

*ROMANO EKONOMIKANO FORUMO*  
*РОМСКИ ЕКОНОМСКИ ФОРУМ*  
*ROMA ECONOMIC FORUM*



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***ROMANO EKONOMIKANO FORUMO***

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*I politika tari negacia kori e Roma ano thavdipe e historiake angja e romane populacia ko margine tari sasoinipaskiri khedin. Marginalizirime, cidime ki rig, teli turli presie, e Roma pale suksesinena te arakhen pli plesutni kultura, tradicia thaj ~hib.*

*Pend`arindo olengere molipenen dikhela pe kaj e Roma si nacia dignitetesa. Thaj ako {elber{enca sine teli bare presie, asimilirime, e Roma suksesingje te arakhen ple fundavno ni{ania thaj molipena. Te mangljen te kera karakteristika ba{i e Roma, tegani {aj te vakera kaj ola si sansarale, manu{a so mangena te keren buti, manu{a pherde energiasa thaj kola so lo{ankerena pe ko tikne d`ivipaskere bukja. I bah ani lengiri d`ivdipaskiri filozofia taro simplisiteti prezentirnela olengiri majla~hi karakteristika.*

*Asavke karakteristike tari Romani nacia, vakere na kaj isi baro potenciali, kapaciteti te poma{karen korkori peske. Adava so jekhutno si olenge zaruri si {ukar volja thaj tikni arka taro ra{tre sar thaj tari ma{kard`ianeskiri khedin, ba{o fundiribe taro ambienti thaj vazdibe akale molipenge.*

*Avdie e Roma ani Republika Makedonia aso o Ustavi isi len sa o hakoja e avere etnikane khedinenca. Pale, isi jek latentno diskriminacia savi so e Romane populacia ~hivela ko margine tari sasoinipaskiri trapta.*

*O iranibe e ambienteske thaj vazdibe e potencianlengje tari Romani nacia teli moto "E Roma ba{o Roma" ka {ajdarel upralnakhipe taro {eleber{engoro problemi kerdo ma{kare a vera khedina thaj i Romani nacia, a ko jek vahti ka sigjakerel thaj o integrativno proces.*

*Akaja publikacia isi la ba{i resarin te animirinel sar e kherutne agjaar thaj e ma{kard`ianeskere faktoren ba{o o hali e Romenge, ba{o romengere zaruria sar thaj ba{o Romane potencialia. Ko jek vahti akaja publikacia zaruri si te phravel o pu~iba, numa thaj te del klidarutne solucie, save so {aj te oven funda ba{o upralnakhipe taro bimanglo, sar so kamla pe te ovel o nakhipe.*

*Politikat a na negacija kon Romi te vo t ekot na ist orijat a ja dovede romskat a populacija na margi nit e na op{ t est venat a zaedni ca. Zapost aveni, margi nal i zi rani, i zlo`eni na ni za pri t i soci, Romi t e sepak uspevaat da ja za~uvaat sopst venat a kul t ura, t radi ci ja i jazi k.*

*Zapoznavaj{i gi ni vni t e vrednost i, se zabele`uva deka Romi t e se narod so dost oi nst vo. I ako so vekovi bile pod ni za pri t i soci, pod lo`ni na asi mi laci ja, romski ot narod uspeva da gi za~uva svoi t e osnovni belezi i vrednost i. Koga bi se obi dele da gi okarakt erizi rame Romi t e, bi ka`ale deka e t oa mi roqubi v, t rudoqubi v, pol n so energi ja narod koj se raduva na si t nit e `ivot ni ne{ t a. Sre{at a vo ni vn at a `ivot na fi lozof i ja na ednost avnost a prest avuva ni vna dobl est .*

*Vakvite osobini na romski ot narod zboruvaat deka post oi ogromen pot encijal i kapaci t et za da si pomognat sami t e na sebe. Ona { t o e edi nst veno pot rebno, t oa e dobrat a vol ja i posvet enost na dr`avi t e, kako i na me/unarodnat a zaedni ca, za sozdavawe na ambi ent i pot t i knuvawe na ovi e vrednost i.*

*Denes, spored Ust avot na RM, Romi t e vo Republ i ka Makedoni ja gi u`i vaat si t e prava so si t e ost anat i zaedni ci. Sepak post oi edna lat ent na di skri mi naci ja koja romskat a zaedni ca ja st ava na margi nit e na op{ t est venat a skal a.*

*Promenat a na ambi ent ot i pot i knuvawet o na pot encijal i t e na romski ot narod pod mot ot o "Romi za Romi " }e ovozm o`i nadmi nuvawe na vekovni ot jaz sozdaden pome/ u drugi t e zaedni ci i romski ot narod, a i st ovremeno }e go zabrza i int egrat i vni ot proces.*

*Ovaa publ i kaci ja i ma za cel da gi ani mi ra doma{ ni t e, no i me/unarodni t e f akt ori za pol o`bat a na Romi t e, za ni vni t e pot rebi kako i za ni vni t e pot encijal i. I st ovremeno ova publ i kaci ja t reba da gi ot vori pra{ awat a, no i da dade klu~ni ref eni ja, koi bi mo`ele da bi dat osnova za nadmi nuvawe na neskanat o, nesoodvet not o, kako del { t o t reba da bi de mi nat o.*

*The negation policy against the Roma during the history has brought the Roma population to the society margins. Neglected, marginalized, exposed to numerous pressures, the Roma however succeed to preserve the own culture, tradition and language.*

*Getting to know their values it is noticed that the Roma are dignified population. Though, they were under many pressures for centuries, liable to assimilation, the Roma people succeed to preserve their own characteristic and values. If we would try to characterize the Roma we can say that it is a pacific, diligent, full with energy people who rejoice the little things in the life. The happiness is their life philosophy and the simplicity is their valour.*

*These characteristics of the Roma people are in favor for the fact that there is a huge potential, capacity, thus they can help themselves. The only necessary thing is good will and commitment of the states and the international community, for creating an environment and encouraging of these values.*

*Today, the Roma in Republic of Macedonia, according to the Constitution enjoy same rights as all other communities. Still, there is a latent discrimination, which places the Roma community at the margins of the social scale.*

*The change of the environment and the encouragement of the Roma people potentials under the motto "Roma for Roma", will enable transcending of the eternal abyss created between the other communities and the Roma people, and at the same time will accelerate the integration process. This publication aims to animate the domestic as well as the international factors on the Roma situation, on their needs as well as on their potentials. At the same time the publication is to open issues, as well as to give key solutions, which might be the ground for transcending the unwanted, the inappropriate, as part which is to be left in the past.*

Prezidenti ko RMCM  
Pretsedatel na RMCM  
RICM President

O Romano d'iani d'aindo pali e nevevaht-  
eskere thavdipa taro sasoinipaskoro d'ivdipe thaj  
olengere zaruria, sar thaj o prenakhipe taro jekparti-  
akoro ano pobuterpartiangoro sistemi, organizirine-  
na pe ano nekozom politikane partie. Asavko poli-  
tikano organiziribe {ajdarela taro korkorutnipe tari  
RM sar jek ka jek niamali khedin te khuvel an o  
Ustavi tari R.M. te ovel la plo deputati ano R.M-  
koro Khedipe, d'ikaj e formiribasa tari komuna [uto  
Orizari te lel thaj plo avgo dizjakoro{erutno - Rom.

E demokratioakoro bajrovipe thaj o zaruri ba-  
{o artikuliribe taro pobuter pu-iba phanle e Romane  
khedinasa, uzal e partiakoro organizaripe, angje d'i  
formiribe taro buteder Romane birad`akere organi-  
zacie sar thaj nekozom {tembilime thaj elektron-  
ikane mediumia. Avdive ano Skopje sukcesiale  
funkcionirinena duj Romane TV stejsionia, d'ikaj  
ano pervazia tari themakiri televizija, uzal o pro-  
grame save so emituinena pe ko avera minjoriteten-  
gere ~hibja, emituinela pe thaj programa ki Romani  
~hib, pali adava Romane radio stasionia an o Skopje,  
Prilep thaj [tip, a ikljovena thaj buteder publikacie,  
magazinia, lila thaj patrina ki Romani ~hib.

Sa akala organizacie thaj institucie, ano  
pervazia taro ple {ajdipa thaj ingerencie dena plesut-  
ni arka ba{o keribe pola~ho te ovel e Romengoro  
hali ani Makedonia. Ma{kar adava o proceso ba{o  
problemegoro upralnakhipe savenca so e Roma tari  
Makedonia khuvena pe, sar thaj o proceso ba{I olen-  
giri sastii integracia ano nevevahteskoro sasoinipe si  
jek lungovahteskoro proceso thaj si {artikerdo taro  
upralnakhipe e problemenge ani sfera tari edukacia,  
sastipe, socijala, infrastruktura, o problemia e  
diskriminaciasa upral etnikani funda thaj av.

Akaka problemia si taro buteder ber{a na-  
palal thaj olengoro soluciribe ovela prolongirimo ja  
pale d'ikozom diso kerela pe, tegani adava kerela pe  
nasistematikane thaj parcijalno, bizo strategija ba{o  
permanentno thaj sasoino keribe pola~he te ovel o  
hali.

Dikhindo o hali e Romane naciake, kaskoro  
hali si jek ka jek sar thaj sa e Romenge ani Evropa  
thaj I inicijativa taro ma{kar d'ianskere organizacie  
thaj fondacie ani Budimpe{ta ano 2003 ber{ save so

Romski ot narod, sl edej}i gi sovremeni te  
tekovi na op{ testveni ot `ivot i ni vni te po-  
trebi, kako i premi nuvaweto od ednoparti ski  
vo pove}eparti ski sistem, se organi zi ra vo ne-  
kolku politi ~ki partii. Vakvoto politi ~ko  
organi zi rawe, od osamostojuvaweto na Republ i-  
ka Makedonija pa do denes, ovozm o `uva rom-  
ski ot narod da vl eze vo Ustavot na RM kako ra-  
mnopravna zaedni ca, da ima svoj prateni k vo  
Sobrani eto na RM, a so f ormi raweto na op{ t i  
nata [ uto Orizari da dobi e i svoj prv grado-  
na~al ni k Rom.

Razvojot na demokratijata i potrebata od  
arti kul i rawe na pove}e pra{ awa povrzani so  
romskata zaedni ca, pokraj parti skoto orga-  
nizi rawe, dovedoa do formi rawe na pove}e  
romski nevladi ni organizaci i kako i nekol ku  
pe~ateni i elektronski medi umi. Denes vo Sko-  
pje uspe{ no f unkcioni raat dve romski TV-sta-  
ni ci, dodeka vo ramki te na dr `avnata tel evi zi-  
ja, pokraj programi te { to se emi tuvat na osta-  
nati te mal ci nski jazi ci, se emi tuva i programa  
na romski jazi k. I sto taka otvoreni se romski  
radi o stanci i vo Skopje, Prilep i vo [ tip, a  
izleguvaat i mno{ tvo pe~ateni publikaci i,  
spi sani ja, magazi ni i vesni ci na romski jazi k.

Site ovi e organizaci i i insti tucii, vo  
ramki te na svoite mo `nosti i ingerencii,  
davaat sopstven pri dones za podobruvawe na sos-  
tojbata vo romskata zaedni ca vo Makedonija.  
Me|utoa, procesot za nadmi nuvawe na probl-  
emi te so koi e soo~en romski ot narod vo Make-  
donija, kako i procesot za ni vna cel osna i nte-  
graci ja vo sovremenoto op{ testvo se dol goro~  
ni procesi koi se usloveni od nadmi nuvawe na  
problemi te vo sferata na obrazovani eto,  
zdravstvoto, soci jalata, i nf rastrukturata,  
probl emot so di skri mi naci jata vrz etni ~ka os-  
nova i sl.

Ovi e probl emi se provl ekuvaat od mnogu  
odamna i ni vnoto re{ avawe se prol ongi ra i l i  
pak, dokol ku ne{ to se prezema, toa se pravi ne-  
si stematski i parcijal no, bez odredena strate-



The Roma people following the current social  
streams and their needs, as well as the transition from  
one-party system to multi-party system, has organized  
in several political parties. Such political organizing  
enables, since the independence of Macedonia up to  
nowadays, that Roma people are recognized with the  
Constitution of Republic of Macedonia as equal com-  
munity, they have own deputy in the Macedonian parlia-  
ment, while with the structuring of the Suto Orizari  
municipality the Roma people got their first Roma  
major.

The democracy development and the need for  
articulation of several issues regarding the Roma com-  
munity, apart of the political organizing, resulted with  
establishing plenty Roma NGOs as well as few press  
and electronic media. Today in the city of Skopje suc-  
cessfully are functioning two Roma TV stations, while  
within the state TV station, beside the programs in the  
other minority languages, a program in Romani lan-  
guage is broadcasted; further there are Roma radio sta-  
tions in the city of Skopje, and in the towns of Prilep and  
Stip, and plenty publications, magazines and newspa-  
pers in Roma language are published.

All these organizations and institutions, within  
their own possibilities and authorizations give own con-  
tribution for improving the situation of the Roma com-  
munity in Macedonia. However, the process for tran-  
scending the problems the Roma people in Macedonia is  
faced with, as well as the process for their complete  
integration in the modern society are long-term proces-  
ses and are conditioned by transcending the problems in  
the spheres of education, health, social, infrastructure,  
the problem with discrimination on ethnical grounds etc.  
These problems are dragged through for a long time and  
their resolving is prolonged or if anything is done, it is  
done unsystematically and partially, without distinctive  
strategy for permanent and general improvement of the  
situation.

Being aware about the situation of the Roma  
people, whose situation is more or less similar in all  
European countries, and the initiative of the internation-  
al organizations and foundations in Budapest back in  
2003 which promoted the "Roma decade 2005-2015"  
with purpose, organized and coordinative putting an end





promoviranje i "Romani dekada 2005-2015" a resarinas organizirime thaj koordinirime te ~hivel pe agor tari marginalizacia thaj problemia savenca so e Roma khuvena pe, Republika Makedonia sar them savi so dela dumo sa e demokratikane inicijativenge, aktivno lelja than ano proceso taro tamirkeripe tari pli strategija kote so ka oven inkorporirime o principia tari Budimpe{ta.

O kreiribe tari strategija ba{o kontuinirime thaj sasaitno keribe pola-ho Romengoro hali tari rig e RM-ke, bizo aktivno involviribe taro Romane organizacie na ka del konkretno rezultatia. Teli o moto "E Roma ba{o Roma" a resarinasa aktivno involviribe e Makedoniake ani "Romani dekada 2005-2015" e birad`akiri organizacia Romano Ma{kard`ianeskoro Centro ani Makedonia kergja praktikane admia ba{o keribe funde ba{o kreribe tari strategija ba{o poadarutno butikeribe ani akaja sfera.

Othe sar prioriteta save so RMCM ~hivgja angli peste sine o zaruri taro sumiribe taro d`iteganutne analize ba{o e Romengoro hali thaj rodaripa taro socio-ekonomikane problemia e Romenge thaj olengoro ekonomikano potenciali, sar {aj te kerel pe baza taro evidente, sar funda ba{o kreribe tari strategija. Ba{o zaruria taro jek asavko baro rodaripe dikhlja pe o zaruri tari kooperacia e instituciasa taro tipi taro Instituto ba{o sociologikane thaj politikane-hakojale rodaripa (ISPPi). Sa o poadarutne barabarutne dikhipa thaj aktivipa, RMCM sar ingarutno taro proekti thaj ISPPi sar strategikano partneri, ~hivgjem len ano proekto **ROMANO EKONOMIKANO FORUMO (REF) - "Strategija ba{o involviribe e Romenge ano nevevateskere ekonomikane thavdipa"**.

gi ja za permanentno i seop{ to podobruvawe na sostojbata.

Sogleduvaj} i ja polo`bata na romski ot narod, koja e podednakvo si ~na vo si te zemji od Evropa, i i ni cijati vata na me|unarodni te organizacii i fondacii vo Budi mpe{ ta vo 2003 godina - koi ja promoviraa "Romskata dekada 2005-2015" so cel organizirano i kordinirano da se stavi kraj na marginalizacijata i na problemite so koi se soo~uva romskata zaednica - Republika Makedonija, kako zemja koja gi poddr`uva site demokratski incijativi, aktivno se vklui vo procesot na izgradba na svoja strategija vo koja }e bi dat inkorporirani principite od Budi mpe{ ta.

Sozdavaweto na strategija od strana na RM za kontinuirano i soop{ to podobruvawe na sostojbata na romski ot narod, bez aktivno vklui ~uvawe na romskite orgnizacii ne bi vrodila prakti~na primena. Pod mototo "Romi za Romi", a so cel aktivno vklui ~uvawe na Makedonija vo "Romskata dekada 2005-2015", nevladinata organizacija Romski me|unaroden centar vo Makedonija (RMCM) prezedo odreteni prakti~ni ~ekori za sozdavawe osnovi za kreirawe na strategija za ponatamo{ no deluvawe vo ovaasf era.

Vo taa nasoka, prioretet { to RMCM si go postavi be{ e da se sumiraat dotoga{ nite analizi za sostojbata na Romite i istra`uvawe na socio-ekonomskite problemi na Romite i ni vni ot ekonomski potencijal, so { to bi se sozdala baza na podatoci, kako osnova za kreirawe na strategija. Za potrebite na edno vakvo seopfatno istra`uvawe se uvide potrebata od sorabotka so institucija od tipot na Institutot za sociolo{ki i politiko-pravni istra`uvawa (ISPPi). Site ponatamo{ni zaedni~ki sogleduvawa i aktivnosti, RMCM kako nositel na proektot i ISPPi kako strate{ki partner, gi preto~ivme vo proektot **ROMSKI EKONOMSKI FORUM (REF) - "Strategija za vklui ~uvawe na Romite vo sovremenite ekonomski tekovi"**.

on the marginalization and the problems the Roma community is faced with, Republic of Macedonia, as a state which supports all democratic initiatives, got actively involved in the process for building own strategy which will incorporate the principles from Budapest.

The building of the strategy for continuously and general improvement of the Roma people situation by the Republic of Macedonia, without active involvement of the Roma organizations would not result in practical application. Under the motto "Roma for Roma" and with aim for active involvement of Macedonia in the "Roma decade 2005-2015", the NGO Roma International Center in Macedonia (RICM) undertook practical steps for creating ground for building a strategy for further operating in this sphere.

In that direction, the priorities which RICM appointed for itself were: the need for summarizing the so far conducted analyzes on the Roma situation and research on the Roma socio-economical problems and the economic potential of the Roma, thus a data base will be created, as ground for building a strategy. In reference with the needs of such extensive research arose the need for cooperation with institution such is The Institute for Sociological Political and Juridical Researches (ISPJR). All our joint conclusions and further activities with the next step we expressed in the project **ROMA ECONOMIC FORUM (REF) - "Strategy for Roma inclusion in the modern economic streams"**.



### **I.1. Problemengoro trujalkeripe**

Chidindo thaj bazirindo pe ko sa d` iakanutne rodaripa thaj analize kerde ba{i Romani populacia ani Makedonia,ko korkori {uru konstatirngjem kaj ola na dena but informacie ba{o hali akale khedinake. O evidente so leljem na sine avera taro sasoi-tono pend`arde parametria save so thaj d`itegani sine pend`arde ano phravdipe ba{o e Romengoro hali. Adaleske alo o zaruri taro identifikuipe taro problemengoro trujalkeripe sar startuibaskiri nukta ba{o keribe analize ano vjavahari tari situacia e Romenge ani RM. Ba{i adaja resarin chidingjem taro avutne indikatoria:

- *I romani populacia ani Makedonia e palune gjenipasa tari populacia taro 2002 ber{ genjela neso pohari taro 55.000 d`ivdutne. I digra taro bibukjardarnipe kori bukjakesposobno romani populacia resarela d`I ekstremno bil-ahe 80 procentia. Majbaro numero taro romane famile si famile so lena socijalnikano poma{karipe. O love so lena pe taro Ministeriumi ba{i buti thaj socijalnikani politika si minimalno thaj na resena ba{o d`ivdpe.*

- *O karane ba{o asavko hali ani romani khedin si i harni digra taro educiribe sebepi so nafti jek ka jek hakoja le pe than ko bukjakoro kurko. Sar dujto problemi ikljovela o diskriminaciakoro odnos taro manu{a so dena buti adalesa so phagena pe o manu{ikane hakoja.*

- *Pale i romani khedin sikavela baro vitaliteti kerindo buti thaj leindo love prekal deibe naformalno kerdela-hina thaj prekal naartikulirime droma ani zona tari sivo ekonomia. Asavko ~hani taro egzistiribe, kova so ano akava momenti si la-ho ba{o bibukjarne ba{o pheribe taro kherutno bud`eti, kerela but baro zijani na salde ki sasoi-nipaskiri khedin, numa thaj ki korkori romani khedin.*

- *Ani romani khedin ano paluno vahti ulavgja pe jek tikni, numa zurali ekonomikani grupacia (elita).*

### **I.1. Problemsko opkru` uvawe**

Poa|aj}i i bazi raj}i se na si te dosega{ ni istra`uvawa i analizi sprovedeni za romskata populacija vo Makedonija, na sami ot po`etok zaklu`ime deka isti te ne davaat dovolno inf`ormacii za sostojbata na ovaa zaedni ca. I meno, dostapni te podatoci ne se razli kuvaa od op{ topoznati te parametri vo javnosta za pol`bata na Romi te. Zatoa se nametna potrebata od identifi kuvawe na problemskoto opkru`uvawe kako pojdivna to-ka za sproveduvawe na analizi vo odnos na si tuaci jata na Romi te vo RM. Za taa cel pojdivme od sl edni te pokazatel i:

- *Romskata populacija vo Makedonija so posl edni ot popi s na nasel eni et o od 2002 godi na broi nef t o pomal ku od 55.000 `it eli. St apkat a na nevrabot enost kaj romskot o rabot osposobno nasel eni e dost ignuva brojka od nezami sl i vi t e osumdeset procent i. Najgol em broj od romski t e semejst va se primat eli na socijal na pomo{ . Sredst vat a koi se dobi vaat od Mi ni st erst vot o za t rud i socijal na pol i t i ka se mi ni mal ni i nedovol ni za `i vot .*

- *Pri ~i nat a za vakvat a sost ojba kaj romskata zaedni ca e ni skat a st apka na educi ranost , poradi { t o e nevozmo`no ramnopravno da se u-est vuva na pazarot na t rudot . Vt or problem so koj se soo-uva romskata a zedni ca e di skri mi nat orski ot odnos na rabot odava-i t e, so { t o se kr{ at osnovni t e ~ovekovi prava.*

- *Sepak, romskata zaedni ca poka`uva golema vit alnost , zarabot uvaj}i za `i vot so davawe neformalni uslugi i preku neart i kul i rani t e pat i { t a vo zonata na sivat a ekonomija. Vakvi ot na-i n na pri st ap, koj vo ovo moment e dobar za nevrabot eni t e da go popol nat doma{ ni ot buxet , predi zvi kuva ogromna { t e t a ne samo na op{ t est venat a t uku i na samat a romska zaedni ca.*

### **I.1. Problem environment**

Starting from and basing on all researches and analyzes on the Roma community in Macedonia, which have been conducted so far, at the very beginning we concluded that they are not providing enough information on this community situation. Namely, the available information was not different of the publicly generally known parameters on the Roma situation. Therefore, imposed the need for identifying the problem environment, as starting point for carrying out analysis on the situation of the Roma in Republic of Macedonia. For achieving of this goal we started from the following indicators:

- *According to the last census from the year of 2002 there are something less than 55.000 Roma living in Macedonia. The unemployment degree among the able-bodied Roma population is up to the unimaginable 80%. The major part of the Roma families is receiving social aid. The resources they receive from the Ministry for labor and social policy are minimal and are not enough for living.*

- *The reason for this situation of the Roma community is the low education level, due to which it is impossible to participate equally at the labor market. The second problem the Roma community is faced with is the discriminatory attitude of the employers, which represents violation of the basic human rights.*

- *Still, the Roma community shows huge vitality, earning for life thru providing informal services and thru the disarticulated ways in the gray economy zone. This approach, which currently is good for the unemployed for raising the family budget, causes enormous damage not only to the society, but as well to the Roma community itself.*

- *Lately, within the Roma community a small numbered, but still strong economic group (elite) has singled out. The possibility for involving of this economic potential as bearer of the economic prosperity of the Roma and the wider community is huge, but it is not coordinated.*



*O {ajdipa ba{o involviribe taro akava ekonomikano potencijali sar ingarutno taro ekonomikano prosperiteti tari romani pa thaj i buvleder khedin si but baro, numa nane koordinirimo.*

O sasoino pend`arde indikatoria bao bila-ho hali ani romani khedin (bibukjardarnipe, tikni digra taro educiribe, diskriminacia thaj av.) sar thaj o nanibe podetalno rodaripa save so ka den o aktuelno hali e Romenge ani Makedonia, angja o zaruri taro jek pobaru socio-ekonomikano rodaripa.

Chidindo taro paluno indikatori kaj ani romani khedin ulavela pe jek tikni elita savi so {aj te ovel ingarutni taro ekonomikano bajrovipe tari romani pa thaj buvleder khedin,alo o zaruri te dikhen pe lengere potencijalia thaj zaruria.

Chidindo taro uprevakerdo, angli amende iklile o resarina save so o rodaripa ba{o romengoro hali ani Makedonia zaruri si te resarel.

*samat a romska zaedni ca.*

*- Vo posledno vreme, vo romskata zaedni ca se i zdvoji mal ubrojna no se pak jaka ekonomska grupacija (elita). Mo`nost a za vku-uvawe na ovoj ekonomski pot encijal, kako nosit el na ekonomski prosperitet na romskata, pa i na po{ i rokat a zaedni ca, e ogromen, no ne e koordiniran.*

Op{ topoznatite pokazateli za lo{ ata sostojba vo romskata zaedni ca (nevrabotenost, niska stapka na educiranost, diskriminacija i tn.), nepostoeweto na podetalni i stra`uvawa, koi realno }e ja otslikaat aktuelnata sostojba na Romite vo Makedonija, a zemaj}i gi predvid problemskite opkru`uvawa koi gi identifikuvavme, ja nametnaa potrebata od edno seopfatno socio-ekonomsko i stra`uvawe.

Zemaj}i go predvid posledniot pokazatel deka vo romskata zaedni ca se i zdvojuva mal ubrojna elita koja mo`e da stane nositel na ekonomski razvoj na romskata, pa i na po{ i rokata zaedni ca, se nametnaa potrebata da se sogledaat ni vni te potencijali i potrebi.

Poa|aj}i od gorenavedenoto, se postavi ja celite i zadatite koi i stra`uvaweto za si tuacijata na Romite vo Makedonija treba da gi postigne.

The generally known indicators on the bad situation of the Roma community (unemployment, low educational level, discrimination etc.), the lack of detailed researches which will show the real image of the Roma in Macedonia, and considering the problem environment which we identified, imposed the need of comprehensive socio-economic research.

Taking into account the last indicator that within the Roma community a small numbered elite is singled out, which can become bearer of the Roma, as well as the wider community's economic development, imposed the need for recognizing their potentials and needs.

Starting from the above mentioned the goals and the objectives which the research on the situation of the Roma in Macedonia is to meet.

## ***1.2. Resarina thaj savale***

Teli o moto "E Roma ba{o Roma" a upal baza taro problemengoro trujalkeripe thaj o zaruria save so olendar iklike, iklilo o zaruri taro rodaripe thaj analiza tari situacia thaj taro ekonomikane potencialia tari Romani khedin, save so ka oven starteskiri nukta ba{o tamiribe tari lungovahteskiri strategia ba{o maripe mujal o ~orolipe thaj tiknjaribe taro bibukjardarnipe prekal involviribe plesutne, numa thaj aver resursia.

Ba{o resaribe akale resarinake, zaruri sine amenge realizacia taro televakerde savale, save so RMCM thaj ISPPi kergje:

- *Te rodarel pe o ekonomikano potenciali ani Romani khedin;*
- *Te kerel pe baza taro evidente ba{o fundiribe strategia ano maripe mujal o ~orolipe thaj bibukjadarnipe;*
- *Te dikhen pe o eventualno direkcije ba{o investiribe taro potencialno kapitali;*
- *Te potencirinen pe o {ajdipa ba{o istemalkeribe taro love so dela i buvleder sasoi{ni khedin;*
- *Te ikerel pe Avgo Romano Ekonomikano Forumo kote so ka oven prezentirime sa o rezultatia lende ano thavdipe taro rodaripaskoro butikeribe, a barabar e notenca thaj e konkluzienca te oven prezentirime ani publikacia savi so poadarik ka ovel dendi d`i sa o relevantno kherutne thaj ma{kard`ianeskere institucije thaj organizacie.*

## ***1.2. Celi i zada~i***

Pod mototo "Romi za Romi", a vrz baza na problemskoto opkru`uvawe i potrebi te koi od nego se nametnaa, se javi potreba od istra`uvawe i analiza na situacijata i na ekonomski te potenciali na romskata zaednica, koi bi pretstavuvale pojdovna to~ka za izgradba na dolgoro~na strategija za iskorenuvawe na siroma{tijata i namaluvawe na nevrabotenosta so vkluvuvawe na sopstveni, no i drugi resursi.

