

National Action Plan of the Slovak Republic Regarding the Decade of Roma Inclusion 2005 – 2015

Introduction

Decade of Roma Inclusion (hereinafter referred to as "Decade") is a joint initiative of Bulgaria, Croatia, the Czech Republic, Hungary, Macedonia, Romania, Serbia, and Monte Negro and Slovakia in cooperation with the World Bank and the Open Society Institute and shall be conducted from 2005 to 2015. Its objective is to extend and speed up the social inclusion of the Roma population including improvement of their social status by:

- defining a limited amount of quantitative objectives for the improvement of current status in priority areas and by establishing an indispensable information database in order to measure achievements of the defined objectives;
- elaborating and implementing national action plans in order to achieve the defined objectives;
- regularly reviewing the fulfilment of the objectives and, if necessary, by modifying the action plans during the Decade.

The Decade programme focuses on four priority areas: education, employment, health, housing and on three related themes: poverty, discrimination and gender equality. In their action plans, each of the participating countries has identified objectives and goals in four priority areas.

The Slovak National Action Plan has been elaborated by working groups formed by priority area and by representatives of the Office of the Plenipotentiary of the Government of the Slovak Republic for Roma Communities, Ministry of Education, Ministry of Construction and Regional Development, Ministry of Labour, Social Affairs and Family, Ministry of Health, Statistical Office, NGOs and Roma Youth Forum.

1.2 Education

Inclusion of the Roma population into the society is substantially conditioned by a change of negative attitudes of majority population that can be achieved by systematic modification of education contents. In the educational system, the human education focused on the marginalized Roma community is conducted on three basic levels:

- a teacher's, an assistant teacher's and an educator's training courses, etc. being one of the determining factors of a change implementation,
- preparation of student's books, teachers' methodical manuals, provision of educational tools and other materials necessary for didactical and educational process and for information of parents
- transformation of unilateral orientation on material education to formal education in order to transmit pupils as much knowledge as possible, the purpose of which is a complex development of a pupil's personality accepting his/her individual peculiarity and needs and focusing on the development of his/her basic competence.

The concept of integrated education of the Roma children and teenagers approved by Government Resolution No. 498 dated 26 May 2004 formed the basis for specification of objectives defined in the education priority area. The concept has set strategic aims and objectives that can be enhanced and accomplished more quickly by accession to the Decade

which being an international forum, acts as the exchange of experience among the participating countries.

When defining the objectives and aims of the Slovak Action Plan in the education priority area, the factors such as existing education level of the Roma communities, the possibilities of the integrating programme implementation in the national and local education level have been taken into account in compliance with the recommendations of the Decade. Moreover, the concept implementation success depends on parallel transformation of regional education system and on the application of generally valid legal documents related to the national education implementation in concurrence with the Convention on the Rights of the Child implementation to educational school system.

A complementary activity of the Decade is the establishment of the Roma Education Fund. Its principal intention is to provide the participating countries with the financial aid intended for the action plan implementation in the education priority area. The founder of the Roma Education Fund is the World Bank. At the donors' meeting on 2nd - 3rd December 2004 in Paris, USD 42,390,000 was collected for the fund establishment out of which USD 7,480,000 is allocated for the year 2005. A part of the Slovak Action Plan Activities in the education priority area shall be co-financed by the fund money.

1.3 Employment

In terms of employment, the Slovak Action Plan continues in the employment policy accepted by Ministry of Labour, Social Affairs and Family and, at the same time, it is compatible with the Programme of Social Inclusion and Employment Strategy of EU. The Decade intends to approach these concepts. Particular objectives of the employment priority area stem from the programmes that were elaborated by the Ministry with the intention of improving job opportunities of handicapped groups and ensuring the equal treatment of all the citizens on the labour market.

In terms of employment approach, Law No. 5/2004 on employment services and on amendment of some laws regulates citizens' rights and duties on the civil basis and not on ethnic, religious or other principle; the emphasis being put on a group of the citizens handicapped on the labour market. The Roma communities have been approached as a group of handicapped job seekers provided they meet the characteristics of this group.

According to the Slovak Action Plan, it is inevitable to educate state employees about discrimination prevention in order to ensure the equal approach to work. To increase job opportunities of handicapped groups, it is necessary to support their joining a job and re-employment and to facilitate it by educational programmes to prepare them for the labour market and support them in keeping their working habits.

