representatives of national minorities, as well as a strong need for inclusion of Roma women and young Roma. In addition to the above, an important finding of the analysis indicated that the general functioning of councils and representatives, including those of the Roma minority, is less affected by their formal equipment and efficiency, and more by the openness and willingness of local governments to cooperate with councils and representatives and the civic sector in general. In communities that are less open and willing to cooperate, the overall efficiency

86 Karajić, N., Japec, L., Krivokuća, M. (2017) *Finalna sinteza GAP analize (Final synthesis of the GAP analysis)* Tiskara Zelina d.d.

of the work of councils and representatives was lower, including the efficiency of the work of councils and representatives of the Roma national minority. The findings of this analysis consistently point to the need for mutual cooperation of representatives of national minorities, civil society organizations of the wider spectrum as well as local and regional self-government units.

With regard to the wider involvement in the social life of communities, most members of the Roma national minority are not members of and do not participate in the work of civil society organizations. Only 11.1% of Roma are members of Roma organizations, which in most cases are engaged in activities promoting Roma culture and folklore, followed by education. Only 1.2% of Roma in the Republic of Croatia are members of some other organizations.

Finally, with regard to the involvement of Roma civil society organizations in monitoring the implementation of the EU Framework for National Roma Integration Strategies, it is evident that the Republic of Croatia is represented only through the Roma Youth Organization of the Republic of Croatia. Considering that for the quality implementation and preparation of a comprehensive report, the participation of the, for now, only Roma civil society organization involved in the monitoring of the EU Framework needs to be strengthened with at least two more organizations, in the coming period it is necessary to make significant efforts to strengthen Roma civil society organizations, particularly those gathering young people and women.

04 Conclusions, potentials and main challenges

All indicators of poverty and material deprivation uniformly point to the very poor economic situation of the majority of Roma households in the Republic of Croatia, which is reflected in the specific position and extreme vulnerability of children belonging to the Roma national minority. The three most common forms of social benefits used are the guaranteed minimum benefit, the right to heating costs compensation and the right to housing costs compensation. With the exception of child allowance, various other forms of social services are used extremely rarely.

Material deprivation and modest education are the best predictors of the use of social benefits, and the region in which the Roma live has proven to be a significant determinant of the use of certain forms of social benefits. Although the social welfare system successfully recognizes the members of the Roma community who require benefits, what is worrying is the long-term poverty of the Roma population and the inability to get out of poverty, and consequently the long-term poverty of children belonging to the Roma national minority. The inability of the system to provide support to persons in long-term poverty that would allow them to leave the cycle of poverty has been confirmed at the level of the general population, both for adults and children. According to a comparative analysis of the Institute of Economics in Zagreb, the probability that an individual living below the poverty line in 2010 will be poor after three years (i.e. in 2013) amounted to a high 38%, and the probability that children living in long-term poverty in 2010 will be poor after three years is significantly higher and amounted to 72%⁸⁷. Given the above data, but also the general economic situation perpetuated by the Covid-19 pandemic – reducing long-term poverty and severe material deprivation of the Roma will require a change in existing practices of addressing poverty and the introduction of community-based approaches with significant support from all other sectors in state administration bodies, including civil society organizations as well as the private sector.

Although the greatest progress has been made in the field of education in recent years, primarily with regard to the involvement of children in primary school education, which is above the national average, Roma education as a whole is still far from being equal with the general population. Less than a third of children are involved in pre-school education, and the prescribed duration

87 Stubbs, P., Ledić, M., Rubil, I., Zrinščak, S. (2017): Dječje siromaštvo i strategije nošenja sa siromaštvom kućanstava u Hrvatskoj. (Child poverty and strategies addressing household poverty in Croatia) EIZG and Adris Foundation Zagreb.

of pre-school programs (250-550 hours per year) in the year prior to starting primary school does not guarantee mitigation of the impacts of social and material deprivation to which children are exposed. Furthermore, the involvement of primary school children in special programs, particularly of children who participate in such programs due to insufficient knowledge of the Croatian language and the lack of early integration, further narrows the space for their socialization in peer groups. The problem of ethnically segregated classes, in which one fifth of Roma children in the Republic of Croatia and almost half of children in Međimurje are educated, needs special attention in the coming period in order to fully achieve the goal of inclusive education. Also, in order to prevent primary school leaving, as a prerequisite for later stages of education, adequate, gender-sensitive preventive measures must be taken at key time intervals when school leaving most often occurs (i.e. from the age of 15 when the legal obligation of compulsory education ends). Also, specially designed and gender-sensitive activities need to be targeted at the NEET group (young people not in education, employment, or training), which is more than half of young Roma, in order to achieve the prerequisites for their participation in higher education. Significant efforts need to be made in the education and training of Roma in adulthood, since only a small share of the population is included in this form of education. Part of the potential that can be leveraged to build a more improved system of integration of members of the Roma national minority in education is certainly the fact that 90.8% of Roma parents state they feel strongly about wanting their children who are currently in primary school to continue their education. The potential is also visible in measures used to reduce the negative impact of spatial segregation of Roma settlements such as: subsidizing transportation from kindergartens and primary schools or measures that support socialization processes in peer groups and/or contribute to bridging some aspects of the material deprivation of the Roma and/or increase their chances for better school success of children, such as extended stay programs.

The surveyed employment rate of the Roma in the Republic of Croatia is lower than the surveyed employment rate of the Roma in comparable European countries and does not show trends of positive changes. When employed, Roma in the Republic of Croatia perform simple, temporary, insecure and undocumented jobs, and almost half of adults do not have paid work experience. Finding paid work does not offer significant progress in the quality of life of the Roma, and successful employment and job retention in the Roma population in the Republic of Croatia is usually not related to trends that accompany employment in the general population, but rather refers to the most successful individuals. The potential for improving the position of Roma in the labour market certainly lies in adapting active employment policy measures to the specific needs of the Roma community. This is supported by the fact that, when the baseline data were collected, the active employment measure used predominantly by the Roma was the public works measure, which, apart from the incidental benefits (health insurance coverage), did not have a lasting effect on the employment status of the majority of Roma who used the measure. Recent data from the Croatian Employment Service (from 2019), according to which

as many as 42.1% of Roma involved in the active employment measures were employed even after the measures were completed, need to be interpreted in relation to the overall context of the Croatian economy and trends in the labour market, which also affected the positive outcomes in Roma employment. Namely, the job supply-demand relationship in Croatia until March 2020 was no longer so unfavorable for job seekers, and for the first time there was a greater labour force shortage, particularly in the real sector and tourism, which, along with economic growth, resulted in positive outcomes for otherwise difficult-to-employ groups. However, international research⁸⁸ in which the Republic of Croatia also participated indicates that economic growth is not a guarantee in itself for significant progress in Roma employment, and that the differences in education do not offer a complete explanation for the low participation of Roma in the world of labour, nor for the differences in wages between the Roma and the rest of the population. On the other hand, unfavorable economic conditions (such as those caused by the Covid-19 pandemic in the Republic of Croatia) are particularly unfavorable for discriminated and marginalized groups in the labour market. This is why it is extremely important to keep in mind in the following period that the educational system, although undeniably important, cannot in itself bring about changes in the field of labour market integration, that the Roma, particularly women and young people, need intensive and long-term support in seeking employment and that active employment policy measures must be supported by the education of employers but also by the creation of an inclusive social climate in order to preserve the positive trends in Roma employment from 2019.

Health insurance coverage has increased in the past period, and the vast majority of children have been vaccinated against infectious diseases and have a pediatrician. Roma do not differ from the general population when it comes to their subjective assessment of their general health, but the impact of age on the frequency of long-term illnesses is significantly more pronounced among the Roma. Some diseases occur at a much younger age than in the general population, and some diseases are more common in the Roma population than in the general population (such as asthma, coronary heart disease, diseases of the kidney). However, broad conclusions about the extent of the inequality of the Roma population in relation to the general population in the Republic of Croatia in the field of health are impossible until a more complete comparison of the social determinants of health and indicators from the health system is ensured. This is why, in the following period, a basis will need to be ensured that will allow precisely this type of conclusion.

88 O Higgins, N. (2012) Roma and non-Roma in the Labour Market in Central and South Eastern Europe. Univesita di Salerno & IZA, Bonn https://www.aieLit./page/old_paper/OHiggins1.pdf

Another area for which more detailed data are required, not only when it comes to data from the health system, is violence in Roma families, which must be treated with an adequate level of attention and expertise, both with regard to working with the perpetrators and with regard to working with the families, with a particular emphasis on children growing up in violence-affected families.

The potential for developing a more systematic model of health care for members of the Roma national minority, at the level of both prevention and treatment, can be found in the growing awareness of the Roma about the importance of health and healthy habits, while the potential for developing a more systematic model for monitoring and evaluating health services can be found in the expressed readiness of key stakeholders to participate in its development.

The Roma are unquestionably a housing deprived population. More than half of the Roma in the Republic of Croatia live in localities that are dislocated from cities, towns or villages or on the outskirts of cities, towns or villages. Such settlements are characterized by poorer transport connections, poorer infrastructure, including a lack of drinking water from the public water supply system and difficult access to facilities and services provided to the rest of the population (such as household goods stores or health centers and pharmacies), but also a number of environmental pollution issues. The potential for developing an integrative approach to addressing specific forms of spatial segregation of the Roma is reflected in the good cooperation between members of the Roma national minority and the competent authorities related to improving the living conditions of the Roma in the territory of the Republic of Croatia. Mutual trust built on previously successful cooperation forms a good basis for undertaking activities that would prevent further peripheralization and segregation of members of the Roma national minority, but also enable fundamental human rights, such as the right to drinking water.

The fact that the general population recognizes the unequal position of the Roma in the Republic of Croatia compared to the rest of the population is the foundation on which further sensitization and awareness of the population can be built. In doing so, special attention should be given to the field of work and employment, and employers in the Republic of Croatia, since the field of work and employment is recognized as the one in which discrimination most often occurs. Any experience of discrimination must be recognized by the victim and penalized in a timely and adequate manner. In this sense, it is extremely important in the coming period to increase the share of Roma in the Republic of Croatia who are familiarized with the forms of discrimination and who are aware who they need to turn to for assistance in the event of an incident.

The participation of Roma, whether participation in the work of civil society organizations or the work of representative bodies of local and regional self-government units or councils of the Roma national minority, is marked by the participation of middle-aged and older men. In total, more than 500 members

of the Roma national minority represent their minority in the executive and representative bodies of local and regional self-government units, in councils or as representatives. Nevertheless, Roma are characterized by a low level of participation in general policies and activities at the level of local communities, as well as a low level of participation in the activities of wider civil society organizations. In order to increase the participation of Roma civil society organizations in the coming period, more systematic investment in the capacities of existing Roma civil society organizations is required, but also the fostering of innovative and new practices of young civil society organizations of the Roma national minority in order to strengthen the potential of Roma civil society as a whole.

Finally, the combination of a number of interrelated factors contributes to the overall position of members of the Roma national minority in the Republic of Croatia – this is not a simple model with a clear distinction between cause and effect. A systematic resolution of the difficulties faced by the Croatian Roma is possible only through a systematic integrative approach that will take into account the contributions of each of these factors, including relations between the Roma and the majority population as well as the media image, which, according to members of the Roma national minority, most often involves topics from crime news presenting the Roma are perpetrators of misdemeanors and/or criminal offenses, with too few positive examples. The lack of understanding the complexity of factors affecting the position of members of the Roma national minority in addition to all of the above, as well as sporadic experiences of encounters between the Roma and the majority population in common situations (workplace, playground, school, extracurricular activities, etc.), further complicate two-way integrative processes between communities from an early age. Therefore, it is at the earliest age that the time is right to start the wheel of change.

05 Compliance with the National Development Strategy, sectoral and multisectoral strategies and spatial planning documents

The objectives of the National Plan for Roma Inclusion 2021–2027 contribute to the achievement of two development directions of the National Development Strategy of the Republic of Croatia until 2030: 1. Sustainable economy and society; 2. Strengthening resilience to crises.

The National Plan for Roma Inclusion will contribute to achieving development direction 1. *Sustainable economy and society* through activities aimed at raising the efficiency of public administration and the quality of public services provided to members of the Roma national minority and building a society based on the rule of law. Also, the National Plan for Roma Inclusion will include activities based on improving human resources, investing in members of the Roma national minority, lifelong learning and inclusion of Roma in the world of labour, thus contributing to the overall inclusion of all social groups in Croatia. For instance, the strategic projects of the National Plan for Roma Inclusion include a project aimed at improving the participation of members of the Roma national minority in active employment policies and employment of young members of the Roma national minority, but also projects that continue the activities of the previous National Plan for Roma Inclusion in the field of education of members of the Roma national minority. Also, with regard to raising the efficiency and quality of public services provided to members of the Roma national minority, as part of the National Plan for Roma Inclusion educational activities will be undertaken with a number of stakeholders – from state administration representatives to public service professionals, in order to improve their capacities for the application of mechanisms for the protection of the rights of members of the Roma national minority.

The National Plan for Roma Inclusion will encourage activities aimed at strengthening the health of members of the Roma national minority, raising the level of social services and promoting Roma social inclusion, as well as combating poverty and creating a supportive environment for Roma families, which directly contributes to the achievement of the development direction 2. *Strengthening resilience to crises*, more precisely to the achievement of the strategic objective “Healthy, active and quality life”. The latter is particularly reflected in the strategic projects project piloting community centers in Roma settlements

and the project aimed at improving the health of members of the Roma national minority with special emphasis on women's reproductive health. The projects in question arise both from the needs identified before the Covid-19 pandemic and the earthquakes that hit the Republic of Croatia, and from the specific needs of the members of the Roma national minority, as a particularly vulnerable group in the context of both events and the crisis that accompanies them.

Since the implementation period of most national strategic planning documents whose objectives are directly and/or indirectly related to the objectives of the National Plan for Roma Inclusion expired in 2020, attention was given to its harmonization with the Operational Programs of National Minorities for 2021-2024 and the National Anti-Discrimination Plan for 2017-2022. Harmonization with the objectives of documents under preparation such as the National Plan for the Protection and Promotion of Human Rights and Anti-Discrimination for the 2021-2027 period or the National Plan for Combating Poverty and Social Exclusion for the 2021 to 2027 period or the National Plan for Gender Equality for the 2021 to 2027 period was based on the relevant EU documents and relies on the assumption that the national documents will largely be in line with: EU Anti-Racism Action Plan 2020-2025⁸⁹, the EU Gender Equality Strategy 2020-2025⁹⁰, and certainly the European Pillar of Social Rights⁹¹.

In the opinion of the Directorate for Environmental Impact Assessment and Sustainable Waste Management of the Ministry of Economy and Sustainable Development⁹², the National Plan for Roma Inclusion does not belong one of the areas covered by Article 63 of the Environmental Protection Act,⁹³ a strategic assessment procedure should be carried out, and it is not expected to have a negative impact on the environment.

89 https://ec.europa.eu/info/filesunion-equality-eu-action-plan-against-racism-2020-2025_hr

90 <https://eur-lex.europa.eu/legal-content/HR/TXT/?uri=CELEX%3A52020DC0152>

91 https://ec.europa.eu/info/european-pillar-social-rights/european-pillar-social-rights-20-principles_hr

92 CLASS: 016-02/20-07/01, REF. NUMBER: 526-20-44, of 30 October 2020

93 Official Gazette Nos. 80/13, 153/13, 78/15, 12/18 and 118/18

06 Description of public policy priorities in the medium term

In line with the Proposal for a Council Recommendation on Roma equality, inclusion and participation 2030⁹⁴, the horizontal objectives of the National Plan for Roma Inclusion 2021 – 2027 include the area of discrimination; poverty and social exclusion and participation, while the sectoral objectives of the National Plan for Roma Inclusion 2021 – 2027 cover the areas of education, employment, health care, social welfare and housing.