Za postignuvawe na postavenata cel, neophodna be{ e realizacija na dolunavedeni te zada~i, koi RMCM i ISPPi gi prezedoa:

- *Da se i spita ekonomski ot potencial na romskata zaednica;*
- *Da se sozdade baza na podatoci, koja bi bila osnova za sozdavawe na statistika vo borbataprotivsiroma{tijata i nevrabotenosta;*
- *Da se uvidat mo`nite nasoki za investirawe na potencialni ot kapital;*
- *Da se poso~at mo`nostite za koriste na sredstva, koi gi nudi po{irokata op{tvestvena zaednica;*
- *Da se odr`i prv Romski Ekonomski Forum, na koj}e bi dat prezentirani siterezultati dobieni votekot na istra`uvakite aktivnosti, a zaedno so zabele{kite i zaklu~ocite {to}e proizlezat od ovoj Forum da bi dat prezentirani vo publikacija koja ponatamu}e bi de dostavena do site relevantni doma{ni i meunarodni institucii i organizacii.*

## ***1.2. Goals and objectives***

Under the motto "Roma for Roma", and based on the problem environment and the needs it imposed, arose the need for research and analyze of the situation and the economic potentials of the Roma community, which would represent starting point for building a long-term strategy for eradicating the poverty and reducing the unemployment, thru including own, as well as other resources.

For achieving the established goal, realization of the down mentioned objectives, which RICM and ISPPJ undertook, was necessary:

- *To examine the economic potential of the Roma community;*
- *To create a data base, which will be a ground for building a strategy in the fight against the poverty and the unemployment;*
- *To recognize the possible directions for investment of the potential capital;*
- *To signify the possibilities for resources usage, which are offered by the wider social community;*
- *To organize first Roma Economic Forum, at which all results gained during the research will be presented, and together with the remarks and the conclusions which will result from the Forum to be published in a publication which further will be distributed to all relevant domestic and international institutions and organizations.*



### ***1.3. Resarutni grupa***

Resarutni grupa taro akala aktivipa, sar so {aj sine te klidarel pe taro sa uprevakerdo, si i romani populacia ani RM. Thajako ko korkori {uru sine gndipe kaj o sasto rodaripe {aj te kerel pe salde ani {erutni diz Skopje, kote so d`ivdinena vakertuke ekva{ tari Romani populacia, but sigate akaja poza sine upralnakhli thaj sar resarutni grupa sine ~hinavdo te ovel astarti i sasti Romani khedin ani RM.

### ***1.4. Aktivitetia***

I avgo idea so polungo vahti bajrovela sine ko RMCM sine transformirime ano bahan - proekto so rodela sine partneri, ekspertikani organizacia savi so {aj te kerel socio-ekonomikano rodaripe ba{e romengoro hali ani RM, a so ka ovel startuibaskiri nukta ba{i realizacia taro sa o aktivipa. O hazrikeriba {urukergje ano {uru tari dujto ekva{in taro 2003 ber{.

RMCM panda ko korkori {uru plo potencialno partneri so ka {aj te kerel jek asavko rodaripe dikhela sine ano Instituto ba{o sociologikane thaj politikane rodaripa (ISPPI), kasaja so pali adava kergja thaj sukcesiali kooperacia.

Pali o lafikeriba so legargje pe kori o agor taro septembro thaj {uru taro oktombro masek 2003 ber{, ISPPI ulo na salde partneri taro RMCM ba{o akava proekto, numa thaj strategikano partneri ba{o sa avutne demokratikane inicijative save so ka hulen ani "Romani dekada 2005 - 2015".

Ano akava periodi, RMCM thaj ISPPI sar partneria kergje buti thaj ko zuraripe thaj ulavipe taro aktivitetia sar thaj i dinamika taro realiziribe akale aktivitetenge. Normalno, RMCM thaj ISPPI sar naprofitabilno organizacie musaj sine te roden finansengoro suportu ba{i realizacia taro proekto ba{o socio-ekonomikano rodaripe thaj organiziribe taro Romano ekonomikano forumo

### ***1.3. Celna grupa***

Celna grupa na ovie aktivnosti, kako {to ve}e mo`e{e da se zaklu~i od seto gorenavedeno, e romskata populacija vo RM. I ako na sami ot po~etok postoe{e razmi sluvawe cel okupnoto i stra`uvawe da se izvede samo vo glavni ot grad, Skopje, kade {to `ivee re~isi pol ovi na od romskata populacija, nabrzo ovoj stav be{e nadmi nat i se odlu~i kako celna grupa da bi de opf atena cel ata romskata zaedni -ca vo RM.

### ***1.4. Aktivnost i***

Prvi ~nata ideja, koja podolgo vreme sozreva{e vo RMCM, be{e preto~ena vo predlog-proekt za koj se bara{e partner, struna organizacija, koja }e mo`e da izvede socio-ekonomsko i stra`uvawe za si tuacijata na Romi te vo RM, a koe bi pretstavuval o pojdovna to~ka za realizacija na si te posl edovatel ni aktivnosti. Podgotovki te zapo~naa vo po~etokot na vtorata pol ovi na na 2003 godi na.

RMCM u{te na sami ot po~etok svojot potencialen partner koj bi mo`el da sprovede edno vakvo stru~no i stra`uvawe go gleda{e vo Insti tutot za soci ol o{ki i poli ti ~ko pravni i stra`uvawa (ISPPI), so koj podocna i ostv-ari uspe{na sorabotka. Po pregovori te koi se vodea kon krajot na septemvri i po~etokot na oktombri 2003 godi na, ISPPI stana ne samo partner na RMCM za sproveduvawe na i stra~uvaweto, tuku i strate{ki partner za site idni demokratski i ni cijati vi koi }e se vkl opat vo "Romskata dekada 2005-2015".

Vo ovoj peri od, RMCM i ISPPI kako partneri pri stapija kon utvrduvawe i podelba na aktivnosti te, kako i kon di nami kata na ni vnoto sproveduvawe. Sekako, RMCM i ISPPI kako neprofitabilni organizacii moraa da pobaraat f i nansi ska poddr{ka za realizacija na proektot za socio-ekonomskoto

### ***1.3. Target group***

These activities' target group, as it could have been concluded from all above mentioned, is the Roma population in Republic of Macedonia. Although at the very beginning there was consideration to conduct the research only at the territory of the city of Skopje, where almost half of the Roma population lives, soon this state was exceeded and it was decided that as a target group the whole Roma community in Republic of Macedonia will be comprised.

### ***1.4. Activities***

The primary idea, which was growing within RICM for a long time, was converted to project proposal for which a partner was searched for, an expert organization, which will be able to manage socio-economical research on the situation of the Roma in Republic of Macedonia, and which will be a starting point for realization of all activities that are to be carried out further. The preparations started during the second half of the year of 2003.

RICM, even at the very beginning, beheld as potential partner, which will be able to conduct such expert research, at the Institute for sociological political and juridical researches (ISPJR), with which later on realized successful cooperation. After the negotiations during the end of September and the beginning of November 2003, ISPJR became not only RICM's partner for carrying out the research, rather strategic partner for all further democratic initiatives which will be framed in the "Roma decade 2005-2015".

During this period, RICM and ISPJR, as partners, approached to identification and division of the activities, as well as to disposing the activities' dynamic. Certainly, RICM and ISPJR as unprofitable organizations had to look for financial support for implementation of the project for socio-economical



rodaripe thaj organiziribe taro Romano ekonomikano forumo.

Panda ko korkoro {uru ba{o proekto interes vazdingje i Fondacia Instituto phravdo sasoitnipe - Makedonia ( FIOOM ) thaj e Makedoniakoro centro ba{i ma{kard`ianeskiri kooperacia (MCMS), savenca so RMCM thaj ISPPi kori o agor taro masek novembro 2003 angje buteder konkluzie ba{o keribe taro sa zarurime hazrikeriba sar thaj korekcie sa resarinasa te kerel pe jek sukcesialo rodaripe thaj jek sukcesialo forumo, a sa resarinasa te del pe so {aj pobaro poma{karipe ba{o keribe pla-ho te ovel e romengoro hali ani RM.

Anavjale, RMCM thaj ISPPi barabar e potencijalno donatorenci ko proekto - FIOOM thaj MCMS - kergje thaj i dinamika taro aktivitetia ba{o avutno periodi.

- a) Idea, organizacia thaj realiziribe taro terenskoro rodaripe (dekembro 2003);**
- b) Butikeribe ko evidente thaj hazrikeribe taro rodaripaskoro raporto (januaro 2004);**
- c) Hazrikeribe prikazi ba{i socio-ekonomikano hali taro Roma (dekembro 2003 - januaro 2004);**
- d) Organizacia taro Romano ekonomikano forumo (dekembro 2003 - fevruari 2004);**
- e) Ikeribe taro Romano ekonomikano forumo (fevruari 2004);**
- f) Sumiribe taro poze thaj gndipa vakerde ko panel diskusie taro Forumo (mart 2004);**
- g) Hazrikeribe, {tembilibe thaj distribuiribe tari zbirno publikacia so ka asterel o sikavipe ba{i socio-ekonomikani situacia e Romenge, rodaripaskoro raporto taro kerdo anketiribe thaj o Konkluzie taro panel diskusie (mart - april 2004 );**
- h) Hazrikeribe, phravdi diskusia thaj publikuibe taro straregikano dokumento "Romani dekada ani RM 2005-2015" ( april - dekembro 2004).**

i stra` uvawe i organi zi rawe na Romski ekonomski forum.

U{ te na sami ot po~etok proektot nai de na interes kaj Fondacijata I nstitut otvoreno op{ testvo - Makedonija (FI OOM) i Makedonski centar za me|unarodna sorabotka (MCMS), so koi RMCM i I SPPI kon krajot na noemvri 2003 godina doneso pove}e zaklu~oci za izvr{ uvawe na neophodnite podgotovki, kako i odredeni korekcii zaradi uspe{ no istra` uvawe i uspe{ no organi zi rawe na forumot, a se so cel da se dade { to e mo` no pogol em pri dones za podobruvawe na sostojbata na Romi te vo RM.

I menno, RMCM i I SPPI zaedno so potencijalni te donatori na proektot - FI OOM i MCMS - ja zacrtaa di nami kata na akti vnosti te za naredni ot peri od:

- a) Osmi sluvawe, organizacija i sproveduvawe na t erensko ist ra` uvawe (dekemvri 2003);**
- b) Obrabot ka na podat ocite i izrabot ka na ist ra` uva~ki izve{ t aj (januari 2004);**
- v) I zgot vuvawe pri kaz za socio - ekonomskata polo`ba na Romi te (dekemvri 2003-januari 2004);**
- g) Organizacija na Romski ot ekonomski forum (dekemvri 2003 - fevruari 2004);**
- d) Odr` uvawe na Romski ekonomski forum (fevruari 2004);**
- j) Sumi rawe na stavovite i razmi sluvawata izneseni na Forumot (mart 2004);**
- e) I zgot vuvawe, pe~at ewe i dist ribucija na zbirna publikacija, koja }e gi opfat i ist ra` uva~ki ot izve{ t aj za socio-ekonomskata polo`ba na Romi te i zaklu~ocite od Forumot (mart-april 2004);**
- ` ) Podgot ovka na ot vorena diskusija i publikacija na start egiski ot dokument "Romska dekada vo R.M 2005-2015" ( april-dekemvri - 2004).**

research and the organization of the Roma Economic Forum.

At the very beginning the project encountered to interest at the Foundation Open Society Institute - Macedonia (FOSIM) and the Macedonian Center for International Cooperation (MCIC), and in cooperation with them RICM and ISPJR about at the end of November 2003 agree to several conclusions for implementation of the necessary preparations, as well as to certain corrections for carrying out a successful research and successful organization of the Forum, and all with aim to give as big as possible contribution for improving the situation of the Roma in Republic of Macedonia.

Namely, RICM and ISPJR jointly with the potential donors of the project - FOSIM and MCIC - assigned the activities' dynamic for the period to come:

- a) Development, organization and conducting the field research (December 2003);**
- b) Processing the information and preparation of research report (January 2004);**
- c) Preparation of purview on the socio-economical situation of the Roma (December 2003 - January 2004);**
- d) Organization of the Roma Economic Forum (December 2003 - February 2004);**
- e) Maintenance of the Roma Economic Forum (February 2004);**
- f) Summarizing the states and the opinions presented at the Forum (March 2004);**
- g) Preparation, publishing and distribution of cumulative publication, which will comprehend the research study on the socio-economical situation of the Roma and the conclusions from the Forum (March - April 2004);**
- h) Preparation, public discussion and publishing the strategic document "Roma decade in Republic of Macedonia 2005-2015" (April - December 2004).**



I organizacija ba{o aktivitetija taro REF planiringjela thaj implementiringjela:

1. Zoran Dimov ( RMCM)
2. Prof.d-r Pande Lazarevski (ISPPI)
3. Jovan Ananiev (ISPPI)
4. Tihomir Karanfilov (RMCM)

Ko jek vahti formiringje pe thaj **operativno timia** ano RMCM thaj ISPPI kola so kergje buti ba{o sukcesialo realiziribe e dende savalenge, kote so hulingje:

#### **RMCM**

1. Tihomir Karanfilov - koordinatori e timeske
2. Ramu{ Muarem
3. Nevenka Stamenkovska
4. Muzafera Mustafa
5. Biljana Mad`ar
6. Ninoslava D`ingova
7. Biljana Ilievska

#### **ISPPI**

1. Jovan Ananiev - koordinatori e timeske
2. m-r Aleksandar [ umkovski
3. Sne`ana Sokolovska
4. Hristina Ivanovska

Hazrikerde organizaciono, ano masek dekembro {urukergja i avgo faza taro aktivitetia anglaldikhle e akciono planesa. O instituto ba{o sociologikane, politikane thaj hakojale rodaripa ani funkcia taro ikeribe e Romane ekonomikane forumoske kergje aktivipa ba{o khedipe thaj analiza tari saikerin taro oficijalnikane thaj naoficijalnikane dokumentia ande tari rig ko: Ministeriumi ba{i buti thaj socijalnikani politika, Ministeriumi ba{i ekonomia, Ma{kard`ianeskere ma{karrad`engere organizacie, ma{kard`ianeskere birad`akere organizacie, Ra{tra-koro zavodi ba{i statistika, Bukjardarnipaskoro Zavodi thaj kherutne birad`akere organizacie, a ani relacia ko hali e Romengoro ani RM.

Organi zaci ja na akti vnosti te na REF ja osmi sl i ja i ja sprovedoa:

1. Zoran Di mov (RMCM)
2. Prof . d-r Pande Lazarevski ( I SPPI )
3. Jovan Anani ev ( I SPPI )
4. Ti homi r Karanf i l ov (RMCM)

I stovremeno se formi raa **operativni timovi** vo RMCM i vo I SPPI , koi se pogri ` i ja za uspe{ no sproveduvawe na zacrtan i te akti vnosti , a koi bea sostaveni od:

#### **RMCM**

1. Ti homi r Karanf i l ov - koordi nator na ti mot
2. Ramu{ Muarem
3. Nevenka Stamenkovska
4. Muzaf era Mustaf a
5. Bi l jana Maxar
6. Ni nosl ava Xi ngova
7. Bi l jana I l i evska

#### **I SPPI**

1. Jovan Anani ev - koordi nator na ti mot
2. m-r Alek [ umkovski
3. Sne`ana Sokol ovska
4. Hri sti na I vanovska

Organi zaci ono podgotveni , operati vni te ti mo- vi vo dekemvri 2003 godi na ja otpo~naa prvata faza od akti vnosti te predvi deni so zacrtani ot akci onen pl an. I nsti tutot za soci ol o{ ki i poli ti ~ko-pravni istra` uvawa, vo funkcija na odr` uvawe na Romski ot ekonomski Forum, pre- zede akti vnosti za sobi rawe i anal i za na sodr` i nata na of i cijal ni i neof i cijal ni dokumen- ti doneseni od Mi ni sterstvoto za trud i soci ja- l na pol i ti ka, Mi ni sterstvoto za ekonomi ja, me- |unarodni me|uvl adi ni organi zaci i , me|unarod- ni nevladi ni organizaci i , Dr`aven zavod za stati sti ka, Zavod za vrabotuvawe i doma{ ni ne- vl adi ni organi zaci i , a vo odnos na sostojbata na romskata zaedni ca vo RM.

The organization of the REF activities was planned and implemented by:

1. Zoran Dimov (RBCM)
2. Prof. d. sc. Pande Lazarevski (ISPJR)
3. Jovan Ananiev (ISPJR)
4. Tihomir Karanfilov (RBCM)

At the same time **operational teams** within RBCM and ISPJR were formed, which took care for successful implementation of the activities, consisted of:

#### **RBCM**

1. Tihomir Karanfilov - team coordinator
2. Ramus Muarem
3. Nevenka Stamenkovska
4. Muzafera Mustafa
5. Biljana Madzar
6. Ninoslava Dzingova
7. Biljana Ilievska

#### **ISPPI**

1. Jovan Ananiev - team coordinator
2. m. sc. Aleksandar Sumkovski
3. Snezana Sokolovska
4. Hristina Ivanovska

Organizationally prepared, the operational teams back in December 2003 started the first phase of the planned activities set in the plan for action. ISPJR, in function for organizing the Roma Economic Forum, undertook activities for collecting and analyzing the contents of official and unofficial documents fetched by the Ministry for labor and social policy, the Ministry for economy, international intergovernmental organizations, interna- tional nongovernmental organizations, the State statis- tics bureau, the Bureau for employment and domestic nongovernmental organizations, regarding the situation of the Roma community in Macedonia.

The designing of such background information had goal to make an access in: the current situation of

O keribe tari jek asavki background informacia sine resarinasa te kerel dikhipa ano momentalno hali taro Roma ko ekonomikano thaj socijalnikano plani ani Republika Makedonia, te dikhen pe sa o d' iakanutne aktivitetia so sine kerde ba{ o keribe pola-he te ovel lengoro statuso, te dikhen pe o rezultatia taro intervento politike ko ekonomikano thaj socijalnikano plani thaj o eventualno dende alternativa ba{ o keribe pola-ho te ovel e Romengoro hali.

Ko jek vahti, ano ISPPi ba{ o rodaripa taro phravdo gndipe hazrikerija pe profile taro egzamplo ko ka ovel astardo, olesiri struktura sar thaj ki-itra taro pu-ibutno ba{ o anketiribe e populaciake so sine dendo sar resarutno egzamplo.

Sine ~hinavdo e rodaripaskere aktivitetia te oven kerde ano 15 komune ki teritoria e Republika Makedoniake kote so hulinge thaj o pand` skopjeskere komune, soske ani olende d' ivdinena buteder taro 50 % taro Roma. Karakteristikane si adava so o anketiribe kergje Roma, save so ba{ i adaja resarin sine treningkerde.

I anketa kergja pe kori agor taro dekembro 2003 thaj {uru taro januaro masek 2004 ber{, solea so {ajdargja pe ano thavdipe taro januaro, {uru taro februaro masek te kerel pe butikeribe upral o evidente thaj te hazrikerel pe e rodaripaskoro raporto.

O sikavipe(prikaz) ba{ o socio-ekonomikano hali taro Roma ISPPi hazrikerija kori o agor taro februari masek thaj {uru taro mart 2004. Sa o rezultatia taro aktivitetia so kergja len ISPPi sine publikuime ano Ki-itra-raporto "Socio - ekonomikano hali e Romenge ani Republika Makedonia", kova so sine prezentirimo ko avgo Romano ekonomikano formo, kova so i kergja pea no hoteli Aleksandar Palas ko 25 thaj 26-to mart 2004 ber{. O ki-itra raporto prezentirnela sine starteskiri nukta ba{ o sa e diskusie save so ule ko Forumo.

D' i kote o ISPPi kerela sine buti ko hazrikeribe taro Ki-itra - raporto "Socio - ekonomikano hali e Romenge ani Republika Makedonia" RCMCM aktivno kergja buti ko hazrikeriba ba{ o so posukcesialo organiziribe taro avgo Romano ekonomikano forumo.

Sozdavaweto na edna vakva bekground informacija ima{ e za cel da napravi uvid vo momental nata sostojba na Romi te na ekonomski i socijal en plan vo Republika Makedonija, da se sogledaat si te dosega{ ni akti vnosti { to se prezeni za da se podobri ni vni ot status, da se uvi dat rezultati te od interventni te politiki na ekonomski i na socijal en plan i eventualni te ponudeni al ternati vi za podobruvawe na sostojbata.

I stovremeno, za sproveduvawe na istra` uvaweto, I SPPI podgotvi prof il na primerok, koj }e bi de opf aten vo istra` uvaweto, negovata struktura, kako i nacrt-pra{ al ni k za anketi rawe na naseleni eto koe be{ e zacrtano kako cel en primerok.

Be{ e odl u~eno i stru` uva~ki te akti vnosti da se sprovedat vo 15 op{ tini na teritorijata na RM, vkl u~uvaj} i gi i pette skopski op{ tini, bi dej} i vo ni v` i veaat pove} e od 50% od romskata popul acija vo Makedonija. Karakteri sti ~no e { to anketiraweto go sprovedoa za taa cel obu~eni Romi.

Anketata se sprovede kon krajot na dekemvri 2003 i po~etokot na januari 2004 godi na, so { to se ovozmo` i vo tekot na januari i po~etokot na fevruari da se izvr{ i obrabotka na podatoci te i da se podgotvi i stru` uva~ki ot izve{ taj. Pri kazot za socio-ekonomskata sostojba na Romi te I SPPI go podgotvi kon krajot na fevruari i po~etokot na mart 2004. Si te rezultati od akti vnosti te { to gi sprovedel SPPI bea publikuvani vo Nacrt-izve{ tajot "Socio-ekonomskata polo` ba na Romi te vo Republika Makedonija", koj be{ e prezentiran na prvi ot Rovski ekonomski forum, koj se odr` a vo hotel ot Aleksandar Palas na 25-26-ti mart 2004 godi na. Nacrt-izve{ tajot pretstavuva{ e pojdovna to~ka za si te di skusi i koi sl eduvaa na Forumot.

Dodeka I SPPI rabote{ e na podgotovka na Nacrt-izve{ tajot "Socio-ekonomskata polo` ba na Romi te vo Republika Makedonija", RCMCM aktivno rabote{ e na podgotovki te za { to pousse{ no organi zi rawe na prvi ot Rovski ekonomski forum.

the Roma on economic and social plan in Republic of Macedonia, to review all activities undertook so far for improving their status, to review the results of the intervene policies on economic and social plan and the eventually proposed alternative for improvement of the situation.

At the same time, for the research implementation, ISPJR prepared a profile of specimen, which was to be comprehended with the research, its structure, as well as the draft-query form for inquiring the population which was selected as expedient specimen. It was decided that the research activities was to be conducted at 15 municipalities at the territory of Republic of Macedonia, including here the 5 municipalities in the city of Skopje, as more that 50 % of the Roma population in Macedonia lives in these municipalities. It was characteristic that the inquiry was conducted by trained for that purpose Roma.

The inquiry was conducted at the end of December 2003 and the beginning of January 2004, which enabled that during January and the beginning of February the processing of the information can be accomplished and to prepare the research study.

The purview on the socio-economical situation of the Roma, ISPJR prepared about at the end of February and the beginning of March 2004. All results of the activities conducted by ISPJR were published in the Draft-report "Social-economical position of the Roma in Republic of Macedonia", which was presented at the first Roma Economic Forum, which took place at the Aleksandar Palace Hotel on 25-26 March 2004. The Draft-report was a starting point for all discussions that followed at the Forum.

While ISPJR worked on the preparation of the Draft-report "Social-economical position of the Roma in Republic of Macedonia", RICM was actively working on preparations for as successful as possible organization of the first Roma Economic Forum.





RMCM, d'anindor kaj isi zaruri taro involviribe taro so {aj buteder prezententia tari Romani khedin, kola so ka den plo poam{akaribe ba{o so posukcesiala organizacia taro REF sar historikano forumo ba{i Romani populacia, organizir-ingja buteder koordinativno arakhina kote so than lele buteder prezententia taro Romane birad`akere organizacie, politikane partie, biznismenia, intelektualcia thaj av. Akala arakhina rezultiringje e formiribasa taro koordinativno badani savo so pali adava barilo ano Organizaciakoro komiteti taro REF.

Vastalipaskere d`ene an o **Organizaciakoro komiteti** si:

1. Zoran Dimov - RMCM
2. Jovan Ananiev - ISPPI
3. Muhamed To-i - HCZR Mese-ina
4. [ emsi [ ainov - ekonomikano konsultatnti
5. Zekir Abdulov - HCZR KHAM
6. Nahida Zekirovska - MCMS
7. Filis Demirova - Romengoro Khedipe - Sv. Nikole
8. Ahmet Ja{arovski - CRZ Drom-Kumanovo
9. Kevsera Memedova - Esma
10. Emina Sulejmanovska - RO@M daja
11. Amedov Ibraim - Inicijativa taro bibukjarne intelektualcia (INI)
12. Ibraim Ibraimov - Romaversitas - FIOOM
13. Aldijana Bajramovikj - Horizont

Ramu{ Muarem sine portparoli an o REF.

Ko koordinativno arakhina, uzalo d`ene taro Organizaciakoro komiteto, than lele thaj o d`ene taro Organizaciakoro odbor thaj taro operativno timia, sar thaj prezententia taro kherutne thaj ma{kard`ianeskere organizacie thaj institucie save so finansienca ja/thaj moralno dengje suportore organizacieke taro REF.

RMCM, svesen za potrebatata od vkl u~uva-we na { to e mo`no pove}e prestavnici od romskata zaednica, koi bi dal e svoj pri dones za { to pouspe{ na organizicija na REF} kako i stori ski nastan za romskata populacija, organizira{ e pove}e koordinativni sostanoci na koi prisustvuva pretstavni ci od romski nevladini organizacii, politi~ki partii, stopanstveni ci, intelektualci i tn. Ovi e sostanoci rezultiraa so formirawe na koordinativno telo koe podocna prerasna vo Organizacii onen komitet na REF.

**Organizacii onen komitet** go so~nuvaa slednite ovl asteni pretstavni ci:

1. Zoran Dimov - RMCM
2. Jovan Ananiev - ISPPI
3. Muhamed To-i - HCZR Mese-ina
4. [ emsi [ ainov - ekonomski konsultant
5. Zekir Abdulov - HCZR KHAM
6. Nahida Zekirovska - MCMS
7. Filis Demirova - Zdru`eni e na Romi - Sv. Nikole
8. Ahmet Ja{arovski - CRZ Drom - Kumanovo
9. Kevsera Memedova - ESMA
10. Emina Sulejmanovska - RO@M Daja
11. Amedov Ibraim - Inicijativa na nevraboteni intelektualci (INI)
12. Ibraim Ibraimov - Romaversitas - FIOOM
13. Aldijana Bajramovikj - Horizonti

Ramu{ Muarem be{ e portparol na REF.

Na koordinativni te sostanoci, osven ~lenovite na Organizacii onen komitet, prisustvuva i ~lenovite na Organizacii onen odbor i na operativni te timovi, kako i pretstavni cidoma{ ni i me|unarodni organizacii i institucii koi finansii i ili moralno ja poddr`aa organizacijata na REF.

RICM, being aware about the need for inclusion of as many as possible representatives of the Roma community, who would give own contribution for successful organization of the REF, as one historical event for the Roma population, organized several coordinative meetings at which representatives from Roma NGOs, political parties, enterprisers, intellectuals etc. These meetings resulted with establishing a coordinative body which later on outgrew to REF Organizational committee.

The **organizational committee** was consisted of the following authorized representatives:

1. Zoran Dimov - RICM
2. Jovan Ananiev - ISPJR
3. Muhamed Toci - HCZR Mese-ina
4. Semsai Sainov - consultant in economy
5. Zekir Abdulov - HCZR KHAM
6. Nahida Zekirovska - MCIC
7. Filis Demirova - Zdruzenie na Romi - Sv. Nikole
8. Ahmet Jasarovski - CRZ Drom - Kumanovo
9. Kevsera Memedova - ESMA
10. Emina Sulejmanovska - ROWM Daja
11. Amedov Ibraim - Initiative of unemployed intellectuals (IUI)
12. Ibraim Ibraimov - Romaversitas - FIOOM
13. Aldijana Bajramovic - Horizonti

Ramus Muarem was the spokesman of REF.

Beside the Organizational Committee, at the coordinative Committee meetings, the members of the Organizational Board and of the operational teams, as well as representatives of the domestic and international organizations and institutions which financially and/or moral supported the REF organization, were present.



Ko arakhina taro Organizaciakoro komiteti, save so ikergja pe angli o Forumo, ma{k ar aver sine prezentirimo thaj o Ki-itra-raporti hazrikerdo taro ISPPi thaj ov sine leljardo taro d`ene ko Organizaciakoro komiteti. Poadarik, e Organizaciakoro komiteti diskutiringja thaj arakhlja solucie ba{ o sa o problema savenca so khuvela pe sine ano thavdipe taro hazrikeribaskere aktivitetia ba{i realizacia taro Forumo. Ko akala rakhina sine -hinavdo te ovel prolongirmi i realizacia taro Forumo, t.e. ko than taro planirimo termini ba{ o organiziribe taro Forumo (fevruari 2004), ov te ikerel pea no mart masek 2004 ber{. O prolongiribe kergja pe sebepi turli karane, sar thaj pali sugestia taro donatoria kola so dengja suportu ba{ e Forumeskiri organizacia.

Palo agorkeribe taro sa e hazrikeribaskere aktivitetia tari rig e operativno timenge, e Organizaciakoro komiteti harmoniziringja i agenda thaj angja o datumi ba{ o ikeribe taro Forumo, 25-26 mart 2004. I Agenda taro butikjeribe taro REF si dendi ko **Aneks numero 1** tari akaja publikacija.

RMCM, sar ingarutno taro proekto, ko vahti havljargja i informacia ba{i organizacia taro Romano ekonomikano forumo thaj bi-halgja akharina d`i sa e kherutne thaj ma{kard`ianeskere, romane thaj naromane organizacie thaj institucie ki te prijavinen pleprezententia kola so ka len than ko Forumo.

