
IMPROVEMENT OF THE PARTICIPATION IN DEMOCRATIC PROCESSES OF COMMUNITIES UNDER 20 %

RESEARCH, ANALYSIS AND RECOMMENDATIONS

This project is financed by the European Union



Skopje, 2012

Publisher:

Helsinki Committee for Human Rights
of the Republic of Macedonia

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The Analysis and the Recommendations are published in the framework of the project:

Improving participation in the democratic processes of the ethnic communities below 20%

Realization of the project:

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Design and print:

Image Plus

Realization of this project was in partnership with the Agency for realization of the rights of the communities and the State Inspectorate for Local Governance and NGO Avena from Kocani, and in cooperation with organizations: Svetla zvezda and Akademik from Krusevo, Svetla Idnina from Kocani, Sredbi na bosnjacite I 28 Septemvri od Veles, CRO-Millennium and Pro-idea from Vrapciste, Srpska zaednica and Obedineta srpska zaednica from Kumanovo and media: TV Zdravkin from Veles, TV Tera from Bitola, TV Kanal 8 from Kocani, TV Nova from Kumanovo and Tursko radio from Gostivar

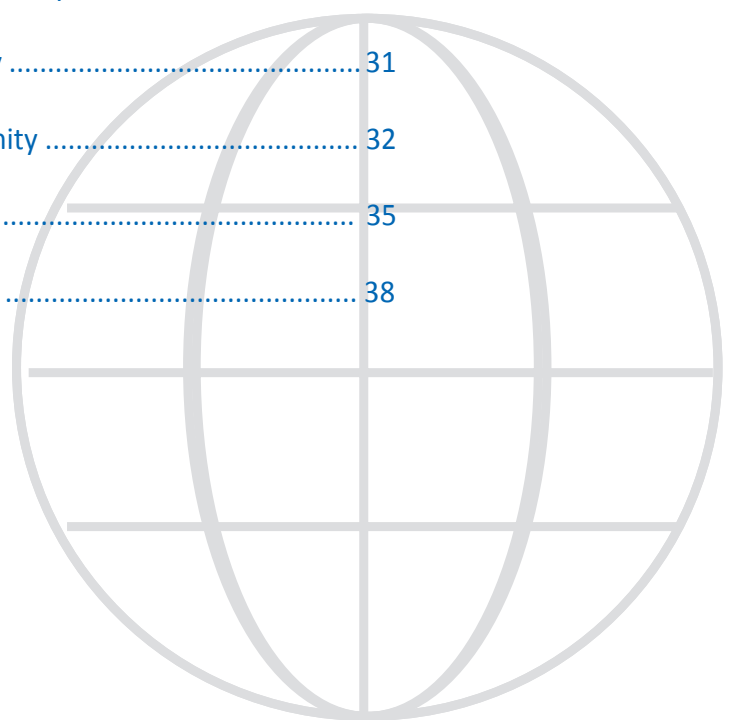
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This project is financed by the European Instrument for Democracy and Human Rights and co-financed by the Czech Embassy in Skopje.

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1. INTRODUCTORY REMARKS

The project «Improving participation of communities under 20% in democratic processes», in addition to its main goal of strengthening the capacity of these communities to improve the conditions for exercising their rights, their political, civil and media representation and presentation of their culture and visibility, contains a specific section which refers to the identification of problems and development of recommendations to improve the cooperation between central and local municipal authorities and the non-governmental sector in the realization of the rights of these communities in the local government.

For the realization of this specific goal within the Project, a research was realized and a survey was conducted in terms of the political, cultural and media representation of communities of less than 20 %, where as pilot research municipalities were taken the following five communities in them: the Roma community in Kocani; The Bosniac community in Veles; the Turkish community in Vrapciste, the Vlach community in Krusevo and the Serbian community in Kumanovo.

Research and analysis of the state of political, cultural and media representation of the communities under 20%, the awareness of these communities with rights which belong to them and, moreover , with the available legal instruments meant preparing a Questionnaire for the rights communities under 20%. All of this in coordination with the Agency for realization of rights of communities (hereinafter AOPZ), with representatives of the communities in the individual municipalities, as well as representatives of NGOs active in this domain.

Based on the analysis of results of opinion polls and on sublimated data analysis and knowledge from the trainings conducted in these municipalities, the project prepared a brief summary of these analyses, as well as general and specific recommendations relevant to each municipality, prepared in coordination with community representatives from each of these municipalities, and in coordination with representatives of AOPZ who attended the training.



Hereinafter data from the conducted questionnaire and analysis of those data from the aspect of the goals of this project, as well as general and special recommendations of every municipality will be shown, in order to improve the participation in democratic processes on a local level of communities under 20 %.

2. QUESTIONNAIRE ON THE RIGHTS OF COMMUNITIES UNDER 20 %

2.1 GENERAL REMARKS

The Questionnaire about the rights of communities under 20 % consists of 44 questions. The same are divided in three thematic units and they are:

- General rights – question 1 to 9
- Legal regulative and existing mechanisms – question 10 to 40
- Proposals – question 41 to 44

The first thematic unit titled «common law» is meant as an introduction which will give a representation of the ethnic coexistence in the municipality. It is created / designed to give information on: self-definition of members of ethnic communities, awareness of members of specific ethnic groups of other ethnic communities living in their municipality, perceptions of those other communities and stereotypes about the «others» that exist within different ethnic groups, the realization or failure to realize everyday contacts, and general communication between different ethnic groups in the municipality. Special emphasis is placed on the awareness about which are the smaller ethnic communities in the municipality.

The second, central thematic unit titled «Legislation and existing mechanisms» aims to show the familiarity of respondents with the existing legal framework and its effective implementation. Specifically, this section



contains questions whose answer should provide insight into whether and how much are the respondents familiar with the rights belonging to them (on a national and especially on a local level), whether they encounter difficulties in realization of their rights, cases of discrimination and so on. Whether they have and what are their recommendations for the municipal administration regarding the rights of communities under 20%, and the general trust in institutions of the system (on a state, and especially on a local level) responsible for promotion, realization and protection of their rights.

The third unit entitled «Suggestions» is designed as a segment of the questionnaire which provides an opportunity through concrete proposals to strengthen the role of the smaller ethnic communities in specific municipalities and to improve their integration into society.

2.2 SPECIFIC REMARKS FROM THE ANALYSIS OF THE ANSWERS ON THE QUESTIONNAIRE

I. The first thematic unit or part of the questionnaire designed to give a representation of the ethnic coexistence in specific municipalities indicates the existence of a state of general tolerance between different ethnic groups in the municipalities.

Namely the relations between ethnic communities are perceived as positive; furthermore 98.7% of respondents stated that they realize communication with members of other ethnic groups (see Table 1); and the majority of respondents agree with people from other communities (see table 2). The mutual perceptions of the various ethnic groups are largely positive, and no less important, extremely negative perceptions or stereotypes are extremely small.



Do you realize communication with members of other communities?

Under 1 the answer is yes, under two the answer is no

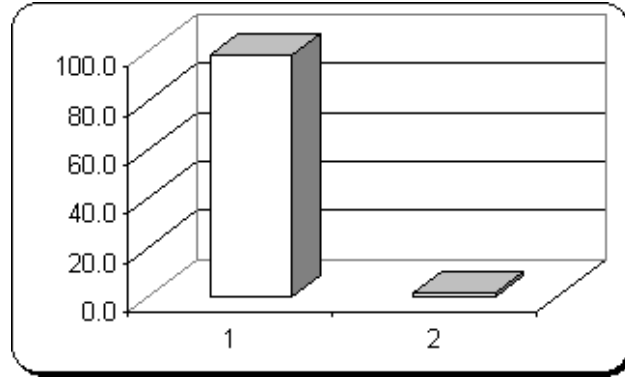


Table 1

How do you get along with people from other communities?

How do you get along with people from other communities?