HORIZONTAL OBJECTIVES



1. COMBATING ANTI-ROMA RACISM AND DISCRIMINATION

2. REDUCING POVERTY AND SOCIAL EXCLUSION OF THE ROMA IN ORDER TO REDUCE THE SOCIO-ECONOMIC GAP BETWEEN THE ROMA AND THE GENERAL POPULATION

3. FOSTERING ROMA PARTICIPATION THROUGH EMPOWERMENT, COOPERATION AND TRUST OF THE ROMA IN PUBLIC INSTITUTIONS

SECTORAL OBJECTIVES



4. EFFECTIVE AND EQUAL ACCESS OF THE ROMA TO QUALITY, INCLUSIVE EDUCATION

5. EFFECTIVE AND EQUAL ACCESS OF THE ROMA TO QUALITY, SUSTAINABLE EMPLOYMENT

6. IMPROVED ROMA HEALTH AND EFFECTIVE, EQUAL ACCESS OF THE ROMA TO QUALITY HEALTH CARE SERVICES

7. EFFECTIVE AND EQUAL ACCESS OF THE ROMA TO SUITABLE DESEGREGATED HOUSING AND BASIC SERVICES

⁹⁴ https://ec.europa.eu/info/publications/new-eu-roma-strategic-framework-equality-inclusion-and-participation-full-package_en

07 List of specific objectives, measures and key outcome indicators and activities to be undertaken within the National Plan for Roma Inclusion

Table 1.1. Measures, outcome indicators and data used to measure progress in the horizontal objective of combating anti-Roma racism and discrimination

SPECIFIC OBJECTIVE	Combating anti-Roma racism and discrimination
OUTCOME INDICATORS	<p>% of Roma who experienced racism once or several times in the last 12 months</p> <p>% of Roma who experienced racism once or several times in the last 5 years</p> <p>% of Croatian citizens who feel uncomfortable having a Roma as a neighbor</p>
DATA USED TO MEASURE PROGRESS AT THE NATIONAL LEVEL	<p>28.2% of Roma state that they have experienced discrimination once or several times in the last 12 months</p> <p>50% of Roma state that they have experienced discrimination once or several times in the last 5 years</p> <p>33% of citizens feel uncomfortable having a Roma as a neighbor</p>
MEASURES	<p>Reducing the number of Roma who have experienced discrimination and hate crime</p> <p>Fostering integration processes and strengthening social cohesion between the Roma and the majority population</p>

- ▶ **Within the measures of the horizontal objective of combating anti-Roma racism and discrimination, the following activities will be undertaken:**
 - a) activities to strengthen combating direct or indirect discrimination, harassment, stereotyping, anti-Roma rhetoric, hate speech, hate crimes and violence against Roma, as well as combating incitement to do so, either online or offline, particularly in the context of the transposition, implementation and enforcement of Directive 2000/43/EC, Framework Decision

- 2008/913/JHA and Directive 2010/13/EU of the European Parliament and of the Council⁹⁵;
- b) activities to develop and promote a comprehensive victim support system, in accordance with Directive 2012/29/EU, and to provide targeted assistance to Roma victims of hate crimes and discrimination in accordance with the Protocol for Procedure in Case of Hate Crimes⁹⁶;
 - c) activities to help combat multiple and structural⁹⁷ discrimination against the Roma, particularly women and children in the Roma community, Roma belonging to the LGBTI+ group, Roma with disabilities, the elderly Roma population, stateless Roma or those travelling within the EU;
 - d) activities aimed at raising awareness that efforts to combat discrimination are interlinked with efforts to combat anti-Romani sentiment and social and economic exclusion, and that all these efforts serve the long-term goal of equality;
 - e) activities that analyze and recognize the phenomenon of anti-Romani sentiment and raise awareness of its existence, the forms it can take and its harmful consequences, through the media, school curricula or otherwise, and by training officials and other stakeholders to recognize the problem and work on solutions;
 - f) activities promoting multicultural activities and awareness-raising campaigns in schools and other educational institutions;
 - g) activities aimed at raising awareness on Roma cultures, language and history, including remembrance of Roma victims of the Holocaust and reconciliation procedures, including the provision of appropriate teacher training and the development of an appropriate school curriculum, considering that such awareness is key to reducing prejudice and anti-Romani sentiment, which are also important causes of discrimination;
 - h) activities that encourage positive speech about the Roma and good examples, ways that include support for community-based encounters and intercultural learning.

95 Directive 2010/13/EU of the European Parliament and of the Council of 10 March 2010 on the coordination of certain provisions laid down by law, regulation or administrative action in Member States concerning the provision of audiovisual media services (Audiovisual Media Services Directive) (OJ L 95, 15.4.2010, p. 1.).

96 Official Gazette 43/21

97 Systemic or structural discrimination is a form of discrimination that manifests itself through inequalities arising from legislation, policy and practice, not intentionally but as a result of a number of institutional factors in the preparation, implementation and revision of legislation, policy and practice. *Roma and Traveller Inclusion: Towards a new EU Framework, Learning from the work of equality bodies, Equinet Perspective*, Position of the European Network of Equality Bodies (Equinet), June 2020

Table 1.2. Measures, outcome indicators and data used to measure the horizontal objective of reducing poverty and social exclusion of the Roma in order to reduce the socio-economic gap between the Roma and the general population

SPECIFIC OBJECTIVE	Reducing poverty and social exclusion of the Roma in order to reduce the socio-economic gap between the Roma and the general population
OUTCOME INDICATORS	<p>at-risk-of-poverty rate of the Roma and the general population</p> <p>rate of severe material deprivation of the Roma and the general population</p> <p>at-risk-of-poverty rate of Roma children and children from the general population</p> <p>rate of severe material deprivation of Roma children and children from the general population</p>
DATA USED TO MEASURE PROGRESS AT THE NATIONAL LEVEL	<p>at-risk-of-poverty rate of the Roma is 93%, poverty rate of the general population is 19.3%</p> <p>rate of severe material deprivation of the Roma is 76%, rate of severe material deprivation of the general population is 8.6%</p> <p>at-risk-of-poverty rate of Roma children is 95% at-risk-of-poverty rate of children from the general population is 19.7%</p> <p>rate of severe material deprivation of Roma children is 76%, rate of severe material deprivation of children from the general population is 7.6%</p>
MEASURES	<p>Reducing poverty and social exclusion of the Roma</p> <p>Reducing poverty and social exclusion of Roma children</p> <p>Improving the availability of quality social services provided to members of the Roma national minority</p>

- ▶ **Within the measures of the horizontal objective of reducing poverty and social exclusion of the Roma in order to reduce the socio-economic gap between the Roma and the general population, the following activities will be undertaken:**
 - a) activities aimed at increasing and improving the targeting of investment in human resources, infrastructure development and social cohesion policy;
 - b) activities aimed at ensuring access to appropriate social protection programs, income support as well as benefits in kind and the provision of services for disadvantaged Roma;

- c) activities combining income support and incentives to promote labour market participation, and measures promoting a high level of acceptance among potential beneficiaries;
- d) activities to ensure that special attention is paid to preventing and combating child poverty, including by strengthening national measures that take into account mechanisms that prolong multigenerational poverty and the need to support Roma children and their families in interrelated areas of employment, social services, education and early and preschool education, health, housing and access to basic services, nutrition and leisure activities;
- e) activities to support financial literacy (for young adults/family members), including better decision-making and planning skills as part of empowerment and financial inclusion measures.

Table 1.3. Measures, outcome indicators and data used to measure progress in the horizontal objective of encouraging Roma participation through empowerment, cooperation and trust of the Roma in public institutions

SPECIFIC OBJECTIVE	Encourage Roma participation through empowerment, cooperation and trust of the Roma in public institutions
OUTCOME INDICATORS	<p>% of Roma who reported an incident of discrimination, of those who experienced discrimination in the last 12 months</p> <p>% of Roma who, according to their self-report, voted in all elections</p> <p>*indicators of active citizenship and participation will be included upon completion of their harmonization at EU level</p>
DATA USED TO MEASURE PROGRESS AT THE NATIONAL LEVEL	<p>18% of Roma in the Republic of Croatia, of those who experienced an incident (discrimination), report the event to the competent authorities</p> <p>63,7% of the Roma population states that they always or almost always vote in elections (local, parliamentary, presidential)</p>
MEASURES	<p>Ensuring preconditions for the participation of Roma associations as full members in national monitoring committees</p> <p>Encouraging an increase in the share of Roma who file discrimination complaints</p> <p>Encouraging the participation of Roma, especially women and young people, in social, cultural and political life at the local, regional, national and EU level</p>

- ▶ **Within the measures of the horizontal objective of encouraging Roma participation through empowerment, cooperation and trust of the Roma in public institutions, the following activities will be undertaken:**
 - a) activities to support their active citizenship by promoting social, economic, political and cultural participation, especially of women and young people in the Roma community; cultural autonomy, by maintaining, developing and expressing their own culture and preserving and protecting their cultural assets and traditions;
 - b) activities that promote the capacity building of Roma civil society organizations and leadership capacities in Roma civil society in order to enable the Roma population to participate in all stages of the political cycle and in public life in general;
 - c) activities encouraging the development of Roma youth and women's organizations and encouraging raising the level of participation of women and young people in political life at the local, regional, national and EU level and their level of participation in public life as well as leadership skills, especially in managing local affairs through councils and representatives of national minorities.
 - d) activities to promote the employment of professionals from the Roma community in public institutions in order to support the provision of good examples and diversity and to provide the necessary expertise and precise knowledge of needs in relevant public policies;
 - e) activities that raise the awareness of members of marginalized Roma communities about human rights and the rights and responsibilities of citizens;
 - f) activities that coordinate resources, networks and expertise across sectors to increase the involvement of young Roma in decision-making processes and thus strengthen their leadership capacity;
 - g) activities that ensure the preconditions for the participation of Roma in the territory of the Republic of Croatia, including the provision of free legal aid for the purpose of acquiring citizenship and regulation and other important issues.

Table 2.1. Measures, outcome indicators and data used to measure progress in the field of Roma education

SPECIFIC OBJECTIVE	Effective and equal access of the Roma to quality, inclusive education
OUTCOME INDICATORS	<p>% of Roma children in Medimurje County who attend classes in which the majority or all students are Roma</p> <p>involvement of Roma children and children from the general population aged 3-6 in pre-school education</p> <p>% of young Roma aged 19-25 who have completed four or five years of secondary school education</p> <p>% of young Roma aged 18-24 attending higher education</p> <p>share of Roma participating in adult education and training programs</p>
DATA USED TO MEASURE PROGRESS AT THE NATIONAL LEVEL	<p>45% of Roma children in Medimurje attend classes in which the majority or all students are Roma</p> <p>23% of Roma children and 83% of children from the general population aged 3-6 are involved in pre-school education</p> <p>4.4% of young Roma aged 19-25 completed a four-year or five-year secondary education</p> <p>2.8% of Roma aged 18-24 attend college</p> <p>4.5% of the total Roma population participate in adult education and training programs</p>
MEASURES	<p>Reducing the share of Roma children attending a compulsory pre-school/primary education program in groups where the majority or all of the children are Roma</p> <p>Bridging the gap in the participation in preschool education between Roma children and children of the general population</p> <p>Reducing the gap in completion of secondary education between young Roma and young people from the general population</p> <p>Increasing the share of young Roma in higher education</p> <p>Increasing the share of adult Roma in training and development programs</p>

- **As part of the measures in the field of Roma education, the following activities will be undertaken:**
- a) activities that prevent and eliminate any form of segregation in education and that recognize and compensate for past injustices;
 - b) activities that prevent and correct misdiagnosis that would lead to inappropriate involvement of Roma students in education programs for students with disabilities and that recognize and compensate for past injustices;
 - c) activities that promote the development and dissemination of inclusive teaching and learning methods and support teachers in addressing the diversity in education through professional development programs, mentoring and mutual learning activities;
 - d) activities that encourage the effective participation of parents in the education of Roma students and facilitate the creation of links between schools and local communities, including intermediaries;
 - e) activities that support the participation and active involvement of Roma students, together with all other students, in all educational activities and processes;
 - f) activities that combat school bullying and harassment, online or offline;
 - g) activities aimed at training teachers and other school staff in the field of Roma history, Roma culture and methods of identifying and addressing discrimination and its root causes, including anti-Romani sentiment and unconscious bias, while raising awareness of the importance of non-discriminatory education and effective equal access to regular education;
 - h) activities to support efforts to ensure that Roma students acquire skills in line with labour market needs;
 - i) activities that invest in early and preschool education with special emphasis on early inclusion of Roma children;
 - j) activities that provide individualized support and mediation to compensate for language, cognitive and educational deficiencies, working closely with the families of Roma students and encouraging reintegration into adult and adult education;
 - k) activities to support cooperation between schools, social services and mediators to prevent school leaving;
 - l) activities to identify the vulnerability of children of parents who have gone abroad, to give them an advantage in access to extracurricular programs and individualized support;
 - m) activities that increase the social mobility of Roma through positive action, which may include dedicated scholarships in vocational, secondary and higher education and teacher education;
 - n) activities to ensure a smooth transition between levels of education and to promote the completion of secondary education, in particular the completion of four- and five-year secondary and higher education programs, including vocational guidance, counseling, mentoring and financial support programs;
 - o) activities that reduce early school leaving at all levels of education, with special emphasis on young Roma women;

- p) activities to support participation in non-formal learning and extracurricular activities, including youth activities, sports and cultural activities, personal development (such as foreign language learning activities), psychological resilience and well-being (such as attending special programs to promote psychological resilience and child well-being – Montessori);
- q) activities to promote the acquisition of digital skills, broadband access, suitable digital infrastructure and the provision of teaching materials for distance learning, both in formal and non-formal education, for Roma students and their teachers, facilitators and parents, especially for people living in marginalized communities..

Table 2.2. Measures, outcome indicators and data used to measure progress in the field of Roma employment

SPECIFIC OBJECTIVE	Effective and equal access of the Roma to quality, sustainable employment
OUTCOME INDICATORS	<p>% of Roma aged 16-65 who define their employment status as "employed/involved in paid work" vs. persons from the general population</p> <p>% of Roma aged 16-65 who indicate as their status/activity "employed full-time" vs. persons from the general population</p> <p>the difference between Roma men and women in employment status</p> <p>% of young Roma aged 15-29 in NEET status and young people from the general population in NEET status</p> <p>*quality indicators for employment will be included upon their harmonization at the EU level</p>
DATA USED TO MEASURE PROGRESS AT THE NATIONAL LEVEL	<p>18.6% of Roma and 71.6% of the general population have a paid job</p> <p>8.1% of Roma and 45.8% of the general population indicate as their status "employed full-time" (CBS, 2017)</p> <p>the gender gap between Roma men and women in employment is 21.4 percentage points (29.3% of Roma men and 7.3% of Roma women have a paid job)</p> <p>63.3% of Roma youth are in the NEET group as is 14.2% of youth from the general population</p>
MEASURES	<p>Reducing the gap in the employment between the Roma and the general population</p> <p>Reducing the gender gap in the employment of the Roma</p> <p>Reducing the gap between the Roma NEET population and the NEET population within the general population</p>

- **As part of the measures in the field of Roma employment, the following activities will be undertaken:**
- a) activities aimed at improving the awareness of young Roma⁹⁸ in order to learn about and connect with accessible, possibly integrated employment and social services;
 - b) activities meeting the needs of young unemployed and inactive Roma by developing individualized comprehensive action plans that take into account their preferences and motivations, obstacles and types of disadvantage, and the reasons why they are unemployed or inactive;
 - c) activities to support first work experience, employment, apprenticeship and career development;
 - d) activities that facilitate the transition from the educational system to the labour market through counseling, mentoring, internships, business incubators and dual education;
 - e) activities that support access to training and the acquisition of information and communication technology (ICT) skills as well as digital skills among young Roma, in order to better prepare them for labour market demands and to take advantage of the opportunities offered by existing and new digital tools and trends;
 - f) activities supporting employment subsidies and the sharing of employment-related costs, on-the-job training, skills development, the acquisition and improvement of professional qualifications and reintegration into education;
 - g) activities aimed at providing targeted support to promote truly equal access to self-employment and entrepreneurship, including social entrepreneurship;
 - h) activities to promote employment in the public and private sectors through measures that include positive action and support programs for employers;
 - i) activities to combat, reduce and eliminate discrimination through more intensive information on employment and access to employment without discrimination, and train employers in methods of identifying and addressing the problem of discrimination and its root causes, including anti-Romani sentiment and unconscious bias.