Havljarina ba{ o leibe than ko akava avgo historiakoro Romano ekonomikano Forumo sine ko baro numero. O interesi tari kherutni thaj ma{kard`ianeskiri khedin te lel pe than ko Forumo thaj te del plo plesutno poma{k aribe ba{i realizacia taro sa e resarina taro Forumo sine but baro.

I sasti lista taro sa e manu{ a so kergja lafi thaj manu{ a so lele than ko Forumo si dendi ano **Aneksi numero 2**.

Na sostanocite na Organizaci oni ot komitet, koi prethodea na odr` uvaweto na Forumot, me| u drugoto be{ e prezentiran i Nacrt-i zve{ tajot izgotven od I SPPI i isti ot be{ e pri f aten od ~lenovi te na Organizaci oni ot komitet. Ponatamu, Organizaci oni ot komitet diskuti ra{ e i iznao| a{ e re{ enija za si te problemi so koi se soo~uva{ e vo tekot na podgotvi tel ni te akti vnosti za real izaci ja na Forumot. Na ovi e sostanoci be{ e odl u~eno da bi de odl o` ena real izaci jata na Forumot, odnosno namesto pl ani rani ot termi n za organi zi rawe na Forumot (f evruari 2004), toj da se odr` i vo mart 2004 godi na. Odl o` uvaweto se dol` e{ e na odreden skl op na okol nosti , kako i po sugesti ja na donatori te koi ja poddr` aa organi zaci jata na Forumot.

Po zavr{ uvaweto na si te podgotvi tel ni akti vnosti od strana na operati vni te ti movi , Organizaci oni ot komitet ja usoglas i agendata i go odredi to~ni ot datum na odr` uvaweto na Forumot - 25-26 mart 2004 god. Agendata za rabota na REF e pri lo` ena vo **Aneks 1** na ova a publi kaci ja.

RMCM, kako nositel na proektot, bl agovremeno ja objavi i nf ormaci jata za organi zaci jata na Romski ot ekonomski f orum i i sprati pokani do si te doma{ ni i me| unarodni , romski i ne-romski organizaci i i i nst i tuc i i za da prijavat svoi pretstavnici koi }e prisustvuvaat na Forumot.

Najavi te za pri sustvo na ovoj i stori ski prv Romski ekonomski Forum bea mnogubrojni . I nteresot na doma{ nata i me| unarodnata zaedni ca da se pri sustvuva na Forumot i da se dade sopstven pri dones za real izaci ja na cel i te na Forumot be{ e ogromen.

Cel osna l i sta na si te i z l a g a - i i u - e s n i - ci na Forumot e dadena vo **Aneks 2**.

At the Organizational Committee meetings, which were prior to the organization of the Forum, among the others the Draft-report prepared by ISPPR was presented and it was accepted by the Organizational Committee members. Further, the Organizational Committee discussed and found solutions for the problems that it was faced with during the preparation activities for the realization of the Forum. At these meetings it was decided that Forum's organization was to be prolonged, namely instead to organize the Forum at the planned term (February 2004), it was decided to organize it in March 2004. The prolongation was due to certain circumstances, as well as on suggestion from the donors which supported the organization of the Forum.

As all the preparation activities were finished by the operational teams, the Organizational Committee managed the Forum's agenda and the date 25-26 March 2004 was set for the Forum's days. The REF Agenda is enclosed as **Annex 1** in this publication.

RICM, as project holder, announced the information for organization of the Roma Economic Forum in time and sent invitations to all domestic and international, Roma and non-Roma organizations and institutions, thus they can register own representatives who will participate at the Forum.

The annunciations for participation at this historically first Roma Economic Forum were numerous. The interest of the domestic and the international community for participation at the Forum and to give own contribution for achieving the Forum goals was enormous.

The complete list of all participants who had exposes as well as of all other participants at the Forum is enclosed in **Annex 2**.

### 1.5. Suporto

O Romano ekonomikano forumo prezentir- ingja jek baro thaj kompleksno proceso ba{i realiza- cia. Zaruri sine te kerel pe buti ko diso so ber{enca sine marginalizirimo. Adava so si interesno, a so chidingja i sama na salde tari kherutni numa thaj tari ma{kard ianeskiri khedin, a pali adava barilo thaj ano suporto ba{i akale proekteskiri realizacia, sine "...o neve droma ba{o tretiribe taro akava kompleksno problemi..." (\*).

Anavjale, o proekto sine telikerdo taro: Makedoniakoro centro ba{i ma{kard ianeskiri koop- eracia (MCMS), Makedoniakiri bajrovipaskiri fon- dacia ba{o firme (MRFP), Fondacia instituto phrav- do sasoinipe - Makedonia (FIOOM), Ministeriumi ba{i ekonomia ki RM, Programa ba{o bajrovipe ko Uniime Nacie (UNDP), U-o komesarijati ba{o na{le ko Uniime Nacie (UNHCR), Ambasada tari Bari Britania, Ambasada tari UAT, Ambasada tari [vaj- caria - [vajcariakiri agencia ba{o bajrovipe thaj kooperacia, kola so finansienca dengje dumo e real- izaciake taro planirime aktivitetia.

RMCM thaj ISPPI vakerena baro {ukrik- eribe, ano plo thaj ano anav taro adala kaske so kerg- ja pe akava proekto, d'i sa adala donatoria kola so finansienca thaj moralno dengje suporto e realizaci- ake taro akava historiakoro akti ba{i romani khedin ani RM - ikeribe taro avgo Romano ekonomikano forumo.

Ko **Aneksi numero 6** dindo si dikhipe taro bud`eti mukhlo ba{i realizacia e proekteske, sar vi o donatoria save teloikjergje finansienca o ikeripe e REF.

### 1.5. Poddr{ka

Romski ot ekonomski forum pretstavu- va{e dosta slo`en proces za realizacija. Treba{e da se odraboti ne{to {to so godini be{e zapostavuvano. Ona {to e interesno, a {to go privle~e vni mani eto ne samo na doma{ nata tuku i na me|unarodnata zaednica, a podocna prerasna i vo poddr{ka na real izaci jata na ovoj proekt, bea "...novi te pat i {t a za pri od kon ovoj kompleksen probl em..."

I meno, proektot nai de na poddr{ka od: Makedonski ot centar za me|unarodna sorabotka (MCMS), Makedonskata razvojna fondacija za pretprijatija (MRFP), Fondacija institut otvoreno op{testvo - Makedonija (FI OOM), Ministerstvoto za ekonomija na RM, Programata za razvoj na Obedinetite Nacii (UNDP), Vi soki ot komesarijat za begal ci pri Obedinetite Nacii (UNHCR), Ambasadata na Velika Britanija, Ambasadata na SAD, Ambasadata na [vajcarija - [vajcarska agenci- ja za razvoj i sorabotka, koi finansiski ja poddr`aa realizacijata na predvideni te akti vnosti.

RMCM i I SPPI iska`uvaat golema bl agodarnost, vo svoe i vo imeto na oni e za koi be{e namenat ovoj proekt, do site oni e dona- tori koi finansiski i moralno ja poddr`aa real izaci jata na ovoj i stori ski ~i n za romskata zaednica vo RM - odr`uvaweto na prviot Romski ekonomski forum.

Vo **Aneks br. 6** daden e pregl ed na buxetot odobren za realizacija na proektot, kako i donatorite koi go finansiski go poddr`aa odr`uvaweto na REF.

### 1.5. Support

The Roma Economic Forum was quite complex process for realization. It was to be worked up some- thing that was neglected in years. What is interesting, and what draw the attention not only of the domestic, rather of the international community, and later on out- grew in support of the project were "... new approaches to address this complex issue are needed..."

Namely, the project encountered support from: Macedonian Center for International Cooperation (MCIC), Macedonian development foundation for cor- porations (MDFC), Foundation open society institute - Macedonia (FOSIM), the Ministry for economy of Republic of Macedonia, United Nation Development Program (UNDP), United Nation High Commissioner for Refugees (UNHCR), the British Embassy, the Embassy of USA, the Embassy of Switzerland - Swiss Agency for development and corporation, which finan- cially supported the realization of the predicted activi- ties.

RICM and ISPJR are very grateful, on our own behalf as well as on the behalf of the ones for whom the project was designed, to all donors who financially and/or morally supported the realization of this histor- ical act for the Roma community in Republic of Macedonia - the organization of the first Roma Economic Forum.

In **Annex 6**, purview of the budget approved for organization of the project, as well as the donors who financially supported the organization of REF is enclosed.

(\* ) Frode Mauring - barevahteskoro prezententi taro UNDP

(\* ) Frode Mauri ng - post ojan pret st avni k na UNDP

(\* ) Frode Mauring - UNDP resident representative

**II. ROMANO EKONOMIKANO FORUMO  
(REF) - "Strategia baço involviribe e  
Romenge ano nevevanteskere ekonomikane  
thavdipa"**

**Romano Ekonomikano Forumo - REF  
25-26 mart 2004  
Aleksandar Palas - Skopje**

Sa d'ovapi ki Regionalno konferencia, savi so ikerija pe ani Budimpe{ta ano juli masek 2003 ber{ - kote so si ando dekreti o vahti taro 2005 d`i 2015 ber{ te anavkerel pe Romengiri dekata thaj te kerel pe socialno-ekonomikani politka savi so ka phagel adaja magi-no rota taro ~orolipe. O ikeribe taro avgo Romano ekonomikano Forumo ani Makedonia vazdingja baro interesi.

O havljarina baço leibe than taro baro numero manu{a ko akava historiakoro Forumo ule ~a-ipa. Ano thavdipe tari dujedivesengiri buti ko Forumo than lele 136 prezententia tari kherutni thaj tari ma{kard`ianeskiri khedin.

O leibe than taro buteder prezententia taro rad`akere institucie, taro diplomatikane prezententia ani RM, taro prezententia taro ma{kard`ianeskere ma{karrad`engere thaj birad`akere organizacie, taro prezententia taro kherutne thaj taro romane birad`akere organizacie, pali adava taro romane politikane partie, sar thaj taro romane biznismenia, kergja akava nacionalno Forumo te lel epiteti "historiakoro Forumo ba{e Roma ani RM".

O forumo phravgja o rajo Zoran Dimov, prezidenti ko RMCM, kova so ko korkori {uru potenciringja o baripe so ov ho{inela ba{I sajgija ov te phravel akava Forumo, numa thaj o baripe so ho{inena o d`ene taro Organizaciakoro komiteto taro REF savenca so barabarutne hazrikerija pe thaj organiziringja pea kava historiakoro REF.

Ulvdo seriozno pharipe baço organizatoria sine o Ki-itra - raporto "Socio - ekonomiano hali e Romenge ani republika makedonia" hazrikerdo taro ISPPi, a kova so ikalgja o faktia baço ~a-ikano hali ano savo egzistirinela o Romano d`iani ani Republika Makedonia, numa thaj arakhlja o karane baço sapanda sasoiitnipaskoro asocijaliteti taro adava

**II. ROMSKI EKONOMSKI FORUM  
(REF) - "St rat egija za vkl u-uvawe na  
Romi t e vo sovremeni t e ekonomski  
t ekovi "**

**Romski Ekonomski Forum - REF  
25 - 26 mart 2004  
Aleksandar Palas - Skopje**

Kako odgovor na Regi onal nata konf erencija, koja se odr` a vo Budimpe{ ta vo juli 2003 godi na - kade { to e odl u~eno vremeto od 2005 do 2015 godi na da se nare~e dekada na Romite i da se napravi socijal na ekonomska poli ti ka koja }e go skr{ i toj magi ~en krug na si roma{ tijata - odr` uvaweto na prvi ot Romski ekonomski f orum vo Makedonija predi zvi ka ogromen interes.

Najavite za prisustvo na golem broj u-esnici na ovoj istoriski forum za romskata zaedni ca se ostvari ja. Vo tekot na dvodnevna rabota na F orumot u~estvuva a 136 pretstavni ci od doma{ nata i od me|unarodna zaedni ca.

Pri sustvoto na pove}e pretstavni ci na vl adi ni te i nsti tuci i, na di pl omatski te pretstavni ci vo Republi ka Makedonija, na pretstavni ci te na me|unarodni te me|uvl adi ni i nevl adi ni organi zacii, na pretstavni ci te na doma{ nite i na romski te nevl adi ni organi zacii, potoa na romski te poli ti ~ki partii, kako i na romski te bizni smeni, napravi ovoj naci onal en f orum da dobie e epi tet "istoriski nastan za Romi te vo RM".

Forumot go otvori g. Zoran Di mov, pretsedatel na RMCM, koj na sami ot po~etok ja i stakna gordosta { to ja ~uvstvuva za uka` anata ~est da go otvori ovoj F orum, no i gordosta { to ja ~uvstvuvaat ~lenovi te na Organi zaci oni ot komi tet na REF, so koi zaedni ~ki se pristapi kon podgotovka i kon organi zi rawe na vakov i stori ski nastan kakov { to e REF.

I sklu~itel no seri ozen predi zvi k za organi zatori te na ovoj Forum pretstavuva{ e Nacrt-i zve{ tajot "Soci o-ekonomskata poli o` - ba na Romi te vo Republi ka Makedonija" i zgotven od I SPPI , a koj gi i znese f akti te za vi sti nskata sostojba vo koja egzi sti ra romski ot

**II. ROMA ECONOMIC FORUM  
(REF) - "Strategy for Roma  
inclusion in the modern economic  
streams"**

**Rome Economic Forum - REF  
25-26 March 2004  
Aleksandar Palace - Skopje**

As response to the Regional conference, which took place in July 2003 in Budapest - where it was decided the period from 2005 - 2015 to be named Roma decade and to make social-economical policy which will break the bewitch cycle of poverty - the organization of the first Roma Economic Forum in Macedonia provoked a huge interest.

The announcements for participation of a big number of participants at this historical forum for the Roma community have fulfilled. During the two-day's work of the Forum 136 representatives of the domestic and the international community participated.

The presence of several representatives of the government institutions, the representatives of the diplomatic corps in Republic of Macedonia, the international intergovernmental and nongovernmental organizations, the domestic and the Roma nongovernmental organizations, Roma political parties and the Roma businessmen, contributed to this national forum to get the epithet "historical event for the Roma in Republic of Macedonia".

The Forum was opened by Mr. Zoran Dimov, president of RICM, who in his complementary speech stressed the proud and the honor he feels for having the pleasure to open the forum, as well as the proud of the REF Organizational Committee members feel, as they prepared and organized such historical event as REF is.

An exclusively serious challenge for the Forum organizers was the Draft-report "Social-economical position of the Roma in Republic of Macedonia", prepared by ISPJR, and which presented the facts on the real situation of the Roma people in Macedonia on the one hand, and on the other hand exposed the reasons for the still existing social unsociability of that part of the Macedonian nation.







kotor tari makedoniakiri nacia.

Ba{ o d`anlipe taro akava Ki-itra - raporto prof.d-r Pande Lazarovski, direktori ko ISPPi, ano plo lafikeribe ka vakerel: " O rodaripe so si kerdo nane i piktura taro sasto ~a~ipe taro d`ivdipe e Romane khedinake. Adava si salde kotor taro ~a-ikano realiteto". Adava si salde panda jek kotor taro mozaiko kova so, aso prof.d-r Lazarevski, zaruri sit e ovel funda kit e phraven pe o klidarutne pu-iba, numa thaj te den pe solucie olenge.

O Ki-itra-raporto, prezentirimo taro rajo Jovan Ananiev, koordinatori taro tereneskoro rodaripe, sine dikhlo but bare interesesa taro participantia thaj misafiria, sar thaj tari raja Olivera Cvetanova, ra{trakoro sekretari ko Ministeriumi ba{I ekonomia, so palo o dendo suporto e Forumosko tari Rad`a ki republika Makedonia thaj taro Ministeriumi ba{I ekonomia vakergja thaj i beneficia thaj o praktikano istemalikeribe taro jek asavko raporto.

Ko Forumo lafikerigja thaj o barevahteskoro prezententi taro UNDP, Frode Mauring, kova so pali vakerdi bahtarin d`I e organizatoria taro akava Forumo thaj o suporto ba{ o kerdo rodaripe, phengja kaj adava so si interesno si o neve droma ba{ o keribe buti ko kava problemi. Ko jek vahti, ova vakergja sa e participantenge kaj akava rodaripe na kamla pet e ovel salde deskripcia taro socio-ekonomikano hali taro Roma ani Makedonia, numa kamla pet e vazdel jek buvleder diskusia ba{ o poambiciozno resarina thaj debate, trampa taro informacie kit e {aj te anen pe iraniba ba{ o marginalizirime grupe, ulavde ba{ o Roma.

Taro adava so sine vakerdo ko akava Forumo musaj te ulavel pe thaj o lafikeribe tari Sandra Blumenkamp, prezententi tari Lumiakiri banka ani them, savi so potenciringja o d`anlipe tari Romani dekada 2005-2015 ber{. Kerindor lafi ba{I e dekadakiri resarin, i raja Blumenkamp vakergja kaj si zaruri te kerel pe jek pervazi taro nekozom {erutne aktivitetia ki te vazdel pe e romengoro standardi thaj e romengoro socijalno involviribe.

narod vo Republika Makedonija, no i gi razotkri pri~inite za se u{ te prisutnata op{ testvena asocijalnost na toj del od makedonskata nacia.

Za zna~eweto na ovoj Nacrt-izve{ taj prof. d-r Pande Lazarevski, direktor na ISPPi, vo svojot govor pred prisutnite }e re~e: "I strauvaweto { to e sprovedeno ne e otstikuvawe na celata vistinana `iveewe na romskata zaednica. Toa e samo del od vistinskata realnost." Toa e samo u{ te eden del od mozai kot koj, spored prof. d-r Pande Lazarevski, treba da bi de osnova za da se otvorat klunipra{awa, no i da se ponudat re{enija.

Nacrt-izve{ tajot, prezentiran od g. Jovan Ananiev, koordinator na terensko istrauvawe, be{ e prosluden so iskluitel en interes od prisutnite u-esnici i gosti, kako i od g-ja Olivera Cvetanova, dr`aven sekretar na Ministerstvoto za ekonomija, koja po iskana ta poddr{ ka za Forumot od Vladata na Republika Makedonija i od Ministerstvoto za ekonomija vedna{ ja navede korista i praktinaprimena na eden vakov izve{ taj.

So sli~na poraka se obrati i postojaniot prestavnik na UNDP, Frode Mauring, koj po iskana anata ~estitka za organizatorite i poddr{ kata za istrauvaweto re~e deka ona { to e interesno toa se novite patitazapriodkon ovoj kompleksen problem. Istovremeno, tojim pora~a na prisutnite deka ova istrauvawene treba da bi de samo opis na socio-ekonomskata situacija na Romite vo Makedonija, tuku deka treba da pottikne edna po{ i roka di skusija za poambiciozni celii debati, razmena na informacii za da se donesat izmeni za marginalizirani grupi, osobeno za Romite.

Od izneseni te govori na ovoj Forum bi go istaknal e i govorot na Sandra Blumenkamp, pretstavnik od Svetskata banka vo zemjata, koja go istakna zna~eweto na Romskata dekada 2005 - 2015. Zboruvaj}i za cel ta na dekadata, g-ja Bl u-

On the Draft-report significance, prof. d. sc. Pande Lazarevski, director of ISPJR, in his speech said: "The conducted research is not representing the whole truth about the Roma community's life. It is just part of the real truth." It is just one part more of the mosaic which, according to prof. d-r Pande Lazarevski, is to be the ground for opening key issues, but to propose solutions as well.

The Draft-report, presented by Mr. Jovan Ananiev, coordinator of the field research, was attended with particular interest by the present participants and guests, among which Mrs. Olivera Cvetanova, state secretary in the Ministry for economy, who following the support for the Forum on the behalf of the Government of the Republic of Macedonia and the Ministry of economy, stressed the usefulness and the practical use of such study.

With similar message, the UNDP resident representative Mr. Frode Mauring, addressed the participants, who next to the congratulations to the organizers and the support for the study, said that what is interesting is the new approaches to address this complex issue. At the same time he said that the research is not to be just a review on the socio-economical situation on the Roma in Macedonia, rather that it is to encourage a wider discussion for more ambitious goals and debates, exchange of information thus changes on the marginalized groups can be adopted, particularly for the Roma.

Out of the exposes presented at the Forum we propound the expose of the World Bank representative Mrs. Sandra Blumenkamp, who highlighted the significance of the Roma Decade 2005-2015. Speaking about the Decade in general, Mrs. Blumenkamp, stressed that it is necessary to create a framework consisted of several main activities in order to improve the economic standard and the social inclusion of the Roma. The second goal is development and implementation of national plans, progress monitoring and change of the plan (if necessary to make such change during the Decade). What is crucial for the Decade success, as the World Bank representative said, - is that the states are to defi-



Dujto resarin si bajrovipe thaj implementacia taro nacionalno plania, monitoring taro progreso thaj iranibe taro plani ( d`ikozom isi zaruri adava iranibe te ovel kerdo ba{o vahti tari dekada). Sar kriti-no ba{o sukcesi tari dekada i prezententka tari Lumiakiri banka potenciringja kaj o thema kamla pe selektivno te alusaren ple resarina.

Ano thavdipe taro dujedivesengoro Forumo ple ekspozenca than lelje buteder prezententia taro Ministeriumi ba{i ekonomia, kola so prezentiringje i aktuelno rad`akiri programa. Uzal o ra{trakoro sekretari taro resorno Ministeriumi Olivera Cvetanova, ple ekspozea sine thaj e vastarutne taro Sektori ba{o pretpriemni{tvo - Sa{o [indilovski thaj o vastarutno taro Oddeli ba{o phirnipe -Du{an Stojanovski.

Ple lafikeribaja than lelje thaj buteder prezententia tari ma{kard`ianeskiri khedin ani RM, ma{kard`ianeskere institucie thaj organizacie, kaskere so lafikeriba si ano sastipe dende ano **Aneksi numero 3** tari akaja publikacia

Ko Forumo than lele thaj lafikerigje buteder prezententia taro kherutne thaj taro ma{kard`ianeskere institucie thaj organizacie, kaskere so lafikeriba si ano sastipe dende ano **Aneksi numero 3** tari akaja publikacia

Ano thavdipe taro kava Forumo ple diskusienca than lele trujal enjavarde{ diskutantia, pobaro kotor romane biznismenia, kola so dengje plo poma{karipe ano paluno raporto ba{i socio-ekonomikano hali taro Roma ani Makedonia. Ano **Aneksi numero 4**, isi thaj sublimatia taro diskusie taro sa e participientia ko Forumo

Ko agor taro akava Forumo, sar rezultatia taro d`itegani vakerdo, sine ande buteder konkluzie kotar so proiklilil deklaracia. Ani deklaracia potencirinena pe o direkcije taro butikeribe taro REF, save so ko sastipe vakerde ano **Aneksi numero 5**.

menkamp i stakna deka e potrebno da se napravi edna ramka od nekol ku glavni akti vnosti za da se podobri ekonomski ot standard i socijalnata vklunenost na Romite. Vtora cel e razvoj i implementacija na nacionalni planovi, monitoring na progresot i izmena na planot (dokol ku e potrebno taa i zmena da se napravi vo tekot na dekadata). Kako kri ti ~no za uspehot na dekadata pretstavni ~kata od Svetskata banka go poso~i slednovo - zemji te treba selektivno da gi odberat svoi te cel i.

Vo tekot na dvodnevni ot Forum so svoi izlagawa zedoa u~estvo pove}e pretstavni ci od Ministerstvoto za ekonomija, koi ja prezentiraa aktuelnata vladi na politika. Osven dr`avni ot sekretar na resornoto Ministerstvo Olivera Cvetanova, svoi izlagawa imaa i rakovoditel ot na Sektorot za pretpriemni{tvo - Sa{o [indilovski i rakovoditel ot na Oddelot za zanaet~istvo - Du{an Stojanovski.

So svoi izlagawa u~estvo zedoa i pove}e pretstavni ci od mejunarodnata zaednica vo RM, meju koi i gorespomenati te: postojani ot pretstavnik na UNDP vo Makedonija - Frode Mauring; prestavnik na Svetskata banka - Sandra Blumenkamp; ambasadorot na Velika Britanija - Xorx Edgar; pretstavnik na [vajcarskata ambasada - Herbert [mid i pretstavnik na Evropskata agencija za rekonstrukcija - Leni Van Der Mer.

Na Forumot prisustvuva i svoi izlagawa imaa pove}e pretstavni ci od doma{ni te i od mejunarodni te institucii i organizacii, ~ii izlagawa se vo cel ost dadeni vo **Aneks 3** od ovaa publikacija.

Vo tekot na ovoj Forum so svoi di skusi i u~estvuva okol u devedeset di skutanti, glavno romski stopanstveni ci, koi dadoa svoj pri dones vo zbirni ot izve{taj za socio-ekonomskata polo`ba na Romi te vo Makedonija. Vo **Aneks 4**, pomesten e i sublimatia na di skusi i te na pri sutnite u~esnici na Forumot.

ne the goals selectively.

During the two-day Forum, several representatives of the Ministry for economy had their exposes and they discussed the current Government policy. Beside the state secretary of the Ministry for economy Mrs. Olivera Cvetanova, Mr. Saso Sindilovski - chief of the sector for entrepreneurship and Mr. Dusan Stojanovski - chief of the sector for craft, both of the Ministry for economy, had their exposes at the Forum.

Own exposes had several representatives of the international community in Republic of Macedonia, among the others, the ones mentioned above: Frode Mauring - UNDP resident representative, Sandra Blumenkamp - World Bank representative, as well as: Mr. George Edgar - the British Ambassador in Macedonia, Mr. Herbert Schmid - country director at the Swiss Embassy and Mrs. Leni Van Der Mer - European Agency for Reconstruction.

The Forum was attended by and own exposes had several representatives from the domestic and the international institutions and organizations, whose exposes are completely enclosed in **Annex 3** of this publication.

At the forum approximately ninety participants discussed at the Forum, mainly Roma enterprisers, who gave own contribution for the cumulative report on the socio-economical situation of the Roma in Macedonia. A sublimatia of the discussions of the present participants at the Forum is enclosed in **Annex 4** of the publication.

At the end of the Forum, as a result of everything that was stated, several conclusions were fetched, based on which arose the Declaration of the Forum. The Declaration specifies the REF courses for action. The Declaration is enclosed to the publication in **Annex 5**.

With expressed gratitude to all who participated in the project's implementation, to everybody who morally and/or financially supported its realization and to all participants at the Forum, at the end of the second day a "good bye" was said, not a "farewell", as this is the beginning and not the end of the everlasting wishes of



[ukrikerinasa d`i sa adala so lele than ani realizacia taro akava proekto, d`I sa adala so moralno thaj finansienca dengje suportto taro oleskoro realiziribe thaj d`I sa e aktivno participientia ko dujedivesengoro Forumo.

Ko agor taro dujto dive sar agoreskoro lafi vakergja pe jek d`i dikhipe, a na a-hov devlesa, sebe-pi so akava si salde suru, a agor taro {eleber{engere mangina tari romani khedin te ikljovel pe taro margine thaj tari magi-no rota e ~orolipaskiri.

REF d`ala poadarik.

REF d`ivdinela.

Na krajot od ovoj Forum, kako rezultat na dotoga{ iska`anoto, bea doneseni pove}e zaklu~oci od koi pri zleze deklaracija. Vo nea se poso~uvaat nasoki te na del uvawe na REF, koi se cel osno navedeni vo **Aneks br. 5**.

So izrazena blagodarnost do site onie { to u~estvuva vo real izaci jata na ovoj proekt, do site onie { to moralno i finansiski go poddr`aa negovoto realizirawe i do site aktivni u~esnici na dvodnevnit Forum, na krajot od vtorit den kako zavr{en zbor se ka`a edno doviduvawe a ne zbogum, zatoa { to ova e po~etok, a ne kraj na vekovni te`elbi na romskata zaednica da se izleze od margini te i od magi~ni ot krug na si roma{tijata.

REF prodol`uva.

REF `ivee.

the Roma community to get out of the margins and of the bewitch cycle of the poverty.

REF keeps on.

REF lives.