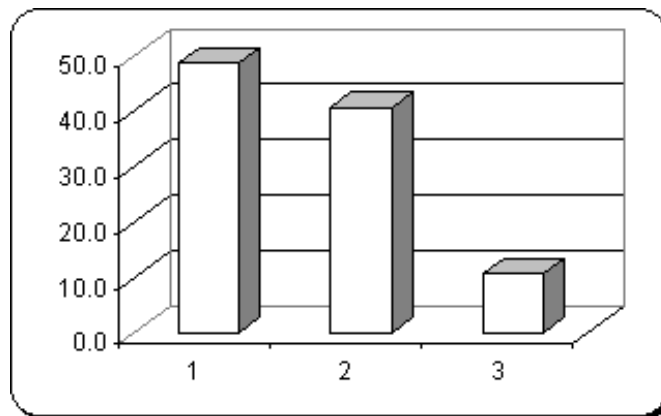


Table 2

II. The second or central thematic unit provides a general picture of **poor understanding of the rights belonging to the communities below 20% (poor understanding of the existing legal framework and the absence of its effective use)**. The question of whether they are familiar with the rights of the communities below 20% the number of respondents who answered positively, that is, that are completely or partially familiar is half larger than the number of those who answered negatively, ie who are insufficiently or not at all familiar with the rights of these communities (see Table 3). However, the relatively small percentage of negative answers is countered in the answers of the following questions. Namely, a



large percentage of respondents who are not familiar with the services provided by their municipality for the protection and promotion of communities below 20% (see Table 4), with how often these communities use the services of the municipality, as well as whether their municipality in general has adopted regulations for the use of the languages of the communities under 20% and at what level (see table 5). **Recognition of the services of the municipality in relation to the rights of these communities is linked mainly with organizing cultural events.**

Are you informed about the rights of communities under 20%?

Under 1 yes, under 2 partly, under 3 no, under 4 not enough, under 5 I don't know

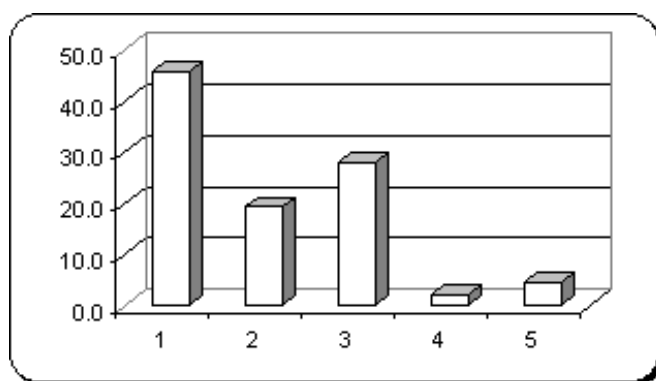


Table 3

Which services are provided by your municipality in terms of protection and promotion of the rights of communities under 20%?

Under 1 employment, under 2 culture, language, cultural manifestations, under 3 collaboration with NGO, under 4 adopting legal acts, under 5 projects for improvement, under 6 education, under 7 there are no services, under 8 I don't know

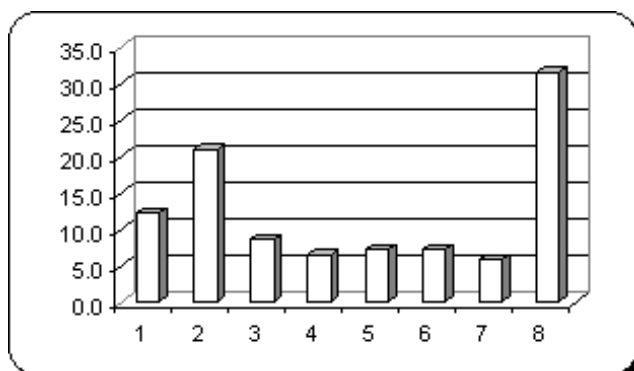


Table 4



Has the municipality adopted acts for use of languages of communities under 20 % and at what level?

Under 1 there is a decision by the municipality, under 2 use in council, under 3 use in the whole municipality, under 4 no decision, under 5 no use, under 6 I don't know:

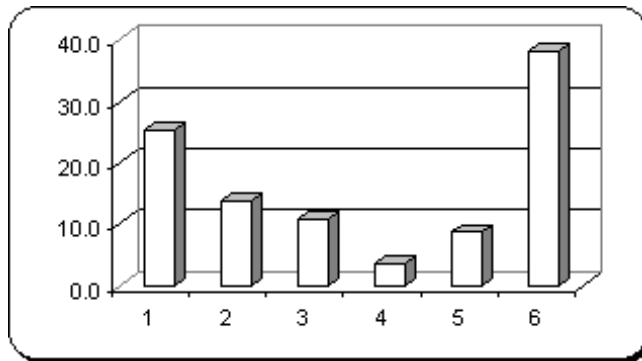


Table 5

In terms of general satisfaction or dissatisfaction with the state of the communities below 20% in the municipality and, more specifically, the number of Councilors in the Municipal Council of the communities below 20%, a significant number of positive and negative responses can be found. The same situation is reflected in the question of whether respondents know of cases in which the rights of the communities below 20% were affected (see Table 6). However, bearing in mind the high percentage of unfamiliarity with the rights of these communities, as indicated in the answers to the previous questions, it can be concluded that if the respondents would have been really aware of their rights, the percentage of positive responses (recognition of violation of rights) would be much larger.

Are you aware of cases when the rights of members of communities below 20 % were violated? Under 1 yes, under 2 no, under 3 I don't know

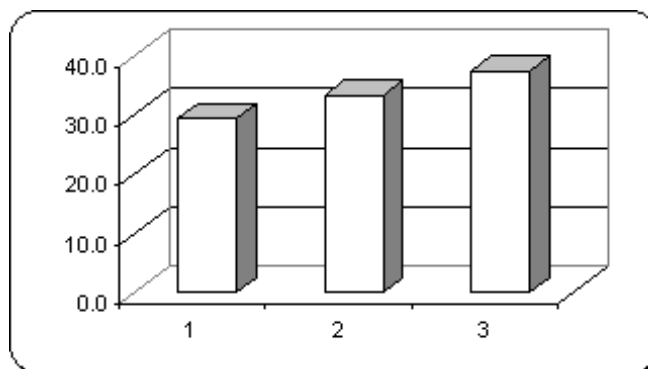


Table 6



The respondents generally link the improvement of the representation of communities under 20% in the local self-government with employment. Namely as much as 31.1% of them consider that with employment the representation of their community in the municipality would improve. Despite the large percent that expresses the need for a consistent source of life funds, a percentage of answers is noticeable which see **the improved representation of the community through the increased protection of their cultural identity** (see table 7). The same answers occur when the respondents are asked about whether they have any recommendations about the municipal administration in terms of the rights of communities under 20%. **Namely here as well the employment, culture, language and cultural manifestations are represented in a large percent.**

How would you improve the representation of your community in the local self-government?

Under 1 employment, under 2 culture, language, cultural manifestations, under 3 collaboration with an NGO, under 4 adoption of legal acts, under 5 projects for improvement, under 6 education, under 7 no services by the municipality, under 8 departization and fight against corruption, under 9 good representation, under 10 I don't know:

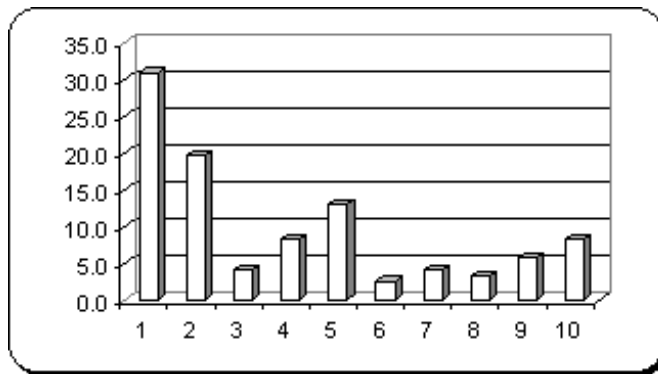


Table 7

The answers in the second part of the questionnaire show also to the **general dissatisfaction with the work of state institutions and significant mistrust in the protection that they provide.** Namely, more than a half of the respondents consider that the public administration does not help at all or enough in terms of the rights of communities under 20 %. The conclusion about the presence of a general mistrust in the work of state institutions pervades among the answers to questions which ask the respondents to give



their opinion about **what they would do if they had information that some rights of members of communities under 20 % are violated, that is, if their rights are violated.** In both cases in the answers the answer that they would alert the media dramatically pervades (see table 8 and 9).