In order to implement the objectives of the Action Plan in the employment priority group, there will be made use of the existing educational projects {project: "Completion of Elementary School"}, supporting projects for the long-term unemployed job applicants {institute of „probation employment“} and the supporting programme for social work development in towns.

1.4 Health

The Decade's key principle in the health priority area is to distinguish between existence and availability of medical facilities; between guaranteed health care and its equal provision to all the patients.

In terms of the Roma population's health, priorities of the health service department stemmed from available knowledge on the Roma population's health and its determining factors. These data result from several studies carried out on the local level and focus on the selected aspects of this minority population group health.

On the basis of the obtained results and their comparison with the results obtained from the majority population, it is necessary to observe that the level of health and its determining factors {native predisposition; health care - availability, use, quality; environment – physical, social, economic; life style – smoking} is worse in the Roma community in many aspects.

All the available data were obtained only from the studies carried out in the limited territory and do not enable to size up the Roma community as a whole or to compare differences of the health status among individual groups of the society. Nevertheless, on the basis of these results, certain objectives and aims have been determined including the Roma community's health analysis and their health awareness, improvement of Roma's attitude to health care and their information gathering on health care provision {preventive check-ups, health insurance}, improvement of Roma's reproductive health and increase in re-inoculation of the Roma population.

Having taken these measures and obtained information on health status and influence of individual determining factors on health mean the first step towards success of all the other interventions and that is why a complex study is a priority activity. The second part of the measures is formed by the activities that were laid out on the basis of partial studies' results and of projects focused on the Roma population and marginalized groups in general.

1.5 Housing

As it follows from the outcomes of working meetings focused at the housing priority area, the legal solution to the property issues in relation to the Roma settlements is a crucial step which should be taken without delays in order to find a comprehensive solution to the housing issue. At the same time, the critical housing situation should be viewed in a wider context of social exclusion and poverty of the disadvantaged population groups.

The implementation of objectives and goals put forth under the Slovak Action Plan for the housing priority area will be based on the Long-term Housing Development Concept for Marginalized Population Groups after it has been approved by the government. Drafted by the Ministry of Construction and Regional Development of the Slovak Republic, the concept will specify the methods for improving the social and cultural level of the Roma settlements through the construction of basic infrastructure, better the quality of housing in the Roma settlements through the construction of rental apartments and, in the urban agglomerations, by reconstructing the existing housing stock.

The concept should complement the state housing policy with the economic instruments to support the housing development; its aim is to adopt the principles of and create conditions for resolving the housing problems of the marginalized population groups that are, due to their low education, cultural and social level, unable to secure their housing through available approaches and means.

The concept should deal with the localisation of new apartments construction, ensuring the technical infrastructure, the housing stock ownership and management, technical aspects of the construction, the principles of the apartment distribution and other issues. The concept in its proposed wording also differentiates between the construction of rental

apartments with normal and lower standard. The appartments with a lower standard should be provided to the inhabitants of the Roma settlements and their construction should require an active participation of future tenants.

In order to improve the social and cultural level as well as the quality of housing in the Roma settlements and urban ghettos, the apartment and technical infrastructure construction is planned to be carried out in such a manner that will facilitate the gradual process of Roma inclusion. The plan includes also the settlement of property rights.

A comprehensive solution to the issues connected with the housing problems of the Roma population addressed in the currently prepared concept of the marginalized population groups housing will specify the implementation of objectives and goals laid down in the National Action Plan with respect to the housing priority area.

The following tables include the objectives, goals, indicators, monitoring supervisors, information on the data availability, links between overlapping issues, implementation deadlines and the amount of required funds specified based on the outcomes of the national working meetings.