***ANEKS 1  
AGENDA TARO REF***

***ANEKS 1  
AGENDA NA REF***

***ANNEX 1  
REF AGENDA***

**AGENDA BAĴO**  
**ROMANO EKONOMIKANO FORUMO**

**25.03.2004** (tartodi)

09:00-09:30 Registracia e participantenge

09:30-10:00 Angluno vakeribe thaj phravibe e forumoske  
 -> *Prezententi taro organizaciakoro komitetoko REF - Zoran Dimov*

10:00-10:20 Romani khedin ani Makedonia - rodljaripaskoro raporto taro ISPPI  
 -> *Prezenteri: D-r Pande Lazarevski - Direktori ko Instituto baĴo sociologikane thaj politikane hakojale rodljaripa -> Jovan Ananiev - ISPPI*

10:20-11:00 Rad`akiri thaj ma{kard`ianeskiri programa baĴo Roma ani Makedonia  
 -> *Prezidentirinela: Zoran Dimov - prezidenti ko RMCM*

**Ekspozea taro:**

-> *Ministerimi baĴi ekonomia - Olivera Cvetanova - raĴtrakoro sekretari*  
 -> *UNDP - Frode Mauring - barevahteskoro prezententi*  
 -> *Lumiakiri Banka - Sandra Blumenkamp - menad`eri ani them*

11:00-11:20 Kafe pauza

11:20-12:00 E rad`akiri thaj i ma{kard`ianeskiri programa baĴo Roma ani Makedonia - d`ala poadarik  
 -> *Prezidentirinela: Muhamed To-i - HDZR Mese-ina - Gostivar*

**Ekspozea taro:**

-> *Evropakiri Agencia baĴi Rekonstrukcia - Elizabeta Georgieva, menad`eri ko oddeli baĴo firme*  
 -> *[vajcariakiri Ambasada-Herbert [mid-direktori ani them*  
 -> *Fondacia Instituto Phravdo Sasoi nipe - Zoran Cali - administrativno direktori*  
 -> *MCMS - Aleksandar Kr`alovski - koordinatori ki programa*

12:00-14:00 Diskusia

14:30 - Ku{luko

**AGENDA ZA**  
**ROMSKI EKONOMSKI FORUM**

**25.03.2004** (~etvrtok)

09:00-09:30 Regi straci ja na u~esni ci te

09:30-10:00 Pozdraven govor i otvorawe na Forumot  
 -> *Pret st avni k na Organizaci onen komi t et na REF - Zoran Di mov*

10:00-10:20 Romska zaedni ca vo Makedoni ja - istra`uva~ki izveĴ taj na I SPPI

-> *Prezent er: Prof. D-r Pande Lazarevski - di rekt or na I nst i t ut za soci ol oĴ ki i pol i t i ~ko-pravni i st ra`uvawa*  
 -> *Jovan Anani ev-I SPPI*

10:20-11:00 Vl adi na i me|unarodna programa za Romi te vo Makedoni ja

-> *Pret sedava~: Zoran Di mov -pret sedat el na RMCM*

**I zlagawa na:**

-> *Mi ni st erst vo za ekonomi ja - Ol i vera Cvet anova - dr`aven sekret ar*  
 -> *UNDP - Frode Mauri ng - post ojan pret st avni k*  
 -> *Svet ska Banka - Sandra Bl umenkamp - menaxer vo zemjat a*

11:00-11:20 Kaf e pauza

11:20-12:00 Vl adi nata i me|unarodna programa za Romi te vo Makedoni ja - prodol`uva

-> *Pret sedava~: Muhamed To~i - HDZR Mese~i na - Gost i var*

**I zlagawa na:**

-> *Evropska agenci ja za rekonst rukci ja - El i zabet a Georgi eva - menaxer na Oddel za pret pri jat i ja*  
 -> *[ vajcarska ambasada - Herbert [ mi d - di rekt or vo zemjat a*  
 -> *FI OOMakedoni ja-Zoran Cal i - admi ni st rat i ven di rekt or*  
 -> *MCMS - Al eksandar Kr`alovski - koordi nat or na programa*

12:00-14:00 Di skusi ja

14:15- Ru~ek

**AGENDA FOR**  
**ROMA ECONOMIC FORUM**

**25.03.2004** (Thursday)

09:00-09:30 Registration of the participants

09:30-10:00 Complimentary speech and opening of the forum  
 -> *Representative of the Organizational Committee of REF - Zoran Dimov*

10:00-10:20 The Roma community in Macedonia - ISPPI research report

-> *Presenter: prof. d.sc. Pande Lazarevski - Director of Institute for sociological political and juridical research*  
 -> *Jovan Ananiev-ISPPI*

10:20-11:00 Government and international program for the Roma in Macedonia

-> *Chairman: Zoran Dimov- president of RICM*

**Exposures of:**

-> *Ministry for economy - Olivera Cvetanova - state secretary*  
 -> *UNDP - Mr. Frode Mauring - resident representative*  
 -> *World Bank - Sandra Blumenkamp - country manager*

11:00-11:20 Coffee break

11:20-12:00 Government and international program for the Roma in Macedonia - continuation

-> *Chairman: Muhamed Toci - HDZR "Mesecina"- Gostivar*

**Exposures of:**

-> *European Agency for Reconstruction - Elizabeta Georgieva - task manager of the enterprise unit*  
 -> *Swiss Embassy - Herbert Schmid - country director*  
 -> *Foundation Open Society Institute Macedonia-Zoran Cali*

- administrative director

-> *Macedonian Center for International Cooperation - Aleksandar Krzalovski - program coordinator*

12:00-14:00 Discussion

14:15- Lunch





**ROMANO EKONOMIKANO FORUMO**  
**РОМСКИ ЕКОНОМСКИ ФОРУМ**  
**ROMA ECONOMIC FORUM**  
**Skopje, 25-26.03.2004**

**AGENDA BA[O**  
**ROMANO EKONOMIKANO FORUMO**

**26.03.2004 (pand`todi)**

09:30-10:40 Bajrovipe taro tikne thaj ma{karutne firme thaj o {ajdipa ba{o bukjadarnipe e Romenge ani Makedonia

-> rezidentirinela: [ emsi [ ainov - dipl. ekonomisto

**Ekspozea taro:**

-> EAR- Leni Van Der Meer-timeskoro lideri ko proekto Institucionalno tamirkeripe ba{o teliikeripe e bukjadarnipaskere politikake

-> Ministeriumi ba{i ekonomia - Sa{o [ indilovski - vastarutno ko sektori ba{o pretpriemnitvo

-> Ministeriumi ba{i ekonomia - Du{an Stojanovski - vastarutno ko sektori ba{o phirnipe

-> Makedoniakiri Banka ba{o bajrovipe-Sa{ko Manakovski - vastarutno ko sektori ba{o tikne thaj ma{karutne kinobikinipaskere amalipa thaj eksporteskoro teliikeripe

-> Lazar Nejdanovski - MRFP

-> Ru`di Ibrahimov - diplomirimo pravniko

-> Amedov Ibrahim - diplomirimo agroekonomisto

-> Pini Ramadan- direktori ko TP "Babu{"

-> Zekir Abdulov - direktori ko TP Kham - Del~evo

10:40-11:40 Diskusia

11:40-12:00 Kafe pauza

12:00-12:15 Angluno vakeribe - D`ord` Edgar- Ambasadori tari Britanija ki Makedonia

12:15-13:00 Ekonomikane {ajdipa ba{o Romane d`uvlja ani Makedonia

-> Prezidentirinela: Filis Demirova - diplomirimo menad`eri ba{I carina thaj {pedicia

**Ekspozea taro:**

-> Horizontia - Ognen Polenak

-> FIOO Makedonija - Zoran Cali

-> RO@M Daja- Dilbera Kamberovska - prezidenti

-> Z@R Esma - Skopje - Kevsera Memedova

13:00-14:00 Diskusia

14:00-14:15 Phanlipe e Avgo Romane Ekonomikane Forumoske - avutne plania

14:15 - 14:45 Pres konferencia

15:00 - Kokteli

**AGENDA ZA**  
**ROMSKI EKONOMSKI FORUM**

**26.03.2004 (petok)**

09:30-10:40 Razvoj na mal i i sredni pretprijati ja i mo`nosti te za vrabotuvawe na Romi te vo Makedoni ja

-> Pret sedava~: [ emsi [ ai nov - di pl. ekonomist

**I zlagawa na:**

-> EAR- Leni Van Der Meer - li der na t i mot na proekt ot "I nst i t uci onal na izgradba za poddr{ ka

na pol i t i kat a za vrabot uvawe"

-> Mi ni st erst vo za ekonomija - Sa{ o [ i ndi lovski

-

- rakovodi t el na Sekt or za pret pri emni { t vo

-> Mi ni st erst vo za ekonomija - Du{ an St ojanovski - rakovodi t el na Oddel eni e za zanaet ~i st vo

-> Makedonska banka za razvoj - Sa{ ko Manakovski - rakovodi t el na Sekt or za mal i i sredni

t rgovski dru{ t va i poddr{ ka na izvoz

-> Lazar Nejdanovski - MRFP

-> Ru`di I brai mov - di pl omi ran pravni k

-> Amedov I brai m - di pl omi ran agroekonomi st

-> Pi ni Ramadan - di rekt or na TP "Babu{ "

-> Ze ki r Abdul ov - di rekt or na TP KHAM - Del ~evo

10:40-11:40 Di skusi ja

11:40-12:00 Kaf e pauza

12:00-12:15 Pozdraven govor - Xorx Edgar-Ambasador na Bri t ani ja vo Makedoni ja

12:15-13:00 Ekonomski mo`nosti za romski te `eni vo Makedoni ja

-> Pret sedava~: Fi li s Demi rova - di pl omi ran menaxer za cari na i { pedi ci ja

**I zlagawa na:**

-> Hori zont i - Ognen Pol enak

-> FI OOM-Zoran Cali

-> RO@M Daja-Di lbera Kamberovska - pret sedat el

-> Z@R Esma - Skopje - Kevsera Memedova

13:00-14:00 Di skusi ja

14:00-14:15 Zatvorawe na Prvi ot Romski Ekonomski Forum - i dni pl anovi

14:15-14:45 Pres-konf erenci ja

15:00 - Koktel

**AGENDA FOR**  
**ROMA ECONOMIC FORUM**

**26.03.2004 (Friday)**

09:30-10:40 Development of small and medium enterprises and possibilities for employment of the Roma in Macedonia

-> Chairman: Semsj Sainov - graduated economist

**Exposures of:**

-> European Agency for Reconstruction - Leni Van Der Meer- Team Leader of the project "Institutional Building in Support of the Employment Policy"

-> Ministry for economy - Saso Sindilovski - chief of the sector for entrepreneurship

-> Ministry for Economy - Dusan Stojanovski - chief of the sector for craft

-> Macedonian Bank for Development - Sasko Manakovski - chief of the sector for small and medium enterprises and export support

-> Lazar Nejdanovski - Macedonian development foundation for corporations

-> Ruzdi Ibrahimov - graduated lawyer

-> Amedov Ibrahim - graduated agro-economist

-> Pini Ramadan - director of a trading firm Babus

-> Zekir Abdulov - director of trading firm KHAM - Delcevo

10:40-11:40 Discussion

11:40-12:00 Coffee break

12:00-12:15 Complimentary speech - George Edgar British Ambassador in Macedonia

12:15-13:00 Eeconomic possibilities for Roma women in Macedonia

-> Chairman: Filis Demirova- graduated manager for customs and shipping

**Exposures of:**

-> Horizonti - Ognen Polenak

-> FOSI Macedonia - Zoran Cali - administrative director

-> ROZM Daja - Dilbera Kamberovska - President

-> ZZR Esma - Skopje - Kevsera Memedova

13:00-14:00 Discussion

14:00-14:15 Closing of the First Roma Economic Forum - future plans

14:15-14:45 Pres conference

15:00 - Cocktail

**ANEKS 2**  
**PATRINE DENENGE SO**  
**LILITHAN**

**ANEKS 2**  
**LISTA PESNISI**

**ANNEX 2**  
**PARTICIPANT LIST**

<b>Prezententia taro diplomatikano kor/ Pretstavni ci od Vlada na RM/ Representatives from the Government of RM</b>					<b>Kontakt informacie/ Informacii za kontakt/ Contact information</b>
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71.	Sulfid ar Mamudovski	<b>HO Pola~ho d`ivdipe e Romenge</b>	<b>HO Podobar ` i vot na Romi te</b>	<b>HO Better life for Roma</b>	
72.	Severd an Kifovski	<b>HO Pola~ho d`ivdipe e Romenge</b>	<b>HO Podobar ` i vot na Romi te</b>	<b>HO Better life for Roma</b>	
73.	Muhamed Toëi	<b>HDZR Mese~ina - Gostivar</b>	<b>HDZR Mese~ina - Gosti var</b>	<b>HDZR Mesecina - Gostivar</b>	<b>Tel: + 389 42 222 - 271</b> <b>Fax: + 389 42 222 - 272</b>
74.	Fanija Ivanovska	<b>Grupa Feliks - Bitola</b>	<b>Grupa F e l i k s - Bi tola</b>	<b>Group Feliks - Bitola</b>	<b>Tel: + 389 47 222 - 874</b>
75.	Ahmet Jašarovski	<b>CRZ Drom - Kumanovo</b>	<b>CRZ Drom - Kumanovo</b>	<b>CRZ Drom - Kumanovo</b>	<b>Tel: + 389 31 430 - 148</b>
76.	Sebihe K erim ova	<b>RO@M Daja - Bitola</b>	<b>RO@M Daja - Bi tola</b>	<b>ARWM Daja - Bitola</b>	
77.	Dilbera Kamberovska	<b>RO@M Daja - Kumanovo</b>	<b>RO@M Daja - Kumanovo,</b> pretsedatel	<b>ARWM Daja - Kumanovo,</b> president	<b>Tel: + 389 31 20 -081</b>
78.	Filis Demirova		<b>Zdru`enie na Romi - Sveti Nikole</b>	<b>Roma Association - Sveti Nikole</b>	<b>Tel: + 389 37 441 - 663</b>

79.	Edije Ali	<b>Humanitarno thaj kulturakiri Asocijacia taro Roma</b>	<b>Humani tarna i kulturna asocijacija na Romi</b>	<b>Humanitarian and cultural Roma association</b>	
80.	Remzi Medik	<b>Baireskoro Ro{</b>	<b>Bai rska svetl i na</b>	<b>Bairska Svetlina</b>	<b>Tel: + 389 47 228 - 511</b>
81.	Aldijana Bajramoviæ	<b>Horizonti</b>	<b>Hori zonti</b>	<b>Horizonti</b>	<b>Tel: + 389 2 309 - 3371 Fax: + 389 2 309 - 3371</b>
82.	Ognen Polenak	<b>Horizonti</b>	<b>Hori zonti</b>	<b>Horizonti</b>	<b>Tel: + 389 2 309 - 3371 Fax: + 389 2 309 - 3371</b>
83.	Hasan Idrizi	<b>HO Anglunipe</b>	<b>HO Angl uni pe</b>	<b>HO Anglunipe</b>	
84.	Selimovski Tahir	<b>BRO Romani {ukaripa</b>	<b>NVO Romani [ ukari pa</b>	<b>NVO Romani Sukaripa</b>	<b>Tel: + 389 2 48 423 - 012</b>
85.	Selman Bajram	<b>BRO Romani {ukaripa</b>	<b>NVO Romani [ ukari pa</b>	<b>NVO Romani Sukaripa</b>	<b>Tel: + 389 2 48 423 - 012</b>
86.	Sabit Abduramanoski	<b>BRO Romani {ukaripa</b>	<b>NVO Romani [ ukari pa</b>	<b>NVO Romani Sukaripa</b>	<b>Tel: + 389 2 48 423 - 012</b>
87.	Gulizar Delajdin	<b>Z@R Esma</b>	<b>Z@R Esma</b>	<b>ZZR Esma</b>	<b>Tel: + 389 2 265 - 2202</b>
88.	Kevsera Memedova	<b>Z@R Esma</b>	<b>Z@R Esma</b>	<b>ZZR Esma</b>	<b>Tel: + 389 2 265 - 2202</b>
89.	Emin Mamudovski	<b>Bijandipe</b>	<b>Prerodba</b>	<b>Prerodba</b>	
<b>Biznismenia Roma / Biznismeni Romi / Roma businessmen</b>					<b>Kontakt informacie/ Informacii za kontakt/ Contact information</b>
90.	Pini Ramadan	<b>Bugurd` ikani dukjana BABU[</b>	<b>kova~ka raboti lni ca BABU[</b>	<b>Blacksmith shop BABUS</b>	<b>Tel: + 389 75 608-581</b>
91.	Vebi Kovaèki	<b>TP Sune - Del~evo</b>	<b>TP Sune- Del ~evo</b>	<b>TP Sune- Delcevo</b>	<b>Tel: + 389 33 413 - 201</b>
92.	Kani Sait	<b>" Sen-Sil " komerc</b>	<b>"Sen-Si l " komerc</b>	<b>"Sen-Sil" komerc</b>	<b>Tel: + 389 2 265 - 1552</b>
93.	Hasan Salih	<b>TP " Ramona"</b>	<b>TP "Ramona"</b>	<b>TP Ramona</b>	<b>Tel: + 389 70 428 - 823</b>
94.	Amedov Ibrahim	Diplomirimo agroekonomisti taro APRZ ko MZ[ V taro Ko~ani	di pl omi ran agroekonomi st od APRZ pri MZ[ V od Ko~ani	Bachelor agro-economistfrom APRZ at MZSV from Kocani	<b>Tel: + 389 33 277 - 393</b>
95.	Enver Jonuz	Kinobikikutno	Trgovec	vendor	<b>Tel: + 389 2 265 - 4288</b>
96.	Demiri Enver	<b>ELEZ kompani DOOEL</b>	<b>ELEZ kompani DOOEL</b>	<b>ELEZ kompani DOOEL</b>	<b>Tel: + 389 2 265 - 4845</b>
97.	Emir Mehmedov	<b>Apteka drogeria " Lund"</b>	<b>apteka drogerija "Lund"</b>	<b>Pharmacy Lund</b>	<b>Tel: + 389 70 749 - 583</b>
98.	Memet Ismail	<b>Phirnikano dukjani " Rasko"</b>	<b>zanaet~i ski du}an "Rasko"</b>	<b>Handicraft store "Rasko"</b>	<b>Tel: + 389 2 261 - 9270</b>



99.	Memet Severd an	<b>Phirnikano dukjani " Rasko"</b>	<b>zanaet~i ski du}an "Rasko"</b>	<b>Handicraft store "Rasko"</b>	<b>Tel: + 389 2 261 - 9270</b>
100.	Rašidov Usein	Kinobikikutno	Trgovec	Vendor	<b>Tel: + 389 33 277 - 219</b>
101.	Sejdo Demirov	Biznismeni	Bi zni smen	Businessman	
102.	Rami Veliov	Biznismeni	bi zni smen	Businessman	<b>Tel: + 389 33 297 - 674</b>
103.	Milan Demirovski	<b>RZ Nijami</b>	<b>RZ Nijami</b>	<b>RZ Nijami</b>	<b>Tel: + 389 70 649 - 149</b>
104.	Muadin Saitov	Biznismeni	bi zni smen	Businessman	<b>Tel: + 389 31 430 - 148</b>
105.	Ljatifovski Nazmi	Biznismeni	bi zni smen	Businessman	<b>Tel: + 389 31 430 - 148</b>
106.	Kurtiši D`evat	<b>Butik Monako</b>	<b>but i k Monako</b>	<b>Boutique Monako</b>	
107.	Kurtiši Iljmi	<b>Butik Monako</b>	<b>but i k Monako</b>	<b>Boutique Monako</b>	
108.	Senar Emin	<b>SMS - PROM - DOOEL</b>	<b>SMS-PROM-DOOEL</b>	<b>SMS-PROM-DOOEL</b>	<b>Tel: + 389 70 545 - 700</b>
109.	Kurta Dejan	<b>Deni DOOEL</b>	<b>Deni DOOEL</b>	<b>Deni DOOEL</b>	<b>Tel: + 389 70 501 - 627</b>
110.	Enver Ibrahimov	Kinobikikutno	trgovec	Vendor	
111.	Berat Bajram	<b>Roma medika</b>	<b>Roma medi ka</b>	<b>Roma Medika</b>	<b>Tel: + 389 2 265 - 0587 + 389 2 265 - 0314</b>
112.	Naser Memeti	<b>TP Junker</b>	<b>TP Junker</b>	<b>TP Junker</b>	<b>Tel: + 389 2 265 - 0234</b>
113.	Naser Jašar	<b>Emanuel D`ins</b>	<b>Emanuel Xi ns</b>	<b>Emanuel Jens</b>	
114.	Uzeir Šaban	<b>TP D`ovani</b>	<b>TP Xovani</b>	<b>TP Dzovani</b>	<b>Tel: + 389 2 261 - 1876</b>
115.	Jašar Demir	<b>TP Ja{ar Aga</b>	<b>TP Ja{ ar aga</b>	<b>TP Jasar aga</b>	<b>Tel: + 389 2 265 - 3299 + 389 2 262 - 2355</b>
116.	Erd an Miftar	<b>Demiran kompani</b>	<b>Demi ran kompani</b>	<b>Demiran kompani</b>	<b>Tel: + 389 70 506 - 842</b>
117.	Rušan Bajramovski	Biznismeni	bi zni smen	Businessman	
118.	Sakip Mustafovski	Biznismeni	bi zni smen	Businessman	
119.	Mustafa Mustafov	<b>Foto studio Orfej</b>	<b>f oto studi o Orf ej</b>	<b>Photo studio Orfej</b>	<b>Tel: + 389 2 265 - 3527</b>
120.	Orfej Adem	<b>Foto studio Orfej</b>	<b>f oto studi o Orf ej</b>	<b>Photo studio Orfej</b>	<b>Tel: + 389 2 265 - 3527</b>
121.	Meòo Mehmedovski	<b>Elektromaterijalia Elita MM</b>	<b>elektromaterijali El ita MM</b>	Electro materials Elita MM	<b>Tel: + 389 31 413 - 372</b>
122.	Fadilj Useinov	Biznismeni	Bi zni smen	Businessman	
123.	Miftar Erd an	Biznismeni	Bi zni smen	Businessman	
124.	Aksel Ahmedovski	Biznismeni	bi zni smen	Businessman	

125.	Bekirov Sali	Biznismeni	bi zni smen	Businessman	
126.	Miljaim Karimi	Biznismeni	bi zni smen	Businessman	
127.	Sejdo Demirov	<b>TP Armani</b>	<b>TP Armani</b>	<b>TP Armani</b>	<b>Tel: + 389 33 277 - 295</b>
<b>Avera participantia / Drugi u~esni ci / Other participants</b>					<b>Kontakt informacie/ Informacii za kontakt/ Contact information541</b>
128.	Todor Pašoski	<b>Dizjako{erutno ki Komuna Ko~ani</b>	<b>Gradona~al ni k na Op{ ti na Ko~ani</b>	<b>Mayor of the municipality of Kocani</b>	<b>Tel: +389 33 274 - 001</b>
129.	Trajèe Petrov	<b>Bukjarnemanu{engoro univerziteti "Van~o Prke" [ tip, direktori</b>	<b>Rabotni ~ki uni verzi tet "Van~o Prke" [ tip, di rektor</b>	<b>Worker's University "Vanco Prke" - Stip, director</b>	<b>Tel: + 389 32 385 - 356</b>
130.	Kovaèev Šemsi	Ekonomisti	ekonomi st	Economist	<b>Tel: + 389 33 410 - 126</b>
131.	Ru di Ibraimov	Niamari	pravni k	Lawyer	<b>Tel: + 389 2 309 - 3538</b>
132.	Julijana Spasova	<b>Radio ^erenja - [ tip, `urnalistka taro [ tip</b>	<b>Radi o ^erewa - [ tip, novi narka</b>	Radio Cerenja - Stip, journalist	<b>Tel: + 389 32 384 - 248 Fax: + 389 32 384 - 248</b>
133.	Vaska Bajramovska Mustafa	<b>Makedoniakoro radio</b>	<b>Makedonsko Radi o</b>	<b>Macedonian Radio</b>	<b>Tel: + 389 70 222 - 017</b>
134.	Selman Bajram	<b>Radio Ternipe, direktori</b>	<b>Radi o Terni pe, di rektor</b>	<b>Radio Ternipe, director</b>	<b>Tel: + 389 70 578 - 946</b>
135.	Sali Bekir	<b>SRM</b>	<b>SRM</b>	<b>SRM</b>	<b>Tel: + 389 2 265 - 2100</b>
136.	Miljazim Sakip	PDSRM	<b>PDSRM</b>	<b>PDSRM</b>	<b>Tel: + 389 2 309 - 3538</b>
137.	Hasan Idrizi	Biznismeni	Bi zni smen	Businessman	
138.	Nagip Sulejman	Biznismeni	Bi zni smen	Businessman	
139.	Nadir Red epov	Biznismeni	Bi zni smen	Businessman	
140.	Fetai Jasarov	Biznismeni	Bi zni smen	Businessman	

***ANEKS 3  
EKSPOSEA***

***ANEKS 3  
I ZLAGAWA***

***ANNEX 3  
EXPOSES***



**Zoran Dimov**  
**d`eno taro Organizaciono komiteti taro REF**

Pakjavalen rajonen, rajonalen thaj amalalen. Te ovel pe kotor taro disavo d`iani, si u-ipe thaj ~alipa odole d`ianeske. Te kjerel pe zori te del pe leske arka te d`ianeske, te {ja te d`al majangle taro {elber{engoro a~hoviba thaj sasoiitno deprisivniteti si garvasijalipa okolenge so astargje pe te resen d`i odoja resarin. Me rajonen, rajonalen, sikava ~alipa thaj lo{ so sium taro romani khedin an i Republika Makedonia.

Ko jekh vakti siem garvasijale kote barabutne e Organizaciono komitetea taro REF angleder {ov masek kjera sine hazrkjeriba thaj organizacia e avdisutne Forumeske. Anglal amende ~hivgjem but bari savala. Dejbeja faktia taro ~a-utno hali kolea egzistirinen o romano d`iani an i Republika Makedonia te {aj te dikha o karaneba{o sasoiitnipaskiri asociiteti taro odova kotor e makedonikane nacionaliteteske. Uzal so pobuter amenge o karane taro akava hali si pend`arde, suksesiringjem kaj o majakharde avtoritetia an i them reguliribaske e momentalno thaj avutne sasoiitnipaskere statuseske e Romenge an i Republika Makedonia zaruri si te prezentirinen plo dikhiba, vizie thaj avutne faisalia.

Odoleske ko akava Forumo akhargjem pobuter d`ene tari rad`a an i RM, d`ene tari ma{kard`ianeskiri khedin thaj pobuter strukakere sime tari uka , sekonomia ple prezentaciencar thaj bahanencar te den sahajati te arakhen pe faisali majodorig zorale etabliriba e Romenge tari RM ko sa o umalja d`ivdipaske an i amari them.

Bare ~alipaja seljamin kjerav e ministeren tari Rad`a e RM, diplomatia, birad`akere organizacie thaj sa e romanen birad`akere organizacien thaj biznismenia.

Kamlipaja suksesijalo butikjeriba thaj la~he ho{ sa e avutnenge an o Forumi, kote so ud`arav te ikava operativnikane saste konkluzie e avutne butikjeribaske ko la~?aripa e sasoiitnipaskere thaj socialno haleske e Romenge an i RM, o Forumi {aj oficialno te {urukjerel pe butikjeribaja.

Pakjavalen amalalen, rajonen thaj rajonalen

**Zoran Dimov**  
**pret st avnik na Organizacioni ot komi t et na REF**

Po~ituvani dami i gospoda, dragi prijatel i.

Da se bi de del od nekoj narod pretstavuva vozvi { ena ~est i zadovol stvo na toj narod. Da se napravi obi d da mu se pomogne na sopstveni ot narod za da se pomrdne od vekovnata za~maenost i op{ testvenata depresivnost pretstavuva i zraz na gordost za oni e { to se naf atile da ja ostvarat taa cel. Jas, dami i gospoda, i zrazuvam ~est i zadovol stvo { to pripa|am na romskata zaedni ca vo Republ i ka Makedoni ja.

I stovremeno sme i gordi { to zaedno so Organi zaci oni ot komi tet na REF, pred { est meseci pri stapi vme kon podgotovka i kon organi zira ve na dene{ ni ot Forum. Pred sebesi postavi vme i skl u~i tel no seri ozen predi zvi k. Preku i znesuvawe na f akti te za visti nskata sostojba vo koja egzisti ra romski ot narod vo Republ i ka Makedoni ja, da gi otkri eme pri ~i ni te za se u{ te pri sutnata op{ testvena asoci jalnost na toj del od makedonskata naci ja. I ako na pove}eto od nas pri ~i ni te za takvata sostojba ni se sosema jasni , sepak, oceni vme deka najpovikani te avtoriteti vo dr`avava za regul irawe na momentalni ot i na i dni ot op{ testven status na Romi te vo Republ i ka Makedoni ja bi trebal o da gi prezenti raat svoi te vi duvawa, vizi i i i zlezni re{ eni ja.

Poradi toa, na ovoj Forum pokani vme pove}emi na pretstavni ci na i zvr{ nata vl ast vo RM, pretstavni ci na me|unarodnata zaedni ca i pove}emi na stru~ni l i ca od obl asta na naukata i stopanstvoto so svoi te prezentaci i i predlozi da pomognat vo iznao|aweto re{ eni ja za natamo{ no poenergi ~no etabl i rawe na Romi te od Republika Makedoni ja vo site sferi na ` i veewe vo na{ ata zemja.

So iskl u~i tel no zadovol stvo go pozdravuvam pri sustvoto na mi ni stri te vo Vl adata na RM, di pl omatski ot kor, nevl adi ni te organi zaci i i site romski nevl adi ni organi zaci i i bi zni smeni te.



Zoran Dimov

**Zoran Dimov,**  
**Representative of the**  
**REF Organizational**  
**Committee**

Honorable ladies and gentlemen, dear friends.

To be part of a nation is a special honor and pleasure for each representative of that nation. To make an effort to help to the own nation, to make a step forward from the everlasting tediousness and social depression is an expression of pride for the ones who undertook the responsibility for realizing that goal. It is my honor to be representative of the Roma community in Macedonia.

At the same time I am proud that we of the REF Organizational Committee 6 months ago acceded to the preparation and organization of the today's Forum. We set an exclusive challenge for ourselves: Thru presenting the facts about the real situation in which the Roma nation in Macedonia exists to determine the reasons for the present social unsociability of that part of the Macedonian nation. Although, most of us are familiar with the reasons for this situation, still we evaluated that the state authorities responsible for regulating the current and the future social status of the Roma in Republic of Macedonia should present their views, visions and possible solutions.

Therefore, at this Forum we invited many representatives of the executive authorities in Republic of Macedonia, representatives of the international community and many science and economy experts thus with their presentations and proposals they can contribute for finding solutions for future more active positioning of the Roma in Republic of Macedonia in all living spheres in our country.

kamav te akharav e r. Pande Lazarevski pire stru~no ekipaja te sikavel o rodiba kjerdo tari rig taro ISPNNR.

Posakuvaj}i i m uspe{ na rabota i prijatno ~uvstvo na si te pri sutni na Forumot, od koj o~ekuvam da izvle~eme soodvetni operativni zaklu~oci za idno dejstvuvawe vo nasoka na podobruvawe na op{ testvenata i na socijalnata polo`ba na Romite vo RM, Forumot mo`e i of icijalno da zapo~ne so rabota. Vi blagodarom.