⁹⁸ In line with the Commission's Proposal for Council Recommendation "A Bridge to Jobs – Reinforcing the Youth Guarantee" COM(2020) 277 final, 1.7.2020

Table 2.3. Measures, outcome indicators and data used to measure progress in the field of Roma health

SPECIFIC OBJECTIVE	Improved Roma health and effective, equal access of the Roma to quality health services
OUTCOME INDICATORS	<p>the difference in life expectancy between the Roma and the general population</p> <p>% of Roma women and women of the general population who gave birth to their first child at the age of 16-20</p> <p>*indicators of access to health services will be included upon the completion of their harmonization at EU level</p>
DATA USED TO MEASURE PROGRESS AT THE NATIONAL LEVEL	<p>the difference in life expectancy between the Roma and the general population is 10 years</p> <p>50% of Roma women gave birth to their first child at the age of 16-20, while in the general population this share is 2.4%</p>
MEASURES	<p>Reducing the life expectancy gap between the Roma and the general population</p> <p>Meeting the prerequisites for systematic monitoring of the health of the Roma population</p> <p>Improving the reproductive health of Roma women</p> <p>Increasing the awareness of the Roma population about gender-based violence</p>

► **As part of the measures in the field of Roma health, the following activities will be undertaken:**

- a) activities to promote and improve access:
 - i) of Roma women to health and early detection of diseases, prenatal and postnatal care, family counseling and planning services, and sexual and reproductive health services generally provided by national health services;
 - ii) of Roma children to quality primary care and preventive measures, as well as vaccination programs for children;
 - iii) of vulnerable Roma people (elderly Roma population, Roma with disabilities, Roma belonging to the LGBTI + group, Roma traveling within the Union, Roma who are third-country nationals and stateless Roma) to quality health care;
- b) activities to support health mediators and to raise awareness of the Roma of primary prevention measures, such as promoting healthy lifestyles, preventing drug abuse and improving access to mental health services;

- c) activities that foster the training of teachers and other school staff in the field of family law and recognizing domestic violence, reporting domestic violence and treating victims of domestic violence, while raising awareness of the importance of reporting any form of violence – related to data on physical, economic, psychological and sexual violence in families and partnerships
- d) activities to prevent and combat discrimination against the Roma, raising awareness of the provision of health care and access to health care without discrimination, training health professionals, medical students and health mediators in methods of identifying and addressing discrimination and its root causes, including anti-Romani sentiment and unconscious bias;
- e) activities to combat the digital exclusion of Roma in accessing health care services in a way that includes bridging the digital skills gap when it comes to accessing health care data;
- f) activities that prevent and eliminate segregated health services and ensure the recognition and compensation of past injustices;
- g) activities that promote Roma access to medical studies and support the employment of Roma as health workers and mediators, especially in regions with a significant Roma population;
- h) activities to combat and prevent possible disease outbreaks in marginalized or remote Roma settlements;
- i) activities to improve access to community and family services for people with disabilities, the elderly and children without parental care (for example, development services, social housing, day care services for people with disabilities and foster care networks);
- j) activities that prevent institutionalization and support the transition from institutional to family and community care, by providing support to families in a very difficult situation and people with disabilities (for example, counseling and financial incentives, food aid, housing services with assistance services and development services);
- k) activities to promote the exchange and transfer of best practice examples related to the public health for Roma using, for example, the Commission's and Public Health Framework and the Public Health Framework of member states of the Steering Group on Health Promotion, Disease Prevention and Management of Non-Communicable Diseases;

Table 2.4. Measures, outcome indicators and data used to measure progress in the area of housing

SPECIFIC OBJECTIVE	Effective and equal access of the Roma to suitable desegregated housing and basic services
OUTCOME INDICATORS	<p>% of housing deprived Roma and persons from the general population</p> <p>% of Roma and persons from the general population living in overcrowded conditions</p> <p>% of Roma population connected to the public water supply system</p> <p>*the following indicators: housing segregation; access to basic infrastructure; housing in illegal buildings; exposure to environmental living conditions that are dangerous and associated with health risks – will be included upon their harmonization at EU level</p>
DATA USED TO MEASURE PROGRESS AT THE NATIONAL LEVEL	<p>69% of Roma and 13.9% of persons in the general population are housing deprived</p> <p>85% of Roma and 8.2% of people in the general population live in overcrowded conditions;</p> <p>66% of Roma and 86% of the general population are connected to the public water supply system</p>
MEASURES	<p>Reducing the gap in housing deprivation between the Roma and the general population</p> <p>Reducing the gap in overcrowded living conditions between the Roma and the general population</p> <p>Reducing environmental and infrastructural inequalities in Roma communities (localities) compared to the communities in which the majority population lives</p> <p>Providing access to water intended for human consumption in the household</p>

- **As part of the measures in the area of housing, the following activities will be undertaken:**
- a) activities to ensure access to basic services, such as tap water⁹⁹, safe and clean drinking water, suitable sanitation, waste collection and management services, environmental protection services, electricity, gas, transport, financial services and digital communications, and to physical infrastructure, providing uninterrupted basic utilities, both under normal conditions and during pandemics, environmental disasters and other crises;
 - b) activities that can allow the monitoring, elimination and prevention of any spatial segregation and the promotion of desegregation by developing concrete plans to address housing issues with the involvement of local communities and affected Roma communities (activities such as the development of a national and/or local housing plans with the ultimate goal of reducing segregation);
 - c) activities to support and strengthen public authorities responsible for housing standards, basic services and environmental protection, as well as other relevant stakeholders in the area, including providing the necessary powers and resources for housing planning, monitoring of segregation and implementing comprehensive regulatory measures or support measure;
 - d) activities to prevent forced evictions by early warning and mediation, organize support for persons threatened with eviction and find suitable alternative accommodation, with special emphasis on families;
 - e) activities that improve the living conditions of the Roma, prevent and combat harmful effects on health due to exposure to pollution and pollution;
 - f) activities providing social support and access to basic services to homeless Roma;
 - g) activities that ensure equal access to social housing by adopting access criteria that give priority to social needs;
 - h) activities that support integrated housing programs targeting marginalized Roma, combining microloans for the construction and maintenance of housing units with financial literacy and savings programs, training programs in the field of construction and incentive measures

⁹⁹ See Article 16 together with recital 31 of the Proposal for a Directive on the quality of water intended for human consumption (recast) (ST_606_2020_REV_1).

08 Tabular presentation of specific objectives and key indicators in relation to their contribution to the 2030 National Development Strategy

8.1 TABULAR PRESENTATION OF HORIZONTAL OBJECTIVES AND KEY INDICATORS IN RELATION TO THEIR CONTRIBUTION TO THE STRATEGIC OBJECTIVES OF THE NATIONAL DEVELOPMENT STRATEGY

Table 3a. Overview of the contribution of the horizontal objective – Combating anti-Roma racism and discrimination

STRATEGIC OBJECTIVE 5: "HEALTHY, ACTIVE AND QUALITY LIFE"		
PERFORMANCE INDICATOR	INITIAL VALUE	TARGET VALUE FOR 2030
Life expectancy	57.5	>64
PERFORMANCE INDICATOR:	INITIAL VALUE	TARGET VALUE FOR 2030
People at risk of poverty and social exclusion	23.3%	<15%
SPECIFIC OBJECTIVE		
Combating anti-Roma racism and discrimination		
OUTCOME INDICATOR	INITIAL VALUE	TARGET VALUE
% of Roma who have experienced discrimination once or several times in the last 12 months	28.2%	<13%
	of Roma state that they have experienced discrimination once or several times in the last 12 months	
OUTCOME INDICATOR	INITIAL VALUE	TARGET VALUE
% of Roma who have experienced discrimination once or several times in the last 5 years	50%	<25%
	of Roma state that they have experienced discrimination once or several times in the last 5 years	
OUTCOME INDICATOR	INITIAL VALUE	TARGET VALUE
% of citizens who feel uncomfortable having a Roma as a neighbor	33%	<30%

Table 3b. Overview of the contribution of the horizontal objective – Reducing poverty and social exclusion of the Roma in order to reduce the socio-economic gap between the Roma and the general population

STRATEGIC OBJECTIVE 5: "HEALTHY, ACTIVE AND QUALITY LIFE"		
PERFORMANCE INDICATOR	INITIAL VALUE	TARGET VALUE FOR 2030
Life expectancy	57.5	>64
PERFORMANCE INDICATOR	INITIAL VALUE	TARGET VALUE FOR 2030
People at risk of poverty and social exclusion	23.3%	<15%
SPECIFIC OBJECTIVE		
Reducing poverty and social exclusion of the Roma in order to reduce the socio-economic gap between the Roma and the general population		
OUTCOME INDICATOR	INITIAL VALUE	TARGET VALUE
Roma at-risk-of-poverty rate (code: 01.02.3.34)	93%	<48%
OUTCOME INDICATOR	INITIAL VALUE	TARGET VALUE
at-risk-of-poverty rate for Roma children	95%	<50%
OUTCOME INDICATOR	INITIAL VALUE	TARGET VALUE
rate of severe material deprivation of Roma (code: 11.02.3.17)	76%	<35%
OUTCOME INDICATOR	INITIAL VALUE	TARGET VALUE
rate of severe material deprivation of Roma children	76%	<17%

Table 3c. Overview of the contribution of the horizontal objective – Encouraging Roma participation through empowerment, cooperation and trust of the Roma in public institutions

STRATEGIC OBJECTIVE 5: "HEALTHY, ACTIVE AND QUALITY LIFE"		
PERFORMANCE INDICATOR	INITIAL VALUE	TARGET VALUE FOR 2030
Life expectancy	57.5	>64
PERFORMANCE INDICATOR	INITIAL VALUE	TARGET VALUE FOR 2030
People at risk of poverty and social exclusion	23.3%	<15%
SPECIFIC OBJECTIVE		
Encourage Roma participation through empowerment, cooperation and trust of the Roma in public institutions		
OUTCOME INDICATOR	INITIAL VALUE	TARGET VALUE
% of Roma who reported an incident of discrimination, of those who experienced discrimination in the last 12 months	18%	36%
OUTCOME INDICATOR	INITIAL VALUE	TARGET VALUE
% of Roma who, according to their self-report, voted in all elections	63.7%	≤63.7%

8.2 TABULAR PRESENTATIONS OF SECTORAL OBJECTIVES AND KEY INDICATORS IN RELATION TO THEIR CONTRIBUTION TO THE STRATEGIC OBJECTIVES OF THE NATIONAL DEVELOPMENT STRATEGY

Table 3d. Overview of the contribution of the sectoral objective – Effective and equal access of the Roma to quality, inclusive education

STRATEGIC OBJECTIVE 2: "EDUCATED AND EMPLOYED PEOPLE"		
PERFORMANCE INDICATOR	INITIAL VALUE	TARGET VALUE FOR 2030
Involvement of children from 4 years of age to the beginning of primary education	83%	97%
PERFORMANCE INDICATOR	INITIAL VALUE	TARGET VALUE FOR 2030
Participation rate of adults in lifelong learning	3.50%	10.8%
PERFORMANCE INDICATOR	INITIAL VALUE	TARGET VALUE FOR 2030
General employment rate (20-64)	66.7%	75%
SPECIFIC OBJECTIVE		
Effective and equal access of Roma to quality, inclusive education		
OUTCOME INDICATOR	INITIAL VALUE	TARGET VALUE
% of Roma children in Međimurje County who attend classes in which the majority or all students are Roma	45%	≤20%
OUTCOME INDICATOR	INITIAL VALUE	TARGET VALUE
inclusion of Roma children (3-6) in pre-school education (code: OI.02.2.11)	23%	54%
OUTCOME INDICATOR	INITIAL VALUE	TARGET VALUE
% of young Roma (19-25) who completed four years (and/or five years) of secondary education (code: OI.02.2.22)	4.4 %	≥10%
OUTCOME INDICATOR	INITIAL VALUE	TARGET VALUE
% of young Roma (18-24) attending higher education (code: OI.02.2.17)	2.8%	≥5%
OUTCOME INDICATOR	INITIAL VALUE	TARGET VALUE
share of Roma population (in Roma population) participating in adult education and training programs (code: OI.02.2.04)	4.5 %	20%

Table 3e. Overview of the contribution of the sectoral objective – Effective and equal access of Roma to quality, sustainable employment

STRATEGIC OBJECTIVE 2: "EDUCATED AND EMPLOYED PEOPLE"		
PERFORMANCE INDICATOR	INITIAL VALUE	TARGET VALUE FOR 2030
Involvement of children from 4 years of age to the beginning of primary education	83%	97%
PERFORMANCE INDICATOR	INITIAL VALUE	TARGET VALUE FOR 2030
Participation rate of adults in lifelong learning	3.50%	10.8
PERFORMANCE INDICATOR	INITIAL VALUE	TARGET VALUE FOR 2030
General employment rate (20-64)	66.7%	75%
SPECIFIC OBJECTIVE		
Effective and equal access of the Roma to quality, sustainable employment		
OUTCOME INDICATOR	INITIAL VALUE	TARGET VALUE
% of Roma (16-65) who define their employment status as "employed/paid work" (includes paid full-time, part-time, seasonal, occasional and temporary work in the last week) (code: II.02.13.09)	18.3%	60%
OUTCOME INDICATOR	INITIAL VALUE	TARGET VALUE
% of Roma who indicate as their status/activity "employed full-time" (code: II.02.13.09)	8.1%	28%
OUTCOME INDICATOR	INITIAL VALUE	TARGET VALUE
difference in percentage points between Roma men and women in employment (employment status/activity including full-time, part-time, seasonal, occasional and temporary work in the last week) (code: OI.02.3.21)	21.4	10.7
OUTCOME INDICATOR	INITIAL VALUE	TARGET VALUE
% of young Roma (16-24) with NEET status (code: OI.02.3.32)	63.3%	≤38%

Table 3f. Overview of the contribution of the sectoral objective – Improved Roma health and effective, equal access of the Roma to quality health care services

STRATEGIC OBJECTIVE 5: "HEALTHY, ACTIVE AND QUALITY LIFE"		
PERFORMANCE INDICATOR	INITIAL VALUE	TARGET VALUE FOR 2030
Life expectancy	57.5	>64
PERFORMANCE INDICATOR	INITIAL VALUE	TARGET VALUE FOR 2030
People at risk of poverty and social exclusion	23.3%	<15%
SPECIFIC OBJECTIVE		
Improved Roma health and effective, equal access of the Roma to quality health care services		
OUTCOME INDICATOR	INITIAL VALUE	TARGET VALUE
difference in life expectancy between the Roma and the general population (code: II.02.5.06)	10	5
OUTCOME INDICATOR	INITIAL VALUE	TARGET VALUE
% of women in the Roma population who gave birth to their first child at the age of 16-20	50%	20%

Table 3g. Overview of the contribution of the sectoral objective – Effective and equal access of the Roma to suitable desegregated housing and basic services

STRATEGIC OBJECTIVE 5: "HEALTHY, ACTIVE AND QUALITY LIFE"		
PERFORMANCE INDICATOR	INITIAL VALUE	TARGET VALUE FOR 2030
Life expectancy	57.5	>64
PERFORMANCE INDICATOR	INITIAL VALUE	TARGET VALUE FOR 2030
People at risk of poverty and social exclusion	23.3%	<15%
SPECIFIC OBJECTIVE		
Effective and equal access of the Roma to suitable desegregated housing and basic services		
OUTCOME INDICATOR	INITIAL VALUE	TARGET VALUE
% of housing deprived Roma (code: OI.02.5.27)	69%	≤46%
OUTCOME INDICATOR	INITIAL VALUE	TARGET VALUE
% of Roma living in overcrowded conditions (code: OI.02.5.40)	85%	≤48%
OUTCOME INDICATOR	INITIAL VALUE	TARGET VALUE
% of Roma population connected to the public water supply system (code: OI.02.5.30)	66%	95%