Unlike this, the number of respondents who would turn to the municipal bodies and especially to the Commission for protection from discrimination is small. Additionally, the number of respondents that would notify the police has a significantly high score among the answers, which additionally implies that the respondents would turn to it (only) in cases of life in danger. This in turn, once again draws to the conclusion of unfamiliarity of the citizens with the layers of rights that belong to them, as well as unfamiliarity with the authorities and procedures available to them. **Simply put, the respondents do not know their own rights and do not trust the system.** For an example, this conclusion is confirmed when the respondents are asked **whether they ever have turned to the municipal administration for protection of their rights.** Here, as much as 89,3 % answered negatively (see table 10). The reasons due to which they did not turn to the municipal administration with a request to protect their rights for 26,7% are because they find it ineffective, 19 % do not trust it, and 27,3% list other reasons or simply do not know why.

What would you do if you had information that some rights of members of communities under 20 % are violated?

Under 1 they would inform the police, under 2 they will notify the media, under 3 they will inform a political party, under 4 they will inform a civil international organization, under 5 they will notify the municipal bodies, under 6 the Agency for realization of the rights of Communities, under 7 the Ombudsman, under 8 they would do nothing, under 9 I don't know:

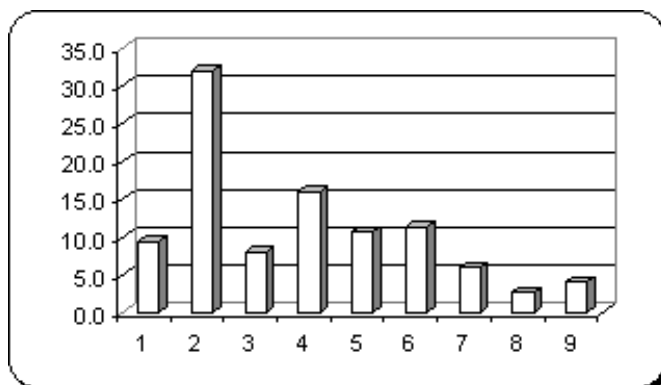


Table 8



Where would you turn to if your rights are violated?

Under 1 they would notify the police, under 2 they will notify the media, under 3 they will inform a political party, under 4 they will inform a civil international organization, under 5 they will notify the municipal bodies, under 6 the Agency for realization of the rights of Communities, , under 7 the Ombudsman, under 8 the Commission for Protection against Discrimination, under 9 I don't know:

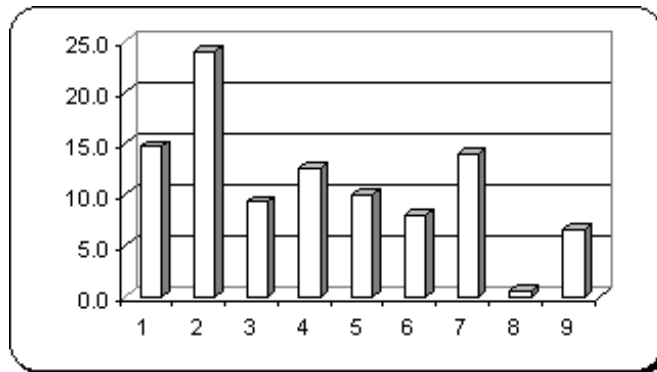


Table 9

Have you ever turn to the municipal administration for protection of your rights? Under 1 Yes, under 2 No

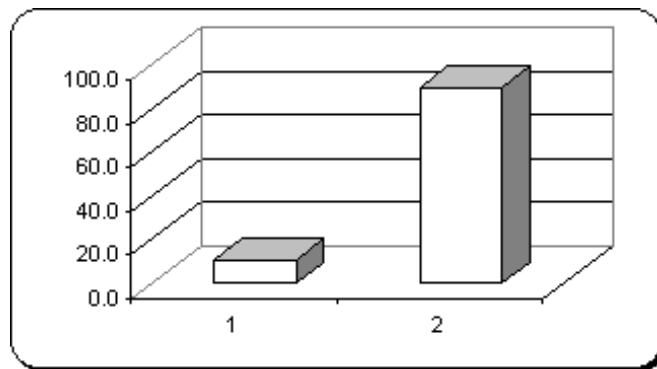


Table 10

On the other hand, the respondents' answers in this section of the questionnaire indicate a greater degree of confidence in the work of NGOs in the protection of their rights (see Table 8 and 9) and especially trust in the Helsinki Committee for Human Rights (see Table 11). Only 60.6% of respondents believe that the NGOs with their work contribute to the improvement of the communities below 20% (see table 12). **The large percentage of answers that shows that the respondents never addressed these organizations in written form reveals the large degree of unfamiliarity with the rights that**



belong to the citizens as well as the instruments for their protection. The same applies to the existence of the Agency for realization of the rights of Communities and its competencies.

Which organization do you consider would help in the realization of the rights of communities below 20%?

Under 1 The Helsinki Committee, under 2 OSCE, under 3 EU, under 4 Macedonian Lawyers Association, under 5 other, under 6 I don't know:

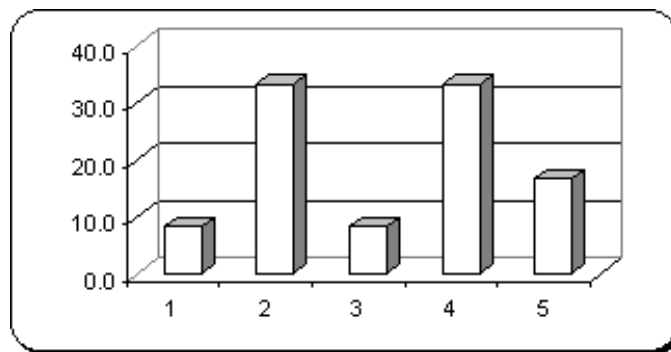


Table 11

How much does the work of civil associations contributed to the improvement of the condition of communities below 20%?

Under 1 they contribute a lot, Under 2 they contribute, Under 3 neutral, Under 4 they do not contribute a lot, Under 5 they do not contribute at all, Under 6 I don't know:

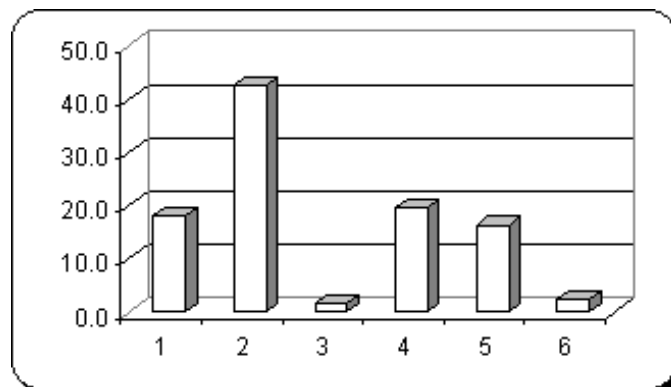


Table 12



Responses from the central part of the questionnaire indicate dissatisfaction with the level of protection of minority rights by the institutions. In particular, the perception of the institutions as a violator of the rights of members of these communities is high. Namely, as much as 55.3% of the respondents believe that there is discrimination in connection with employment of members of communities under 20% (see table 13), 22% believe that there is discrimination in relation to the education of members of the communities under 20% (see Table 14) and 20.7% know of a case of municipal discrimination towards such members (see Table 15). Additionally, consistently in the answers lingers a percentage of those who believe that discrimination by the municipality depends on the community in question, which again points to a position of a discriminatory attitude of the authorities towards (some of) the smaller ethnic communities (see Table 13, 14, 15). And finally, the general conclusion about the ignorance of citizens with rights belonging to them becomes apparent when respondents were asked if they consider that they are equally treated. Despite the negative response by 32% of them, as much as 12.7% of respondents do not know whether they are equally treated as other citizens (see Table 16).