Po~ituvani prijатели, dami i gospoda, bi sakal da go povi kam g. Pande Lazarevski so svojata stru~na eki pa da go i znese i stra` uvaweto sprovedeno od strana na I SPPI .



Pande Lazarevski

***Pande Lazarevski  
direktori taro Institutu ba{ o sociolo{ko thaj  
politikano niamengoro rodipa***

Pakjavalen rajonen, rajonalen thaj amalalen.

Si man baro ~alipa so o ISPNNR {aj te del dfo-pheriba akale historikane akteskekote dikhaja sar izolirimo aktiviteti, dromea te poentirina o problemia kote arakhel pe akaja khedin, anglal sa sar {urujekhe lungovakteskoro procesi kote zaruri si te phravel o pu~iba, thaj te del konkluzno faisalia kote {aj te oven funda te nakhavel pe okova kote taro buteder riga {aj te resel pe sar naadekvatno, sar nakamlo sar kotor so si zariri te ovel nakhlo.

O ISPNNR ~alipaja phanel pean o akava aktiviteti, kjeribaja zori te sumirinel turlie zori so ke-

***Pande Lazarevski  
di rekt or na I nst i t ut ot za sociolo{ki  
i poli ti ~ko pravni ist ra` uvawa***

Po~ituvani dami i gospoda, dragi prijатели.

Mi pri~inuva zadovolstvo { to I SPPI mo`e da dade skromen pri dones za ovoj i stori ski nastan, na koj gledame kako na izolirana aktivnost, vo nasoka na poentirawe na problemite so koi se soo~uva ovaa zaedni ca, pred se kako po~etok na eden dolgotraen osmislen naso~en proces, koj treba da gi otvori pra{ awata, no i da dade kl u~ni re{ eni ja koi bi mo`ele da bi dat osnova za nadmi nuvawe na ona { to od pove}e strani se do` i vuva kako nesoodvetno, kako nesakano, kako del { to treba da bi de mi nato.

I SPPI so zadovolstvo se vkl u~i vo ovaa aktivnost, obiduvaj}i se da gi sumi ra razli ~ni te napori { to gi pravat razni te i nst i tucii za rasvetluvawe na socijalnate i op{ testvenite aspekti na romskata zaedni ca. ] e re~am samo deka I zve{ tajot ne e kompl eten, zada~a e toj da se kompl etizi ra, da se osmi si i. I SPPI sprovede i empi ri sko i stra` uvawe, ne vrz osnova na reprezentati ven pri merok, tuku

It is my special pleasure to greet the presence of the Macedonian Government Ministers, the representatives of the diplomatic corps, NGOs and all Roma NGOs and the businessmen.

I wish to all present successful work and pleasant stay at the Forum, out of which I expect to obtain adequate operative conclusions for future activities regarding the improvement of the social and sociable situation of the Roma in Macedonia. The Forum can officially start its work. Thank you.

Honorable friends, ladies and gentlemen, I invite Mr. Pande Lazarevski with his expert team to expose the research conducted by the Institute for sociological political and juridical research (ISPJR).

***Pande Lazarevski  
Director of the Institute for sociological political  
and juridical research (ISPJR)***

Honorable ladies and gentlemen, dear friends.

It is my pleasure that ISPJR can give modest contribution to this historical event, at which we look as on isolated activity, in terms of attaining on the problems that this community is faced with, foremost as a beginning of one long-term profound directional process, which is to open issues on the one hand, but to give key solutions on the other hand that might be the ground for transcending of what from several aspects is experienced as inappropriate, unwanted, as part which is to be the past.

ISPJR got involved gladly to this activity, trying to summarize the different efforts done by different institutions for revealing the sociological and the social aspects of the Roma community. I'll only say that the report is not completed, it is a task to complete it, to shape it. ISPJR conducted empiric research, based not on representative specimen, but on functional specimen. These researches are indicative about how to research, where to look for the reasons and the solutions for resolving the problems.

The conducted research is not representing the

ren o institucije te faisaren o socialno thaj sasaitno aspekti e romane khedinake. Ka vakjerav kote o Raporti nane saste, savala si te kjerel pe saste thaj te definirinel pe. o ISPNR kjergja empieskoro anketiriba na upral i reprezentativno misal, numa resarina-ko egzampli. Akala rodipa si indikativnikano odoleske sar si zaruri te rodel pe kote te roden pe o karane thaj o faisalia te nakhaven pe odola problemia.

O rodipa so si kjerdo na del refleksia e saste ~a-ipaske sar d'ivdinen i romani khedin. Odova si salde kotor taro realnikano d'ivdipa. O avutno piro si o barabarbutikjeriba e Organizaciono komitetea taro REF thaj khediba taro sa o diskusie ko avdisutno thaj tajsutno dive. Upral i funda taro vakjerdo ko akala duj divesa, barabutne e Organizaciono komitetea ka organizirina diskusie kote o eminentno d'ene tari romani khedin ka den refleksie thaj dikhibia sa okoleske so ovel thaj e raportenge, thaj e bukjenge so si kjerde d'akana.

Soske esapinel pe kaj akava si historikano akti? Avgo drom i romani khedin si pa{akjerdi ki pli mangin te nakhaven o bukja so na but fare garvasialipaja vakjerena sine te ~hiven an i funkcia okola so si hazri po kapaciteti te ~hiven upral i funda so majodorig ka tamikjerel pe javer avutnipa akale khedinake.

Disave pu~iba so panda ujrana an i romani khedin thaj olakere lideria a-hon te oven prodiskuturime majodorig, numa d'anav kote sa o eminentno d'ene taro intelektualno, butikjeribaskoro thaj politikani sfera an o pervazia akale khedinake ka oven jekh a jekh ko akava barabutno zori.

Ko jekh seljaminkjerav e Rad'a tari RM te del teloikjeriba akaleske so ovel akana thaj an o avutnipa, numa te vakjerav kote ud'arel pe makoordinativnikano butikjeriba disave instituciencar so isi olen informacie te nakhen pe akala relevantno problemia.

Akharav e rajo Jovan Ananiev, kote sine koordinatori ko terensko rodiba te prezentirinel o rodiba, te irana men ko disave akcentia kote so esapina barabutne e d'encar taro Organizaciono komiteti, so si importantno e Forumeske.

cel en primerok. Ovie istra`uvawa se i ndi kati vni za toa kako treba da se istra`uva, kade da se baraat pri ~ini te i re{ enijata za nadmi nuvawe na ti e probl emi .

Samoto istra`uvawe { to e sprovedeno ne e ot sl i kuvawe na cel ata vi sti na na ` i veewe na romskata zaedni ca. Toa e samo del od vi sti nskata real nost. Sledni ot ~ekor e sorabotka so Organi zaci onen komi tet na REF i sumi rawe na si te di skusi i od dene{ ni ot i utre{ ni ot den. Vrz osnova na i ska` anoto vo ovi e dva dena, zaedno so Organi zaci oni ot komi tet } e organi zi rame di skusi ja na koja emi nentni te pretstavni ci na romskata zaedni ca } e dadat svoi ref l eksi i i vi duvawa za ona { to se slu~uva, kako i za i zve{ tai te od i stra` uvaweto, za raboti te { to se napraveni dosega.

Zo{ to smetam deka e ova i stori ski nas-tan? Za prvpat romskata zaedni ca e obedi neta vo svojata ` el ba da se nadmi nat raboti te koi ne taka ~esto so gordost se ka` uvaat, da gi stavi vo f unkcija oni e { to se podgotveni svojot kapaci-tet da go stavat kako osnova vrz koja ponatamu } e se gradi poi nakva i dni na za ovaa zaedni ca.

Odredeni pra{ awa koi se u{ te lebdat me|u romskata zaedni ca i nejzi ni te li deri ostanuvaat da bi dat prodi skuti rani ponatamu, no si guren sum deka si te emi nentni pretstavni-ci od i ntel ektual nata, del ovnata i pol i ti ~ka-ta sf era vo ramki te na ovaa zaedni ca } e bi dat spl ot eni vo vakvi ot zaedni ~ki napor.

I sto taka ja pozdravuvam i podgotvenos-ta na Vladata na RM da dade poddr{ ka za ova { to se sl u~uva sega i vo i dni na, no i da poso~am deka se o~ekuvani pokoordi ni rana rabota i sora-botka so odredeni i nsti tucii koi raspol agaat so i n f o r m a c i i { to se rel evantni za nadmi nuvawe na probl emi te.

] e go povi kam g. Jovan Anani ev, koj be{ e koordi nator na terenskoto istra` uvawe, da gi prezenti ra istra` uvawata, da se osvrneme na odredeni preporaki koi gi smetame, zaedno so ~lenovi te na Organi zaci oni ot komi tet, za zna~ajni za Forumot.

whole truth about the Roma community's life. It is just part of the real truth. The next step is cooperation with the REF Organizational Committee and summarizing the today's and tomorrow's discussions. Based on what is to be stated during these two days, together with the Organizational Committee, we will organize a discussion at which the representatives of the Roma community will give their own reflections and points of view about what is going, as well as about the research reports, about everything that is done so far.

Why do I think that this is an historical event? For a first time now the Roma community is united in its desire for transcending the issues which not so often are stated with pride, to put them in function of those who are prepared to put their own capacity as a ground on which further a different future for this community will be developed.

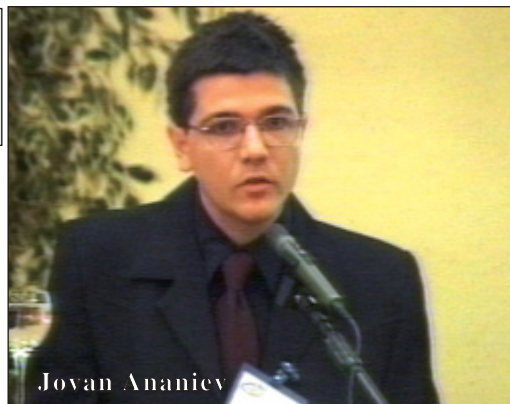
Certain issues which still are hovering among the Roma community and its leaders remain to be discussed further, but I am certain that all eminent representatives from the intellectual, business and political sphere in the frames of this community will be united in this joint effort.

Moreover, I respect the preparedness of the Government of Republic of Macedonia to give support of what is going on now and in the future, but as well I point that more coordinative work and cooperation with certain institutions which have information on their disposal that are relevant for transcending the problems is expected.

I'll ask Mr. Jovan Ananiev, who was the coordinator of the field research, to present the researches, thus we can address to certain recommendations which we, together with the Organizational Committee, consider as significant for the Forum.



**Jovan Ananiev**  
**koordinataro an o rodiba**  
**ISPNR**



**Jovan Ananiev**  
**koordinataro na t erensko**  
**istra`uvawe**  
**ISPPI**

^est mi e da ve zapoznam nakratko so osnovnata cel na istra`uvaweto na ISPPI, a toa e poso~uvawe na socioekonomski problemi {to postojat vo romskata zaednica i na mo`nosti te za ni vno

**Jovan Ananiev**  
**Research coordinator**  
**ISPJR**

It is my pleasure to shortly present you the basic goal of the ISPJR research, and that is pointing on the socio-economical problems which exist within the Roma community and the possibilities for improving the situation.

Bahtalo sium te zapend`arav tumenso si i fundavno resarin taro rodiba e ISPNR, thaj odova si legariba e socioekonomikane problemia so isi an i romani khedin thaj {ajsarinaja ba{o olakoro la~haripa.

*Instituto ba{o sociologikane thaj politikane nakojale rodaripa*  
*Centro ba{o na{le manu{a thaj migracie zorasa*

*I nst i t ut za soci olo{ ki i poli ti ~ko pravni ist ra` uvawa*  
*Cent ar za begal ci i pri si l ni mi graci i*

Institute for sociological political and juridical research  
Center for refugees and forced migration studies

**SOCIO-EKONOMIKANO HALI E ROMENGE**  
**ANI REPUBLIKA MAKEDONIJA**  
**(raporti taro kerdo rodipa)**

**ASPEKTI NA SOCIO-EKONOMSKI OT**  
**STATUS NA ROMI TE VO REPUBLIKA**  
**MAKEDONIJA**  
**/izve{ t aj od sprovedenot o ist ra` uvawe/**

**ASPECTS OF THE SOCIAL-ECONOMICAL**  
**STATUS OF THE ROMA IN REPUBLIC OF**  
**MACEDONIA**  
**/report of the conducted research/**

Akava rodaripe si ko sastipe finasienca teliikerdo tari Programa ba{o bajrovipe ko Uniime Nacie

(o rodaripa si ani funkcia taro ikeribe e Romane ekonomikane forumeske organizirimo taro Romano ma{kard`ianeskoro centro tari Makedonija)

**Rodaripaskoro timi:**

Jovan Ananiev, koordinatori ko rodaripe  
Hristina Ivanovska  
Sne`ana Sokolova  
Aleksandar [umkovski

Inkalela: Instituto ba{o sociologikane thaj politikane hakoitale rodaripa

Ba{o inkalutno: Prof.D-r Pande Lazarovski

Ova istra`uvawe e celosno finansiski poddr`ano od Programata za razvoj pri Obedi neti te naci i

(istra`uvaweto be{e vo funkcija na odr`uvaweto na Romski ot ekonomski forum organi zi ran od Romski ot me|unaroden centar na Makedoni ja )

**I stra`uva~ki tim**  
Jovan Ananiev, koordinataro na istra`uvaweto  
Hristina Ivanovska  
Sne`ana Sokolova  
Aleksandar [umkovski

I zdava~: I nst i t ut za soci olo{ ki i poli ti ~ko pravni ist ra` uvawa

Za i zdava~ot: Prof . D-r Pande Lazarevski

This research is fully financed by the United Nation Development Program

(the research was in function for organizing the Roma economical forum organized by the Roma International Center in Macedonia)

**Research team:**  
Jovan Ananiev, research coordinator  
Hristina Ivanovska  
Sne`ana Sokolova  
Aleksandar [umkovski

Publisher: Institute for sociological political and juridical research

For the publisher: Prof. D-r Pande Lazarevski



*E Roma si jek taro majmarginalizirime etnikane grupe bute ekonomikane, socijalno thaj kulturno problemenca. Ola si panda pobare d`ikozom kerela pes buti ba{o thema tari Centralno thaj Purabali Europa, kote so hulela thaj i Republika Makedonija. Sa akala aspektia taro d`ivdipe zaruri si pohor te rodaren pes ki te lel pe jek ~a-ikani piktura ba{i lende. Kerde si turli rodaripa ani akaja sfera, numa pobuter fori ma{kar i sasti populaciakiri struktura ani Makedonija, bizo te rodaren pes e Roma sar etnikani grupa specifi-no thaj hor problemenca. O Instituto ba{o sociologikane thaj politikane hakoskere rodaripa d`ala poadarik e pobuterdeceniengoro kontinuiteti taro rodaripa ani akaja sfera thaj e kerde anketasa zumavgja pes te ro{arel salde jek kotor taro problemia savenca so khuvana peso la thaj prezentirinela inicijalno admiano zumavipe te lel pe jek piktura ba{o adava so prezentirinela ekonomikano-socijalno aspekt e Romengere d`ivdipaske. Pakjaja kaj o rodaripa nane te tergjoval akate thaj kaj ka ovel avutne {ajdipa ba{o pohor rodaripa ani akaja sfera.*

### **Fundavno resarina taro rodaripe**

- te rodarel pes o ekonomikano potencijali kori e Roma ani RM thaj te evidentirinen pes o majkarakteristikane problemia ani ekonomikani thaj socijalno sfera savenca so khuvana pes o turli kategorije taro Roma (plesutnikoja taro firme, adala so ikerena tezgja, adala kola so kerena buti kerdela-hipaja, bibukjarne Roma thaj avera).
- Te del pe piktura taro specifi-nostia ani akaja sfera ano turli regionia ani RM
- Te sikavel pes ko majkarakteristikane specifike phanle ba{o demografikane structure kori i romani khedin (pol-eskiri, religiozno, baripe, u-ipe e bukjakere pokinibaske thaj aver).
- Te lel pe piktura ba{o Romengoro hali thaj te ovel sar empirisko baza ko keribe tari strategija ba{o keribe te ovel pola-hi
- Te {ajdarel e ma{ kard`ianeskere thaj kherutne organizaciengere te istemalkeren rezultatia taro empirisko rodaripe ki realizacia taro olengere akcie ba{i inta.

*Romite se edna od najmarginaliziranih i etni~ki grupi so mnogu ekonomski, socijalni i kulturni problemi. Ti e se u{t e pogol emi dokol ku se rabot i za zemji te od Centralna i Isto~na Evropa, vklju~vaj}i ja Republika Makedonija. Site ovie aspekti na `iveewe t reba podl aboko da se ist ra`at za da se dobi e vist inska slika za niv. Praveni se razli~ni ist ra`uvawa vo ovaa oblast, no pret e`no me/ucel okupnat a populaci ona st rukt ura vo Makedonija, bez da se ist ra`at Romite kako etni~ka grupa so specifi~ni i vkoren et i problemi. Inst it ut ot za sociolo{ki i politi~ko pravni ist ra`uvawa go prodol`uva pove}edece-niski ot kont inuit et na ist ra`uvawe vo ovaa oblast i so sprovedenat a anket a se obi de da rasvet li samo eden del od problemi te so koi se soo~uvaat t i e i ova pret st avuva i ni ci jal en ~ekor vo obi dot da se dobi e odredena sl i ka za ona { t o pret st avuva ekonomsko- soci jal en aspekt na `iveewet o na Romite. Se nadevame deka ist ra`uvawat a nema da zast anat ovde i deka }e ima i dni mo`nost i za prodl abo~eni is- t ra`uvawa vo ovaa sf era.*

### **Osnovni celi na istra`uvaweto**

- da se i spi ta ekonomski ot potencijal kaj Romi te vo RM i da se evi denti raat najkarakteristi~ni te problemi vo ekonomskata i socijalnata sfera so koi se soo~uvaat razli ~ni te kategori i na Romi (sopstveni ci na f irma, oni e koi dr`at tezgja, oni e koi vr{at odredeni usl u`ni dejnos-ti, nevraboteni te i sl).
- da dade slika na specifi ~nosti te vo ovaa sfera vo razli ~ni te regi oni na RM
- da uka`e na najkarakterisi t~ni te specifi ki vrzani za demograf ski te strukturi kaj romskata zaedni ca (pol ova, verska, obrazovna, vozrast, pri mawa i sl.)
- da se dobie slika za sostojbata na romskata zaedni ca i da posl u`i kako empi ri ska gra|a pri gradeweto na strategi ja za podobruvawe na i sta-ta.

*The Roma are one of the most marginalized ethnical groups with many economical, social and cultural problems. These are even bigger if it is about the Central and Eastern European countries, including the Republic of Macedonia. All these living aspects are to be examined deeper in order to get a real image about them. Different researches are done in this sphere, but this was mainly done on the total population in Macedonia, without making research on the Roma population as ethnic group with specific and rooted problems. The Institute for sociological political and juridical researches continues the several-decade continuity of researching this area and with the conducted inquiry tries to open up only one part of the problems that they are faced with and this represents initiative step in the effort to get precise image about what represents economical-social aspect of the Roma life. We hope that the researches will not stop here and that there will be other possibilities for deeper researches in this sphere.*

### **Main goals of the research**

- to explore the economical potential among the Roma in RM and to register the most characteristic problems in the economical and the social sphere that the different Roma categories are faced with (firm owners, the ones who are selling at the open markets, the ones who are making different services, the unemployed etc.)
- to make an image about this sphere specifications in different regions in Macedonia
- to point on the most characteristic specifications related with the demographical structures of the Roma community (gender, religious, educational, age, incomes etc.)
- to make an image about the situation of the Roma community in order to serve as an empiric material in the process for developing strategy for its improving



tervencia ma{kar akaja populacia.

### So rodargja pes

- haingoja tari egzistencija e romane familienge
- tip taro bukjarno anga`iribe thaj pu-iba phanle e realizaciasa tari buti
- socialno sigurnost thaj penziengoro thaj sastipas-koro osiguribe
- e ra{trakoro anga`mano sebepi keribe pola~ho te ovel e Romengoro hali
- arka so lela pes tari ra{trakiri rig, e birad`akere organizacie thaj e religiakere khedina
- perceptcia taro {ajdipa ba{o keribe pola~ho te ovel o akanutno hali

### Karakteristike taro rodaripaskoro proces

O rodaripa sine realizirimo ano 15 komune ani RM (kote so hulena thaj e skopjeskere komune) ja aver ~hane vakerdo ko adala thana kote so d`ivdina Roma, thaj adava majhari 2,5 % tari populacia. O rodariper kerda pes:

- pand` komune ano Skopje thaj i komuna [uto Orizari
- Bitola
- Gostivar
- Debar
- Ki~evo
- Ko~ani
- Kumanovo
- Prilep
- Tetovo
- [tip
- Veles

D`ikozom kerela pe presek na rezultatia palo komune, {aj te konstatirinel pe kaj nane baro turlipe ma{kar o hali e Romenge ano ulavde komune. Sebepi adava, ano raporteskoro teksti, ko disave pu-iba si dendo prikaz na disave d`ovapia salde ba{I diz Skopje, a na thaj ba{o avera komune ulavde, d`anindor o

- da im ovozmoe`i na megunarodni te i doma{ni te organizacii da koristat rezultati od empirisko istra`uvawe pri realizacijata na nivni te akcii za intervencija me|u ovaa populacija

### Predmet na istra`uvaweto

- izvori na egzistencija na romski te semejtva
- vid na rabotna anga`iranosti i pra{awa povrzani so realizacijata na rabotnata dejnost
- socialna sigurnost i penzijsko i zdravstveno osiguruvawe
- anga`manot na dr`avata zaradi podobruvawe na sostojbata na Romi te
- pomo{ {to se dobi va od strana na dr`avata, nevladi ni te organizacii i verski te zaednici
- perceptcija na mo`nosti za podobruvawe na sega{ nata sostojba

### Karakteristiki na istra`uva~ki ot proces

I istra`uvaweto be{e sprovedeno vo 15 op{tini vo RM vku~uvaj}i gi ovde i skopski te op{tini, odnosno oni e vo koi od vkupnoto romsko naselenie `iveat minimum 2,5%. Toa bea sledni ve:

- pette skopski op{tini i op{tina [uto Orizari
- Bitola
- Gostivar
- Debar
- Ki~evo
- Ko~ani
- Kumanovo
- Prilep
- Tetovo
- [tip
- Veles

Dokol ku bi se napravil presek na rezultate po op{tini, mo`e da se zaklu~deka nema gol ema razlika me|u sostojbata na Romi te vo oddelni op{tini. Zaradi ova, vo tekstot na

- to enable the international and domestic organizations to use the results from the empiric research for implementation of their activities for intervention at this population

### Research objectives

- existence sources of the Roma families
- category of the working engagement and issues related with realization of the working activity
- social safety and retirement and health insurance
- engagement of the state for improving the Roma situation
- assistance that the state, the NGOs and the religious organizations are providing
- perception of possibilities for improving the current situation

### Characteristics of the research process

The research was conducted in 15 municipalities in RM including here the municipalities in the city of Skopje, that is the ones which have minimum 2,5 % Roma inhabitants. These were the following:

- 5 municipalities in Skopje and the {uto Orizari municipality
- Bitola
- Gostivar
- Debar
- Kicevo
- Kocani
- Kumanovo
- Prilep
- Tetovo
- {tip
- Veles

If we compare the results by municipalities, it can be concluded that there is no big difference between the Roma situations in separate municipalities. Due to this, the report's text, on particular questions gives a ref-

fakti kaj vakertuke ekva{ tari romani populacia d`ivdinela ano Skopje. Kerda pes sama ko reprezentativnost taro egzemplo, respektirindo thaj o procentualno leibe than e Romenge ano ulavde komune. Ko jek, ko anketiribe e romane dizutnenge kerela pe sine sama ko trin kategorije taro anketirime kola so kerena i resaribaskiri grupa, a adala si:

- bikutne ki tezga
- bujarne thaj
- Roma so keena buti kerdela-hinenca thaj Roma bizonisavo bujarano angamani

Akale rezultatencar zaruri si te tretirinenpe pobuter sar indikativno thaj te oven funda ba{omajodorig hor rodipa.

O rodaripa realizirinja pes dromesa taro anketiribe arkasa taro duj turli tipia taro anketno pu-ibutne thaj adava o jek instrumenti (IN-1) sine ba{o anketiribe e dizutnenge taro romano etnikano preperipe a o dujto (IN-2) ba{o anketiribe Romenge - biznismenia, plesutnikoja taro firme. O sasto numero taro anketirime sine 750 thaj adava e IN-1 sine anketirime 600 sime, a IN-2 150. Palo kerdo kontrola ano anketno pu-ibutne, sebepi gre{ka taro anketaria, sar validno ba{o keribe buti lelje pes 718 kotar so IN-1 580 pu-ibutne, a taro IN-2 138 pu-ibutne. Ko keribe buti upral o pu-ibutne kerda pes sama ko sa o metodologikane procedure. Legarindo pes taro moto E Roma ba{o Roma thaj cidindo tari poza kaj o korkori Roma majla-he pend`arena ple plesutne problemia thaj legarindo pes tari ideja te tamirkerel pes anketarengiri mre`a savi so ka {aj te ovel anga`irimi ano aver asavke proektia, o Instituto sar anketaria anga`iringja Romen, aktivistia ano birad`akere organizacie thaj sine anketarengere eksperiencasa. Ba{o akava sine kontaktirime e birad`akere organizacie Ma{kard`ianeskoro romano centro ani Makedonija - Skopje, Mese-ina - Gostivar, Feliks - Bitola thaj Daja taro Kumanovo. Angli o anketiribe, o anketaria lelje instrukcie ba{i resarin taro rodaripe thaj o ~hania ba{o pheribe e anketake-re pu-ibutneske.

i zve{ tajot, na nekoj pra{awa e daden pri kaz na odredeni odgovori samo za grad Skopje, a ne i za drugi te op{tini oddelno, imaj}i go predvidi faktot deka re~isi polovi nata od romskata populacija `ivee vo Skopje. Rezentati vnosta na primerokot be{e zapazena, po~ituvaj}i ja procentual nata zastapenost na Romi te vo oddel-ni te op{tini. No da naglasi me deka pove}e se vni mava{e primerokot da bide pove}e cel en, odnosno se vni mava{e da se zapazi soodnosot na tri te kategori i na ispitani ci koi vsu{nost ja so~i nuvaat cel nata grupa, a toa se:

- prodava~ite na tezga
- vraboteni i
- davatel i te na odredeni uslugi i oni e bez ni kakov raboten angaman

Soglasno ova, rezultati te treba da se tretiraat pove}e kako i ndikativno i da bi dat osnova za ponatamo{ni poprodabo~enistru`uvava.

Istru`uvaweto se realizira popat na anketi rawe so pomo{na dva razli~ni vinda na anketni pra{alnici i toa edni ot instrument (IN-1) be{e namenat za anketi rawe na gra{ani od romska etni~ka pripadnost a drugi ot (IN-2) za anketi rawe na delovni lu|e Romi, sopstvenici na firma. Vкупni ot broj na ispitani ci be{e 750 i toa so IN-1 bea anketirani 600 i spitani ci a so IN-2 150 i spitani ci. Posle izvr{eni ot uvid vo anketni te pra{alnici, zaradi anketarska gre{ka, kako validni za obrabotka se zemeni vkupno 718 od koi IN-1, 580 pra{alnika a od IN-2, 138 pra{alnici. Pri obrabotkata se zapazeni site ustanoveni metodolo{ki postapki. Vodej}i se od mototo Romi te za Romi te i trgnuvaj}i od stavot deka sami te Romi najdobro gi poznavaat sopstveni te probl emi i vodej}i se od dejata da se izgradi anketarska mre`a koja }emo`e i ponatamu da bide anga`irana vo sl i~ni proekti, Instituti kako anketari i ma{e anga`irano Romi, aktivisti vo nevladini organizacii i so odredeno anketarsko i skustvo. Za ova

lection of certain answers referring only to city of Skopje, and not separately for the other municipalities, considering the fact that almost half of the Roma population lives in the city of Skopje. The representatively specimen was remarked, respecting the percentage of the Roma presence in separate municipalities. But it has to be highlighted that an attention was paid that the specimen to be multifunctional, that is an attention was paid to ensure equal presence of the three categories of inquired persons that create the target group, and these are:

- vendors at open markets
- employed and
- providers of certain services and those without any working engagement

According to this, the results are to be treated more like indicative and to be a ground for further profounder researches.