09 Timeline for the implementation of projects of strategic significance

PROJECT: EQUALITY, INCLUSION, PARTICIPATION AND INTEGRATION OF THE ROMA, COMPONENTS I AND II – JUPI I, II

Specific objective: Combating discrimination and anti-Roma racism

Measures

- ▶ Reducing the number of Roma who have experienced discrimination and hate crime
- ▶ Encouraging integration processes and strengthening social cohesion between the Roma and the majority population

Implementation period	2023 – 2028
Total estimated value	HRK 29,000,000.00
Planned source of funding	ESF +

Key points

- ▶ 2021 – completion of the preparatory stage of JUPI I
- ▶ 2022 – contracting JUPI I
- ▶ 2023 – 2025 implementation of JUPI I
- ▶ 2026 – completion of JUPI I
- ▶ 2022 – completion of the preparatory stage of JUPI II
- ▶ 2023 – 2026 implementation of JUPI II
- ▶ 2027 – completion of JUPI II

PROJECT: EQUALITY, INCLUSION, PARTICIPATION AND INTEGRATION OF THE ROMA – PILOT PROJECT FOR THE PROVISION OF COMMUNITY SERVICES

Specific objective: Reducing poverty and social exclusion of the Roma in order to reduce the socio-economic gap between the Roma and the general population

Measure

- ▶ Improving the availability of quality social services provided to members of the Roma national minority

Implementation period	2024 – 2028
Total estimated value	HRK 30,000,000.00
Planned source of funding	ESF +

Key points

- ▶ 2022 – completion of the preparatory stage
- ▶ 2023 – 2025 implementation
- ▶ 2026 – evaluation
- ▶ 2026 – 2027 implementation
- ▶ 2027 – completion of the 4-year implementation cycle

PROJECT: EQUALITY, INCLUSION, PARTICIPATION AND INTEGRATION OF THE ROMA THROUGH EDUCATION – JUPI O

Specific objective: Effective and equal access of the Roma to quality, inclusive education

Measures

- ▶ Reducing the gap in participation in pre-school education between Roma children and children from the general population
- ▶ Reducing the gap in the completion of secondary education between young Roma and young people from the general population
- ▶ Increasing the share of young Roma in higher education

Implementation period	2022-2026
Total estimated value	HRK 8,000,000.00
Planned source of funding	ESF +

Key points

- ▶ 2021 – completion of the preparatory stage
- ▶ 2022 – 2025 implementation
- ▶ 2026 – project completion

PROJECT: EQUALITY, INCLUSION, PARTICIPATION AND INTEGRATION OF THE ROMA THROUGH EMPLOYMENT – JUPI ZA

Specific objective: Effective and equal access of the Roma to quality, sustainable employment

Measures

- ▶ Reducing the gap in employment between the Roma and the general population

- ▶ Reducing the gap between the Roma NEET population and the NEET population within the general population

Implementation period 2024 – 2028
 Total estimated value HRK 11,000,000.00
 Planned source of funding ESF +

Key points

- ▶ 2023 – completion of the preparatory stage
- ▶ 2024 – 2027 implementation
- ▶ 2027 – external evaluation

PROJECT: EQUALITY, INCLUSION, PARTICIPATION AND INTEGRATION OF THE ROMA THROUGH HEALTH CARE – JUPI ZDRAV

Specific objective: Improved Roma health and effective, equal access of the Roma to quality health services

Measures

- ▶ Meeting the prerequisites for systematic monitoring of the health of the Roma population
- ▶ Improving the reproductive health of Roma women
- ▶ Increasing the awareness of the Roma population about gender-based violence

Implementation period 2023-2027
 Total estimated value HRK 7,500,000.00
 Planned source of funding ESF +

Key points

- ▶ 2022 – completion of the preparatory stage
- ▶ 2023 – 2026 implementation
- ▶ 2027 – project completion

SPECIFIC OBJECTIVE 1 (SO1)

COMBATING ANTI-ROMA RACISM AND DISCRIMINATION

Project of strategic significance 1

- ▶ **Equality, inclusion, participation and integration of the Roma, component I – JUPI I**
- ▶ **Equality, inclusion, participation and integration of the Roma, component II – JUPI II**

Measures

- ▶ Reducing the number of Roma who have experienced discrimination and hate crime
- ▶ Fostering integration processes and strengthening social cohesion between the Roma and the majority population

Project summary

Component I – open call financed by ESF + funds directed to local and regional self-government units and civil society organizations which will financially support:

- a) activities that emphasize integration (such as the implementation of creative, sports and educational activities, including activities to strengthen personal skills such as foreign languages, computer skills, financial skills, civic literacy, etc.), equipment, materials and human resources needed to implement these activities provided they are implemented in integrated adult and/or children's groups, activities such as integrated winter and summer camps for children, support activities for Roma students (peer support programs and other mentoring/tutoring programs);
- b) activities to strengthen combating direct or indirect discrimination, harassment, stereotyping, anti-Roma rhetoric, hate speech, hate crimes and violence against Roma, as well as combating incitement to do so, either online or offline, including activities aimed at combating anti-Roma racism in schools;
- c) activities aimed at raising awareness on Roma cultures, language and history, including remembrance of Roma victims of the Holocaust at the regional and local level;
- d) activities to promote multicultural activities and awareness-raising campaigns at the regional and local level;
- e) activities providing free legal aid to members of the Roma national minority (victims of discrimination and/or hate crimes, persons with unregulated legal status, etc.)

Component II – direct allocation to the Office for Human Rights and Rights of National Minorities financed by the ESF+ fund, which includes:

- a) activities related to raising awareness of the position of the Roma in the Republic of Croatia and the media image of members of the Roma national minority (qualitative analysis of reporting on members of the Roma

national minority in the media with emphasis on reporting on minors and victims, including victims of hate speech or hate crimes; national conference and regional discussions with media representatives, production and dissemination of information materials for members of the Roma national minority on their rights as subjects of reports; national competition for primary and secondary schools on the topic of the life of members of the Roma national minority, etc.);

- b) activities related to supporting the implementation of the NPRI and monitoring the implementation of the NPRI (regional and local activities of the coordinating body informing the public about the activities of the NPRI, regional meetings of the Commission and the Working Group of the Commission for monitoring the implementation of the NPRI; capacity building of state administration bodies and local and regional self-government units for the implementation of the NPRI, repeated baseline data study (medium-term evaluation) and other research activities related to the implementation of the NPRI, national and regional activities of presenting research findings and preparing a new implementation document, etc.)

During the implementation of project activities, special attention will be given to regional differences expressed in the analytical text of the NPRI.

Tentative start date of implementation

30 January 2023

Tentative end date of implementation

31 December 2026 – JUPI I; 31 December 2027 – JUPI II

Key achievement point 1	2022 – contracting JUPI I 2022 – end of preparatory stage JUPI II
Key achievement point 2	2023 – start of implementation on the ground
Key achievement point 3	2026 – end of implementation JUPI I
Key achievement point 4	2027 – end of implementation JUPI II

Total estimated project value

Component I: HRK 21,000,000.00; Component II: HRK 8,000,000.00

Planned source of funding

ESF+ HRK 24,650,000.00 / national budget HRK 4,350,000.00

SPECIFIC OBJECTIVE 2 (SO 2)**COMBATING ROMA POVERTY AND SOCIAL EXCLUSION IN ORDER TO REDUCE THE SOCIO-ECONOMIC GAP BETWEEN THE ROMA AND THE GENERAL POPULATION****Project of strategic significance 2**

- ▶ **Equality, inclusion, participation and integration of the Roma: Pilot project for the provision of community services – JUPI PILOT**

Measure

- ▶ Improving the availability of quality social services in the local community (locality)

Project summary

The pilot project ensures the establishment of 3 functional community centers in which the majority population is Roma. The purpose of the centers will be to work on empowering the population of the locality, including advisory work and activities related to strengthening the personal skills of the Roma population; work on solving problems in the Roma community and ensuring timely and functional communication of the needs of the local population to key stakeholders of the wider local community (local and regional self-government units, public institutions, etc.) in solving local issues; work to improve relations between the Roma and the majority population in the wider community.

In order to enable a comparison and monitoring of the work of the pilot centers, the basic program and operation methods of the centers will be prepared according to the model of the so-called community or youth centers in developed EU countries (such as the Netherlands) or the United Kingdom. The program will be reviewed by the academic community while 25% of the allocated annual program funds will be allocated according to the identified specific needs of the locality where the center is located. In addition to the above, the operation program of the centers will be planned in such a way as to ensure the sustainability of the activities of the project “Testing the Child Guarantee” implemented at the operational level by UNICEF in cooperation with the Ministry of Labour, Pension System, Family and Social Policy and other competent bodies, but also in a way that ensures complementarity with existing social services in local and regional self-government units. Teams from the community centers will work closely with teams from existing social service providers: social welfare centers and/or family centers.

The community centers will be established in cooperation with the Ministry of Labour, Pension System, Family and Social Policy and local and regional self-government units at three localities in the Republic of Croatia where there is an infrastructure that enables the implementation of these activities in the locality and/or in its immediate vicinity. Two of the three localities are planned in

Medimurje County, while the selection of the third location, in addition to the criteria of infrastructural accessibility, will take into account regional differences, i.e. differences of localities compared to those selected in Medimurje County.

Tentative start date of implementation

1 May 2023

Tentative end date of implementation

31 December 2027

- Key achievement point 1** IVth quarter 2022
 – completion of the preparatory stage (defined by the local and regional self-government units to which the open call will be directed, prepared operation program and organization of the centers, open call documentation prepared, open call published)
- Key achievement point 2** IInd quarter 2023
 – signing of the contract and starting the work of the centers
- Key achievement point 3** 2026
 – medium-term evaluation of the work of the centers
- Key achievement point 4** 2027
 – completion of the 4-year implementation cycle

Total estimated project value

HRK 30,000,000.00

Planned source of funding

ESF+ HRK 28,500,000.00 / national budget HRK 1,500,000.00

SPECIFIC OBJECTIVE 4 (SO 4)

EFFECTIVE AND EQUAL ACCESS OF ROMA TO QUALITY, INCLUSIVE EDUCATION

Project of strategic significance 3

- ▶ **Equality, inclusion, participation and integration of Roma through education – JUPI O**

Measures

- a) Reducing the gap in participation in pre-school education between Roma children and children from the general population
- b) Reducing the gap in the completion of secondary education between young Roma and young people from the general population
- c) Increasing the share of young Roma in higher education

Project summary

Key project activities include the continuation of the national campaign “Start the Wheel of Knowledge”, which, in addition to raising awareness of the general and professional public about the importance of education of the Roma, aims to encourage greater participation of the Roma in preschool, secondary and higher education through media campaigns and motivational workshops with parents and children, as well as through rewards for best Roma students. The campaign includes regional training programs for Roma mediators as well as national expert meetings aimed at improving stakeholder understanding of the factors contributing to positive outcomes in education, but also promoting existing positive practices of inclusive education at the national and EU level. Also, project activities will include research activities related to a more detailed examination of educational practices, including the effects of distance learning on the educational outcomes of Roma children during the COVID-19 pandemic, as well as educational and publishing activities aimed at strengthening the capacity of professionals for integrative work in the education system. When implementing regional activities, whether for the Roma or majority population, the key criteria will be regional findings in the field of education presented in the analytical part of the National Plan for Roma Inclusion, but also the regional distribution of total activities in order to achieve a relative proportionality of interventions in areas/localities that require assistance.

Tentative start date of implementation

1 March 2022

Tentative end date of implementation

31 March 31 2026

- | | |
|--------------------------------|--|
| Key achievement point 1 | 2021 – completion of the preparatory stage (summary of operations prepared and accepted) |
| Key achievement point 2 | 2022 – 2025 implementation |
| Key achievement point 3 | 2026 – project completion |

Total estimated project value

HRK 8,000,000.00

Planned source of funding

ESF+ HRK +7,800,000.00 / national budget HRK 1,200,000.00

SPECIFIC OBJECTIVE 5 (SO 5)**EFFECTIVE AND EQUAL ACCESS OF ROMA TO QUALITY, SUSTAINABLE EMPLOYMENT****Project of strategic significance 4**

- ▶ **Equality, inclusion, participation and integration of the Roma through employment – JUPI ZA**

Measures

- ▶ Reducing the gap in employment between the Roma and the general population
- ▶ Reducing the gap between the Roma NEET population and the NEET population within the general population

Project summary

Key activities aimed at young people from the NEET group include paid one-year on-the-job training. Project activities are broader than the above and include: on-the-ground outreach work with young people, educational activities as well as providing peer and professional mentoring to young people. They also include the implementation of a national campaign aimed at employers and individual work with employers in the training program for young people as well as the continuous coordination and evaluation of project activities. Activities aimed at the rest of the Roma population include informative interactive workshops in Roma communities, on-the-ground work as well as multiple workshops aimed at developing basic skills with special emphasis on working with young people and women. Support for the implementation of the project of the Office for Human Rights and the Rights of National Minorities will be provided by the Croatian Employment Service. During the implementation of project activities, the regional differences expressed in the analytical part of the National Plan for Roma Inclusion will be taken into account, in addition to taking into account other relevant criteria such as the availability of employers.

Tentative start date of implementation

15 January 2024

Tentative end date of implementation

31 December 2028

Key achievement point 1	2023 – completion of the preparatory stage (prepared and accepted summary of operations for a package of measures aimed at the employment of members of the Roma national minority)
Key achievement point 2	2024 – start of implementation of project activities
Key achievement point 3	2025-2027 implementation of youth training programs and activities aimed at the rest of the Roma population
Key achievement point 4	2027 – external evaluation

Total estimated project value

HRK 11,000,000.00

Planned source of funding

ESF+ HRK 9,350,000.00 / HRK 1,650,000.00 national budget

SPECIFIC OBJECTIVE 6 (SO 6)

IMPROVED ROMA HEALTH AND EFFECTIVE, EQUAL ACCESS OF THE ROMA TO QUALITY HEALTH CARE SERVICES

Project of strategic significance 5

- ▶ **Equality, inclusion, participation and integration of the Roma through health care – JUPI ZDRAV**

Measures

- ▶ Meeting the prerequisites for systematic monitoring of the health of the Roma population
- ▶ Improving the reproductive health of Roma women
- ▶ Increasing the awareness of the Roma population about gender-based violence

Project summary

Direct allocation to the Office for Human Rights and the Rights of National Minorities funded by the ESF+ fund, which includes:

- representative research of the health status of members of the Roma national minority comparable to the indicators of the general population (implementation of research, data processing and analysis, preparation of scientific and research publications, presentation of research findings and public discussion of research findings);
- regional and local educational activities, awareness-raising activities and other activities (such as providing preventive examinations) aimed at members of the Roma national minority with the aim of preventing negative

- health outcomes with special emphasis on the reproductive health of women and girls, including educational activities on gender-based violence aimed at the entire population;
- c) regional educational activities aimed at health professionals on combating discrimination in access to health services;
 - d) activities related to monitoring the implementation of the NPRI in the field of health and the availability of health services to members of the Roma national minority.

When implementing regional and local educational activities, the regional findings of the baseline data study will be taken into account, such as the largest number of recorded induced abortions, the frequency of gender-based violence, etc.