2.1 Education

	Objective	Goal	Indicator	Monitoring supervised by	Data: availability and needs	Relates to the following issues	Deadline	Quantified financial costs*
1.	To improve the education-related achievements of Roma population	- all Roma boys and girls pass elementary school	- ratio between the number of children enrolled and the number of those who completed all years of elementary school - reduction in the number of flunking students - improving school grades - falling number of unexcused absences	ÚIPŠ (School Information and Forecast Institute) – statistics, Roma forum members	Available; measures need be taken (in statistical administrative databases)	poverty	2014	
2.	To improve training and readiness of Roma children	- all Roma boys and girls take part in training courses for elementary school in a pre-school facility	- increase in a ratio of children who completed pre-school training (enhanced readiness of Roma children to adopt to school activities)	ÚIPŠ (School Information and Forecast Institute) – statistics, Roma forum members	Available; measures need be taken (in statistical administrative databases)	poverty	2012	
3.	To increase the rate of Roma students attending secondary schools	- 15 % of Roma students who complete elementary school attend grammar school - 50 % of Roma students who complete elementary school	- increased rate of Roma students applying for and admitted to grammar schools, secondary vocational schools, secondary professional schools.	ÚIPŠ – statistics, Roma forum members	Available; measures need be taken (in statistical administrative databases)	poverty, gender inequality	2015	
4.	To cut down the number of Roma children	- to 0 % of Roma students incorrectly diagnosed as	- reduced rate of Roma students in special elementary schools and	ÚIPŠ – statistics, Roma forum	Available; measures need be taken (in statistical	poverty, discrimination	2015	

	attending special elementary schools and special training facilities	capable to be educated only at ŠZŠ and ŠVZ - to reduce the number of Roma children placed in ŠZŠ and ŠVZ by 15%	special training facilities	members	administrative databases)			
5.	To promote the life-long learning of Roma with incomplete education from the perspective of enhancing their competitiveness at the labour market (including career counselling)	- to reduce the rate of Roma with incomplete education by 50 % - to supply a system (legal and education conditions) facilitating the attainment of schoold degrees	- ratio between the number of Roma with incomplete education and the number of those who started schooling	ÚIPŠ – statistics, Roma forum members	Available; measures need be taken (in statistical administrative databases)	poverty, discrimination, gender inequality	2014	

Abbreviations used:

ÚIPŠ – School Information and Forecast Institute

VÚDPaP – Research Institute for Child Psychology and Pathopsychology

ŠZŠ – special elementary schools

ŠVZ – special training facilities

***Quantified financial costs:** The costs of the project totalling SKK 230,299,079 were calculated based on the priorities specified in the Concept of Roma Children and Youth Integrated Training, including the secondary and university education development (government resolution No. 498 of 26 May 2004). The project will be partly funded from Slovakia's state budget approved for 2005; allocation of the education ministry funds will be specified at the beginning of 2005. The project may be co-financed by the Roma Education Fund recently established in Paris.

2.2 Employment

	Objective	Tool	Goal	Indicator	Monitoring supervised by	Data: availability and needs	Relates to the following issues	Deadline	2005 funding in SKK (Slovak crowns)
1.	equal treatment guaranteed to all citizens irrespective of their ethnic origin		Training provided to the state administration employees in the area of labour, social affairs and family aimed at preventing all forms of discrimination	number of employees who completed the training	Ministry of Labour, Social Affairs and Family – equal opportunity and antidiscrimination section, the Labour Ministry Training Centre, Counselling and Psychological Services Centre	Ministry of Labour, Social Affairs and Family – equal opportunity and antidiscrimination section	gender equality and discrimination	2005	130,000
2.	enhancing the employability of the disadvantaged job applicants at the labour market by means of:				Labour, Social Affairs and Family Office	Labour, Social Affairs and Family Office	poverty, gender inequality and discrimination	2005	
		- NP I - Support to jobs for the unemployed, paying a special attention to the groups with impaired access to the labour market	Higher rate of employment and prevention of long-term unemployment through supporting the introduction or return to work of registered job applicants with emphasis on the groups with impaired access to the labour market	- Number of jobs created for the disadvantaged groups of applicants, - Number of persons who have started their own business					202,751,952

		- NP II - Support to the employment of citizens with health disabilities	Increase of employment of citizens with health disabilities through integrating such citizens in the labour market	- Number of persons with health disabilities working in sheltered workshops, - Number of work assistants for the persons with health disabilities, - Number of persons with health disabilities who have started their own business, - Number of persons with health disabilities whose jobs were maintained through support					67,623,394
		- NP III - Education of the unemployed and their training for the labour market	Facilitating the job applicants' introduction and return to the labour market through education and training programmes for the labour market, meeting the requirements of particular job positions and job applicants' individual needs	- Number of the unemployed participating in the specialized education and training courses, - Number of job applicants participating in the courses aimed at information and communication technologies, - Number of job applicants participating in the courses of training for self-					39,395,235