The research is realized by inquiring using two instruments - the first instrument (IN-1) was intended for inquiring Roma citizens, and the other one (IN-2) for inquiring Roma businessmen, firm owners. The total number of inquired persons was 750, that is 600 persons were inquired with IN-1 and 150 persons were inquired with IN-2. Afterwards, as an review in the inquiry forms was made, due to an interviewers' mistake, 718 inquiry forms were considered as valid for further processing, out of which 580 IN-1 forms and 138 IN-2 forms. The processing of the forms remarked all positive methodological procedures. Under the motto The Roma for the Roma and starting from the fact that the Roma are the ones who are most familiar with their own problems and guided by the idea for creating an interviewer network that further can be engaged in similar projects, the Institute has engaged Roma interviewers, who are NGO activists and who have certain inquiry experience. In order to do this the following organizations were contacted: Roma International Center in Macedonia - Skopje, Mesecina - Gostivar, Feliks - Bitola and Daja - Kumanovo. Before starting the inquiry, the interviewers





### **Metodologia taro rodaripaskoro proceso**

- Odredibe taro egzemplo kova so palo ple karakteristike so pobuter resarutno taro reprezentativno istemalkeribasa taro statistikane evidente ba{ o sa e komune;
- Struktuiribe taro egzemplo aso uprevakerde trin kategorije ba{ o anketakoro listo IN-1 ( bikinutne ki te zga, bukjarne thaj manu{ a so dena disave kerdela-~hina thaj adala bizo nisavo bukjarne anga`mani) sar thaj ba{ o anketakoro listo IN-2;
- Formuliribe e pu-ibaske ano anketakere listia, prekal konsultiribe tari literature, rezultatia taro anglune empirikane rodaripa thaj lafikeriba e prezententenca taro resarutne grupe;
- Kontaktiribe e romane birad`akere organizaciencia ba{ o formiribe anketarengiri mre`a;
- Instrukta`a taro anketaria ba{ o fundavno karakteristike taro anketakoro listo thaj o ~hani taro pheribe e pu-ibutneske;
- Anketiribe thaj kontrola taro korkoro anketiribas-koro proceso;
- Logi-ko thaj formalno kontrola taro evidente taro anketakere pu-ibutne;
- Hramovibe eevidentenge;
- Filtracija thaj keribe buti ko evidente;
- Prikza taro sasaitno frekfencie thaj tru{keribe taro poimportantno pu-iba avere pu-ibenca ja e fundavno evidentenca taro anketirime sime;
- Prikaz thaj interpretacija taro rezultatia.

### **Vahteskoro pervazi taro rodaripe**

O hazrikeribaskere aktivipa taro rodaripe {urukergje ano dekembro 2003 ber{, a o anketiribe realiziringja pes taro 25.12.2003 d`I 09.01.2004 ber{, pali so ale hazrikeribaskere faze ba{ o keribe buti ko evidente sar thaj analiza taro lende rezultatia.

bea i skontaktirani nevladi ni te organizaci i Romski me|unaroden centar vo Makedonija-Skopje, Mese~i na-Gosti var, Feliks-Bitol a i Daja-Kumanovo. Pred anketi raweto, anketari te dobija odredeni instrukcii za samata cel na istra` uvaweto i na~ini te za popolnuvawe na anketni ot pra{ al ni k.

### **Metodologija na istra`uva~ki ot proces**

- Odreduvawe na primerokot koj po svoi te karakteristiki e pove}e cel en otkol ku reprezentativen, so koristewe na statisti~ki podatoci za si te op{ ti ni ;
- Strukturi rawe na primerokot spored gorenavedeni te tri kategorii za anketni ot list I N-1 (prodava~ite na te zga, vraboteni i davatelite na odredeni uslugi i oni e bez ni kakov raboten anga`man) kako i za anketni ot list I N-2;
- Formulirawe na pra{ awata vo anketni te listovi, preku konsultirawe na literatura, rezultati od prethodni empiriski istra`uvawa i razgovor so pretstavni ci od cel ni te grupi ;
- Kontakti rawe so romski te nevladi ni organizaci i za formi rawe na anketarska mre`a;
- Instrukta`a na anketari te za osnovni te karakteristiki na anketni ot list i na~inot na popolnuvawe na pra{ al ni kot;
- Anketi rawe i kontrola na sami ot proces na anketi rawe;
- Logi~ka i formalna kontrola na podatoci te od anketni te pra{ al ni ci ;
- Vnesuvawe na podatoci te;
- Filtracija i obrabotka na podatoci te;
- Prikaz na op{ ti te frekfencii i vkrstuvawe na pozna~ajni te pra{ awa so drugi pra{ awa ili so osnovni te podatoci na anketi rani te lica;
- Prikaz i interpretacija na rezultati te.

### **Vremenska ranka na istra`uvaweto**

Podgotviti ni te aktivnosti na istra`uvaweto zapo~naa vo dekemvri 2003 godi na a anketi rawe-

were instructed about the research goal and manner in which the inquiry forms has to be filled.

### **Methodology of the research process**

- Determination of the specimen which by its characteristics is multifunctional rather than representative, with using statistical data for all municipalities;
- Structuring the specimen according to the above-mentioned three categories for the inquiry form IN-1 (vendors at open markets, employed and providers of certain services and those without any working engagement), as well as for the inquiry form IN-2;
- Shaping the questions in the inquired forms, by using literature, results from prior empiric researches and conversation with representatives from the target groups;
- Contacting the Roma NGOs with aim to form an interviewer network;
- Instructing the interviewers about the basic characteristics of the inquiry form and the manner in which the forms are to be filled;
- Inquiring and control of the inquiring process;
- Logical and formal control of the data in the inquiry forms;
- Entering the data;
- Seepage and processing the data;
- Displaying the general frequencies and connecting the more important questions with other questions or with the general data of the inquired persons;
- Displaying and interpretation of the results.

### **Time frame of the research**

The preparation activities for the research started back in December 2003 and the inquiry was conducted during the period from 25.12.2003 to 09.01.2004, and afterwards the preparation phases for processing the data followed, the processing and the analysis of the results.



## REZULTATIJA TARI KERDI ANKETA MA[KAR O DIZUTNE TARI ROMANI ETNIKANI KHEDIN

Sine butikerde saste 580 anketnikane patrina a sine istamalkerde te {aj te kerel pes rodipe ma{kar o dizutne taro romano etnikani romani khedin:

- Hainga tari egzistencija
- Problemija savencar resarena pes ko arakhibe egzistencija
- Percepcija taro {ajdipe ba{ o la-haripe e haleskoro
- Teloikeribe tari rig e ra{trake
- Teloikeribe tari i rig e BRO
- Teloikeribe tari i rig e pakjavibaskere khedinengje

Sakova bloko taro pu-ibe ikerela taro trin d`i ko pand` pu-ibe save si majbut taro phanlo karakteri, numa salde nekobor sine taro jekva{ puterdo karakteri.

Lindo ko anglodikhipe o realiteti ki Republika Makedonija, so o pobaro kotor taro dizutnipe savo si bukjaja anga`irimo naje ko ni-alo bukjarne vjavahari, akate teli o bukjarne {aj te hakjaren pes sa okola save ko savo te ovel`hani si bukjarne anga`irime thaj i jekhutni buti kerena ola pobuter fare ko masek thaj tari jekhutni resarena hulavdo profiti.

O sublimirime rezultatija, bi-havena ko evidenti so o pobaro gejndo taro anketirime Roma naje ko ni-alo bukjarnipaskoro vjavahari, numa palem isi len disavo bukjarne anga`mani thaj adava ki agjaar vakerdi bilegalno ekonomija. Ko jek vakti ola hakjarena pes diskriminirime ko rodibe buti. Simptomati-no si so i Romani populacija majbut si istamalke-rutni tari socijalno arka so prezentirinela panda jek indikator ba{ o lengoro sasto statusi thaj ~orolipe saveste arakljovena.

to se realizira{ e od 25. 12. 2003 godina do 9. 1. 2004 godina, posle { to sleduvaa podgotvitel-nite fazi za obrabotka na podatocite, obrabotkata kako i analizata na dobienite rezultati.

## REZULTATI OD SPROVEDENATA ANKETA ME\U GRA\ANI TE OD ROMSKATA ETNI ^KA ZAEDNI CA

Bea obraboteni vkupno 580 anketni listovi, a bea kori steni za da se izvr{ i i stra` uva-we me|u gra|ani te od romskata etni ~ka zaedni-ca:

- Izvori na egzistencija
- Problemi so koi se soo~uvaat vo obezbeduvawe na egzistencija
- Percepcija na mo`nosta za podobruvawe na so-stojbite
- Poddr{ ka od strana na dr`avata
- Poddr{ ka od strana na NVO
- Poddr{ ka od strana na verski te zaednici

Sekoj blok na pra{awa sodr`i od tri do pet pra{awa koi se prete`no od zatvoren tip, a samo neko ku bea od poluotvoren tip.

I maj{i ja vo predvid realnosta vo Republika Makedonija, deka pogolemi ot del od nase-leni eto koe e rabotno anga`irano ne e vo redoven raboten odnos, ovde pod vraboteni bi se pod-razbirale si te oni e koi na bilo kakov na~in se rabotno anga`irani i istata rabota ja vr{at pove}e pati vo mesecot i od istata ostvaruvaat odreden profit.

Sublimirime rezultati, upatuvaa na podatokot deka pogolemi ot broj na ispitanii Romi ne se vo redoven raboten odnos, no sepa-ki imaat nekakov raboten anga`man i toa vo t.n. si va ekonomija. Istovremeno tie se ~uvstvuvaat diskriminirani pri barawe na rabota. Simptomati ~no e deka Romskata populacija prete`no e korisnik na socijalna pomo{ {to pretstavuva u{te eden indikator za nivni ot sevkupen status i si roma{tijata vo koja se nao|aat.

## RESULTS FROM THE CONDUCTED INQUIRY AMONG THE CITIZENS OF THE ROMA ETHNIC COMMUNITY

Total number of 580 inquiry forms was processed and they were used for making a research among the citizens of the Roma ethnic community.

- Existence resources
- Problems that they are faced with in ensuring existence
- Perception of the possibility for improving the situations
- Support from the state
- Support from the NGO
- Support from the religious communities

Each question unit is consisted of 3 - 5 questions which are mainly in closed form, and only few of them were in half-opened form.

Taking in account the reality in Republic of Macedonia, that the larger part of the population which is working, is not regularly employed - here under the term working are to be recognized all those who are engaged in certain work in any way and that work they are working several times a month and they are gaining certain profit out of it.

The sublimated results, refer to the reference that the bigger part of the interviewed Roma are not regularly employed, but still have certain working engagement in the area of the so called gray economy. At the same time they feel discriminated while they are looking for a job. It is symptomatic that the Roma population mainly gets social aid which is one more indicator about their general status and the poverty they live in.

### A. Haingja ba{i egzistencija

Sar so sine vakerdo ko anglunipe, jek taro resaripe te rodel pes o socio-ekonomikano hali ko Roma. Sar maj{ukar parametri ba{ akava, ma{kar javer, si vi o haingja tari egzistencija saven strukturur-ingjam len ko nekobor kategorije. Akate, e anketiringje sine dende pobuter modalitetija, savendar ola {aj sine te alosaren jek ja pobuter, ko athinalipe taro haingja so avena lenge thaj so isi len. Akala linde rezultatija {aj te notikeren pes so pohari taro jekva{ lena socijalno arka, a naje tikno o gejnido okolengoro save so d`ivdinena tari jekhevakteskiri buti savi na ajnarela sakanotno masekoskoro pokinibe.

#### Sostar d`ivdinena?

Socijalno arka	44,3%
Personalno pokin	30.0%
Penzija	4.0%
Javer hainqa	21.7%

O Roma but {ukar haljovena o pharo materijalno hali kote so arakljovena, a vi lengoro ad`ikeripe ba{ o po{ukar d`ivdipe na nakhavkerela o prosekoskoro personalno lejbe ki Republika Makedonija. Palem, trujal jek trin-ereko taro anketirime gndinena so ba{ o po{ukar d`ivdipe, zaruri si lengje upreder 20.000 denarija. 87.72% taro prandime anketirime, vakergje pes so ba{ o d`ivdipe si lengje zaruri upreder 10.000 denaria. Ko sa akava zaruri si te lel pe o dikhiba kote akava si informacia taro pobut d`enegere familie.

### A. I zvor i na egzistencija

Kako { to be{ e spomnato prethodno, edna od cel i te e da se i spi ta i ekonomsko - socijal nata sostojba na Romi te. Kako najdobar parametar za ova, pokraj drugoto, se i izvori te na egzistencija koi gi strukturi ravme vo neko ku kategori i. Pri ova, na i spi tani ci te i m bea ponudeni pove}e modal i teti, od koi ti e mo`ea da izberat eden ili pove}e, vo zavisnost od izvori te na pri hodi koi gi i maat. Od dobi eni te rezultati mo`e da se zabel e` i deka pomal ku od pol ovi nata zemaat socijal na pomo{, a ne e mal brojot na oni e koi `i veat od pri vremena rabota koja ne obezbeduva postojana mese~na plata. Ovde li ~ni ot dohod treba da se tol kuva ekstenzi vno kakop i sami ot termi n raboten anga`man, odnosno pod li ~en dohod se podrazbi ra sekoe redovno pri mawe { to go ostvaruva i spi tani kot bez razlika dali toj e ili ne e vo redoven raboten odnos.

#### Od { t o ` i veet e?

Socijal na pomo{	44.3%
Li ~en dohod	30.0%
Penzi ja	4.0%
Drugi izvori	21.7%

Romi te mnogu dobro ja razbiraat te{ kata materijal na pol o`ba vo koja se nao|aat. a i ni ni te o~ekuvawa za podobar `i vot ne go nadmi nuva prose~ni ot li ~en dohod vo Republika Makedonija. Sepak, okol u edna treti na od i spi tani ci te smetat deka za podobar `i vot, potrebn i m se nad 20.000 denari. 87.72% od oma`eni /o`eneti i spi tani ci, se i zjasni le deka za `i vot i m se potrebn i nad 10.000 denari. Pri ova, treba da se zema predvid podatokot deka se raboti za pove}e~l eni semejstva.

### A. Existence resources

As mentioned before, one of the goals is to look into the economical - social position of the Roma. As best parameter for accomplishing this, beside the others, is the existence resources which were structured in several categories. Thereat, few modalities were offered to the interviewed persons, out of which they were able to choose one or more, depending on the income sources they have. From the attained results it can be noticed that less than a half are social aid beneficiaries, and it is not small number of those who live from temporary job which does not ensure monthly salary. The salary here is to be treated extensively as the term working engagement, that is under the term salary each regular income that the inquired person gains is to be recognized, regardless if the one is regularly or isn't regularly employed.

#### What do you live from?

Social aid	44,30 %
Salary	30,00 %
Retirement payment	4,00 %
Other incomes	21,70 %

The Roma population understands well the difficult material position they are into, and their expectations for better life do not go beyond the average salary in Republic of Macedonia. However, about one third of the inquired persons think that for better life they need over 20.000 Denars. 87,72 % of the married inquired persons stated that they need over 10.000 Denars for better life. Thereat, the fact that this is a case of the many-members families has to be considered.

**Kobor love si zaruri an o d`ivdipe ba{ o Tumaro jeri?**

D`i 10.000 den.	17.8%
Kotar 10 000-20.000 den.	55.0%
Upreded 20.000 den.	27.2%

Ko majbaro gejnido taro romane jerija kerela salde jek lengoro d`eno ja palem na kerela ni jek buti. Numa, palem, akate si zaruri te lipara so o butik-eribe tari akaja anketa si hakjardo ko ekstenzivnikano ~hani, O procenti taro 38,8% savo perela ko modaliteti ko ni jek d`eno taro jeri ka kerela buti saikerela thaj halija taro bukjarnipaskoro anga`mani savo prezentirinela vi bini-alo bukjarnipaskoro vjavarhari.

**Kobor d`ene taro tumaro jeri kerena buti?**

Jek d`eno	39.5%
Duj d`ene	13.6%
Upreded duj d`ene	8.1%
Ni jek dzeno	38.8%

Jek taro poimportantna elementija ki analiza taro ekonomikano hali ko Roma si vi o gejnido e bukjar-nengoro, numa akate zaruri si te vakerele pes so majbuter sine anketirime sime savo ko turlija ~hani si bukjarne anga`irime thaj o procenti jekhe lafeja sikavela ko gejnido e Romengoro save pes gejnena pes sar sime save kerena buti (psihologikane thaj sasojutnikane, a na nijamalo tretiribe tari kategorija butik-eribe/bukjarno). An i analiza akale informacieke zaruri si te del pe sama an i nformacia kote o egzamp- pli si resarinaja, thaj dikhel pe sine samaja te oven astarde o anketirime kote ko disavo ~hani si bukjarne anga`irime. D`i kote kergja pe realizacia tari anketa ko ~ipotime alusarde egzampia ( d`i kote o anketir- ime nane angleder kategorizirime aso olengoro buk- jakoro anga`amni) gndinel pe kote o numero taro

**Kolku pari mu se pot rebni za `ivot na Va{ et o semejst vo?**

Do 10.000 den.	17.8%
Od 10.000-20.000 den.	55.0%
Nad 20.000 den.	27.2%

Vo najgol emi ot broj od romski te semejst- va raboti samo eden ni ven ~len i li pak voop{ to ni koj ne raboti. No, se pak, ovde treba da potse- ti me deka "raboteweto" vo ovaa anketa e sf ate- no na ekstenzi ven na ~in, Procentot od 38,8% koj otpa|a na modalitetot "ni tu eden ~len od se- mejstvoto ne raboti" sodr` i i slu~aevi na ra- botna anga` i ranost koja pretstavuva neredoven raboten odnos.

**Kolku ~lena od Va{ et o semejst vot o rabot at ?**

Eden ~len	39.5%
Dva ~lena	13.6%
Nad dva ~lena	8.1%
Ni tu eden ~len	38.8%

Eden od pova` ni te el elementi vo anal i za- ta na ekonomskata sostojba kaj Romi te e i brojot na vraboteni te, no pri ova treba da se napomene deka prete` no bea anketi rani li ca koi na bi lo kakov na ~in se rabotno anga` i rani i procentot vsu{ nost upatuvava na broj na Romi koi sebe si se smetaat kako lica koi rabotat (psi hol o{ ko i op{ testveno, a ne pravno tretirawe na kate- gori jata rabotewe/ vraboten). Pri anal i zata na ovoj podatok, mora da se vni mava na podatokot deka pri merokot e cel en, odnosno, se vni mava{ e da bi dat opf ateni i spi tani ci koi se na neka- kov na ~in rabotno anga` i rani. Dokol ku bi se rea- li zi ral o i stra` uvawe po pri nci p na slu ~ajno i zbran pri merok (dokol ku i spi tani ci te ne se prethodno kategori zi rani spored ni vni ot rabo-

**How much money does your family need for life?**

Up to 10.000 Denars	17,80 %
From 10.000 - 20.000 Denars	55,00 %
Over 20.000 Denars	27,20 %

In the most cases in the Roma families only one family member works or nobody in the family works at all. But, however, we have to remind here that the employment in this inquiry is comprehended in exten- sive manner. The percentage of 38,8 % which goes to the modality "noone of the family members work" con- sist cases of working engagement which represents irregular engagement.

**How many members of your family work?**

One family member	39,50 %
Two family members	13,60 %
Over two family members	8,10 %
No one of the family members work	38,80 %

One of the more important elements in the analysis of the Roma economical situation is the number of the employed, but here it has to be mentioned that mainly persons who in any way have working engagement were interviewed and the percentage actually refers to num- ber of Roma who consider themselves as workingmen (psychologically and socially, not legally treating the category working/ employed). During the analysis, attention has to be paid to the fact that the specimen is expedient, apropos, it was taken under consideration to comprise persons who have working engagement in any way. If a research on randomly chosen specimen is con- ducted (if the inquired persons are not prior categori- zed according to their working engagement), it is estimated



okola so si bukjarne anga`irime ka ovel majtikno.

### *Kerena li ko momenti buti?*

Va	77,2%
Na	22,8%

Ko anketiribe kerela pes sine sama pariteteja te oven astarde trin , bila-he hulavde, kategorije anketirime:

- bikinutne ki tezga
- bukjarne thaj
- dendutne taro hulavde usluge thaj okola bizo nisa-vo bukjarne anga`mani

Potele ki tabela, teli o sime save kerena uslugakiri buti hakharela pes zanaet-ije, okola save dena arka ko jerija, {oferija thaj pa{e agjaar. Baro gejn do taro anketirime vakergje pes ba{ o modaliteti javer savo sine taro puterdo ~hani,t.e. o anketirime, te na{ti sine te hulaven pes ba{i o dinde modalitetija, vakere na sine plo bukjarne anga`mani akate. Agjaar, sar majbut ko akava hali sine o bukjarne anga`manija hamalija, u`arutno menjengoro, legarutno grasteskere vordoneja, argati ki aind` ,bikinutno ko kurko taro vas(bikinutno bizi pli sergija).Ki akaja kategorija taro anketirime sine astarde thaj okola save kerena buti ko organija taro legarutnipe ja palem ko a{ukjarime firme, numa ola si ko but tikno numero.

### *Te si va so kerena buti?*

Ki sergija	30.7%
Ki dukjana	4.0%
Ko ugostitelsko butikeribe	1.4%
Kerela turlija buti	8.3%
Ko inkalipe	7,4%
Javer(turlije d`ovapija)	25,4 %
Na kerela buti	22,8 %

ten anga`man), se pretpostavuva deka brojot na oni e koi se so raboten anga`man bi bi l pomal .

### *Dali vo moment ov rabot it e?*

Da	77.2%
Ne	22.8%

Pri anketi raweto se vni mava{ e pari tno da bi dat opf ateni tri , grubo podeleni , kategoriji na ispitani ci :  
 - prodava~i te na tezga  
 - vraboteni i  
 - davatel i te na odredeni uslugi i oni e bez neka-ko raboten anga`man

Podolu vo tabel ata, pod li ca koi vr{ at razli ~ni uslugi se podrazbi raat zanaet~ii , pomo{ ni ~ki vo semejstva, voza~i i sl. Golem broj od ispitani ci te se imaat izjasneto za modalitetot drugo koj be{ e od otvoren vid, odnosno ispitani ci te, dokol ku ne mo`ea da se opredel at za ponudeni te modal i teti , go objasnuvaa svojot raboten anga`man ovde. Taka, kako naj~esti vo ovojslu~aj bea rabotni te anga`mani amal in, ~ista~ na ~evli , prenesuva~ so kowska kola, pomo{ ni k pri obrabotka na ni va, prodava~ na pazar od raka (prodava~ bez svoja tezga). Vo ovaa kategorija na ispitani ci bea opf ateni i oni e koi rabotat vo organi te na upravata ili vo javni te pretprijati ja, no ti e se vo zna~i telno mal broj.

### *Ako da, { t o rabot it e?*

Na tezga	30.7%
Vo du} an	4.0%
Vo ugosti tel ska dejnost	1.4%
Vr{ i razli ~ni uslugi	8.3%
Vo proi zvodstvo	7,4%
Drugo (razli ~ni odgovori )	25,4%
Ne raboti	22,8%

that the number of the ones who have working engagement will be smaller.

### *Do you work at the present time?*

Yes	77,20 %
No	22,80 %

During the inquiry it was considered that three, roughly divided categories of inquired persons to be comprised:

- vendors at open markets
- employed and
- providers of certain services and those without any working engagement

Below in the table, the term "providers of certain services and those without any working engagement" is consisted of craftsmen, housekeepers, drivers etc. A big number of the inquired persons have answered "other" which term was of open mode; apropos if the inquired persons were not able to classify their answer under the suggested answers, they were explaining their working engagement under this modality. So, most common in this case were engagement such as: carrier, shoe cleaner, horse carriage carrier, assistant in field work, vendors at open market who don't have own counter. This category comprised people who work in the authorities departments or in public companies, but the number of these is insignificant.

### *If the answer is yes, what do you work?*

At counter at open market	30,70 %
In a store	4,00 %
In restaurants, hotels etc.	1,40 %
Provides different services	8,30 %
In manufacture	7,40 %
Other (different answers)	25,40 %
Does not work	22,80 %



### ***Edukacijakere strukture okolenge save si bukjarne anga`irime***

Duj tretine taro Roma save ko momenti kerena buti si {tareber{engere sikljoj b aja ja fundavnikani edukacija (64,37%), d`i kote jek tretina si ma{karutne edukacijaja thaj trineber{engere edukacijaja (30,31%). Ko momenti taro anketirime Roma bizo edukacija kerena buti tikno kotor (4,4%) thaj but tikno kotor bare ja palem u-e edukacijaja (0,90%).

### ***Phuripaskiri struktura okolenge save si bukjaja anga`irime***

Pobuter Roma save si ko momenti ko buk-jarnipe arakljovena ko phuripe ma{kar o 26-35 (36,78%) thaj 36-46 ber{(34,58%) Ko phuripe ma{kar 47-55 ber{ taro anketirime kerena buti 14,12% taro 18-25 ber{ 12,95% thaj upreder 56 ber{ salde 1,55%

Angleder prezentiringjam i struktura okolen-giri save si bukjaja anga`irime ko momenti, numa ko save te ovena proekcije ba{o avutnipe ki umal e tik-naribaske ko bibukjarnipe ja palem ko stopansko sektori, zaruri si te ovel pes ko dikhipe kobor taro anketirime sine len angleder disavo bukjarno anga`mani thaj ko savo sektori sine o odova. Ko akava pu~iba sine lendo o angluno bukjakoro anga`mani astardo sar savakteskoro bukjarno vjava-hari, numa thaj akate zaruri si te dikhel pe o individ-ualno fakti e kategoriake bukjarnipa.

### ***Sine li tumen angleder (javer)buti?***

Va	32,6%
Na	67,4%

### ***Obrazovna st rukt ura na oni e koi se rabot no anga`irani***

Dve tretini od Romi te koi momental no rabotat se so ~etvrto oddelenie ili osnovno obrazovani e (64,37%), dodeka edna tretina se so sredno trigodi{ no obrazovani e i so sredno obrazovani e (30,31%). Vo momentov od ispi-tante Romi bez obrazovani e rabotat mal del (4,4%) i nezna~itelno mal del so vi{o ili vi soko obrazovani e (0,90%).

### ***Vozrasna st rukt ura na oni e koi se rabot no anga`irani***

Pove}eto Romi koi se momentalno vo raboten odnos se nao|aat na voзраст me|u 26-35 (36,78%) i 36-46 godini (34,58%). Na voзраст pome|u 47-55 godini od anketi rani te rabotat 14,12%, od 18-25 godini 12,95% i nad 56 godini samo 1,55%.

Prethodno ja pretstavi vme strukturata na oni e koi se rabotno anga`irani vo momentov, no pri bilo kakvi proekcii za vo idni na vo obl asta na namal uvaweto na nevrabotenosta ili pri zajaknuvaweto na stopanski ot sektor, neophodno e da se ima uvid kolku od ispi-tanice imale prethodno nekakov raboten anga`man i vo koj sektor bil isti ot. Pri ova pra{awe se ima{e vo predvid prethoden raboten anga`man sf aten vo smi sl a na redoven raboten odnos, no i ovde treba da se i ma vo pred-vid i ndi vi dual noto tol kuvawe na kategorijata rabotewe.

### ***Dali st e imale pret hodno (druga) rabot a?***

Da	32,6%
Ne	67,4%

### ***Educational structure of the ones who are working***

Two thirds of the Roma who are working have finished forth grade or have finished primary school (64,37 %), while one third have finished high school of third grade and high school (30,31 %). At the present time only small part (4,4 %) of the Roma who work are without education and an insignificant small number who have two year university or university (0,90 %).

### ***Age structure of the ones who are working***

Most of the Roma who are employed are on the age between 26-35 years (36,78 %) and on the age between 36-46 years (34,58 %). 14,12 % of the inter-viewed persons are on the age between 47-55 years, on the age between 18-25 years are 12,95 % and only 1,55 % are on the older than 56 years.

Previously we presented the structure of the ones who work at the present time, but for any kind of projections in the future regarding reducing the unem-ployment or strengthening the economic sector, it is nec-essary to have access to information how many of the inquired persons had prior working experience and in which sector. At this question a previous working expe-rience in terms of prior regular employment was consid-ered, but however here as well it has to be considered the individual interpretation of the category employ-ment.

### ***Did you have previous (other) working experience?***

Yes	32,60 %
No	67,40 %



Te apstrahiringjem taro procenti okolenoro so na sine len nisavo bukjarne anga`mani d`i akana thaj koncentririnaja amen salde ko d`ovapija okole anketirimengje save dingje po d`ovapi pozitivnikane e upre liparde pu-ibnaske(32,6%), ka notikera so pobuter taro jekva{ sine bukjarne anga`irime sar sasojutnikane bukjarne, a naje tikno o gejn do okolenoro save sine zanaet-ije. Akate te vakera so o pu-ibe sine taro puterdo karakteri(bizo dende d`ovapija), a o anketirime sine lenge vakerdo te vakeren pobuter bukjarne phirnipa soleja dela pes {ajdipe te pend`ara jek importantno elementi. Anavjale, ma{kar o majbaro gejn do taro sasojutnikane bukjarne, pohari sine zanaet-ije, so sikavela ko merjakeribe akale bukjakoro sar puterdo ki Makedonija, agjaar vi ma{kar o Roma. Dela pes d`i o d`anipe i ra{tra te iranel pobuter sama ki akaja kategorija sava isi la nakhlo vakti thaj si khalifikujmi ki hulavdi inkalibnaskiri- uslu`no sfera.

#### *Te sine va, savi buti kergjen?*

Bukjarno ko sa	17.8%
Zanat-ija	7.1%
[oferi	1.2%
Higieni-ari(u`arutni)	3.4%
Konobari	0.5%
Biknutno	2.6%
Na kergja buti	67.4%

Vaker tuke 2/3 taro okola save sine angleder ko bukjarne vjavahari sine majbuteder ke ra{trakoro sektori. Teli e ra{trakoro sektori telihakjarela pes na salde ra{trakiri administracija thaj o a{ukjarime pret-prijatija, numa vi pret-prijatija save angli transformacija ke sasojutnipaskoro kapitali sine ra{trune(ja angleder terminologijaja-sasojutnikane). Akava procenti sikavela ko pobaro gejn do bukjarne save kergje buti ko firme save poge~i gele ko ste-aj ja sine likvirime.