Implementation start date

1 March 2023

Implementation completion date

31 December 2026

Key achievement point 1	2023 – completion of the preparatory stage
Key achievement point 2	2024 – start of implementation
Key achievement point 3	2027 – completion of implementation
Key achievement point 4	Total estimated project value: HRK 7,500,000.00

Planned source of funding

ESF+ HRK +6,375,000.00 / national budget HRK 1,125,000.00

10 Tentative financial plan

NDS STRATEGIC OBJECTIVE	“Healthy, active and quality life”
IMPACT INDICATOR	Life expectancy Overall risk of poverty and social exclusion
NPRI SPECIFIC OBJECTIVES	NPRI outcome indicators
COMBATING ANTI-ROMA RACISM AND DISCRIMINATION	% of Roma who have experienced discrimination once or several times in the last 12 months % of Roma who have experienced discrimination once or several times in the last 5 years % of citizens who feel uncomfortable having a Roma as a neighbor
REDUCING POVERTY AND SOCIAL EXCLUSION OF THE ROMA IN ORDER TO REDUCE THE SOCIO-ECONOMIC GAP BETWEEN THE ROMA AND THE GENERAL POPULATION	at-risk-of-poverty rate of the Roma at-risk-of-poverty rate of Roma children rate of severe material deprivation rate of severe material deprivation of Roma children
ENCOURAGE ROMA PARTICIPATION THROUGH EMPOWERMENT, COOPERATION AND TRUST OF THE ROMA IN PUBLIC INSTITUTIONS	% of Roma who reported an incident of discrimination, of those who experienced discrimination in the last 12 months % of persons who, according to their self-report, voted in all elections
IMPROVED ROMA HEALTH AND EFFECTIVE, EQUAL ACCESS OF THE ROMA TO QUALITY HEALTH CARE SERVICES	gap in life expectancy between the Roma and the general population between the Roma and the general population % of Roma women who gave birth to their first child at the age of 16-20
EFFECTIVE AND EQUAL ACCESS OF ROMA TO SUITABLE DESEGREGATED HOUSING AND BASIC SERVICES	% of housing deprived Roma % of Roma living in overcrowded conditions % of Roma population connected to the public water supply system
TENTATIVE ALLOCATION OF SAB TO IMPLEMENT NP / ACHIEVE STRATEGIC OBJECTIVE, PER YEAR	
PLANNED SOURCE OF FUNDING	State budget EU funds / loans / aid / other

FINAN. PLAN 2021 (HRK)	FINAN. PLAN 2022 (HRK)	FINAN. PLAN 2023 (HRK)	FINAN. PLAN 2024 (HRK)	FINAN. PLAN 2025 (HRK)	FINAN. PLAN 2026 (HRK)	FINAN. PLAN 2027 (HRK)	TOTAL ALLOCATION FOR SPEC. OBJ. IMPLEMENTATION (HRK)
96.000,00	96.000,00	9.696.000,00	7.796.000,00	6.096.000,00	5.296.000,00	596.000,00	29.672.000,00
3.707.118,00	3.250.000,00	4.500.000,00	6.300.000,00	6.400.000,00	6.300.000,00	6.500.000,00	36.957.118,00
4.309.042,00	2.738.836,00	1.600.000,00	1.600.000,00	1.600.000,00	1.600.000,00	1.600.000,00	15.047.878,00
0,00	0,00	1.500.000,00	2.500.000,00	2.000.000,00	1.500.000,00	0	7.500.000,00
4.900.000,00	4.900.000,00	3.500.000,00	3.500.000,00	3.500.000,00	3.500.000,00	3.500.000,00	27.300.000,00
13.012.160,00	10.984.836,00	20.796.000,00	21.696.000,00	19.596.000,00	18.196.000,00	12.196.000,00	116.476.996,00
8.652.349,00	8.199.513,00	7.086.000,00	7.041.000,00	6.716.000,00	6.516.000,00	5.596.000,00	49.806.862,00
4.359.811,00	2.785.323,00	13.710.000,00	14.655.000,00	12.880.000,00	11.680.000,00	6.600.000,00	66.670.134,00

<p>NDS STRATEGIC OBJECTIVE</p>	<p>“Educated and employed people”</p>
<p>IMPACT INDICATOR</p>	<p>Involvement of children from 4 years of age to the beginning of education General employment rate (20-64)</p>
<p>NPRI SPECIFIC OBJECTIVES</p>	<p>NPRI outcome indicators</p>
<p>EFFECTIVE AND EQUAL ACCESS OF THE ROMA TO QUALITY, INCLUSIVE EDUCATION</p>	<p>% of Roma children attending classes in which the majority or all students are Roma in Medimurje</p> <p>inclusion of Roma children (3-6) in pre-school education</p> <p>% of young Roma who have completed secondary school</p> <p>% of young Roma (19-25) who have completed four-year or five-year secondary school education</p> <p>% of young Roma (18-24) attending higher education</p> <p>share of the Roma population (in the Roma population) participating in adult education and training programs</p>
<p>EFFECTIVE AND EQUAL ACCESS OF THE ROMA TO QUALITY, SUSTAINABLE EMPLOYMENT</p>	<p>% of Roma (16-65) who define their employment status as employed/paid work (including full-time, part-time, seasonal, occasional and temporary work in the last week)</p> <p>% of Roma (16-65) who indicate “employed full time” as their status/activity</p> <p>differences between Roma men and women in employment (including full-time, part-time, seasonal, occasional and temporary work in the last week)</p> <p>% of young Roma (16-24) with NEET status</p>
<p>TENTATIVE ALLOCATION OF SAB TO IMPLEMENT NP / ACHIEVE STRATEGIC OBJECTIVE, PER YEAR</p>	
<p>PLANNED SOURCE OF FUNDING</p>	<p>State Budget</p> <p>EU Funds / Loans / Aid /Other</p>

FINAN. PLAN 2021 (HRK)	FINAN. PLAN 2022 (HRK)	FINAN. PLAN 2023 (HRK)	FINAN. PLAN 2024 (HRK)	FINAN. PLAN 2025 (HRK)	FINAN. PLAN 2026 (HRK)	FINAN. PLAN 2027 (HRK)	TOTAL ALLOCATION FOR SPEC. OBJ. IMPLEMENTATION (HRK)
13,837,545.00	14,550,632.00	15,000,000.00	15,000,000.00	15,000,000.00	13,400,000.00	13,000,000.00	99,788,177.00
1,122,000.00	1,122,000.00	1,122,000.00	3,822,000.00	3,822,000.00	3,822,000.00	4,022,000.00	18,854,000.00
14,959,545.00	15,672,632.00	16,122,000.00	18,822,000.00	18,622,000.00	17,222,000.00	17,022,000.00	118,642,177.00
13,914,432.00	14,021,395.00	14,422,000.00	14,827,000.00	14,827,000.00	14,587,000.00	14,557,000.00	101,155,827.00
1,045,113.00	1,651,237.00	1,700,000.00	3,995,000.00	3,995,000.00	2,635,000.00	2,465,000.00	17,486,350.00

11 Monitoring and evaluation framework

The Office for Human Rights and the Rights of National Minorities will report to the Coordination Body for the Strategic Planning and Development Management System of the Republic of Croatia on the implementation, on an annual basis and through the Report on the Implementation of Operational Documents of the National Plan for Roma Inclusion for the 2021-2027 period (Action Plan for the Implementation of the National Plan for Roma Inclusion 2021-2022; Action Plan for the Implementation of the National Plan for Roma Inclusion 2023-2025; Action Plan for the Implementation of the National Plan for Roma Inclusion 2026-2027). This reporting obligation arises from Article 15 of the Act on the Strategic Planning and Development Management System of the Republic of Croatia (OG 123/17) and Article 10 of the Ordinance on deadlines and procedures for monitoring and reporting on the implementation of strategic planning documents of national significance and the significance for local and regional self-government units (OG 6/19).

As part of these legal obligations, in the final stage of the drafting of the National Plan for Roma Inclusion for the period from 2021 to 2027, the implementation of the so-called *ex ante* evaluation is planned to ensure an independent expert opinion that the National Roma Inclusion Plan is as relevant and coherent as possible. This is why in the period from 29 January 2021 to 12 February 2021, an internal *ex-ante* evaluation procedure was conducted (by officials functionally independent of the officials who participated in the development of the National Plan for Roma Inclusion), whereby the *ex-ante* evaluation procedure was focused to a single document, the Third Draft Proposal of the National Plan for Roma Inclusion 2021 – 2027, which was the subject of evaluation. The general objective of the *ex ante* evaluation was to analyze and assess the justification, relevance and coherence of the National Plan for Roma Inclusion and its intervention logic as well as the planned ways of monitoring the implementation and outcomes with a view to adopting an ambitious and feasible document with achievable planned outcomes. The *ex-ante* evaluation report of the Third Draft Proposal of the National Plan for Roma Inclusion 2021 – 2027 is available on the official website of the Office¹⁰⁰.

Also, in 2027, an external evaluation of the National Plan for Roma Inclusion and the accompanying implementation documents is planned in order to assess the impact of the implementing measures on the defined areas of intervention.

100 <https://ljudskaprava.gov.hr/nacionalne-manjine/573>

In the middle of the implementation period, in mid-2024, a formative evaluation will follow, which will aim to review the importance (relevance), effectiveness (efficiency), coherence, efficiency (effectiveness) and consistency of the National Plan for Roma Inclusion, from the perspective of key stakeholders and decision makers. The findings of the formative evaluation will be used as an analytical basis for the development of the Action Plan for the implementation of the National Plan for Roma Inclusion 2025-2027.

The results of the external evaluation will, together with the results of the formative evaluation in the middle of the implementation period, as well as the findings of the repeated baseline data study serve as a basis for the drafting of a new strategic planning document for the period after 2027.

Considering that state administration bodies rarely collect data disaggregated by ethnicity, and that due to the high cost of conducting studies with so-called “hard-to-reach populations” (where accessibility primarily refers to their relatively small share in the general population) data cannot be collected on an annual basis, in 2024 the Office planned to replicate the baseline data study. In doing so, the original survey questionnaire of the basic data study will be minimally adjusted in order to ensure the maximum possible comparability with the studies that will be used to assess the effectiveness of the new EU Equality Framework, to be conducted by the European Union Agency for Fundamental Rights to assess the effectiveness of the new EU Framework for Roma Equality, Inclusion and Participation since a mid-term evaluation at EU level is planned for 2025, as well as an *ex-post* evaluation in 2028.

In addition to the above, the Office for Human Rights and Rights of National Minorities is obliged to submit a report on the implementation of the EU Framework to the European Commission in 2023, 2025, 2027 and 2029, and it is planned that the implementation of the EU Framework will be monitored by civil society organizations in 2022 and 2026, 2028 and 2030.

Finally, the Commission for Monitoring the Implementation of the National Strategy for Roma Inclusion, which was formed after the adoption of the first national document aimed at the integration of members of the Roma national minority, will continue to function after the adoption of the National Plan for Roma Inclusion. As a rule, the meetings of the Commission are held once in three months, and more often if necessary. With the ultimate goal of the widest possible communication on the implementation of the strategic document, two of the regular four annual sessions of the Commission for the monitoring of the national document are planned to be held at the regional level.

12 Annexes

12.1. LEGISLATIVE AND INSTITUTIONAL FRAMEWORK FOR THE PROTECTION OF THE RIGHTS OF PERSONS BELONGING TO NATIONAL MINORITIES IN THE REPUBLIC OF CROATIA

The rights of national minorities in the Republic of Croatia are regulated by the Constitution of the Republic of Croatia¹⁰¹, the Constitutional Act on the Rights of National Minorities¹⁰² and other national regulations.

The Constitution of the Republic of Croatia explicitly lists 22 national minorities¹⁰³ in the Republic of Croatia, and Article 15 guarantees members of national minorities equality with members of the majority people, freedom of expression of national affiliation, freedom to use their language and script and cultural autonomy. The Constitution also regulates the possibility for members of national minorities, in addition to universal suffrage, to be guaranteed the right to elect their representatives to the Croatian Parliament.

The Constitutional Act on the Rights of National Minorities (OG 155/02, OG 47/10, OG 80/10, 93/11) elaborates and deepens constitutional standards more closely, creating a comprehensive legal and institutional framework for the protection of the rights and freedoms of persons belonging to national minorities in the Republic of Croatia, including members of the Roma national minority.

The first Constitutional Act on Human Rights and Freedoms and the Rights of Ethnic or National Communities or Minorities in the Republic of Croatia was adopted in December of 1991. This constitutional act guaranteed to national minorities and communities human rights and freedoms, cultural autonomy, proportional participation of minorities in representative and other bodies, special status of municipalities in which members of a minority make up more than half of the population, a share of employees of municipal courts and police administrations in proportion to population, education in the language and script of national minorities and other rights.

With the Stabilization and Association Agreement with the European Union, the Republic of Croatia undertook to pass a new constitutional act on the rights of national minorities, and at its session held on 13 December 2002, the

101 <https://www.zakon.hr/z/94/Ustav-Republike-Hrvatske>

102 <https://www.zakon.hr/z/295/Ustavni-zakon-o-pravima-nacionalnih-manjina>

103 Serbs, Czechs, Slovaks, Italians, Hungarians, Jews, Germans, Austrians, Ukrainians, Ruthenians, Bosniaks, Slovenes, Montenegrins, Macedonians, Russians, Bulgarians, Poles, Roma, Romanians, Turks, Vlachs and Albanians

Croatian Parliament adopted the Decision promulgating the Constitutional Act on the Rights of National Minorities (OG Nos. 155/02¹⁰⁴, 47/10¹⁰⁵, 80/10¹⁰⁶), creating today's normative framework for achieving the full protection of the rights of persons belonging to national minorities.

The *Constitutional Act on the Rights of National Minorities* (OG 155/02, OG 47/10, OG 80/10, 93/11) guarantees national minorities the right to: freely declare their affiliation to a national minority in the Republic of Croatia; the right to use their name and surname in the language they use and to have it officially recognized by having it registered in registers and other official documents; the right to have their personal identity card form printed and filled out in the language and script of their use, the right to freely use their language and script, privately and publicly, including the right to display signs, inscriptions and other information in the language and script of their use, in compliance with law, the right to education in their own language and script, the right to practise their religion and establishment of their religious communities together with other members of the same religion; access to the media and public information services (receiving and dissemination of information) in their language and script; right to self-organisation and association in pursuit of their common interests; right to representation in representative bodies at the national and local levels, and in administrative and judicial bodies; protection from any activity jeopardising or potentially jeopardising their continued existence and the exercise of their rights and freedoms; as well as the right to representation in the Croatian Parliament, in executive, representative and administrative bodies of local and regional self-government units and participation in public life and management of local affairs through councils and representatives of national minorities and coordinations of councils and representatives of national minorities.

The then highest standards of protection of national minorities were incorporated into the Constitutional Act. Compared to the previous Constitutional Act, the number of minority members of Parliament was increased from five to eight, and minorities were given the right to elect their representatives to local and regional self-government bodies. Two new institutes have also been established: councils and representatives of national minorities in local and regional self-government units. The new Act, with the corresponding amendments, members of national minorities who participate in the total population of the Republic of Croatia with more than 1.5% of the population were guaranteed at least one and at most three seats in the Croatian Parliament, while members of national minorities who participate in the total population of the Republic of Croatia with less than 1.5% of the population have the right to elect at least four representatives to the Croatian Parliament.

104 https://narodne-novine.nn.hr/clanci/sluzbeni/2002_12_155_2532.html

105 https://narodne-novine.nn.hr/clanci/sluzbeni/2010_04_47_1187.html

106 https://narodne-novine.nn.hr/clanci/sluzbeni/2010_06_80_2275.html

Furthermore, members of national minorities in municipalities and cities in which they participate in the population with 5% to 15% are entitled to one council member – a minority representative in the representative body of the unit, and if in the population of municipalities and cities they participate with more than 15%, and in counties with more than 5%, members of national minorities have the right to proportional representation in representative bodies. In units of local and regional self-government in which members of national minorities exercise the right to proportional representation in representative bodies, they are also provided with representation in executive bodies, i.e. according to the prescribed conditions the deputy mayor, mayor or county prefect must be a member of the national minorities, which must be regulated by the statute of the unit. In case of failure to exercise this right, by-elections shall be announced.

In addition, the Constitutional Act on the Rights of National Minorities, as a basic act, guarantees members of national minorities in the Republic of Croatia cultural autonomy by maintaining, developing and expressing their own culture and preserving and protecting their cultural assets and traditions.