In your opinion, is there discrimination in terms of employment of members of communities under 20%?

Under 1 yes, under 2 depends on the community, under 3 no, under 4 I don't know:

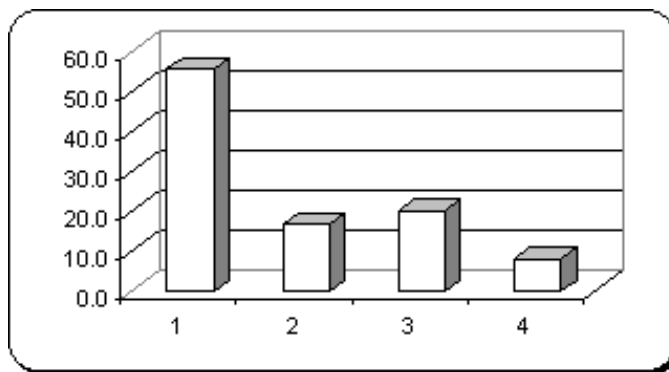


Table 13



In your opinion, is there discrimination in terms of education of representatives of communities under 20%?

Under 1 yes, under 2 depends on the community, under 3 no, under 4 I don't know:

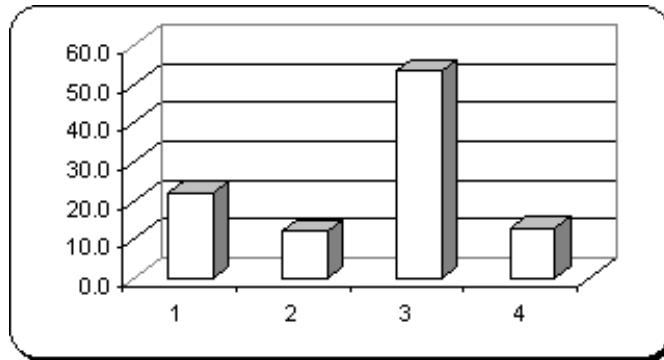


Table 14

Do you know of any case(s) of discrimination by the municipality towards members of communities under 20%?

Under 1 yes, under 2 depends on the community, under 3 no, under 4 I don't know:

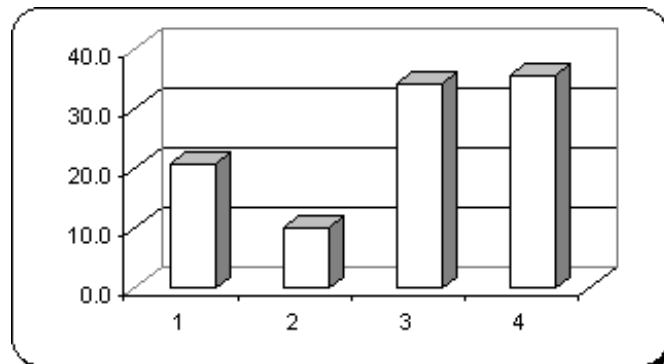


Table 15



Do you consider that you are equally treated as the rest of the citizens?

Under 1 yes, under 2 no, under 3 I don't know:

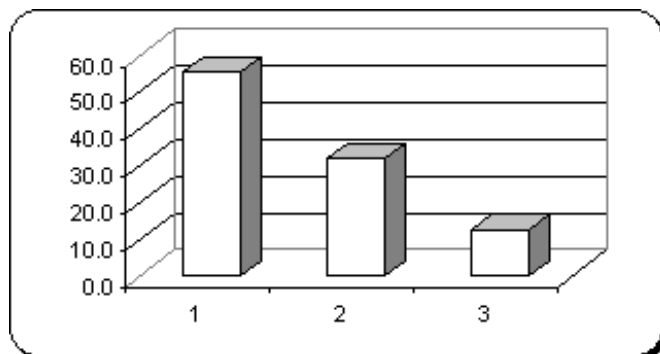


Table 16

Additionally to the significant percent of answers according to which the state institutions are perceived as a direct offender of the rights of members of communities under 20%, the number of those that consider that the local government does not take any positive measures for integration of these communities is significantly large (see table 17).

In your opinion are there any measures taken for integration of communities under 20% by the local government?

Under 1 yes, under 2 no, under 3 I don't know:

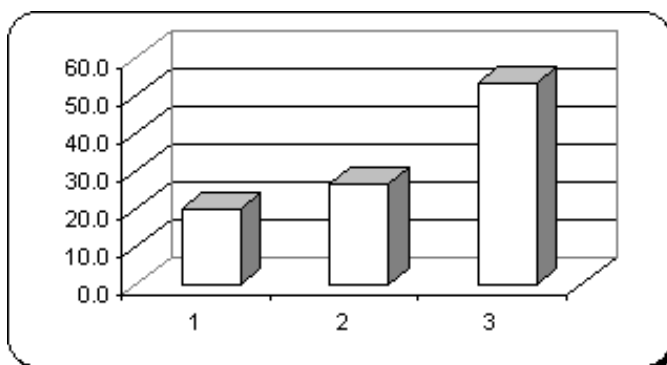


Table 17

The more direct research of the state of media, cultural and political representation of communities under 20%, and the manner of their representation in the media, **shows a general dissatisfaction with the respective conditions**. A significant percent of the respondents consider that there is



no tolerance and presence of cultural diversity in the local media (see table 18). The more direct research of the state of media, cultural and political representation of communities under 20%, and the manner of the their representation in the media, shows a general dissatisfaction with the respective conditions. A significant percentage of the respondents who believe that there is no tolerance and presence of cultural diversity in the local media (see Table 18). A large percentage of respondents also believe that the local media rarely or never report the violation or support of the rights of the communities under 20% by the municipal administration (see Table 19), and a large percentage of those who think that the local media do not present the situation with the rights of members of these communities in a objective, wholesome and unbiased manner (see table 20). Although the number of those that consider that their community was or is exposed to hate speech in the media is small (see table 21), still a large percent of the respondents do not know what is hate speech, which in turn follows that only the extreme cases of expressed hatred, prejudice or intolerance in the media are recognized as hate speech.

In your opinion is tolerance and presence of cultural diversity promoted in the local media? Under 1 yes, under 2 no, under 3 I don't know

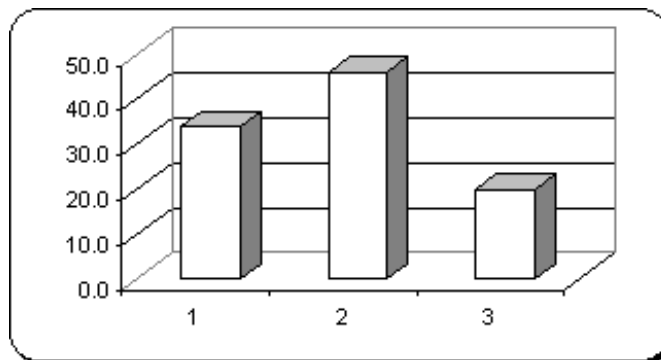


Table 18



Do the local media report when the municipal administration does something to support/violate the rights of communities under 20%? Under 1 very often, under 2 rarely, under 3 never, under 4 I don't know

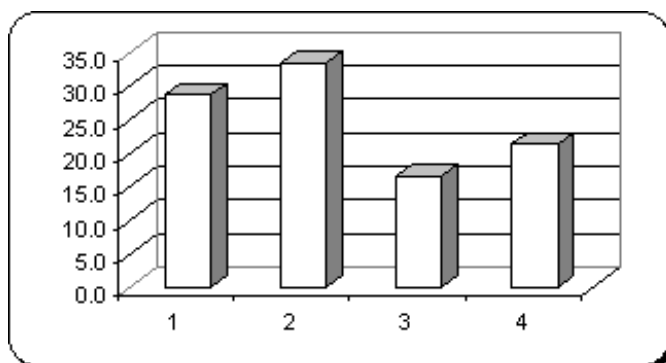


Table 19

How do the local media present the situation with the rights of communities under 20%?