Dokol ku se apstrahirame od procentot na oni e koi nemale ni kakov raboten anga`man do sega i se koncentri rame samo na odgovori te na oni e i spi tani ci koi odgovori le po zi ti vno na gorespomenatoto pra{awe (32,6%), }e zabele`ime deka pove}eto od polovinata bile rabotno anga`irani kako op{ti rabotni ci a ne e mal brojot na oni e koi bile i zanaet-ii. Pri ova, da ka`ame deka pra{aweto be{e od otvoren tip (bez ponudeni odgovori) a i spi tani ci te bea zamoleni da navedat i pove}e rabotni anga`mani, dokol ku i male. Vaka strukturi rani prethodni te rabotni i skustva, ni ovozm`uvaat da osoznaeme eden va`en element. I meno, pokraj najgolemi ot broj na o{ti rabotni ci, pomal ku od bile zanaet-ii, {to upatuvana izumi raweto na ova dejnost kako op{to vo Makedonija, taka i me|u Romi te. Prepora~li vo e dr`avata da obrne pove}e vni mani e na ova kategorija koja i ma i skustvo i e kval i f i kuvana vo odredena proi zvodstveno- uslu`na sfera.

#### *Ako da, { t o s t e rabot ele?*

Op{t rabotni k	17.8%
Zanaet~ija	7.1%
Voza~	1.2%
Hi gi eni ~ar(~i sta~ka)	3.4%
Kel ner	0.5%
Prodava~	2.6%
Ne rabotel	67.4%

Re~isi 2/3 od oni e koi bile prethodno vo raboten odnos bile prete`no vraboteni vo dr`avni ot sektor. Pod dr`aven sektor se podrazbi raat ne samo dravnata admi ni stracija i javni te pret-prijatija, tuku i pret-prijatija koi pred transf ormacija na op{testveni ot kapital bea dr`avni (ili so prethodnata terminologija- op{testveni). Ovoj procent uka`uvana gol emi ot broj na rabotni ci koi rabotel e vo pret-prijatija koi podocna oti {le vo ste-aj i li bile li kvi di rani .

If we abstract from the percentage of the ones who didn't have any working experience so far and we concentrate only on the answers given by the persons who gave affirmative answer at the previous question (32,60 %), we can notice that more than one half had previous jobs as common workers and it is not a small number of those who were craftsmen. Thereat, we have to say that it was an open question (without suggested answers) and the inquired persons were asked to itemize few previous jobs, if they had ones. Previous working experienced structured at this manner, enable us to become aware about one important element. Namely, beside the biggest number of common workers, less than 10 % were craftsman, which suggests that it is in extinction among the Roma population as it is a case generally in Macedonia. It is recommended that the state pays more attention on this category, a category which has experience and is qualified in certain production-service sphere.

#### *If the answer is yes, what have you worked?*

Common worker	17,80 %
Craftsman	7,10 %
Driver	1,20 %
Cleaner	3,40 %
Waiter	0,50 %
Vendor	2,60 %
Didn't work	67,40 %

Almost 2/3 of the ones who had previous working experience were mainly employed in the state sector. Under the term state sector recognized are not only the state administration and the public companies, but as well the companies which before the transformation of the social capital were in possession of the state (or with the previous terminology - social). This percentage suggests to the big number of workers who were working in companies which went to bankruptcy or were liquidated.

### **Kote kergjen buti?**

Ra{trakoro sektori	19.9%
Privatnikano sektori	11.9%
Birad` akoro sektori	0,7%
Na kergja buti	67.4%

Vakertuke jekva{ taro anketirime si istamalkerutne tari socijalno arka, savi prezentirinela thaj jek tari o fundavna hainga tari egzistencija e pobuter anketirime simengje .

### **Sijen li ko momenti istamalkerutno tari socijalono arka?**

Va	45.5%
Na	31.7%
Ko ni-alo bukjaro vjavahari (penzijaja thaj saskaribnaja sigurimo)	22,8%

### **Istamalkerutne tari socijalno arka pali o digri e edukacijake**

Pali o digri e edukacijakoro, komparativnikane e javere etnikane grupencar ki Republika makedonija, o roma arakljovena ko but tikno basamako. Ko razikeribe akaleja, majbaro gejndo taro istamalkerutne tari socijalno arka si fundavnikane edukacijaja (68,84%) a ko potikno gejndo si o Roma ma{kartne edukacijaja (22,11%) thaj tikno gejndo bizo edukacijaja (9,02%)

### **Istamalkerutne tari socijalno arka pali o phuripe**

Pa{e jekva{ taro Roma istamalkerutne tari socijalno arka si ko phuripe ma{karo 26-35 ber{a (45,8%) a jek tretina (33,4%), taro istamalkerutne tari socijalno arka si ma{karo 36-46 ber{. Majtikno gejndo taro akala kategorije istamalkerutne tari socijalno arka save si ko baripe taro 18-25 (10,6%) thaj 47-55 ber{ (7,45%)

### **Kade st e rabot ele?**

Dr`aven sektor	19.9%
Privaten sektor	11.9%
Nevladi n sektor	0,7%
Ne rabotel	67.4%

Re~i si pol ovi na od i spi tani ci te se kori sni ci na socijal na pomo{ , koja pretstavuva i eden od osnovni te i zvo ri na egzistencija na pove}eto anketi rani li ca.

### **Dali vo moment ov st e korisnik na socijal na pomo{ ?**

Da	45.5%
Ne	31.7%
Vo redoven raboten odnos (penzi sko i zdravstveno osi guran)	22,8%

### **Korisnici na socijal na pomo{ spored st e-penot na obrazovani e**

Spored stepenot na obrazovani e, komparati vno so drugi te etni ~ki grupi vo Republ i ka Makedonija, Romi te se nao|at na mnogu ni sko skal i lo. Vo soglasnost so ova, najgolem borj na korisnici te na socijal na pomo{ se so osnovno obrazovani e (68,84%) a vo pomal broj se Romi te so sredno obrazovani e (22,11%) i mal broj bez obrazovani e (9,02%).

### **Korisnici na socijal na pomo{ spored vozzast a**

Duri pri bli `no pol ovi na od Romi te kori sni ci na socijal na pomo{ se na vozzast me|u 26-35 godi ni (45,8%) a. edna treti na (33,4%), od korisnici te na socijal na pomo{ se me|u 36-46 godi ni . Najmal e brojot na oni e kategori i kori sni -

### **Where have you worked?**

State sector	19.90 %
Private sector	11,90 %
NGO sector	0,70 %
Didn't work	67,40 %

Almost half of the inquired persons are social aid beneficiaries, which represents one of the main existence sources of most of the inquired persons.

### **Are you a social aid beneficiary at the present time?**

Yes	45,50 %
No	31,70 %
Regularly employed (retirement and health insured)	22,80 %

### **Social aid beneficiaries according to the educational level**

According to the educational level, compared with the other ethnic groups in Republic of Macedonia, the Roma are on a very low level. In accordance with this, the biggest number of the social aid beneficiaries are with finished primary school (68,84 %), and smaller is the number of the Roma who graduated high school (22,11 %) and a small number without any education (9,02 %).

### **Social aid beneficiaries according to the age**

Approximately half of the Roma who are social aid beneficiaries are on the age of 26-35 years (45,80 %) and one third (33,40 %) of the social aid beneficiaries are on the age of 36-46 years. The smallest is the number of the social aid beneficiaries who are on the age of 18-25





But tikno kotor (2,71%) taro anketirime save si ista-malkerutne tari socijalno arka si ko baripe upreder 56 ber{. Akate, zaruri si te ovel pes ko anglal dikhipe o fakti so o anketirime naje grupirime telo principi ki sakoja phuripaskiri grupa te ovel pa{e jek anketirime, numa vci adava si lelo terlo principi taro slu-ajno alosaribe. Adaleske,ko ekledibe daja e phuripaskiri struktura thaj o anketirime,savi sine zaruri te korelilinel pes e upreliparde tru{eribnaja:

1.18-25 ber{	13.1%
2.26-35 ber{	34.1%
3.36-46 ber{	33.6%
4.47-55 ber{	14.3%
5.upreder 56 ber{	4.8%

### Tikni konkluzija

Taro d`ovapija e pu-ibnaske ikerde ko tematsko bloko hainga tari egzistencija arka.Numa dikhindo o faktiso o egzamli sine resarinaja (sine anketirime kategorije taro dizutne ni-alkerde ko grupe pali o ~hani thaj okolengje sar haing tari egzistencija rigarkerena o plesutno lejbe, hakjardo ko dikhipe taro ni-alo lejbe, bizo hulavibe resarela li pestaro bukjarne ni-alo vjavahari ja na. [aj, vi agjaar, te konstatirinel pes so o majbaro gejndo taro anketirime majbuteder si dendutne taro hulavde servisija (u`arutno, khereskiri u`arutni, hamali, asistenti ko la-haribe i aind`, {oferi thaj p.a.)sar vi bikinutne ki tezga. O Majbaro kotor taro okola save angleder sine len bukjarne vjavahari,sine majbuter bukjarne ano sa, thaj sine ~hivde ki buti majbuter ke ra{trako-ro sektori.

ci na socijalna pomo{ koi se na vozrast od 18-25 (10,6%) i 47-55 godi ni (7,45%).Mnogu mal del (2,71%) od ispi tani ci te koi se kori sni ci na socijalna pomo{ se na vozrast nad 56 godi ni . Pri ova, treba da se ima predvid faktot deka ispi tani ci te ne se grupirani po pri nci pot vo sekoja starosna grupa da ima podednakvo ispi tani ci , tuku toa e dobi eno po pri nci p na slu-aen i zbor. Zatoa, vo prodol `eni e ja davame starosnata struktura na ispi tani ci te, koja mora da se korel i ra so goreposo~enoto vkrstuvawe:

1.18-25 godi ni	13.1%
2.26-35 godi ni	34.1%
3.36-46 godi ni	33.6%
4.47-55 godi ni	14.3%
5.nad 56 godi ni	4.8%

### Kratok zakl u-ok:

Od odgovori te na pra{ awata so dr`ani vo tematski ot blok i izvori na egzistencija mo`e da se konstati ra deka na najgol emi ot broj od ispi tani ci te, osnoveni zvor na egzistencija e socijalnata pomo{ . No imaj}i go predvid faktot deka primerokot be{ e celen (bea anketirani kategorija na gra|ani raspredeleni vo grupi spored vi dot na ni vnata rabotna anga` i ranost), ne e mal brojot i na onie koi kako izvor na egzistencija go poso~uvaat li ~ni ot dohod, sf aten vo smi sla na redovno pri mawe, bez razli ka dal i se ostvaruva od redoven raboten odnos ili ne. Mo`e, isto taka, da se konstati ra deka najgol emi ot broj od ispi tani ci te prete`no se davatel i na odredeni uslugi (hi gi eni ~ar, ku} na pomo{ ni ~ka, amal , pomo{ ni k pri obrabotka na ni va, {oferi sl.) kako i prodava~i na tezga. Najgol emi ot del od onie koi prethodno imale raboten odnos, bile prete`no op{ ti rabotni ci i bile vraboteni prete`no vo dr`avni ot sektor.

years (10,60 %) and the ones on the age of 47-55 years (7,45 %). A very small part of the social aid beneficiaries are older than 56 years (2,71 %). Here, the fact that the inquired persons are not grouped by their age - to have equal number of inquired persons from the different ages has to be considered; it is attained by random choice. Therefore, in addition the age structure of the inquired persons is presented, which has to be correlated with the above-mentioned:

1. 18-25 years	13,10 %
2. 26-35 years	34,10 %
3. 36-46 years	33,60 %
4. 47-55 years	14,30 %
5. over 56 years	4,80 %

### Brief conclusion:

Based on the answers included in the thematic block existence resources it can be concluded that for the major part of the interviewed persons the main existence resource is the social aid. But, considering the fact that the specimen was functional (a category of citizens categorized in groups according to the kind of their working engagement were inquired), the number of those who as existence resource state the salary, understood in terms of regular incomes, regardless if it is obtained thru regular employment or not is not small. Further, it can be concluded that the major part of the inquired persons mainly are providers of certain services (cleaners, house keeper, carrier, assistant for agricultural works, driver etc.) as well as vendors at open market. The major part of the ones who did have previous jobs, were mainly general workers and were mainly employed in the state sector.



### B. Problemi saveja resarena pes ko arakhibe egzistencija

O problemija savenca resarena pes o Roma ki amende si bare thaj turlije a potele si dende salde nekobor pu-iba phanle e ekonomikane thaj e socijalnikane sferaja.

Puterdo si o fakti taro bajrakeribe e bibukjarnenge ko palune ber{a tari tranzicija e duje pu-ibnaja save avena potele mangaja te astara hulavdo procenti okolenge save sine ko ni-alo bukjaro vjavahari, Te okolengje save sine penzijaja sigurime., Akava dela amen arka te ajnara o gejndo okolengoro save ~hinavgje o bukjaro vjavahari taro turlije karane thaj odova sikavdo ko procentija legarela d`igde trujal 15%., Numa o procenti, angleder sa legarela pes ba{ o mukhibe tari buti thaj avazikeribetaro tehnologijakoro butederipe.

#### *Sijen li sine penzijakere siguriteteja d`i akana?*

Oja	36.4%
Na	63.6%

O procenti taro salde 22,8% anketirime penzijakere siguriteteja sikavela ko bi{ajdipe okolengje save naje penzisko osigurime te pokinen dendina ba{ o asavko karakteri e siguriteteske thaj akava si la-ho signali savo sikavela taro zaruripe kotar i intervencija ki akaja sfera. Te sine akava procenti te korelirineli pes e procenteja taro okola save vakjergje pes so si bukajaja anga`irime ko jek taro upre liparde pu-ibna (77,2%), sade ka vakera o realiteti so o majbaro gejndo taro roma kerena buti ki agjaar vakerdi sivo ekonomija a akava si panda jek taro o but vakeribe taro lengoro bila-ho socijalno statusi thaj taro zaruripe taro pozuralo anga`mani tari ra{tra ki rig ano arakhibe taro mehanizmo ani legalizacija lengere bukjakje thaj arakhibe lengere pobare socijalno siguriteteske prekal e penzijakoro siguriteti.

### B. Problemi so koi se soo~uvaat vo obezbeduvawe na egzistencija

Problemi te so koi se soo~uvaat Romi te kaj nas se gol emi i razli ~ni, a podolu se dadeni samo nekoj pra{ awa povrzani so ekonomskata i socijalnata sfera.

Op{ topoznat e faktot na zgol emuvawe na nevrabotenite vo poslednite godini od tranzicija. So dvete pra{ awa koi sleduvaat podolu sakame da dobi eme određen procentot na oni e koi bile vo redoven raboten odnos, odnosno na oni e koi bile penzisko osigurani, . Ova ni pomaga da ja utvrđime brojkata na oni e koi go preki nal e rabotni ot odnos od bil o koi pri ~i ni i taa, izrazena vo procenti iznesuva nekade okolu 15%., No procentot, pred se se odnesuva na otpu{ tawa od rabota i proglasuvawe na tehnolo{ ki vi { ok.

#### *Dali ste bile penzisko osigurani dosega?*

Da	36.4%
Ne	63.6%

Procentot od samo 22,8% i spitanici so penzisko osiguruvawe uka`uva na nemo`nosta oni e koi ne se penzisko osigurani da platat dava~ki za vakov ti p na osi guruvawe i e dovol en si gnal koj uka`uva na potrebata od i ntervencija vo ovaa sfera. Ako ovoj procent go korelirame so procentot na oni e koi se izjasnile deka se rabotbo anga`irani na edno od pogorespomenate pra{ awa (77,2%), samo }e ja potvrđime realnosta deka najgol emi ot broj od Romi te rabotat vo t.n. si va ekonomija, a ova e u{ te edna od mnogute potvrđi na ni vni ot lo{ socijal en status i na potrebata od pozasil en anga`man na dr`avata vo nasoka na iznao|awe na mehanizmi na legalizacija na ni vnata dejnost i obezbeduvawe na ni vna pogol ema socijal na si gurnost preku penzisko osi guruvawe.

### B. Problems they are faced with for existence ensuring

The problems that the Roma are faced with are big and different, and further in the study only certain issues regarding to the economical and social sphere are mentioned.

Generally known is the fact of increasing the unemployed during the last transition years. With the two questions below we want to get a certain percent of those who did have regular employment that is the ones who were retirement insured. This helps us to determine the number of those whose employment was terminated due to any reason, and this is about 15%. But, the percentage is refers mainly to job dismissals and technological odds.

#### *Have you been retirement insured till now?*

Yes	36,40 %
No	63,60 %

The percentage of only 22,8% of the inquired persons who have retirement insurance points on the disability of the ones who are not retirement insured to make payments for this kind of insurance and is signal enough that points on the need for intervention in this sphere. If we correlate this percentage with the ones who answered on the above-mentioned questions that are working (77,2%), we will only confirm the reality that the biggest number of the Roma work in the so called gray economy, and this is just one more of the many confirms for their low social status and the need for better state engagement in finding mechanisms for legalization of their activities and ensuring their better social safety thru retirement insurance.



### **Sien li penzijakere siguritetea an o momenti?**

Va	22.8%
Na	77.2%

Jek taro majbare problemija save sikavena pes ki analiza taro rezultatija si o baro gejndo okolengje save naje saskjaribnaskere siguriteteja. Salde te lipara so ko razipe e pozitivnikane nijamale hramibaja, ma{kar o a-hutne funde ba{o resaribe saskjaribnaskoro siguritete ani R.M. sakova savo si evidentirimo ko Zavodi ba{o bukjarnipe {aj te ovel e asavki beneficija. O Pobaru gejndo taro roma save naje len fundavno sikljovibe na{ti te resaren pes e nijameja ba{i o evidentiribe ko registeri e Zavodeske thaj adaleja na{ti te oven saskjaribnaskere siguriteteja teli akaja funda. Javer pobaru kotor si okola save naje {ukar pend`arde e napeja ba{o resaribe siguritete.

### **Sijen li saskjarinaskere siguriteteja ko momenti?**

Va	62,9%
Na	37,1%

Ma{kar odova so 3/4 taro anketirime dingje d`ovapi so kerena buti, palem pobuter taro jekva{ vakerena so rodona buti, so sikavela ko bi-aljaripe taro momentalno butikeribe thaj o rodipe pali o bukjarno than savo ka del len {ajdipe ba{o bukjarnipe thaj ki formalno nijamalo ~hani e lafeske, t.e. {ajdipaja ba{o pokime dendina ba{ e penzijakoro thaj saskjaribnaskoro siguritete.

### **Rodena li ko momenti buti?**

Va	57,4%
Na	19,8%
Ko ni-alno butikeribe (penzijaja thaj saskjaribnaja sigurimo	22,8%

### **Dali st e penzisko osigurani vo moment ov?**

Da	22.8%
Ne	77.2%

Eden od najgolemi te problemi koj se poka`uva pri anali zata na rezultati te e ogromni ot broj na oni e koi ne se zdravstveno osigurani. Samo da potseti me deka vo soglasnost so pozitivni te pravni propisi, pokraj ostanati te osnovi za steknuvawe na zdravstveno osiguruvawe vo RM sekoj koj e prijaven vo Zavodot za vrabotuvawe mo`e da u`iva vakva beneficija. Pogolemi ot del od Romi te koi nemaat oformeno osnovno obrazovane ne mo`at da se steknat so pravoto na zaveduvawe vo registarot na Zavodot i so toa ne mo`at da bi dat zdravstveno osigurani po ovoj osnov. Drug pogolem del se oni e koi ne se dovolno zapoznaeni so postapkata za steknuvawe na osiguruvawe.

### **Dali st e zdravstveno osigurani vo moment ov?**

Da	62.9%
Ne	37.1%

I ako okolu 3/4 od ispitanicite odgovorile deka rabotat, se pak pove`e od polovinata se i zjasnuvat deka baraat rabota, {to uka`uva na nezadovolstvoto od momentalno rabotna anga`iranost i potragata po rabotno mesto koe }e im ovozmo`i vrabtenost i vo formalno-pravna smislana zborot, odnosno so mo`nost za plateni pridonesi za penzisko i zdravstveno osiguruvawe.

### **Dali vo moment ov barat e rabota?**

Da	57.4%
Ne	19.8%
Vo redoven raboten odnos (penzisko i zdravstveno osiguran)	22,8%

### **Are you retirement insured at the moment?**

Yes	22,80 %
No	77,20 %

One of the major problems that the analysis of the results is pointing to is the large number of people who do not have health insurance. Just to remind that in accordance with the legislation, beside the other grounds for gaining health insurance in RM, each person who is registered in the Bureau for employment has the right to this benefit. The bigger number of the Roma who haven't finished primary school do not have right to be registered in the Bureau for Employment and they can't be health insured on this ground. Other, bigger part is the ones who are not familiar with the procedure for gaining the right for such insurance.

### **Are you health insured at the moment?**

Yes	62,90 %
No	37,10 %

Though around 3/4 of the inquired persons answered that they are working, however more than a half of them stated that they are looking for a job, which points to dissatisfaction of their current job and the quest for new working position will enable them employment in legal terms of the term, apropos paid taxes for retirement and health insurance.

### **Are you looking for a job now?**

Yes	57,40 %
No	19,80 %
I am regularly employed (retirement and health insured)	22,80 %

Jekva{ taro Roma save ko momenti rodena buti jekhe lafeja si fundavne edukacijaja, o a-hutne save rodena buti si ma{karutne edukacijaja a majbaro kotor taro Roma so rodena buti si ko phuripe taro 26-35 ber{. Akava phandipe teli i funda tari edukacija thaj phuripe, te lipara so ko keribe i analiza zaruri si te korelirinel pes e edukacijakere thaj phuripaskere strukturaja taro anketirime, saikerde ko informacije ba{i anketirimi sima ko dopheribe IN-1.

Ko rodibe buti salde 1/5 taro o anketirime hakjarena pes nijamale, a akaja anketa panda jek fare vakergja o sevd`alipaskoro fakti ba{i diskriminacija ko Roma upral etnikani funda ~ak jekva{ lendar hakjarena pes binijamale ko rodibe buti salde ba{o adava so si Roma.ma{kar odova so d`i akana si realizirime baro gejnido proektija ba{o nakhavkeribe o anglikrisibe , palem i ra{tra sar vi e birad`akere organizacije thaj e ma{kard`ijaneskoro faktori zaruri si te rigarkeren ple aktivitetija ko akava plani. Ba{o d`ene savo kergje akaja informacija biad`ikerdo sine o u-o procenti tari etnikani diskriminacija pali o polungo vakteskere kampanje thaj proektija. Akava si ~a-e ~a-ikano problemi soske i etnikani diskriminacija si i {erutni simantra te {aj te {urukerel pes e proceseja tari edukacijakiri thaj socijalno emancipacija. Akate naje te rigarkera o modelija ba{i o redefiniribe e perpeccijake ko Roma ko preperutne taro javera etnikane khedina, numa ka lipara so akava si zaruri intenzivno te astarel sar e majbare agensen tari socijalizacija(o jerija, o siklane, o mediumija, o BRO, o politikane thaj o pakjavutne organizacije), numa vi e firme thaj o bukjarne ke ra{trakiro-ro legarutnipe thaj o institucije save dena a{ukjarime servisija.

Pol ovi na od Romi te koi momental no baraat rabota vsu{ nost se so osnovno obarzovali e, ostanati te baratel i na rabota se so sredno obrazovani e a najgol emi ot del od Romi te baratel i na rabota se na voзраст od 26-35 godi ni Ova vkrstuvawe vrz osnova na obrazovani e i voзраст, da potseti me deka pri anal izata treba da se korel i ra so obrazovnata i voзрастnata struktura na i spi tani ci te, sodr` ani vo i nf ormaci i te za anketi ranoto lice vo dodatokot I N-1.

Pri baraweto rabota samo 1/5 od i spi tani ci te se ~uvstvuvaat ramnopravni , a ova anketa u{ te edna{ samo go potvrđi zagri`uva~ki ot fakt za diskriminacija na Romi te vrz etni ~ka osnova-duri pol ovi nata od ni v se ~uvstvuvaat neramnopravni pri baraweto na rabota samo zaradi toa { to se Romi. I ako dosega se real i zi rani gol em broj na proekti za nadmi nuvawe na predrasudi te, sepak dr` avata kako i nevl adi ni te organi zaci i i me|unarodni of aktor treba da gi naso~at svoi te akti vnosti na ovoj plan. Za podgotvuva~i te na ovoj izve{ taj, neo~ekuvan be{ e visoki ot procent na etni ~ka di skri mi naci ja posl e podol goro~ni kampawi i proekti. Ova e navi sti na seri ozen probl em bi dej}i etni ~kata di skri mi naci ja e glavna prepreka za da se otpo~ne so procesot na obrazovna i soci jal na emanci paci ja. Ovde nema da gi poso~uvame model i te za redef i ni rawe na perpeccijata na Romi te kaj pri padni ci te na drugi te etni ~ki zaedni ci , no }e potseti me deka ova treba i ntenzi vno da gi opf ati kako najgol emi te agensi na soci jal i zaci ja (semejstvata, u~ili { -tata, medi umi te, nevl adi ni te, poli ti ~ki te i verski te organi zaci i), no i pretprijatijata i vraboteni te vo dr` avnata uprava i ustanovi te koi davaat javni usl ugi .

Half of the Roma who are looking for a job are actually with finished primary school; the others who are looking for a job are high school graduated, and the biggest part of the Roma who are looking for a job on the age of 26-35 years. The parallel based on the education and the age is in order to remind that for the analysis of the information for the inquired person in the annex IN-1 the educational and the age structure of the inquired persons are to be correlated.

Only 1/5 of the inquired persons feel equal when looking for a job, and this inquiry once more confirmed the fact for discrimination against Roma based on ethnical grounds - even half of them feel unequal when looking for a job only based to the fact that they are Roma. Though, so far a big number of projects for eradicating the prejudices have been implemented, however the state as well as the NGOs and the international factor have to focus their activities on this field. For the people who prepared this report, unexpected was the high percentage of ethnical discrimination after long-term campaigns and projects. This is really serious problem as the ethnical discrimination is the main obstacle for starting the process for educational and social emancipation. Here we will not point on the models for redefining of the perception about the Roma among the representatives of the other ethnical communities, but we will remind that this has to intensively comprise the biggest tools for socialization (families, schools, media, non-government, political and religious organizations) as well as the companies and the employed in the state administration and the institutions which are giving services.



### **Ko rodipe buti hakjarena tumen/hakjargjen tumen**

Nijamalo	20.7%
Binijamalo ba{i o etnikano minioriteti	49.5%
Binijamalo ba{i o socijalno statusi	6.2%
Binijamalo ba{o digri e edukacijakoro	13.6%
Binijamalo ba{i o poli	1.4%
binijamalo ba{i o phuripe	1.5%
Bizo d`ovapi	7,1%

O pharo hali e Romengoro vakerela pes vi prekal o nakhle arija ki buti. Dikhindor tari buti savi kerena la ola te {aj te anen agzistencija ba{o d`ivdipe, o pobaro kotor lendar nakhena pobuter taro ovto arija so geinelapes ba{o optimalno buk-jarno dive thaj {arti ba{o respektirimo d`ivdipe.

### **Arija nakhle ki buti/ an o dive**

D`i o 4 arija	3.3%
Taro 4 d`i ko 8 arija	35.9%
Upreder 8 arija	44.1%
Bizo d`ovapi	16,7%

I buti savi kerena la majbuter kerena la korkorutne bizo dopherdi arka, numa naje tikno o gejndo okole Romengje save kerena buti barabarutne jekhe d`eneja ja pobuter d`enencar ko jeri. Akava evidenti sikavela ko biformalno jerijeskoro biznisi, so prezenterinela polungo ba{o polokho ~hani ba{i reg-

### **Pri barawe rabot a se ~uvst vuvat e/ st e se ~uvst vuvale**

Ramnopraven	20.7%
Neramnopraven zaradi etni ~kata pri padnost	49.5%
Neramnopraven zaradi socijal en status	6.2%
Neramnopraven zaradi stepenot na obrazovani e	13.6%
Neramnopraven zaradi pol ot	1.4%
Neramnopraven zaradi vozrasta	1.5%
BO	7,1%

Te{ kata pol o` ba na Romi te se potvrduva i preku pominatite ~asovi na rabota. So oglel na rabotata so koja se bavat za da gi obezbedat sredstvata za `i vot, pogol emi ot del od niv pominuvaat pove}e od osum rabotni ~asovi { to se smeta za opti mal en raboten den i uslov za dostoi nstven `i vot.

### **^asovi pominat i na rabot a/ dnevno**

Do 4 ~asa	3.3%
Od 4 do 8 ~asa	35.9%
Nad 8 ~asa	44.1%
BO	16,7%

Rabotata so koja se bavat, naj~esto ja i zvr{ uvaat samostojno bez dopol ni tel na pomo{ , no ne e mal brojot na oni e Romi koi rabotat zaedno so ~len od svoeto semejstvo. Ovoj podatok upatuvu na nef ormal en semeen bi zni s, { to pretstavuva podloga za pol esen na~i n za regi straci ja na f i rma,

### **When looking for a job you feel / you felt**

Equal	20,70 %
Unequal based on ethnical qualification	49,50 %
Unequal based on the social status	6,20 %
Unequal based on the educational level	13,60 %
Unequal based on gender grounds	1,40 %
Unequal based on the age	1,50 %
Without answer	7,10 %

The difficult Roma situation is confirmed thru the working hours as well. Taking in account their job for ensuring living resources, bigger part of them spent more than 8 hours at work which is considered for optimal working day and a condition for dignified life.

### **Working hours per day**

Up to 4 hours	3,30 %
4 - 8 hours	35,90 %
over 8 hours	44,10 %
Without answer	16,7 %

They mainly finish the work they are doing alone, without additional assistance, but it is not a small number of those Roma who are working together with a family member. This information leads to informal family business, which makes a ground for easier registration of a firm in which family members can be engaged and who



istracija e firmake, ko late {aj te anga`erinen pes vid`ene taro jerija, a kola pobuter isilen phirnipe ki buti savi realizinena la.