In addition to the above, other significant national regulations for the exercise and protection of the rights and freedoms of national minorities in the Republic of Croatia are:

- ▶ Act on the Ratification of the Framework Convention for the Protection of National Minorities (OG 14/97)
- ▶ Act on the Ratification of the European Charter for Regional or Minority Languages (OG 18/97)
- ▶ Personal Name Act (OG 118/12, 70/17, 98/19)
- ▶ State Registers Act (OG 96/93, 76/13, 98/19)
- ▶ Identity Card Act (OG 62/15, 42/20, 144/20)
- ▶ Act on the Use of Languages and Scripts of National Minorities in the Republic of Croatia (OG 51/00, 56/00)
- ▶ Instructions for consistent implementation of the Act on the Use of Languages and Scripts of National Minorities in the Republic of Croatia (OG 33/2012)
- ▶ Criminal Procedure Act (OG 152/08, 76/09, 80/11, 121/11, 91/12, 143/12, 56/13, 145/13, 152/14, 70/17, 126/19)
- ▶ Civil Procedure Act (OJ SFRY 4/77, 36/77, 6/80, 36/80, 43/82, 69/82, 58/84, 74/87, 57/89, 20/90, 27 / 90, 35/91, OG 53/91, 91/92, 58/93, 112/99, 88/01, 117/03, 88/05, 02/07, 84/08, 96/08, 123/08, 57/11, 148/11, 25/13, 89/14, 70/19)
- ▶ Misdemeanor Act (OG 107/07, 39/13, 157/13, 110/15, 70/17, 118/18)
- ▶ General Administrative Procedure Act (OG 47/09)
- ▶ Act on Education in the Language and Script of National Minorities (OG 51/00, 56/00)
- ▶ Act on Preschool Education (OG 10/97, 107/07, 94/13, 98/19)
- ▶ Act on Education in Primary and Secondary Schools (OG 87/08, 86/09, 92/10, 105/10, 90/11, 5/12, 16/12, 86/12, 126/12, 94 / 13, 152/14, 07/17, 68/18,

- 98/19, 64/20)
- ▶ Act on Textbooks for Primary and Secondary Schools (OG 116/118)
 - ▶ Act on Scientific Activities and Higher Education (OG 123/03, 198/03, 105704, 174/04, 02/07, 46/07, 45/09, 63/11, 94/13, 139/13, 1010/14, 60/15, 131/17)
 - ▶ Act on Associations (OG 74/14, 70/17, 98/19)
 - ▶ Act on Foundations (OG 106/18, 98/19)
 - ▶ Institutions Act (OG 76/93, 29/97, 47/99, 35/08, 127/19)
 - ▶ Act on the Legal Status of Religious Communities (OG 83/02, 73/13)
 - ▶ Electronic Media Act (OG 153/09, 84/11, 94/13, 136/13)
 - ▶ Act on Amendments to the Electronic Communications Act (72/2017)
 - ▶ Croatian Television Act (OG 137/10, 76/12, 78/16, 46/17, 73/17, 94/18)
 - ▶ Act on the Election of Representatives to the Croatian Parliament (OG 116/99, 109/00, 53/03, 69/03, 167/03, 44/06, 19/07, 20/09, 145/10, 24/11, 93/11, 120/11, 19/15, 104/15, 98/19)
 - ▶ Act on Local and Regional Self-Government (OG 33/01, 60/01, 129/05, 109/07, 125/08, 36/09, 150/11, 144/12, 19/13, 137/15, 123/17, 98/19, 144/20)
 - ▶ Local Elections Act (OG 144/12, 121/16, 98/19, 98/19, 42/20, 144/20)
 - ▶ State Administration System Act (OG 66/19)
 - ▶ Civil Servants Act (92/05, 140/05, 77/07, 107/07, 27/08, 34/11, 49/11, 150/11, 34/12, 49/12, 37/13, 01/15, 138/15, 70/19, 98/19)
 - ▶ Courts Act (OG 28/13, 33/15, 82/15, 82/16, 67/18, 126/19, 130/20)
 - ▶ Act on the State Attorney's Office (67/18)
 - ▶ Act on the State Judicial Council (OG 116/10, 57/11, 130/11, 13/13, 28/13, 82/15, 67/18, 126/19)
 - ▶ Act on Civil Servants and Employees in Local and Regional Self-Government (OG 86/08, 61/11, 04/18, 112/19)
 - ▶ Act on the Register of Councils, Coordinations of Councils and Representatives of National Minorities (OG 80/11, 34/12, 98/19)
 - ▶ Ordinance on the form, content and manner of keeping the Register of Councils, Coordinations of Councils and Representatives of National Minorities and forms for registration and issuance of documents (OG 106/11)
 - ▶ Ordinance on reimbursement of expenses and remuneration for work of council members and representatives of national minorities (OG 24/06)
 - ▶ Anti-Discrimination Act (OG 85/08, 112/12)

As already indicated, in order to promote, preserve and protect the position of national minorities, but also to exercise the right of members of national minorities to participate in public life and manage local and regional affairs, the Constitutional Act on the Rights of National Minorities regulates the right of members of national minorities to elect councils and representatives of national minorities in local and regional self-government units. Elections for council members and representatives of national minorities are announced by the Government of the Republic of Croatia by special decisions, and council members and representatives are elected directly for a term of four years. Council members and representatives of national minorities may be adult citizens of the Republic of Croatia who are members of a certain national minority and have their permanent residence in the area of the local and regional

self-government unit for which the elections have been announced. After the election and the constituent session, the elected Councils obtain the status of a non-profit legal entity by registering in the *Register of Councils, Coordinations of Councils and Representatives* in accordance with the Act on the Register of Councils, Coordinations of Councils and Representatives of National Minorities. Councils must elect the president and deputy president of the council, and may establish other working bodies, which is regulated by the statute and other general acts of the council. Elected representatives of national minorities perform their terms independently and are also entered in the Register of Councils, Coordinations of Councils and Representatives of National Minorities, but, unlike councils, they cannot perform activities defined by special acts as the exclusive right of legal entities.

The role of councils and representatives of national minorities is of an advisory nature in matters concerning or relevant to the position of national minorities, which means bodies of local and regional self-government units are obliged to consider but not accept opinions and proposals of councils and representatives of national minorities. The basic resources for the work of councils and representatives of national minorities are provided by local and regional self-government units, and they can also finance the program activities of councils and representatives of national minorities. As a rule, members of councils and representatives of national minorities perform their duties voluntarily, and from the available funds they may receive a monthly remuneration for their work up to a maximum of 50% of the amount earned by members of representative bodies in each self-government unit.

Two or more councils may establish a coordination of councils and representatives of national minorities in the same or different units of local and/or regional self-government, and regional councils may establish a national coordination of councils and representatives of national minorities if the agreement on the establishment of a national coordination is acceded to by more than half of the county councils and representatives of the same national minority. The national coordination of councils and representatives of a national minority may, with the consent of the Council for National Minorities, make decisions on the sign and symbols and the manner of celebrating national minority holidays.

Pursuant to Article 35 of the Constitutional Act on the Rights of National Minorities established the Council for National Minorities with the aim of ensuring the participation of persons belonging to national minorities in the public life of the Republic of Croatia, especially to consider and propose regulations and resolve the issue of exercising and protecting the rights and freedoms of national minorities. The members of the Council for National Minorities are: seven members of national minorities nominated by councils of national minorities, five members of national minorities (prominent cultural, scientific, professional and religious figures nominated by minority associations and other minority organizations, religious organizations, legal entities and

citizens belonging to national minorities and representatives of national minorities in the Croatian Parliament. The Council for National Minorities has a president and two vice-presidents who perform their duties professionally and who are appointed by the Government of the Republic of Croatia from the members of the Council for National Minorities. Professional and administrative tasks for the Council are performed by the Expert Service of the Council for National Minorities established by the Government of the Republic of Croatia. The special rights of the Council for National Minorities prescribed by the Constitutional Act on the Rights of National Minorities (Article 35) include the rights: to propose to the state authorities debate on specific issues of importance to a national minority, particularly the implementation of this Constitutional Act and special legislation governing minority rights and freedoms; to propose to the state authorities measures to improve the status of a national minority at the nation-wide level or in a specific area; to proffer opinions and proposals concerning public radio and television broadcasts aimed at national minorities or the treatment of minority issues in public radio and television broadcasts or other media; to propose the implementation of economic, social or other measures in areas traditionally or significantly populated by national minorities with a view to preserving their existence in those areas; to seek and receive from the central governmental and local and regional governmental bodies information and reports required for the consideration of matters under their jurisdiction; to summon and request the presence of representatives of a central governmental or local and regional governmental body responsible for matters under the Council for National Minorities' purview as defined in this Constitutional Act and the Statute of Council for National Minorities. The Council for National Minorities is also authorized to disburse the central budgetary funds earmarked for the needs of national minorities and to report annually to the Croatian Government and Parliament on the expenditure of the funds remitted to the beneficiaries of the Council from the central state budget.

The Office for Human Rights and the Rights of National Minorities is an expert service of the Government of the Republic of Croatia, organized into two internal organizational units: Service for Human Rights and Service for Rights of National Minorities¹⁰⁷. The work of the Office is managed by the Director of the Office, a senior civil servant, who is appointed and dismissed by the Government of the Republic of Croatia at the proposal of the Prime Minister of the Republic of Croatia, based on a public tender. The Director of the Office has a deputy, and the two internal organizational units are managed by heads of the units. In principle, the scope of work of the Office for Human Rights and the Rights of National Minorities includes coordination of drafting,

107 Article 2 of the Regulation on the Office for Human Rights and the Rights of National Minorities (CLASS: 022-03/18-03/102, REF. NUMBER: 50301-23/21-19-4 of 17 January 2019) prescribes the scope of work of the Office, additionally defined by Article 5 and 6 of the Regulation in terms of its organizational units

monitoring the implementation and reporting on the implementation of specific public policy documents in the field of human rights and the rights of national minorities¹⁰⁸, as well as:

- ▶ direct implementation of measures defined in strategic and implementing acts within the competence of the Office and other state administration bodies related to the promotion and protection of human rights and the rights of national minorities, encouraging tolerance and full inclusion in Croatian society¹⁰⁹;
- ▶ international cooperation and support to national state administration bodies with the aim of improving and monitoring the implementation of international documents in the field of protection of human rights and the rights of persons belonging to national minorities at the EU, Council of Europe and UN levels; and
- ▶ strengthening the implementation of measures of strategic and implementing acts within the competence of the Office at the national, regional and local level by providing financial resources for implementation¹¹⁰.

The Service for the Rights of National Minorities, whose scope includes coordination of drafting, monitoring of implementation and reporting on the implementation of (both at national, European and international level): the National Plan for Roma Inclusion 2021 – 2027 and the accompanying Action Plans, as well as for monitoring the implementation and reporting on the implementation of the Operational Programs of National Minorities for the 2021-2024 period and the Constitutional Act on the Rights of National Minorities, performs both expert and administrative tasks for the Commission for the Monitoring of the Implementation of the National Plan for Roma Inclusion 2021 – 2027 and the Working Group of the Commission.

The Commission for the Monitoring of the National Plan for Roma Inclusion¹¹¹ is established by the Government of the Republic of Croatia with the aim of systematically monitoring and coordinating the implementation of the

108 of the National Program for the Protection and Promotion of Human Rights; the National Anti-Discrimination Plan; the National Anti-Trafficking Plan; the Action Plan for the Integration of Persons under International Protection and Aliens; the Operational Program of National Minorities; the National Plan for Roma Inclusion; the Action Plan for the Implementation of the National Plan for Roma Inclusion and the Constitutional Act on the Rights of National Minorities;

109 It also includes the implementation of projects (so-called direct allocations) of the Office financed by EU funds but also by other sources of funding.

110 It also includes the implementation of projects (so-called open calls) of the Office financed by both national and EU funds

111 The Commission for Monitoring the National Strategy for Roma Inclusion for the 2013 to 2020 period (Decision on Amendments to the Decision on the Establishment of the Commission for Monitoring the Implementation of the National Strategy for Roma Inclusion for the 2013 to 2020 period, CLASS: 022-03/17-04/113, REF. NUMBER: 50301-23/22-17-2; of 13 April 2017).

national strategic framework for the inclusion of members of the Roma national minority; proposing measures to improve the implementation of the national strategic framework and accompanying implementing acts; making recommendations, opinions, expert explanations regarding the implementation of the national strategic framework; proposing measures to the Government of the Republic of Croatia for amendments to the national strategic framework and considering reports of competent bodies and institutions participating in the implementation of measures of the national strategic framework and implementing acts. In addition to the above, the tasks of the Commission include monitoring the schedule and expenditure of funds for the implementation of measures of the National Plan for Roma Inclusion for which funds are allocated from the state budget; adoption of criteria for determining financial aid for the Roma national minority and distribution of financial funds in accordance with the criteria for determining financial aid for the Roma national minority. The Commission comprises the Deputy Prime Minister of the Republic of Croatia who is also the President of the Commission, a representative of the Roma national minority in the Croatian Parliament who is also the Deputy President of the Commission, and representatives of state administration bodies, as well as representatives of the Roma national minority who are proposed by the coordinations of the Roma national minority councils, the councils and representatives of the Roma national minority and Roma national minority associations. The Commission may include in its work representatives of other bodies, institutions and experts if the need arises. As a rule, the Commission meets quarterly, but may meet more often if necessary.

Viewed in a broader context, the protection of the rights of persons belonging to national minorities is the result of the work of all state administration bodies and other public bodies, but the role that the ombudspersons' institutions play as a corrective factor in the actions of bodies/institutions with public authority should be noted, primarily the general ombudsperson¹¹², but also the special ombudspersons: the ombudsperson for persons with disabilities¹¹³; the ombudsperson for children¹¹⁴; the ombudsperson for gender equality¹¹⁵, as well as civil society organizations, especially the national coordination of councils and representatives of the Roma national minority Alliance of Roma in the Republic of Croatia "KALI SARA" and other Roma civil society organizations.