Under 1 objectively, under 2 not very objectively, under 3 incompletely, under 4 in a biased manner, under 5 I don't know.

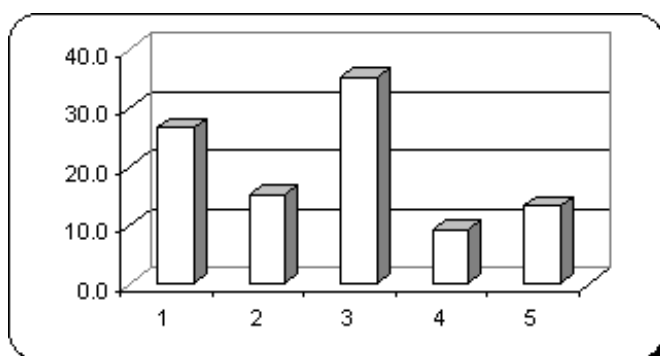


Table 20



In your opinion has your community ever been/is exposed to hate speech in the media?

Under 1 yes, under 2 no, under 3 I don't know

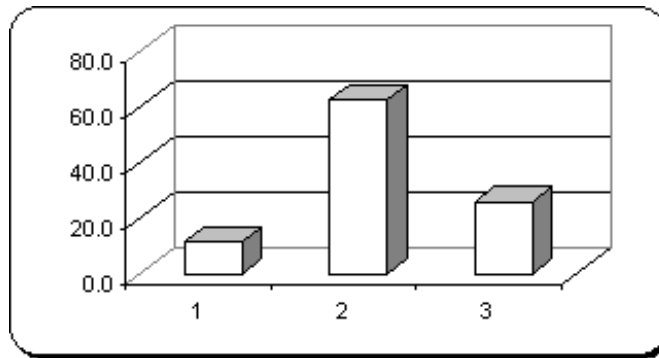


Table 21

In all of the abovementioned questions there is a large percent of those that answered with I “don’t know”, which again draws the conclusion that there is a general unfamiliarity of citizens with the rights that belong to them, in this particular case rights connected with media representation of smaller ethnic communities and the manner in which they are presented in the media (see table 18,19,20 and 21)

The disrespect of cultural rights of communities under 20 % becomes even more apparent in the question whether there are any programs in the languages of communities under 20% in the local media. Namely, as much as 77.3% of the respondents answered that there are no programs in the languages of these communities in their local media.

In terms of the ways in which the realization of the rights of communities under 20 % could be improved, an attitude prevails that the key is in the greater political representation of these communities. In particular, as much as 72.7% percent of the respondents consider that the rights of these communities would be better realized if their representation in the Municipal Council is greater in number (see table 22).



Do you consider that the rights of communities under 20% would be better realized if their representation in the Municipal Council is greater in number?

Under 1 yes, under 2 no, under 3 I don't know:

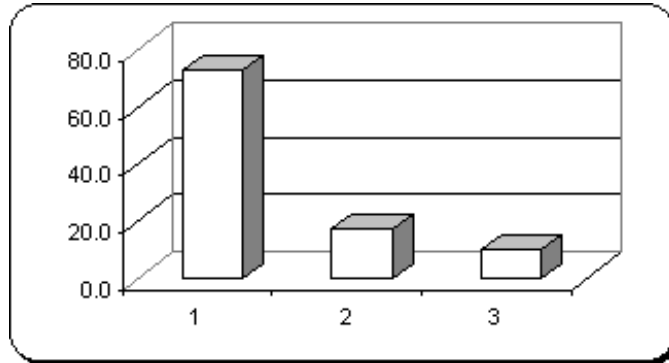


Table 22

III. The third and final unit of the questionnaire provides an opportunity through concrete proposals from respondents to visualize what is needed in order to strengthen the role of ethnic communities and improve their integration into society. Again, there's a large number of those who do not have specific recommendations for the municipal administration (see Table 23) and any recommendations in general (see Table 24), which shows a general ignorance no matter what is proposed. From the specific measures that are offered, in addition to economic measures, significantly improved interpersonal relations and equality in relationships are noticeable. **Simply put, there is a general perception of «hungry and unemployed and discriminated».**

Do you have any recommendations for the municipal administration?

Under 1 equal treatment, under 2 effectiveness, under 3 equitable representation in employment, under 4 better interpersonal relations, under 5 proactive measures, under 6 I don't know:

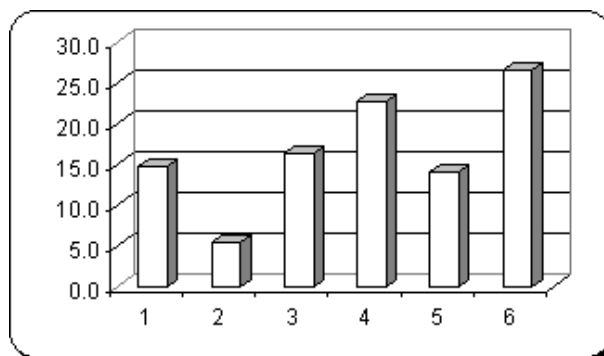


Table 23



What according to you would improve your integration in society?

Under 1 adoption and respect for legal acts, under 2 economic measures, under 3 education, under 4 equality in relations, under 5 proactive measures, under 6 collaboration with NGOs, under 7 getting informed, under 8 joint action, under 9 I don't know:

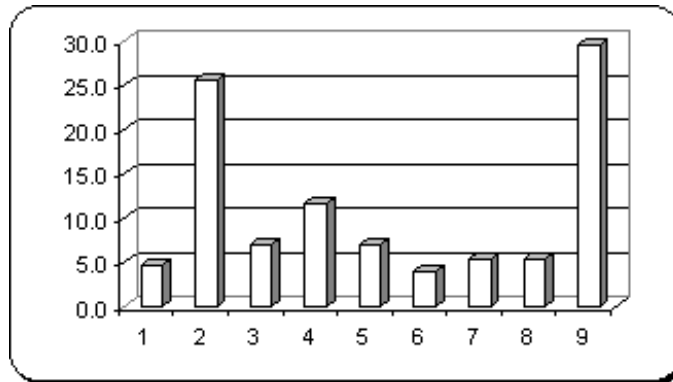


Table 24

The responses to the question from this part indicate that there is a **great ignorance and almost complete lack of use of the means that are available to these communities in EU funds**. As much as 92% of the respondents answered that they have never filled or applied with a project in the EU funds (see table 25).

Have you ever filled/applied a project in the EU funds?

Under 1 yes, under 2 no

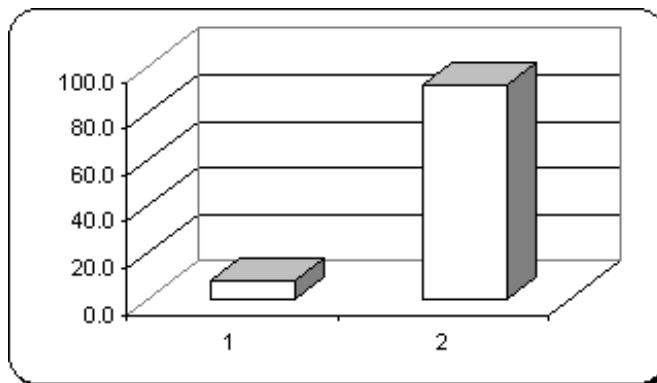


Table 25



3. CONCLUSIONS

Besides all of the abovementioned circumstances discovered based on analysis of survey questionnaires carried out by the Project, the trainings additionally confirmed the following conditions:

- 3.1 The awareness of municipalities in which ethnic communities under 20% live is extremely limited and they have superficial knowledge about the existence of AERC and its goal. With the exception of certain representatives of communities and NGOs which were directly informed with project activities, all of the rest had an exceptionally limited or no knowledge at all about the goal and role of AERC, its competencies and the legal regulative which refers to it.
- 3.2 Extremely limited knowledge of the representatives of civil sector and citizens in relation to:
 - Supervision and control of the work of the municipal authorities and, especially in this respect, the powers of the State Inspectorate for local self-government and its role and responsibilities in regard to the control of the legality of the regulations adopted by the municipality;
 - The responsibility of the bodies of the municipality before the central state bodies whose powers are delegated;
 - The rights of citizens, in particular the rights to submit complaints and suggestions for the work of the municipality and the administration.
- 3.3 Exceptionally limited and superficial knowledge of the legal possibilities for complaints and petitions of citizens and the possibility for prevention and protection of their rights in accordance with the Law on Protection from Discrimination.
- 3.4 Extremely poor understanding of international standards and regulations in relation to the rights of minorities, their direct applicability in domestic legislatures in certain cases, or their role on standards that are recommended in this area. In this sense, as well, ignorance of the areas identified as priorities for future action in accordance with relevant reports important for euroatlantic integration (Reports



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on the progress of our country to the EU - areas in terms of the future obligations of the state in terms of the rights of minorities, nondiscrimination, ECRI's reports etc..)