				employment,					
		- NP V - Making the unemployed, and those with low motivation dependent on material-need benefits, active	Support to maintaining the job applicants' working habits as an instrument increasing the chances of employment mainly for the disadvantaged job applicants and those dependent on material-need benefits	- Number of persons who have participated in the activation programmes organized by the public employment services, - Number of contributions granted					390,664,064
		- NP VII - Increasing the extent and quality of employment services through the information, advisory and specialist instruments and services	Supporting the task of preventive measures in order to prevent unemployment and long-term unemployment	- Number of persons to whom the prevention advisory services have been provided - Number of persons to whom the specialist advisory services have been provided, - Number of persons to whom the information and advisory services have been provided, - Number of persons for whom individual action plans have been developed					30,608,200
		- <i>Implementation of projects</i>							

		<i>intended to verify the new active measures on labour market supporting the inclusion of disadvantaged groups of job applicants on the labour market:</i>							
		a) Educational and training project for labour market intended for those job applicants who have not completed the elementary education – “Completion of Elementary School”	Facilitating the job applicants’ access to elementary education, enabling them to gain the basic skills (reading, writing and counting) and social skills, to have access to the labour-market-oriented education and training and to secondary education	- Number and percentage of participants who have gained a school report, - Number and percentage of project participants who have succeeded in the labour market within 6 months after having completed education or after having been included in further education, compared to the research sample					87,000,000
		b) Supporting projects for the long-term unemployed job applicants - gaining the professional	Reducing the long-term unemployment and motivating the employers to employ the long-term unemployed, and identifying the labour demand barriers in regard	- Number of long-term unemployed job applicants participating in the project, - Number of long-term unemployed					4,000,000

		skills through the employment experience – “Employment Experience Programmes”	to employment of the long-term unemployed job applicants	job applicants placed in job positions					
		c) Supporting programme for community-based social work development within municipalities	Helping to solve the problems of individuals and groups living in communities threatened by social exclusion through community-based social work and trying to influence their situation in a way to make them able to integrate in society and at the same time improve their access to the active measures instruments in the labour market	- Number of municipalities within which the supporting programme for community-based social work development has been implemented					140,000,000
		d) Implementation of projects for the Roma minority job applicants oriented on education and inclusion of the Roma in the labour market with emphasis on their remaining in the labour market after the project funding within	Creation of new jobs; increasing the Roma population motivation, incentive and education; development and acceptance of the participation need by the Roma in order to solve their social affairs; providing information on hygiene, education, schooling and employment issues; teaching the Roma clients the basic social and communication skills; Developing the	- Number of jobs created - number of jobs 1 month after the project funding has been finished - number of jobs 3 months after the project funding has been finished - number of jobs 6 months after the project funding has been finished - number of persons that have participated in					20,000,000

		the Roma community programmes is finished	work incubators and supporting the self-employment	retraining courses - number of persons further improving their qualification - number of job positions within the work incubators - number of jobs within the self-employment structure					
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Abbreviations used in the text:

MoLSAF – Ministry of Labour, Social Affairs and Family

EC of MoLSAF – Educational Centre of Ministry of Labour, Social Affairs and Family

VP-PS - Advisory and Psychological Services Centre

ÚPSVaR – Head Office of Labour, Social Affairs and Family

NP– National project

Assigned funds: The overall costs are SKK 982,172,845. The goal of the first objective will be financed from the resources approved within the state budget for 2005. The first five goals of the second objective will be executed by means of national projects and financed from the approved budget for 2005 and co-financed from the funds of the European Social Fund. The four other goals of the second objective are executed through verifying pilot projects for new active instruments in the labour market and will be financed from the approved state budget, under Active Labour Market Policy for 2005.