112 Act on the Ombudsperson (OG 76/12)

113 Act on the Ombudsperson for Persons with Disabilities (OG 107/07)

114 Act on the Ombudsperson for Children (OG 73/17)

115 Act on the Ombudsperson for Gender Equality (OG 82/08, 69/17)

12.2. COMPARATIVE LIST OF PRIMARY AND SECONDARY OUTCOME INDICATORS OF THE EU FRAMEWORK FOR ROMA EQUALITY, INCLUSION AND PARTICIPATION AND THE PLANNED PRIMARY AND SECONDARY QUANTITATIVE INDICATORS OF THE NATIONAL PLAN FOR ROMA INCLUSION 2021 – 2027 IN HORIZONTAL OBJECTIVE

SPECIFIC OBJECTIVE	EU framework outcome indicator	RoC framework indicator
	COMBATING ANTI-ROMA RACISM AND DISCRIMINATION	Primary indicators
<p>% of Roma aged 16+ who state that they have experienced discrimination once or several times in the last 12 months</p> <p>% of Roma aged 16+ who state that they have experienced discrimination once or several times in the last 5 years</p> <p>% of citizens who state that they would not feel comfortable having a Roma as a neighbor</p>		<p>% of Roma aged 16+ who state that they have experienced discrimination once or several times in the last 12 months, sorted by age and gender</p> <p>% of Roma aged 16+ who state that they have experienced discrimination once or several times in the last 5 years, disaggregated by age and gender</p> <p>% of citizens who state that they would not feel comfortable having a Roma for as a neighbor, disaggregated by age and gender</p>
	Secondary indicators	
	<p>% of persons aged 16+ who experienced hate-motivated abuse 5 times because they are Roma in the last 12 months</p> <p>% of persons aged 16+ who experienced physical assault because they are Roma in the last 12 months</p>	<p>% of citizens (16+) who state that they do not agree at all or generally do not agree with the statement "if I had my own company it would not be a problem for me to hire a Roma man or woman", disaggregated by gender and age</p> <p>% of Roma aged 16+ who state that they have experienced a hate crime, disaggregated by gender and age</p> <p>% of persons aged 16+ who experienced hate-motivated abuse 5 times in the last 12 months because they are Roma, disaggregated by gender and age</p> <p>% of persons aged 16+ who experienced physical assault because they are Roma in the last 12 months, disaggregated by gender and age</p>

Primary indicators

% of people at risk of poverty (below 60% of the median, after social transfers)	share of Roma at risk of poverty (below 60% of the median, after social transfers), disaggregated by gender
% of children at risk of poverty	share of Roma children (under 18) at risk of poverty, disaggregated by gender and age
% of persons living in households with severe material deprivation (cannot afford 4 out of 9 indicators of material deprivation)	share of Roma under severe material deprivation (cannot afford 4 out of 9 indicators of material deprivation), disaggregated by gender and age
% of children (under 18) living in households with severe material deprivation (cannot afford 4 out of 9 indicators of material deprivation)	share of Roma children (under 18) in severe material deprivation (households who cannot afford 4 out of 9 indicators of material deprivation), disaggregated by gender and age

Secondary indicators

% of persons living in households who cannot afford a meat meal or vegetarian equivalent every other day	% of persons living in households who cannot afford a meat meal or vegetarian equivalent every other day, disaggregated by gender and age
% of persons living in households where at least one person went to bed hungry in the last month due to lack of money for food	% of persons living in households where at least one person went to bed hungry in the last month due to lack of money for food, disaggregated by gender and age
% of children (0-17) living in households where at least one person went to bed hungry in the last month due to lack of money for food	% of children (0-17) living in households where at least one person went to bed hungry in the last month due to lack of money for food, disaggregated by gender
% of persons living in households where it is difficult to "make ends meet"	% of persons living in households where it is difficult to "make ends meet", disaggregated by gender and age
% of persons who do not have a bank account	% of persons without a bank account, disaggregated by gender and age
	Roma satisfaction with the availability and quality of social services in the last 12 months in localities where community labour centers have been established
	Roma satisfaction with the availability and quality of social services in the last 5 years in localities where community labour centers have been established

Primary indicators

% of persons stating they have experienced discrimination in the last 12 months (in any area) and who have reported an incident of discrimination on the grounds that they are Roma	% of Roma who state that they have experienced discrimination in the last 12 months (in any area) and who have reported an incident of discrimination on the grounds that they are Roma, disaggregated by gender and age
*indicators of active citizenship and participation have yet to be developed	% of persons who, according to their self-report, voted in all elections, disaggregated by gender and age

Secondary indicators

% of persons (16+, of all those who experienced abuse) who did not report the last incident of abuse they estimate to have occurred because they are Roma	% of persons (16+, of all those who experienced abuse) who did not report the last incident of abuse they estimate to have occurred because they are Roma, disaggregated by gender and age
% of persons (16+) who did not report the last physical assault incident they estimate to have occurred because they are Roma	% of persons (16+) who did not report the last physical assault incident they estimate to have occurred because they are Roma, disaggregated by gender and age
% of persons (16+) who have heard of at least one equality body, human rights institutions or ombudsperson institution	% of persons (16+) who have heard of at least one equality body, human rights institutions or ombudsperson institution, disaggregated by gender and age
% of persons (16+) who tend to trust the actions of the police	% of persons (16+) who tend to trust the actions of the police, disaggregated by gender
% of persons (16+) who tend to trust the judiciary	% of persons (16+) who tend to trust the judiciary, disaggregated by gender
% of persons employed in public services	% of persons employed in public services and public administration, disaggregated by gender
% of persons employed as a professional or manager	% of persons employed as a professional or manager, disaggregated by gender
% of persons who voted in the last national elections	% of persons who voted in the last national elections, disaggregated by gender
	number of Roma in representative bodies at national and local/regional level
	number of national committees in which Roma participate as full members
	number of Roma civil society organizations involved in monitoring the EU framework
	number of Roma national minority councils that have not been provided funds from the ULRSG budget
	share of Roma localities where free legal aid is available

12.3. COMPARATIVE LIST OF PRIMARY AND SECONDARY OUTCOME INDICATORS OF THE EU FRAMEWORK FOR ROMA EQUALITY, INCLUSION AND PARTICIPATION AND THE PLANNED PRIMARY AND SECONDARY QUANTITATIVE INDICATORS OF THE NATIONAL PLAN FOR ROMA INCLUSION 2021 – 2027 IN THE SECTORAL OBJECTIVES

SPECIFIC OBJECTIVE	EU framework outcome indicator	RoC framework indicator
EFFECTIVE AND EQUAL ACCESS OF THE ROMA TO QUALITY, INCLUSIVE EDUCATION	Primary indicators	
	<p>% of children (aged 3-6) attending pre-school education</p>	<p>% of children aged 3-6 participating in pre-school education, disaggregated by gender</p>
	<p>% of persons aged 20-24 who completed a four-year or five-year secondary school</p>	<p>% of children aged 6-15 who attend schools where the majority of students are Roma</p> <p>% of young people aged 19-25 who completed a four-year and five-year secondary education, disaggregated by gender</p>
	<p>% of children attending primary education in classes in which the majority or all students are Roma in Medimurje, disaggregated by gender</p>	<p>% of young Roma aged 18-24 attending higher education</p> <p>share of Roma (in the total Roma population) participating in adult education and training programs</p>
		<p>% of persons participating in adult education and training programs, disaggregated by gender</p>
	Secondary indicators	
	<p>% of children aged 5-18 who are involved in education</p>	<p>% of children aged 5-18 who are involved in education, disaggregated by gender</p>
	<p>% of persons (16+) who have experienced discrimination in contact with school authorities (in the role of students and/or parents, guardians) in the last 12 months</p>	<p>% of persons (aged 16+) who experienced discrimination in contact with school authorities (in the role of students and/or parents, guardians) in the last 12 months, disaggregated by gender</p> <p>% of persons (aged 18-24) leaving education, disaggregated by gender</p>
	<p>% of persons (aged 18-24) leaving education</p>	<p>% of persons (aged 30-34) who have completed higher education, disaggregated by gender</p>
	<p>% of persons (aged 30-34) who have completed higher education</p>	<p>frequency of hate-motivated abuse of children (because they are Roma) in the last 12 months – according to the statements of all respondents who are parents/guardians of school-age children, disaggregated by gender</p>

frequency of hate-motivated abuse of children (because they are Roma) in the last 12 months – according to the statements of all respondents who are parents/guardians of school-age children	% of children (aged 6-15) living in households without a computer, disaggregated by gender
% of children (6-15) living in households without a computer	% of children (aged 6-15) living in households without Internet access, disaggregated by gender
% of children (6-15) living in households without Internet access	% of young people aged 16-24 living in households without a computer, disaggregated by gender
% of young people aged 16-24 living in households without a computer	% of young people aged 16-24 living in households without Internet access, disaggregated by gender
% of young people (16-24) living in households without Internet access	% of Roma children attending a compulsory preschool program in groups in which the majority or all of the children are Roma, disaggregated by gender
	% of children attending primary education in classes where the majority or all students are Roma, classified by gender
	number of classes in primary schools in which the majority or all of the students are Roma share of Roma children involved in a compulsory preschool program
	% of young Roma (19-25 and 20-24) who finished secondary school, disaggregated by gender
	% of young Roma (19-25 and 20-24) who completed a three-year vocational school, disaggregated by gender
	% of young Roma (19-25 and 20-24) who completed a four-year and five-year vocational school, disaggregated by gender
	% of young Roma (19-25 and 20-24) who completed a grammar school secondary education, disaggregated by gender
	% of young Roma (18-24) attending higher education, disaggregated by gender
	share of the Roma population in the total Roma population participating in adult education and training programs, disaggregated by gender
	share of Roma children who completed primary education after the statutory deadline (from the beginning of the implementation of the NPRI), disaggregated by gender
	share of Roma who completed secondary education after dropping out of the education system (since the beginning of the NPRI), disaggregated by gender

EU framework outcome indicator

RoC framework indicator

Primary indicators

% of persons aged 20-64 who define their employment status as "employed/paid work" (includes paid work: full-time, part-time, temporary and seasonal and occasional work or paid work in the last four weeks)

difference in % between women and men aged 20-64 who define their employment status as "employed/paid work" (includes paid full-time work, part-time work, temporary, seasonal and occasional work or paid work in the last four weeks)

% of persons aged 15-29 belonging to the NEET group

% of Roma aged 16-65 who define their employment status as "employed/paid work" (includes paid full-time work, part-time work, temporary, seasonal and occasional work or paid work in the last four weeks)

% of Roma aged 16-65 who define their employment status as "employed/paid work" with full-time work

difference in % between Roma men and women aged 16-65 who define their employment status as "employed/paid work" (includes paid full-time work, part-time work, temporary, seasonal and occasional work or paid work in the last four weeks)

% of young Roma aged 16-24 belonging to the NEET group

Secondary indicators

% of persons aged 16+ who report feeling discriminated against in the workplace in the last 12 months because they are Roma

*employment quality indicators have yet to be developed

% of persons aged 16+ who report feeling discriminated against in the workplace in the last 12 months because they are Roma, disaggregated by gender

% of persons employed in the public and state sector

% of persons employed in public administration, disaggregated by gender

% of persons aged 16-65 and 20-64 who define their employment status as "employed/paid work" (includes paid full-time work, part-time work, temporary, seasonal work and occasional work or paid work in the last four weeks), disaggregated by gender

% of persons aged 16-65 and 20-64 who define their employment status as "employed/paid work" with full-time work, disaggregated by gender

Difference in % between women and men aged 16-65 and 20-64 who define their employment status as "employed/paid work" (includes paid full-time work, part-time work, temporary, seasonal work and occasional work or paid work in the last four weeks)

% of persons aged 16-24 and 15-29 belonging to the NEET group, disaggregated by age

SPECIFIC OBJECTIVE	EU framework outcome indicator	RoC framework indicator
IMPROVED ROMA HEALTH AND EFFECTIVE, EQUAL ACCESS OF THE ROMA TO QUALITY HEALTH CARE SERVICES	Primary indicators	
	<p>difference in life expectancy between Roma and the rest of the population</p> <p>*indicators of access to health services have yet to be developed</p>	<p>difference in life expectancy between Roma and the rest of the population at EU level</p> <p>% of Roma women who gave birth to their first child at the age of 16-20</p>
	Secondary indicators	
	<p>% of persons aged 16+ who assess their health condition as good or very good</p> <p>% of persons aged 16+ who have health insurance</p> <p>% of persons aged 16+ who report having felt discriminated against in the last 12 months when accessing health care</p> <p>% of Roma women who gave birth to their first child at the age of 20</p>	<p>% of persons aged 16+ who assess their health condition as good or very good, disaggregated by gender</p> <p>% of persons aged 16+ who have health insurance, disaggregated by gender</p> <p>% of persons aged 16+ who report having felt discriminated against in the last 12 months when accessing health care, disaggregated by gender</p> <p>difference in life expectancy between Roma and the rest of the population at EU and national level, disaggregated by gender</p> <p>established system for the monitoring of the health of Roma comparable to the general population</p> <p>% of Roma women who gave birth to their first child at the age of 16-20; at the age of 20; at the age of 17</p> <p>% of Roma women who have undergone regular (annual) preventive examinations: Pap smear, gynecological examination, mammography</p> <p>share of the Roma population in the total Roma population informed about gender-based violence</p>

EU framework outcome indicator

RoC framework indicator

Primary indicators

% of persons living in housing deprivation (too dark spaces, leaking roof, damp walls and floors, no bathroom or toilet in the house)	% of Roma living in housing deprivation (too dark spaces, leaking roof, damp walls and floors, no bathroom or toilet in the house)
% of persons living in overcrowded housing units (according to Eurostat def. of overcrowded conditions)	% of Roma living in overcrowded housing units (according to Eurostat def. of overcrowded conditions)
% of persons living in households without access to drinking water (tap water) in the household	% of Roma population connected to the public water supply system

Secondary indicators

% of persons living in households without a toilet, shower or bathroom in the household	% of persons living in households without a toilet, shower or bathroom in the household, disaggregated by age and gender
% of persons living in households with a leaking roof, with damp walls, floors or foundations or rotten windows or floors	% of persons living in households with a leaking roof, with damp walls, floors or foundations or rotten windows or floors, disaggregated by gender and age
% of persons living in households who have been forced to leave their accommodation or place of residence in the last 12 months	% of persons living in households that have been forced to leave their accommodation in the last 12 months, disaggregated by age and gender
% of persons aged 16+ who state that they have felt discriminated against in the last 5 years when seeking accommodation	% of persons aged 16+ who state that they have felt discriminated against in the last 5 years when seeking accommodation, disaggregated by age and gender
*indicators yet to be developed: housing segregation, access to basic infrastructure (public transport, schools, services for children, etc.), housing in non-legalized units	average distance of the locality from: school and kindergarten, social welfare center/pharmacy/household goods store/cultural facility, etc., public transport (bus/train/tram)
	% of persons living in households with the following problems: polluted environment, dirt or other environmental problems in the local area such as: smoke, dust, odors, polluted water

% of persons living in households with the following problems: polluted environment, dirt or other environmental problems in the local area such as: smoke, dust, odors, polluted water

*indicators yet to be developed: exposure to environmental living conditions that are dangerous and associated with health risks

% of Roma living in housing deprivation (too dark spaces, leaking roof, damp walls and floors, no bathroom or toilet in the house)

difference in percentage points between Roma housing deprivation and the general population

% of Roma living in inadequate housing units (houses in poor or dilapidated condition, barracks /sheds/shacks, etc.)

% of Roma living in non-legalized units

% of Roma living in overcrowded housing units (according to Eurostat def. of overcrowded conditions)

difference in percentage points between the Roma population living in overcrowded conditions and the general population

% of Roma population living in localities where problems related to polluted water are present

% of Roma population living in localities where air pollution problems are present

% of Roma population living in localities where there is a problem with garbage on the streets

number of Roma localities that do not have access to the sewerage system

% of the Roma population living in localities where other unhealthy or dangerous environmental conditions are present

number of Roma localities with unsuitable or non-existent access roads

number of Roma localities where there is no sidewalk for pedestrians

NOTE

Baseline Data Study of the National Strategy for Roma Inclusion, for the 2013 to 2020 period that will allow conclusions to be made about the final outcomes of the National Plan for Roma Inclusion 2021 – 2027 included over 350 variables. The variables listed in the attached lists of primary and secondary indicators will be included in the second study cycle, while decisions on the justification of including the other variables will be made upon completion of the outcome indicators of the European Framework for Roma Equality, Inclusion and Participation. Considering the planned study on the health of the Roma, it is to be assumed that the variables related to gaining insight into the health condition will be excluded from the repeated baseline data study and that they will be included in the health study. However, the selection of variables will be preceded by other procedures, for instance the sampling framework will also depend on the results of the Census planned for 2021, and can be expanded or remain within the 2017 mapping framework. Naturally, the indicators that are marked as those that have yet to be developed in the comparative overview of the EU and the Croatian monitoring framework will be fully taken over into the national monitoring framework. Also, all the results of the repeated baseline data study (such as the at-risk-of-poverty rate, material deprivation, involvement of children in preschool education, etc.) will be presented in comparison with the general population.