Through intensive training which included arranging workshops, certain local priority issues of communities in every municipality emerged, which are extremely important to be taken into consideration for **further activities for concretization of the Strategic Plan 2012-2014 of AERC**, in terms of further preparation and detailing of the Action Plan of AERC, and also the action plans for every municipality separately.

In this sense the Project contains several GENERAL RECOMMENDATIONS and multiple SPECIAL RECOMMENDATIONS specific to each individual municipality.



4. GENERAL RECOMMENDATIONS

4.1 Creating and maintaining a special web-site of the project under the auspices of the Agency, in terms of the rights of communities under 20 %.

- One general recommendation which would achieve multiple (project) goals and would contribute for intensifying the collaboration and communication of the Agency for Realization of the Rights of Communities under 20% (ARRC) with the separate municipalities where those communities live, would contain the following: Creating and maintain a special web-site under the auspice of the Agency and in terms of the rights of communities under 20% .
- Maintaining such an interactive web portal formally legally it would be under the auspices and supervision of the of the agency or with a special link on the official website of ARRC i.e. Ministry of Local Self-Government, to which all of the municipalities where the communities under 20 % live would have active access and role in its maintenance.
- The portal would be maintained by a team of professionals instructed by employees in the agency and it would contain a formal part in which for the needs of municipalities and communities under 20% who live in them, the agency would have made available, electronically and via links, all of the national relevant legal texts relating to the rights of the communities under 20%, including reports on the dynamics of implementation of the Ohrid Agreement, and all documents and standards by which such instruments were inspired and which are not necessarily relevant and applicable in the areas where these minority communities are concerned. In this sense, the EC report for the progress of the Republic of Macedonia to the EU especially in the part about the minority status and the situation in certain areas, as well as the EC recommendations for further activities in these areas, would be accessible and readable for all municipalities and individuals - members of minority communities under 20%.



- As an integral part of this web-site, the reports of ECRI for Macedonia and their recommendations and standards important for future activities in the area of local self-government and rights of communities, would be made available in a clear and visible manner.
- In the department of national legislation electronic versions of the national laws especially would be available based on which the State Inspectorate for Local Self-Government performs its competencies i.e. electronically revised texts of the Law on Local Self-Government (Official Gazette of the RoM No. 05/02), Law on the State Inspectorate for Local Self- Government (Official Gazette of the RoM No. 158/10), Law on Inspection Control (Official Gazette of the RoM No. 50/10), Rulebook on the Manner of Handling Complaints and Suggestions, with samples of forms also available electronically and direct links and contact information with DILS.
- Of course the Agency's strategy for the upcoming period as well as the activities provided under the National Action Plan would be available with the opportunity to propose and discuss further or permanent update of future activities in detail and by individual municipalities.
- The interactive part of this web portal would be maintained in coordination of the Agency with the municipalities and minority communities under 20% and there certain problems but also solutions or best practices from the areas where the municipalities encounter problems would be publically laid down and discussed, no matter if they are from the area of municipal land development, education, employment etc. This exchange of opinions and effective solutions in separate municipalities would lead to the possibility for certain solutions and best practices to be replicated in other municipalities which encounter the same or similar problems. An interactive part of the web portal would contain direct links to the web portals of the municipalities themselves whereby some of them would have their own links to the municipal web pages and the same would be visible and their content available for all of the municipalities in the republic, whereby their participation in solving the problems from these areas on the level of creating policies would be advanced, visible and more effective in terms of participation.



4.2 Activities of ARRC with the goal to break the existing stereotype in the perception of the Ohrid Framework Agreement solely as a bi-national agreement between the Albanians and Macedonians.

- Such a conclusion could be derived from the discussion in certain municipalities where the benefit and spirit of the Agency Ohrid Agreement was interpreted in this reduced form as a bi-national agreement as opposed to its inclusive and universal character for all minorities. In this regard ARRC would have to take initiatives and arrange panel discussions with local representatives of the minority communities for further embodiment of the spirit of the OFA in terms of equal protection and conditions for development of all minority communities on a fair and equitable basis including communities under 20 %. No less important is for the future Action Plans ARRC to fully anticipate and to be built upon inductively based on the priorities identified by the communities under 20% within their communities or on already prepared strategic documents and plans that exist for some of these communities (e.g. the Strategy for development of the Roma community in Kocani available on the web site of their municipality www.kocani.gov.mk). With such an approach the synergy between future Action Plans of ARRC and these strategic documents (Roma Decade National Action Plans for development of the Roma community (2009 - 2015), would be provided.
- In this sense, taking into consideration above all the project objectives in terms of increasing visibility of communities under 20% and the need for capacity building of the same, ARRC should take energetic measures to encourage and support the organization of cultural events for equal promotion of cultural heritage of all communities under 20%.
- In coordination with local media, NGOs and municipalities, ARRC should take measures and to advocate the support of local initiatives of the local population about forming redactions for communities under 20% in the local media.
- ARRC in cooperation with NGOs from different ethnic communities under 20% separately and jointly, periodically should organize regular community meetings concerning the problems of communities in their municipalities, whereby ARRC would have updated lists of the



needs and priorities of the communities. In this sense periodic panel sessions, would be desirable to be organized in each community as well as common panel sessions of multiple municipalities and with the participation of representatives of the Commissions for Interethnic Relations. In coordination with the municipalities ARRC could require review and periodic progress reports on the state of the communities under 20% in certain municipalities.

- ARRC to advocate and provide funds to organize training sessions (plenary sessions) in partnership with the NGOs from ethnic communities under 20%, in relation to the priorities and needs and the exchange of information and experiences as well as in terms of all vulnerabilities of communities and citizens under 20% identified through this project.
- ARRC to strengthen their lobbying capacity to the Government of RM with recommendations regarding priorities and urgent problems in municipalities where minority communities under 20% live in Republic of Macedonia. In this sense ARRC must have the capacity and budget to hire experts for expert opinions and studies on specific issues.
- To announce and publish on its website the activities and celebrations of all holidays of minority communities under 20%.

Hereafter will follow the recommendations to all municipalities separately prepared by the project team and in coordination with representatives of communities, municipalities, representatives of ARRC and NGOs for duration of the project trainings. They are extremely important to be taken into account in further activities for concretization of the Strategic Plan 2012 - 2014 of ARRC in terms of further development and detailing of the Action Plan of ARRC, and therefore further action Plans for each of the municipalities.



5. SPECIFIC RECOMMENDATIONS FOR COMMUNITIES/MUNICIPALITIES

5.1 Municipality of Kumanovo – Serbian community

Municipality Kumanovo, total number of citizens 105484, Serbians represent 8.9 % of the total number of the population in Kumanovo or put into numbers 9062 citizens.