2.3 Health Priority Area

	Objective	Goal	Instrument	Indicator	Monitoring supervised by	Data: Availability and Requirements	Relates to the following issues	Deadline	Funds for 2005 in SKK
1.	Analysis of health	Creating verified database on health	Epidemiological study.	at the output level: - number of the Roma in	Data collecting and processing:	Not available in required quality	poverty, discrimination	to 2010	1,500,000

	conditions and health awareness of the Roma community in Slovakia	and irregularities in the state of health within the Roma community when compared to the majority society, and in mutual comparison with other Roma communities, serving as a basis for effective healthcare interventions.		the sample <u>at the result level:</u> -health indicators -disease occurrence indicators -disease consequence indicators	healthcare assistants, later nurses that treat the patients at home, ÚVZ, general practitioners, ÚZIS <u>Performance monitoring:</u> MZ SR (Ministry of Health of the Slovak Republic)	and scope (quantity of indicators and geographic scope)	ation, gender inequality		
2.	Better and more efficient use of the actual healthcare services network by the Roma minority	Improve the Roma access to the healthcare services and make them better informed on the provided healthcare.	Information campaign, introduction of temporary healthcare assistants.	<u>at the output level:</u> -the number of informative lectures, or the number of distributed leaflets, or the number of addressed families, or the number of performed campaigns <u>at the impact level:</u> - more preventive and screening examinations - when compared to the number of consultations in LSPP, the number of people who went to general and special practitioners increased	statistics, PAS, healthcare assistants, LSPP, ÚZIS, insurance companies, community centres	Not available in required quality and scope.	discrimination, gender inequality	to 2015	1,500,000 for the campaign 32,508,000 for the healthcare assistants
3.	Improving the sexual health of the Roma	Provide more information and apply the principles of planned	Information campaign oriented on providing more	- higher average age of mothers giving birth to their first child - higher average age of	healthcare assistants, gynaecological offices, ÚZIS,	No complex data, only partial data from the analysed areas are	discrimination, gender inequality	to 2015	1,200,000

		parenthood and measures of sexually transmitted diseases prevention.	information on particular aspects of sexual health; temporary healthcare assistants.	the Roma starting sexual relationships - higher number of gynaecological examinations in % - lower number of premature birth in %.	insurance companies, Roma Youth Forum members	available.	y		
4.	Higher re-vaccination rate of the Roma population	Achieving the average re-vaccination rate of the Roma population be comparable to the average majority rate.	Information campaign, implementing the continuous monitoring system of the Roma population re-vaccination rate.	- share of the majority population re-vaccination rate to the Roma population re-vaccination rate	ÚVZ, RÚVZ, health insurance companies, ÚZIS, PAS, Roma Youth Forum members	Statistic data of insurance companies and the RÚVZ verification	poverty, discrimination	2015	1,500,000

Abbreviations used in the text:

PAS – General practitioners

ÚVZ – Public Healthcare Office

LSPP – Medical First Aid Centre

ÚZIS – Institution of Health Information and Statistics

RÚVZ – Regional Public Healthcare Office

Quantified financial costs: The overall financial costs for the health priority area are SKK 38,208,000, out of which SKK 32,508,000 are the funds from the Phare fund gained for the healthcare assistants for the years 2005 and 2006. Other costs have been quantified and may be claimed within the preparation process of the state budget for 2006.

2.4 Housing Priority Area

	Objective	Goal	Indicator	Monitoring supervised by	Data: availability and requirements	Relates to the following issues	Deadline	Funds for 2005 in SKK
1.	Improving social and cultural	providing technical equipment	number of Roma settlements with transport infrastructure, electricity and water	Annual report on housing settlements with	available	poverty	2015	30,000,000

	conditions in the Roma settlements		distribution, sewage, gas distribution and telecommunication network; number of Roma settlements with technical equipment and those with no such equipment.	low social and cultural conditions				
2.	Higher housing standard in the Roma settlements	building new apartments in the Roma settlements	number of new apartments	Annual report on housing settlements with low social and cultural conditions	available	poverty	2015	200,000,000
3.	Progressive inclusion of the Roma from the Roma settlements	building new apartments for the Roma	number of new apartments for the Roma settlement population outside of these settlements, increase and decrease of the number of apartments	Annual report on housing settlements with low social and cultural conditions	available	poverty	2015	30,000,000
4.	Higher housing standard for the Roma within the urban agglomerations	renovation of existing apartments	number of renewed apartments, increase and decrease of number of such apartments	Annual report on housing settlements with low social and cultural conditions	not available	poverty	2015	0
5.	Creating conditions for higher housing standard in the Roma settlements	legal solution to the property issues in relation to the land	number of the Roma settlements – settled and not settled from the legal point of view	Annual report on housing settlements with low social and cultural conditions	available	poverty	2015	0

Assigned funds: The overall costs assigned from the approved state budget for 2005 are SKK 200,000,000. The first and the third objectives will be financed from the funds allocated to the second objective.

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