12.4 LIST OF LOCAL SELF-GOVERNMENT UNITS WITH MORE THAN 30 SELF-DECLARED MEMBERS OF THE ROMA NATIONAL MINORITY

COUNTY	NAME OF ADMINISTRATIVE UNIT (TOWN, CITY OR MUNICIPALITY)
Bjelovar-Bilogora	Bjelovar
	Garešnica
	Grubišno Polje
	Končanica Municipality
	Šandrovac Municipality
	Štefanje Municipality
	Veliki Grdevac Municipality
Brod-Posavina	Nova Gradiška
	Slavonski Brod
	Općina Gornja Vrba
	Općina Vrpovlje
City of Zagreb	Zagreb
Istria	Pula
	Umag
	Vodnjan
	Ližnjan Municipality
	Medulin Municipality
Karlovac	Karlovac
Koprivnica-Križevci	Đurđevac
	Koprivnica
	Drnje Municipality
	Općina Hlebine
	Novigrad Podravski Municipality
	Peteranec Municipality
	Rasinja Municipality
	Virje Municipality
Međimurje	Čakovec
	Mursko Središće
	Domašinec Municipality
	Donji Vidovec Municipality
	Goričan Municipality
	Kotoriba Municipality
	Mala Subotica Municipality
	Nedelišće Municipality
	Orehovica Municipality
	Podturen Municipality
	Pribislavec Municipality

Osijek-Baranja	Beli Manastir
	Belišće
	Donji Miholjac
	Osijek
	Valpovo
	Bilje Municipality
	Darda Municipality
	Jagodnjak Municipality
	Kneževi Vinogradi Municipality
	Magadenovac Municipality
	Petlovac Municipality
Podgorač Municipality	
Popovac Municipality	
Primorje-Gorski Kotar	Crikvenica
	Čabar
	Delnice
	Novi Vinodolski
	Rijeka
	Omišalj
Sisak-Moslavina	Glina
	Kutina
	Novska
	Petrinja
	Popovača
	Sisak
Velika Ludina Municipality	
Varaždin	Ludbreg
	Varaždin
	Cestica Municipality
	Mali Bukovec Municipality
	Petrijanec Municipality
	Sveti Đurd Municipality
Vukovar-Srijem	Vinkovci
	Vukovar
Zagreb	Dugo Selo
	Ivanić Grad
	Orle Municipality
	Rugvica Municipality

Action Plan for the Implementation of the National Plan

BODY COMPONENT FOR PREPARING THE DOCUMENT											Government of the Republic of Croatia, Office for Human Rights and Rights of National Minorities											NAME OF NATIONAL PLAN				National Plan for Roma Inclusion 2021 – 2027				ACTION PLAN VALIDITY PERIOD 2021–2022			
DEVELOPMENT DIRECTION OF THE 2030 NDS											Development Direction 1: Sustainable Economy and Society Development Direction 2: Strengthening Resilience to Crises											STRATEGIC OBJECTIVE OF THE 2030 NDS				SO 2 Educated and Employed People SO 5 Healthy, Active and Quality Life							
LIST OF NATIONAL PLAN STRATEGIC OBJECTIVES											LIST OF MEASURES FOR THE IMPLEMENTATION OF SPECIFIC OBJECTIVES																						
NUMBER OF SPECIFIC OBJECTIVE	NAME OF SPECIFIC OBJECTIVE	OUTCOME INDICATOR	BASELINE VALUE OF OUTCOME INDICATOR	TARGET VALUE OF OUTCOME INDICATOR	TARGET VALUE OF OUTCOME INDICATOR (FIRST YEAR OF ACTION PLAN)	TARGET VALUE OF OUTCOME INDICATOR (SECOND YEAR OF ACTION PLAN)	TARGET VALUE OF OUTCOME INDICATOR (THIRD YEAR OF ACTION PLAN)	TARGET VALUE OF OUTCOME INDICATOR (FOURTH YEAR OF ACTION PLAN)	TOTAL ESTIMATED COST OF IMPLEMENTING THE SPECIFIC OBJECTIVE	PLANNED SOURCE OF FUNDING IN THE STATE BUDGET	SPECIFIC OBJECTIVE IMPLEMENTING MEASURES	PURPOSE OF IMPLEMENTING THE MEASURE	DEADLINE FOR IMPLEMENTING THE MEASURE (QUARTER, YEAR)	MEASURE OUTCOME INDICATOR	COMPETENCE FOR IMPLEMENTATION	MEASURE DESIGNATION (R/I)	CSR	TOTAL ESTIMATED COST OF IMPLEMENTING THE MEASURE	PLANNED SOURCE OF FUNDING IN THE STATE BUDGET														
1.	Combating Anti-Roma Racism and Discrimination	1 % of Roma who have experienced discrimination once or several times in the last 12 months	28,20%	13%	28%	28%	N/A	N/A	29.672.000,00 HRK	5.022.000,00 HRK	1.1 Reducing the number of Roma who have experienced discrimination and hate crimes	Strengthening combating discrimination, hate speech and crimes and promoting a comprehensive system of support and assistance to victims of discrimination and hate crimes and promoting positive speech about Roma as well as raising awareness of Roma cultures, language and history	IV/2027	number of activities carried out; number of participants in the activity; number of funded projects	Office for Human Rights and Rights of National Minorities	I		192.000,00 HRK	192.000,00 HRK														
		2 % of Roma who have experienced discrimination once or several times in the last 5 years	50%	25%	50%	50%	N/A	N/A			1.2 Fostering integration processes and strengthening social cohesion between the Roma and the majority population	Fostering intercultural dialog and strengthening social cohesion at the regional and local level	IV/2026	number of funded projects, classified by region; number of activities carried out; number of participants in the activity	Office for Human Rights and Rights of National Minorities	I	CSR 2019/3b	0,00 HRK	0,00 HRK														
		3 % of citizens who feel uncomfortable having a Roma as their neighbor	33%	30%	33%	33%	N/A	N/A																									
2.	Reducing Poverty and the Social Exclusion of the Roma in Order to Reduce the Socio-Economic Gap Between the Roma and the General Population	1 OI.02.3.34 - at-risk-of-poverty rate of the Roma	93%	48%	93%	93%	N/A	N/A	36.957.118,00 HRK	2.692.318,00 HRK	2.1 Reducing the poverty and social exclusion of the Roma	Reducing Roma poverty and social exclusion by fostering investment in human capital by ensuring access to adequate social protection programs; income support, benefits in kind and the provision of services for disadvantaged Roma	IV/2027	number of funded projects; number of participants/users	Office for cooperation with NGOs	I		2.425.000,00 HRK	512.500,00 HRK														
		2 OI.02.3.17 - rate of severe material deprivation of the Roma	76%	35%	76%	76%	N/A	N/A			2.2 Reducing poverty and the social exclusion of Roma children	Reducing the gap in poverty and the social exclusion of Roma children by providing comprehensive support to children and their families in interconnected areas and ensuring access to basic services, food and leisure activities	IV/2027	number of children belonging to the Roma national minority to whom a school meal is provided	Ministry of Labour, Pension System, Family and Social Policy	I		4.532.118,00 HRK	679.818,00 HRK														
		3 at-risk-of-poverty rate of Roma children	95%	50%	95%	95%	N/A	N/A			2.3 Improving the availability of quality social services to members of the Roma national minority	Improving the availability of quality social services in Roma localities	IV/2027	number of established community centers; number of center beneficiaries; number of services provided	Office for Human Rights and Rights of National Minorities	R		0,00 HRK	0,00 HRK														
		4 rate of severe material deprivation of Roma children	76%	17%	76%	76%	N/A	N/A																									
3.	Foster Participation of Roma Through Empowerment, Cooperation and Trust of the Roma in Public Institutions	1 % of Roma in the Republic of Croatia who reported an incident of discrimination of those who experienced discrimination in the last 12 months	18%	36%	18%	18%	N/A	N/A	15.047.878,00 HRK	13.667.544,00 HRK	3.1 Ensuring preconditions for the participation of Roma associations as full members in national monitoring committees	Capacity building of civil society organizations and strengthening leadership skills in Roma civil society in order to enable the Roma population to participate in decision-making processes	IV/2027	number of organizations that received support; number of RNM councils that were not provided with funds from the budget of the LRSUGs	Office for Human Rights and Rights of National Minorities	I		3.237.626,00 HRK	2.262.106,00 HRK														
		2 % of Roma who self-report to have voted in all elections	63,70%	63,70%	63,70%	63,70%	N/A	N/A			3.2 Fostering an increase in the share of Roma who file discrimination complaints	Educating the Roma on the legislative and institutional framework for protection against discrimination and raising awareness of members of marginalized Roma communities about the rights and responsibilities of citizens	IV/2027	the number of localities where free legal aid is available	Office for Human Rights and Rights of National Minorities	I		0,00 HRK	0,00 HRK														
											3.3 Fostering the participation of Roma, especially women and young people, in social, cultural and political life at local, regional, national and EU level	Fostering the development of Roma youth and women's organizations as well as their ability to run and manage local affairs through councils and representatives of national minorities; fostering programs dedicated to the original Roma culture, language, traditional customs and artistic creation	IV/2027	number of activities carried out; number of participants in the activity; number of organizations that received support	Council for National Minorities	I		3.810.252,00 HRK	3.405.438,00 HRK														
4.	Efficient and Equal Access of the Roma to Quality, Inclusive Education	1 % of Roma children in Medimurje County who attend classes where most or all students are Roma	45%	20%	45%	45%	N/A	N/A	99.788.177,00 HRK	91.651.827,00 HRK	4.1 Reducing the share of Roma children attending the compulsory pre-school/primary school programs in groups where the majority or all of the children are Roma	Active action against segregation in education from an early age	IV/2027	number of children attending preschool in groups in which the majority or all of the children are Roma; number of children attending classes in which the majority or all of the children are Roma; number of classes in which most or all of the children are Roma	Ministry of Science and Education			5.600.000,00 HRK	5.600.000,00 HRK														
		2 OI.02.2.11 - share of Roma children aged 3-6 attending preschool education	23%	54%	23%	23%	N/A	N/A			4.2 Reducing the gap in participation in pre-school education between Roma children and children of the general population	Actions aimed at circumstances that lead to differences in the participation of children belonging to the Roma national minority in pre-school education	IV/2027	number of grant beneficiaries; number of activities carried out; number of participants	Ministry of Science and Education	I		5.572.177,00 HRK	4.235.827,00 HRK														
		3 OI.02.2.22 - % of young Roma aged 19-25 who have completed four or five years of secondary education	4,40%	10%	4,40%	4,40%	N/A	N/A			4.3 Reducing the gap in the completion of secondary school education between young Roma and young people from the general population	Actions aimed at circumstances that lead to differences in the completion of secondary school education of children belonging to the Roma national minority compared to children from the general population	IV/2027	number of grant beneficiaries; number of activities carried out; number of participants	Ministry of Science and Education			12.805.000,00 HRK	12.805.000,00 HRK														
		4 OI.02.2.17 - % of young Roma aged 18-24 attending higher education	2,80%	5%	2,80%	2,80%	N/A	N/A			4.4 Increasing the share of young Roma in higher education	Providing additional assistance and support to young people during higher education	IV/2027	number of support program beneficiaries	Ministry of Science and Education			1.210.000,00 HRK	1.210.000,00 HRK														
		5 OI.02.2.04 - share of Roma participating in adult education and training programs	4,50%	20%	4,50%	4,50%	N/A	N/A			4.5 Increasing the share of adult Roma in training and development programs	Increasing the share of adult Roma in professional training and development programs	IV/2027	number of participants; number of activities carried out	Ministry of Science and Education			1.601.000,00 HRK	1.601.000,00 HRK														
5.	Efficient and Equal Access of the Roma to Quality, Sustainable Employment	1 OI.02.13.09 - % of Roma aged 16-65 who define their employment status as "employed/paid work"	18,30%	60%	18,30%	18,30%	N/A	N/A	18.854.000,00 HRK	9.504.000,00 HRK	5.1 Reducing the gap between the employment of Roma and employment of the general population	Assistance and support in the transition from the education system to the labour market and support for the acquisition of skills and HRKnowledge that improve the overall position of members of the Roma national minority in the labour market and foster employment and self-employment	IV/2027	number of activities carried out; number of participants; number of support program beneficiaries	Croatian Employment Service			2.244.000,00 HRK	1.494.000,00 HRK														
		2 OI.02.13.09 - % of Roma aged 16-65 who indicate "full-time employee" as their status/activity	8,10%	28%	8,10%	8,10%	N/A	N/A			5.2 Reducing the gender gap in employment	Targeted support to Roma women in employment that takes into account individual preferences and motivations and barriers and specific disadvantages and reasons why they are unemployed or inactive	IV/2027	number of activities carried out; number of participants; number of support program beneficiaries	Office for Human Rights and Rights of National Minorities	I	CSR 2020/2c	0,00 HRK	0,00 HRK														
		3 OI.02.3.21 - difference between Roma men and women in employment status	21,40%	10,70%	21,40%	21,40%	N/A	N/A			5.3 Reducing the gap between the Roma youth NEET population and the youth NEET population within the general population	Targeted support to young people that takes into account individual preferences, motivations and barriers as well as the specific position of young Roma, and working with employers with the ultimate goal of introducing new practices to support training and development in the workplace	IV/2027	number of Roma with NEET status involved in the activities; number of employers; number of activities	Office for Human Rights and Rights of National Minorities			0,00 HRK	0,00 HRK														
		4 OI.02.3 - 32% of young Roma aged 15-29 with NEET status	63,30%	38%	63,30%	63,30%	N/A	N/A																									
6.	Improved Roma Health and Effective, Equal Access of the Roma to Quality Health Care Services	1 OI.02.5.06 Difference in life expectancy between the Roma and the general population	18%	36%	18%	18%	N/A	N/A	7.500.000,00 HRK	1.125.000,00 HRK	6.1 Reducing the gap in life expectancy between the Roma and the general population	Strengthening preventive activities in Roma communities in order to contribute to the overall improvement of the health of members of the Roma national minority	IV/2027	number of activities carried out; number of participants/beneficiaries	Office for Human Rights and Rights of National Minorities			0,00 HRK	0,00 HRK														
								6.2 Meeting the preconditions for the systematic monitoring of the health of the Roma population			Providing data-based conclusions about the state and progress of the health status of members of the Roma national minority compared to the general population	IV/2027	overview of health status of the Roma community (research report); number of activities carried out; number of participants in the activity	Office for Human Rights and Rights of National Minorities	I		0,00 HRK	0,00 HRK															
		2 % of women in the Roma population who gave birth to their first child at the age of 16-20	63,70%	63,70%	63,70%	63,70%	N/A	N/A			6.3 Improving the reproductive health of Roma women	Strengthening preventive activities aimed at Roma women with the ultimate goal of improving reproductive health	IV/2027	number of activities carried out; number of participants/beneficiaries	Office for Human Rights and Rights of National Minorities			0,00 HRK	0,00 HRK														
								6.4 Increasing the awareness of the Roma population about gender-based violence			Raising awareness of the Roma community about the impact that gender-based violence has on the overall well-being of families as well as the development of children in violent families	IV/2027	number of activities carried out; number of participants in the activity	Office for Human Rights and Rights of National Minorities			0,00 HRK	0,00 HRK															
7.	Effective and Equal Access of the Roma to Suitable Desegregated Housing and Basic Services	1 OI.02.5.27 - % of housing deprived Roma	69%	46%	69%	69%	N/A	N/A	27.300.000,00 HRK	27.300.000,00 HRK	7.1 Reducing the gap in housing deprivation between the Roma and the general population	Equalizing the living conditions of members of the Roma national minority with the living conditions of the general population	IV/2022	number of applications approved; number of beneficiaries	Central State Office for Reconstruction and Housing			7.000.000,00 HRK	7.000.000,00 HRK														
		2 OI.2.5.40 - % of Roma living in overcrowded living conditions	85%	48%	85%	85%	N/A	N/A			7.2 Reducing the gap in overcrowded living conditions between the Roma and the general population	Equalizing the living conditions of members of the Roma national minority with the living conditions of the general population	IV/2027	number of activities carried out	Office for Human Rights and Rights of National Minorities	I		0,00 HRK	0,00 HRK														
								7.3 Reduction of environmental and infrastructural inequalities in Roma communities (localities) compared to communities in which the majority population lives			Equalizing the environmental living conditions of members of the Roma national minority with the living conditions of the general population	IV/2027	number of LRSUGs that received support	Ministry of Regional Development and European Union Funds			2.800.000,00 HRK	2.800.000,00 HRK															
		3 OI.02.5.30 - Roma population connected to the public water supply system	66,00%	95%	66,00%	66,00%	N/A	N/A			7.4 Providing access to water intended for human consumption	Providing support to bodies responsible for housing standards, basic services and environmental protection	IV/2027	number of new users of the public water supply system	Office for Human Rights and Rights of National Minorities			0,00 HRK	0,00 HRK														