During the implementation of the project the following information were set aside as characteristic for this municipality:

- Generally, the Serbian community is not satisfied with the rights given to them on a local level.
- They are mostly unsatisfied with the lack of education in Serbian on all levels of education, which contributes to a lack of knowledge and communication in the ethnicity.
- Lack of teaching material in Serbian (all the books needed for primary education are translated, there is a lack of translation of books for secondary education and there is a lack of teachers)
- Serbian language is not in full use in the community and the schools lack classes in Serbian language. The forming of so called bi-lingual classes could lead to transfer of students to the only registered bi-lingual primary school Vuk Karadzik.
- There is a lack of TV, electronic and printed media in Serbian, a program in Serbian on a national level is placed in an inappropriate time schedule, on a TV channel which is not broadcasted by all of the cable operators and is with a short duration. Most of the Serbian community in Macedonia is located in the area of the Kumanovo municipality and the municipality Staro Nagoricane and there is not a single media that broadcasts in Serbian language in that region.
- In the Council of the municipality there are Serbian councilors and the political representation is assessed as satisfactory.
- Insufficient protection of monuments and other Serbian cultural landmarks with which the culture and identity of the Serbian community



would be kept and young people under pressure by the basic existential needs are prone to assimilation (women with Serbian origin).

- They are divided politically over the largest Macedonian political parties (DPMNE and SDSM) and therefore can not have greater success as communities. For example, Serbian Day is celebrated with two parallel Academies, they have two non-governmental organizations that gravitate around one or the other political party.
- There is almost no support by the Embassy of R. Serbia
- Lack of knowledge of members of the Serbian community about cultural events and manifestations and sports events organized on the territory of RoM by members of the Serbian community, related to significant dates from Serbian history as well as different programs organized by the schools in which the Serbian language is taught (sports events, literary readings, patron holidays, book promotions etc.)
- In this respect there is a lack of manifestations directly organized by the municipality,
- Lack of funds for funding a show of that type.
- Insufficient collaboration of the Serbian community with the Local Self-Government and the Commission for interethnic relations.

Recommendations prepared by the project team and in coordination with representatives of the Serbian community in Kumanovo and representatives of the municipality, representatives of ARRC and local NGOs, about the duration of project trainings.

- Improved and strengthened media coverage for raising awareness among members of the Serbian community in order to preserve their identity is necessary.
- ARRC and MES to commit to finding and translating the educational material in Serbian language in high schools.
- ARRC and the community to make efforts to organize a regular radio TV program in Serbian with better coverage.
- Improvement of the communication with other communities i.e. improvement of the communication within the Commission for interethnic relations.
- The cadre that will emerge from the schools to find employment in the redaction in Serbian language.



5.2 Municipality of Krusevo – Vlach community

Total number of population 9684 citizens out of which 1020 are Vlachs i.e. 10,53 % of the total population in the municipality.

During the implementation of the project the following information were set aside as characteristic for this municipality:

- Generally they are not satisfied with the rights given to them on a local level.
- The Vlach language is not in full use in the municipality.
- They say that the Vlachs themselves avoid using the language in everyday use among themselves.
- No classes in Vlach language in the schools.
- There are Vlach councilors in the Council of the municipality, but they do not identify themselves as Vlachs.
- There is a general impression of a progressive assimilation process.
- They think that there is no equitable representation during employment.
- They have civil organizations but they are not active and they usually do not work on projects specifically on projects for preserving the Vlach identity and culture.
- There are no doctors with a specific specialization (gynecology). Access to equal health care is difficult for the Vlach women who must travel for regular check-ups as far as Prilep.

Recommendations prepared by the project team in coordination with representatives of the Vlach community in Krusevo and representatives of the municipality, representatives of ARRC and the local NGOs, about the duration of the project trainings.

- ARRC and the municipality with coordinated efforts to create a municipal gazette in Vlach language or the same to be printed as bi-lingual and the content on the official web-page of them municipality of Krusevo to be translated with which the awareness of the Vlach will be improved.
- Material for learning Vlach language in primary and secondary education and personnel for the same to be provided.
- Communication between the municipality and the citizens to be enabled also in Vlach language i.e. to be bi-lingual.



- A newspaper in Vlach language to be created where content important for preserving and promotion of the Vlach identity, culture and tradition will be published and where interviews of famous Vlachs from Macedonia, Romania, Bulgaria and Greece will be published.
- The work on cultural association in the House of Culture to be continuous and regular contacts and meetings to take place with ARRC at least twice a year.
- To renovate a facility- a house in the municipality in traditional urban style as cultural center for Vlachs in the municipality of Krusevo in which Vlach language regularly will be taught and also cultural manifestations and festivals will be organized in which there will be active drama sections in Vlach language.
- This cultural center would have premises where Valch costumes and embroideries would be exhibited and a kitchen for traditional Valch cooked food.

5.3 Municipality of Vrapciste – Turkish community

Total number of population 25399, out of which 3134 are Turkish or 12,34% of the total population of the municipality.

During the implementation of the project the following information were set aside as characteristic for this municipality:

- They are generally unsatisfied with the rights given to them on a local level.
- The Turkish language is not in full use in the municipality (although a Decision for the use of Turkish language in the Council of the municipality is adopted and for that purpose equipment is purchased but there is no funds for translators which means it is not in use.)
- They have Turkish classes but there is a lack of materials in Turkish language in secondary education.
- There are Turkish councilors in the Council of the municipality so they have good political representation, but once again the problem occurs here with territorial division and losing the majority status in the municipality.
- They believe there is no legal representation in employment and there is no adequate number of councilors in the municipal council, taking



into consideration the fact that Turks present 12.34% of the population and out of 17 councilors only 2 are from the Turkish community)

- They believe that with the latest administrative-territorial division the Turks have become a minority and have become part of the group of communities under 20%. Namely, previously in the village Vrapciste (which it previously itself was a municipality) the Turks were still the majority, but with the new territorial division and the addition of other mostly Albanian villages to the village Vrapciste, a change has occurred and now the Albanians are the majority. They consider this a direct attack on their ethnicity and an attempt for assimilation.
- There are two political currents which gravitate around the biggest Macedonian political parties (DPMNE and SDSM).
- They complain that they do not have a House of Culture and similar resources (there is one in the village Negotiono which is smaller in terms of number of citizens and is located at a distance of 6 km from Vrapciste)
- Problems with validation of diplomas from other countries (A large number of the students with a Turkish scholarship have problems with validating their diplomas)
- Problem with the infrastructure (water supply, sanitation, lack of GUP and DUP). (water supply system with asbestos pipes- there was an outbreak of tularemia due to a lack of clean drinking water and due to incomplete sanitation system – septic tanks in some places.)
- Insufficient information for citizens by the public administration (the municipality does not answer to requests for information made by citizens in terms of the water pollution (tularemia) although the municipality has received from the institute for public health a decision to inform the citizens that the water is not for drinking, the municipality has never distributed it to the citizens.)
- Lack of emergency medical service in health care (lack of equipment for emergency medical service)
- Protection of the rights and assistance to disabled persons etc.
- Lack of House of Culture
- Lack of protection of cultural heritage
- Insufficient organization of manifestations
- Lack of materials in Turkish language for secondary education (from Turkey etc)

Recommendations prepared by the project team and in coordination with representatives of the Turkish community in the municipality Vrapciste and representatives of the municipality, representative of ARRC and the local NGOs, about the duration of the project trainings.

Recommendation in the area of employment

- Organization of trainings for new employees employed with the Ohrid framework agreement in order to increase the quality of employees.
- Trainings and additional qualification of the unemployed.
- Meetings with the Employment agency
- Financial help for employment of people from the Turkish community.
- Data processing (database) of unemployed persons from the communities under 20%
- Stimulating employment of women and disabled persons.
- Trainings and advice for employers etc.

Recommendations for the area of education

- Translation of literature for secondary education.
- Validation of diplomas from foreign countries.
- Incorporating new methods and technics in education
- Trainings and additional qualification of the teacher personnel for new methods and technics
- Preparation of joint projects by including teachers and students
- Organization of pre-school (kindergarten) Организирање на предшколска (градинка) classes in Turkish language

Recommendation from the area of culture

- Construction of a cultural center with a small ethno-museum The facility can be placed in a pre-existing facility which was intended as a cultural center. Currently the building itself is in poor condition which requires a smaller intervention in order for it to be put into operation for its intended use. The construction of such a facility can fulfill a number of our strategic objectives stated in the project objectives. In the project a small ethno museum is integrated with which the tradition and integrity of communities can be preserved. Also, the house of culture can be designed to hold the artistic manifestations, etc.



- Holding cultural manifestation
- Protection and promotion of the cultural heritage and the locality through the project which would create preconditions for strengthening the cultural heritage of the Turkish community, would strengthen the interethnic collaboration and would employ unemployed persons from the Turkish community

Recommendations in the area of the media and information

- Forming media tools for development of communication for the Turkish community.
- Preparation of a web-page which would enable people that live in a foreign country to be informed and integrated.
- Forming a monthly magazine in Turkish language.

5.4 Municipality of Kocani – Roma community

Total number of population 38092 out of which Roma are 1951 or 5,12 % of the total population in the municipality

During the implementation of the project the following information were set aside as characteristic for this municipality:

- They are generally unsatisfied by the rights given to them on a local level.
- The Roma language is not in full use in the municipality.
- It is noticeable that 60% of Roma in Kocani do not speak Roma language and speak in Turkish language.
- There are no classes in Roma language in the schools.
- There are no Councilors in the Council of the municipality – no political representation.
- They believe that there is no equitable representation during employment.
- There is a general impression of a progressive process of assimilation (through overemphasized use of the Turkish language).
- They have civil organization but they do not have a large influence on local authorities.



- The biggest problems are from the area of housing and infrastructure. The Roma settlement is not urbanized in its entirety.

Recommendations prepared by the project team and in coordination with representatives of the Roma community in the municipality of Kocani and representatives of the municipality, representatives of ARRC and local NGOs, about the duration of project trainings.

Recommendation in the area of employment

- Coordination with the activities of ARRC to be provided, in terms of employment with activities and priorities that result from the operational action plans for employment of Roma (2009-2012) and the Strategy for Inclusion of the Roma and in that sense ARRC to work closely with the Office of the Minister without portfolio Mr. Nezdet Mustafa and the Department for implementation of the Roma decade at MLSA
- ARRC to provide employment in the Agency itself for members of all minority communities equally, including the Roma and Turkish community for improvement of the effectiveness of the Agency.
- The activities of ARRC in terms of employment of Roma to be coordinated with the MLSA and EARM especially in terms of creating and promotion of active measures for employment members of communities under 20% in the business sector, with which certain financial privileges of firms that will employ such persons will be approved and provided.

Recommendations in the area of education

- Coordination of the activities of ARRC in terms of education of Roma to be provided and the same to be complementary to the activities and priorities provided in the operational action plans for employment of Roma (2009-2012) and the Strategy for Inclusion of Roma. Furthermore, ARRC to closely collaborate and coordinate with the Directorate for promotion of languages of ethnic communities (DPLEC).
- In coordination of ARRC with DPLEC and MES Roma language and culture to be introduced as an elective course for primary schools in Kocani.
- ARRC in collaboration with MES, the Roma NGOs and the municipalities to perform continuous lobbying due to systemic amendments to the



educational programs, due to inclusion of target groups from the Roma community that do not belong within the frames of regular groups (groups of children and adults with incomplete education suitable for their age).

Recommendations in the area of culture and media

- Cultural activities of the Roma community in Kocani to be included within the frames of the Cultural Center in Kocani and their program.
- To stimulate organization of cultural manifestations for the promotion of the Roma cultural heritage and other communities under 20% in coordination and assistance of ARRC (general remark)
- Within its www. to publish all of the holidays of the minority communities under 20%.
- ARRC in coordination with the local population and the municipalities to advocate and support the initiatives of different parties from the Roma community for the formation of a Roma redaction in one of the existing local media in Kocani, For this purpose ARRC to collaborate with the local media in Kocani, NGOs and the municipality.

Recommendations in terms of housing

- Housing to be a priority in the strategy of ARRC for the Roma population, based on which ARRC will create an action plan for action in this domain, having in mind that housing is the biggest, priority problem for the Roma community.



5.5 Municipality of Veles – Bosniak community

Total number of population 55108, out of which 2406 are Bosniaks or 4,37 % of the total population.

During the implementation of the project the following information were set aside as characteristic for the municipality:

- They are generally unsatisfied with the rights given to them on a local level.
- The Bosnian language is not in full use in the municipality neither in their school where there should be experimental classes in Bosnian language.
- It is positive that the municipality has opened an office in Orizari where there is one Bosniak employed for communication with the local population (contract work, a recommendation is required in order to be employed for an indefinite period).
- There are no classes in Bosnian language in the schools in Veles, there is a lack of suitable staff, although the council of the municipality is ready to adopt a decision.
- In the municipal council there is not one Bosniak councilor, there is no political representation.
- There is no equitable representation in terms of employment.
- They have civil organizations but they lack having a large influence on local authorities. The biggest problem is the infrastructure, Gorno Orizari is not urbanized in its entirety (road to the school, communications, internet, cable TV etc) which they consider as complete marginalization.

Recommendations prepared by the project team and in coordination with representatives of the Bosniak community in the municipality of Veles and representatives of the municipality, representatives of ARRC and local NGOs, about the duration of project trainings.

Recommendations in terms of the problem with employment:

- To address the problem properly with employment which would improve the equitable representation of this community in these municipalities. Although they are second in terms of number in the municipality of Veles still they are far more fewer in terms of number of employed persons.



- Solution and recommendation for the strategic plan of the Agency would be to take into consideration and to project that in foreseeable future representatives from this community are regularly employed in the area of education where they are now few in number.
- Also it is recommended that representatives from this community to be present in a larger number as regular employees and also in the municipal services and in administration in general where there are no Bosniaks employed at the moment (One example was pointed out of a Bosniak employee in the municipal office in Orizari and he is under temporary service contract).
- Strategically to include planning of staff for the education of young people in the sense of timely profiling of staff in order to introduce and provide staff for education in Bosnian language.
- The competent ministry to provide support, assistance and coordination (MES) in realization of the curriculum prepared by MES), so in that sense efforts to be made to provide teaching aids and materials (books and other aids) in Bosnian language (it was pointed out that even though the classes are in Bosnian language, the books exist and are used solely in Macedonian language or they do not exist at all, so students of these communities must find their own ways to realize the planned curricula of MES)
- The necessary coordination to be made and to speed up the construction of the gymnasium for the local school so the children of this community can do sports and perform physical activities in normal conditions.
- To coordinate the activities and to update the procedure for legalization of the building of the local school keeping in mind the fact the same is illegally built.
- To construct a road to the school because in these conditions the students are exposed to risk when going to school (the risk for safety of students was pointed out due to lack of a traffic solution and frequency and speeding of vehicles on the street where the students pass on their way to school).

Recommendation in the area of culture

- To include in the strategic plan renovating and equipping the facility where the old school used to be, located in the center of the settlement, which now belongs to the local population and is used as the local office. The goal is this renovated and equipped facility to turn into a modern cultural center for Bosniaks in Orizari, suitable for gathering of young people.



- In coordination and with the support of MLSP these reconstructive activities of this facility should provide part of its premises to be converted and used for opening a local pensioners' club (following the example of several such clubs opened in this manner on the territory of R. Macedonia).
- With these infrastructural and construction activities the socialization of the local population would improve having in mind the weak infrastructure and lack of content.

Recommendation in the area of infrastructure

- The standard infrastructure for sanitation in the village to be built as soon as possible in order to prevent serious outbreaks and other diseases among the Bosniak population in the biggest Bosniak village in the Republic of Macedonia.
- It is also necessary that the old water supply system with asbestos pipes more than a half of a century old to be reconstructed. Additionally to this project the existing projects and networks in secondary infrastructure of the local population to follow up .
- The railway which is only 5 km from Veles near the entrance of Orizari to be marked with traffic signs and lights as soon as possible.
- Measures to be taken for urgent reconstruction and equipping of the old local clinic where the local population is treated.

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