#### ***Dela li tumen arka ki tumari buti?***

Jek d`eno taro jeri	21.6%
Duj ja pobuter d`ene taro jeri	7.9%
Manu{a save so naje d`ene ko jeri	7.2%
Bizi dopherdi arka	50.5%
Bizo d`ovapi	12,8%

vo koja bi mo`el e da se anga`i raat i ~lenovi od semejstvata, a koi ve}e i maat i skustvo vo dejnosta koja ja real i zi raat.

#### ***Dali vo Va{at a rabota Vi pomaga?***

Eden ~len od semejstvoto	21.6%
Dva i li pove}e ~lenovi od semejstvoto	7.9%
Lu e koi ne se ~lenovi na semejstvoto	7.2%
Bez dopol ni tel na pomo{ BO	50.5%
	12,8%

already have experience in the line of work they are doing.

#### ***Do you get assistance in your work?***

One family member	21,60 %
Two or more family members	7,90 %
People who are not family members	7,20 %
Don't get assistance	50,50 %
Without answer	12,80 %

#### **Tikni konkluzija:**

Tari o linde rezultatija {aj te ni{ankerel pes so isi tendencija taro tiknaribe e gejn-deskoro okolenge save si ko ni~alo bukjarno vjavahari. O Evidentijana dena men te ava d`i ki konkluzija so vaker tuke 2/3 taro okola save so vakergje pes so isi len savo te ovale anga`mani, si bizo regulirimo bukjarno vjavahari. Sar baro problemi ~hivela pe, vi agjaar, thaj o u~o procenti okolenge save naje saskjaribnaskere siguriteteja, so prezentirinela biresardo kanuneskoro nijami. Jek taro pobare problemija prezentirinela vi i diskriminacija ko butikeribe upral i etnikani funda so hakjarena la jekva{ taro anketirime. Jeka jek asavko gejn do taro anketirime kerena buti bizo nisavi arka taro javer, numa vi ma{kar akava, naje tikno o gejn do okolengoro so i buti realizirinena la arkaja taro d`ene kotar o jeri, so ko disavo ~hani prezentirinela plodikhutno potencijali ba{o bajrovipe e jerijeskere bizniseske.

#### **Kratok zakl u~ok:**

Od dobi eni te rezul tati mo`e da se zabele`i deka postoi tendencija na namal uvawe na brojot na oni e koi se vo redoven raboten odnos. Podatoci te ne upatuvaat na zakl u~okot deka re~i si 2/3 od oni e koi se izjasnile deka imaat bilo kakov raboten anga`man, se bez reguliran raboten odnos. Kako gol em probl em se nametnuva, i sto taka, i vi soki ot procent na oni e koi ne se zdravstveno osi gurani, { to pretstavuva neostvareno zakonsko pravo. Eden od pogolemi ot probl em pretstavuva di skrimi nacija pri vrabotuvaweto vrz etni ~ka osnova { to ja ~uvstvuvaat pol ovi na od ispi tani ci te. I sto tol kav broj od ispi tani ci te rabotat bez ni kakva pomo{ od nekoj drug, no i pokraj ova, ne e mal brojot na oni e koi rabotata ja realizi raat so pomo{ od ~lenovi od semejstvoto, { to na nekoj na~in pretstavuva svoeviden potencijal za razvoj na semeen bi zni s.

#### **Brief conclusion:**

Based on the gained results it can be noticed that there is a tendency for reducing the number of the ones who have regular employment. The data refer to the conclusion that almost 2/3 of the ones who stated that they have any kind of working engagement, do not have regulated employment. Further, as a huge problem which imposes is the high percentage of the ones who don't have health insurance, which is actually unrealized legal right. One of the bigger problems is the discrimination at employment based on ethnical grounds which is felt by half of the inquired persons. The same is the number of the inquired persons who work without any assistance from anybody, but nevertheless, it is not small number of the ones who work with assistance by the family members, which in a way is kind of potential for development of a family business.

### C. Percepcija e {ajdipaske ba{ o la-haripe e haleske

Sevd`ake si o fakti so majbaro gejn`o taro anketirime na hakharena zaruripe tari praktika savakere arkaja ko polokho ~hani {aj te khuven ki dinamika e avdisutnipaske thaj polokheste {aj te arakhen disavo bukajnipe ba{o la~haripe e d`ivdipaskere standardeske. Palem, okola save so gndinena so isi len zaruripe tari i praktika, prioriteti dena ko sikljovibe disave zanateske. Ko akava plani i ra{tra sar vi o civilnikano sektori zaruri si te {urukeren kampanjaja ba{o vakeribe e istamalkeribnaske taro praktike thaj prekfelifikacije sar {arti ba{ o efikasno plesutno biznisi, a palo adava te {urukeren save te ovela praktikencar, a sa resarinaja te vakerel pes lengoro fundamenti thaj te peravel pes i skepsa so io jekhutne {aj te oven bizo efekti.

*Te gndinena so disavi dopherdi praktika {aj te ovel tumengje ki rig e arakhibaske ja palem ba{ o ikeripe thaj anglald`ajbe ki buti so isi tumen, savo ~hani tari praktika {aj te ovel tumengje zaruirimi?*

Sikljovibe zanaeti	29.7%
Ba{ i buti ko kompjuteri	15.0%
Sikljovibe anglikani ~hib	8.6%
Sikljovibe makedonikani ~hib	0.3%
Javer dopherdi praktika	1.9%
Naje mangje zaruri praktika	44.5%

Sar jek taro {ajdipe ba{i posigurnikano d`ivdipe si o {urukeribe plesutno biznisi ba{o so gndinena pobuter taro jekva{ anketirime. Taro anketirime Roma save vakergje pes ba{o {uru ple bizniseske, 40,99 si okola ko phuripe taro 26 d`i ko 35 ber{.

### V. Percepcija na mo`nosti te za pobobruvawe na sostojbata

Zagri`uva~ki e faktot { to najgolem broj od i spi tani ci te ne ~uvstvuvaat potreba od obuka so ~ija pomo{ na polesen na~in bi se vku~ile vo di namikata na dene{ nicata i polesno bi na{ le nekakvo vrabotuvawe zaradi pobobruvawe na `ivotni ot standard. Sepak, oni e koi smetaat deka i maat potreba od obuka, pri ori tet davaat na u~eweto na nekaov zanaet. Na ovoj plan dr`avata kako i ci vi l ni ot sektor treba da otpo~nat so kampawa za objasnuvawe na korisnosta od obuki i prekvalif ikaci i kako uslov za ef i kasen sopstven bi zni s, a potoa da otpo~nat do bilo kakov vid na obuki, a se so cel da se objasni ni vnata su{ ti na i da se razbi e skepsata deka i sti te bi bil e bez efekt.

*Dokolku smetat e deka neakva dopolnit elna obuka bi Vi bila od polza za nao/awe ili pak za zadr`uvawe i napreduvawe vo rabot at a { t o ja i mat e, kakov vid na obuka bi Vi bila pot rebna?*

U~ewe zanaet	29.7%
Za rabota na kompjuter	15.0%
U~ewe angl i ski jazi k	8.6%
U~ewe makedonski jazi k	0.3%
Druga doobuka	1.9%
Ne mi e potrebna obuka	44.5%

Kako edna od mo`nosti te za posi guren `ivot e otpo~nuvawe na sopstven bi zni s, za { to razmi sluvaat pove}e od pol ovinata i spi tani ci. Od i spi tani te Romi koi se izjasni le za otpo~nuvawe na svoj bi zni s, 40,99% se oni e koi se na vozrast od 26 do 35 godi ni.

### C. Perception of the possibilities for improving the situation

Concerning is the fact that the biggest part of the inquired persons do not feel need for training which would make it easier for them to get involve in the dynamic of the current life and to make it easier for them to find a job thus they can improve their living standard. However, those who think that they need training, give priority to getting skilled in certain craft. On this plan the state and the civic sector should start a campaign for explaining the advisability for training and prequalification as a condition for efficient own business, and afterwards to start with certain trainings, and all with aim to explain their essence and to breakdown the skepticism that the trainings would have been without effect.

*If you think that you will benefit from certain additional training in order to find a new job or in order to preserve and make progress in the job you have, what kind of training will you need?*

Getting skilled in craft	29,70 %
Computer training	15,00 %
English language courses	8,60 %
Macedonian language courses	0,30 %
Other training	1,90 %
I don't need training	44,50 %

One of possibilities for more secure life is starting own business, which is actually what more than a half of the inquired persons are thinking about. 40,990 % of the Roma who were interviewed and have stated that they think about starting own business are on the age 26-35 years.

**Gndingjen li te {urukeren tumaro biznisi thaj te formirinen tumari firma?**

Oja	58.8%
Na	40.5%
Na mangela te putrel firma	0.7%

O {urukeribe taro plo biznisi majbut phandela pes fundavkeribnaja pli plesutni firma. Akava {aj te ajnarel ko la-harkeribe taro plesutno siguriteti thaj okolengje save si bukajaja anga `irime adaleja so ka del pes lengje {ajdipte te oven penzijaja osigurime thaj te ovel len pobaro pkjavibe ko hard`utne ja o istamalkerutne e uslugengjere. Tari javer rig, akava {aj te prezentirinel legalizacija taro baro gejn do tari bidendi ekonomija thaj kontrola e bukjakje upral i buti thaj o pokinibe. Baro si o gejn do okolengoro saven isi len zaruripe taro konsalting servisija ki registracija thaj ko {urukeribe e bukajaja tari plesutni firma. Akava evidenti kamla pes te ovel len sar i ra{tra agjaar vi e ma{kard`ijaneskere organizacije thaj te keren napija ba{o bipokinimo mentoripe thaj nijamale servisija sar ki faza tari registracija e firmengje agjaar vi ko kreiribe e biznis planengje thaj arka ko bukjarnipaskoro thaj finansijengoro butikleribe, plestru-na simencar ki umal e bukjarne nijameske, finansijengoro thaj bankengjoro butikleribe sar vi ki umal e bukjarne menad`menteske.

**Kana ka mangel te {urukeren tumaro biznis, gndinena li so si tumengje zaruri nijamali ja javer mentorikani arka ba{i fundavkeribe firma?**

Va	59,0%
Na	26,2%
Na mangela te del d`ovapi	14,8%

Vaker tuke jekhutno procenti vakerena pes ba{o zaruripe taro lejbe kredite ba{o {uro neve bizniseske, so prezentirinel zaruripe na salde taro konsalting

**Dali ste razmisluvale da ot po-net e svoj biznis i da osnovat e svoja firma?**

Da	58.8%
Ne	40.5%
Nema mi sl ewe	0.7%

Otpo~nuvaweto na svoj biznis naj~esto se povrzuva so osnovawe na sopstvena firma. Ova bi pri donel o kon podobruvawe na li~nata sigurnost i na oni e koi se rabotno anga `irani so toa { to }e im se ovozm o i da bi dat penzisko osigurani i }e imaat pogolema doverba kaj potro{ uva~ite ili korisnici te na uslugi. Od druga strana, ova bi pretstavuval o legalizacija na golem del od si vata ekonomija i kontrola na rabotata i pla}awata. Golem e brojot na oni e koi i maat potreba od konsalting uslugi pri registracijata i pri otpo~nuvaweto so rabota na sopstvenata firma. Ovoj podatok po`elno e da go imaat kako dr`avata taka i me|unarodni te organizaciji i da vlo`at napori za besplatni soveti i pravni uslugi kako vo fazata na registracija na firmite taka i vo kreiraweto na biznis planovi i pomo{ vo delovnoto i finansiskoto rabotewe, so svoi stru~nili ca vo oblata na delovnoto pravo, finansiskoto i bankarskoto rabotewe kako i vo oblata na delovni ot menaxment.

**Koga bi sakale da ot po-net e svoj biznis, dali ceni t e deka Vi e pot rebna pravni~ka ili druga sovet odavna pomo{ za osnovawe na firma?**

Da	59.0%
Ne	26.2%
Ne saka da otvori f i r m a	14.8%

Re~isi ist procent se izjasnuvaat za potrebata od dobi vawe na kredit za otpo~nuvawe na sopstven biznis, { to pretstavuva potreba ne samo

**Have you thought about starting own business and establishing own firm?**

Yes	58.80 %
No	40,50 %
Don't have opinion	0,70 %

Getting started with own business mainly is connected with establishing own firm. This will contribute for improving the personal security as well as for the security of the ones who will be engaged in the work and it will be enabled for them to be retirement insured and to have bigger credence among the consumers or service users. On the other hand, this will be legalization of big part of the gray economy and control over the work and the payments. The number of those who need consultative services for registration and getting started with own firm is big. It is advisable that the state as well as the international organization to have this information, thus they can make efforts for free of charge consultations and legal services during the phase of registration of the firm as well as for preparing business plans and assistance in the administrative and financial working, with own experts in the sphere of administrative law, financial and banking work and in the sphere of administrative management.

**If you would like to start own business, do you think that you need legal or other consultative assistance for registering the firm?**

Yes	59,00 %
No	26,20 %
Don't want to open a firm	14,80 %

Almost a same percentage of the interviewed has stated the need for getting a credit for starting own business, which represents need for consultative services as well



servisija numa vi taro ag.v. finansijakiri inekcija so {aj prezentirina vi prioriteto {arti ba{o {urukeribe plesutno biznisi . O procenti e bizaentirisirimengoro ba{o lejbe krediti astarela okolen save gndinena so na{ti te pheren e krediteskere {artija(hipotekakoro dejbe, {ukar butikerdo thaj realno resardo biznis plani thaj p.ag.) thaj o kola save gndinena so ba{o but u-e kamatakere digrija e kreditengje na{ti te resaren o zarurimo ikeribe e lovejoro.

***Kana ka faisalinen te {urukeren plesutno biznisi, ka oven li zainteresirime ba{o lejbe krediti?***

Va	58.6%
Na	35,7%
Bizo d`ovapi	5,7%

O avutno pu-ibe jekhe lafeja vakerela o zaruripe taro kreditiribe, adaleske so o majbaro gejn-do taro anketirimi rigarkerena so ba{o nanipe e {urutne kapitaleske na{ti sine te registririnen plesutni firma.O baro gejn-do okolengoro save si bizo d`ovapi ko akava pu-ibe legarela amen ko okola anketirime save si ko ni-alo bukjarne vjavaharipe thaj okolengoro save si bizo nisavo bukjarne anga`mani.

od konsalting usluga tuku i od t.n. finansiska inekcija {to mo`ebi pretstavuva i prioriteten uslov za otpo~nuvawe na sopstven biznis. Procentot na nezainteresirani za dobivawe na kredit vsu{nost gi opfa}a oni e koi smetaat deka ne bi mo`ele da gi ispolnat kreditne uslovi (hipotekarski vlog, dobro zaraboten i realno ostvarli v biznis plani sl.) i oni e koi smetaat deka zaradi previ soki te kamatni stapki na krediti te ne bi mo`ele da go ostvarat potrebni obrat na sredstva.

***Koga bi se odlu-ile da ot po~net e sopstven biznis, dali bi bile zainteresirani za dobivawe kredit?***

Da	58.6%
Ne	35.7%
Bez odgovor	5.7%

Slednoto pra{awe vsu{nost ja potvrduva potrebata od krediti rawe, zatoa {to najgol emi ot broj od ispitanci te poso~uvaat deka zaradi nemaweto na po~eten kapital ne mo`ele da registri raat sopstvena firma. Gol emi ot broj na oni e koi se bez odgovor na ova pra{awe, vsu{nost ne upatuvava na oni e ispitanci koi se vo redoven raboten odnos i na oni e koi se bez ni kakov raboten anga`man.

as for so called financial injection which might represent the priority condition for getting started with own business. The percentage of the ones who are not interested for getting a credit actually comprises the ones who think that will not be able to meet the credit line conditions (mortgage, perspective and really practicable business etc) and the ones who think that due to the high interest level of the credits, will not be able to realize the necessary turn over of the finances.

***If you decide to start own business, would you be interested in getting a credit?***

Yes	58,60 %
No	35,70 %
Without answer	5,70 %

The next question actually confirms the need for credits, because the biggest number of the inquired persons point on the fact that due to the lack of starting capital are not in position to register own firm. The big number of the ones who don't have an answer on this question actually represents the interviewed persons who are regularly employed and the ones who don't have job.



**Savi sine tumengje i {erutni karana ba{fi so na registriringjen firma?**

Nanipe taro {urutno kapitali	23,1%
U-e danokija	14,8%
U-ipe e kirijakoro ba{fi lejbe than	5,0%
Penzijakoro thaj invalidsko siguriteti	2,0%
Bipend`arde procedure ba{o registribe	5,9%
U-ipe ko pokinibe e registribe	3,0%
Na gndingja te registribe firma	14,8%
Bizo d`ovapi	31,4%

**Koja e glavnat a pri~ina zaradi koja ne st e registri rale sopstvena firma?**

Nemawe po~eten kapital	23,1%
Vi soki danoci	14,8%
Vi si na na ki ri ja za i znajmena prostori ja	5,0%
Penzi sko i i nval i dsko osi guruvawe	2,0%
Nepoznata procedura za registri rawe	5,9%
Vi si nata na nadomestokot za registri rawe	3,0%
Ne razmi sl uval da registri ra f i rma	14,8%
Bez odgovor	31,4%

**Which is the main reason because of which you didn't registered own firm?**

Not having starting capital	23,10 %
High taxes	14,80 %
High rents for offices	5,00 %
Retirement and disability insurance	2,00 %
Not familiar with the procedure for registering a firm	5,90 %
The amount necessary for registering a firm	3,00 %
Never thought about registering a firm	14,80 %
Without answer	31,40 %

O Roma gndinena so maj{ukar ~hani ba{fi o la-haripe lengoro d`ivdipaskoro hali si o d`ajbe ki buti an o jaband`iluko,so prezentirinela razikeribe e pozencar save so isi ma{kar o sasto dizutnipe.{aj akabva kontririnela e u-e procenteske taro zainteresirime ba{o {urukeribe plesutno biznisi, sikavdo ko popurune d`ovapija (58,8%), numa kana akava pu~ibe ka ~hivel pes ki kombinacija taro pobuter {ajdutno faisalibe ba{o la-harkeribe e haleske, ka notikerel pes so prioriteti dela pes pobuter ba{o d`ajbe ko jaband`iluko thaj bukjarnipe prekal o resaripe ni-alo bukjarno vhavaharipe ko dikhipede odolejas te lel pes plesutno risiko ba{o {urukeribe biznisi. Vi, ma{kar odova taro jekva{ isi len {urukerido biznisi, palem ko thameribe e patrinake taro prioritetija ba{o {ajdutne ~hanija ba{o la-haripe lengere haleske, akava perela ko trinto than.

Romi te smetaat deka najdobar na~in za podobruvawe na nivnata `ivotna sostojba e zamenuvaweto na rabota vo stranstvo, {to vsu{nost prestavuva usoglasenost so stavovite koi postojat me|u celokupnoto naselenie. Mo`ebi ova protivre~i na vi soki ot procent na zainteris rani za otpo~nuvawe na sopstven biznis, prika`a vo pogornite odgovori (58,8%), no koga ova pra{awe }e se stavi vo kombinacija na pove}e mo`ni re{enija za podobruvawe na sostojbata, }e se zabele`i deka pri ritet se dava pove}e se dava na zamenuvaweto vo stranstvo i vrabotuvaweto preku zasnovuvawe na redoven raboten odnos, otkolku na prezemaweto na sopstven rizik za otpo~nuvawe na biznis. Zna~i, iako pove}e od polovinata imaat interes za otpo~nuvawe na biznis, se pak pri gradeweto na lista na prioriteti za mo`ni na~ini za podobruvawe na nivnata sostojba, ova pa|a na tretomesto.

The Roma think that the best way for improving their living situation is emigrating to work abroad, which is actually in accordance with the attitude among the total population. Maybe this is contrary to the high percentage of the ones interested into getting started with own business, mentioned in the previous answers (58,8 %), but if this question is asked in combination of several possible solutions for improving the situation, it can be noticed that priority is given to emigrating abroad and employment on regular long-term basis, rather than taking the risk for starting a business. Therefore, though more than a half of the inquired persons are interested into starting own business, however while constructing a priority list for any possible ways for improving their situation, this drops down to the third position.

### [ajdipe ba{o la-haripe e haleske

D`ajbe ko jaband`iluko	43.6%
Bajrovipe e socijalno arkake	6.9%
Lejbe krediti ba{i o formiribe plesutno biznisi	13.8%
Fundavkeribe ni~alo bukjarno vjavahari	26.6%
Bajrakeribe e pokinengje	6.9%
Bizo d`ovapi	2.2%

### Mo`nost za podobruvawe na sost ojbat a

Zami nuvawe vo stranstvo	43.6%
Zgol emuvawe na socijal nata pomo{	6.9%
Dobi vawe kredit za osnovawe sopstven bi zni s	13.8%
Zasnovawe redoven raboten odnos	26.6%
Zgol emuvawe na pri hodi te	6.9%
BO	2.2%

### Possibility for improving the situation

Emigrating abroad	43,60 %
Increasing the social aid	6,90 %
Getting credit for starting own business	13,80 %
Employment on regular long-term basis	26,60 %
Increasing the incomes	6,90 %
Without answer	2,20 %

### Tikni konkluzija

Taro linde rezultatija, faj te anel pes konkluzija so o majbaro kotor taro anketirime naje len zaruripe tari praktika, thaj adaleske {ukar si majanglal te anel pes kapmanja za{i o vakeribe e jekhutne zaruripaske, a palo adava te khuvel pes ki jekhutni realizacija. O sikljovibe o phirnipe si i majmangli praktika ko anketirime, so {aj si {ukar signali ki minsal ba{o nakhibe taro kinobikinibaskoro ko inkalibnaskoro sektori. Vakertuke trujal 60 % taro anketirime vakergje pes so si zainteresirime te fundavkeren plesutno biznisi thaj jek odoborprocenti, isi len zaruripe tari nijamali thaj mentorikani arka thaj lejbe krediti ko fundavkeribe plesutni firma. Numa, kana vakerena pes ba{o alternative ba{o la-haribee akanutne haleske, prioriteti dena ko d`ajbe ano jaband`iluko a o {urukeribe plesutno biznisi rangirinena le ano trinto than.

### Kratok zakl u~ok:

Od dobi eni te rezultati, mo`e da se zakl u~i deka najgol emi ot del od ispi tani ci te nemaat potreba od obuka, pa zatoa bi bilo prepورا~li vo najprvi n da se povede kampawa za objasnuvawe na potrebata od i stata, a posl e ova da se pri stapi kon nejzi na real i zaci ja. U~eweto na zanaet e najposakuvanata obuka kaj ispi tani ci te, { to mo`ebi e dobar signal na svesnosta za premi n od trgovski ot vo proi zvodstveni ot sektor. Re~isi okol u 60% od ispi tani ci te se i zjasni le deka se zai nteresi rani da osnovaat sopstven bi zni s i isto tol kav procent, i maat potreba od pravni ~ka i sovetodavna pomo{ i dobi vawe na kredit pri osnovawe na sopstvena f i rma. No, koga se i zjasnuvat za al ternati vi te za podobruvawe na sega{ nata sostojba, pri ritet davaat na zami nuvaweto vo stranstvo a otpo~nuvaweto na sopstven bi zni s go rangi raat na treto mesto.

### Brief conclusion:

Based on the obtained results, it can be concluded that the major part of the inquired persons don't need training, so it would be recommended that first of all a campaign is to be launched for explaining the need for training, and afterwards to accede to its realization. Getting skilled in craft is the most desired training among the inquired persons, which is maybe a good signal about the consciousness for transition from the trading to the production sector. Almost 60 % of the inquired persons stated that they are interested into establishing own business and the same is the percentage of the ones who need legal and consultatively assistance and obtaining a credit for establishing own enterprise. But, when they state the alternatives for improving the current situation, priority is given to migration to foreign states, and the establishing of own business is ranged on third place.

#### D. Teloikeribe tari rig e ra{trake

I ra{tra simakerdi ko centirja ba{o socijalna arke, zaruri si sakana te evidentirinel o problemija savencar resarena pes o roma, save si majbut socijalno halija, thaj e jekhutnengje te kerel napi te arakhel optimalno {ajdutne thaj resarutne faisalina. Numa palo o d`ovapija e anketirimengje, {aj te anan phandipe so o funkcije e dikhibaskere thaj evidentiribaske o problemija save zaruri si te resarel le i ra{tra garavena pes ko plo a~hovutnipe, so prezentirinel a realno funda te ana o phandipe so panda pobuter gavela pes i interventno funkcija, savi jekhe lafeja si ki sakoja socijalno ra{tra

##### *Kobor o prezententija tari ra{tra (taro centrija ba{i socijalno arka) interesirinena pes sar d`ivdinena?*

But fare	0.3%
Sakana	0.3%
Rariteteja	8,0%
Ni majhari na interesirinena pes	91,4%

Ba{i birealiziribe thaj ba{i intrventno funkcija ki ra{tra vakerena v i o procentija taro telo ~hivdo pu~ibe. {aj te dikhel pes bigogjalipe ma{kar o nI~alipe tari socijalno arka , baro si o gejndo okolengoro save na lile nisavi arka a palem kerela pes buti ba{i kategorija taro anketirime savendar pobaro gejndo si ki but bila~he ekonomsko socijalno situacija

#### G. Poddr{ ka od strana na dr` avata

Dr` avata o licetvorena vo centri te za socijalni gri`i, treba postojano da gi evi denti ra problemite so koi se soo~uvaat Romi te, koi se prete` no socijalni slu~aevi, i na isti te da se trudi da iznao|a optimalno mo`ni i ostvarlivi re{enija. No spored odgovorite na ispitancite, mo`eme da zaklu~ime deka funkcijite na nabquduvawe i evidenti rawe na problemite koi treba da gi ostvaruva dr` avata zatajuvaat vo svojata su{tina, {to pretstavuva realna osnova da go doneseme zaklu~okot deka u{te pove}e zatajuva interventnata funkcija, koja e vo su{tinata na sekoja socijalna dr`ava.

##### *Kolku ~est o pretstavnicite na dr` avata (od centrite za socijalni gri`i) se intesiraat kako `iveet e?*

Mnogu ~esto	0.3%
^esto	0.3%
Retko	8,0%
Voop{to ne se interesi raat	91,4%

Za nerealizi raweto i na interventnata funkcija na dr` avata govorat i procenti te od dol unavedenoto pra{awe. Vpro~em, mo`e da se vidi frka osven redovnata socijalna pomo{ koja e izrazena vo socijalna pomo{, ogromen e brojot na oni e koi ne dobi le ni kava pomo{, a sepak se raboti za kategorija na ispitancite koi pogol emi ot del od ni vse vo mnogu l o{ a ekonomsko-socijalna polo`ba.

#### D. Support form the state

The state represented by centers for social care, should constantly evident the problems that the Roma are faced with, who are mainly social cases, and to make efforts for detecting optimal possible and practicable solutions. But based on the answers from the inquired persons, we can conclude that the functions observing and evidencing the problems which the state should carry out dissimulate in its nature, which represents a real function for making the conclusion that the intervene function dissimulate even more, which is in the nature of each social state.

##### *How often the state representatives (from the centers for social care) are interested about your way of life?*

Very often	0,30 %
Often	0,30 %
Rarely	8,00 %
Not interested at all	91,40 %

The percentage of the answers on the downmentioned questions states in favor for not realization and intervene function of the state. In fact, it can be noticed that beside the regular social aid which is recognized in social aid, large is the number of those who didn't receive any aid, and nevertheless this is a category of inquired persons who mostly are in very bad social-economical situation.

### Savi arka lilen tari rig e ra{trake?

Lovengiri arka	20.5%
Hajbe	1.9%
Hurajbe	1.0%
Takjovibe	0.2%
Mentorikani arka	0.2%
Javer ~hani arka	0.7%
Nisavi arka	75.5%

### Kakva pomo{ st e do bile od st rana na dr` avat a?

Pari ~na pomo{	20.5%
Hrana	1.9%
Obl eka	1.0%
Ogrev	0.2%
Sovetodavna pomo{	0.2%
Drug vi d na pomo{	0.7%
Ni kakva pomo{	75.5%

### What kind of aid have you received from the state?

Financial aid	20,50 %
Food	1,90 %
Clothes	1,00 %
Fire woods	0,20 %
Consultant assistance	0,20 %
Other kind of aid	0,70 %
No aid at all	75,50 %

Tele ki tabela si vakerde nekobor solucije save si ko realiteti a save legarena pes ko status okolengje save vakjergje pes sar bukjarne ja bibukjarne. Ma{kar odova so o pozitivnikane kanuneskere hramina pend`arena salde kategorije bukjarne thaj bibukjarne, ba{o popa{e resaripe d`i ko faktikano hali, dingjam pand` modalitetija save astarena o ekstenzivno poimibe e bukjarne vjavahareske thaj gndinaja so akate si zaruri o jekhutne te vakera olen. O Modaliteti evidentirimo sijum thaj kereva buti sikavela e simengje sasve si evidentirime ko Zavodi ba{o bukjarnipe sar bibukjarne numa paralelno ko akava paralelno si vi bukjaja anga`irime. O Modaliteti Evidentirimo sijum thaj na kerava buti sikavela so o anketirimo si evidentirimo sar bibukjarne ko Zavodi ba{o bukjarnipe thaj ko jek vakti si vi realno bibukjarne, t.e. naje le nisavo bukjarne anga`mani. O Modaliteti na sijum evidentirimo, kereva buti thaj sijum bi sigurimo penzijaja prezentirina simantrakeribe taro akala sime save naje evidentirime ko Zavodi ba{i bukjarnipe soske si ko ni-alo bukjarne vjavaharipe t.e si penzijaj sigurime , fakti-ki kerela pes lafi ba{o manu{a save si bukjarne anga`manija numa ko jek vakti si formalno bibukjarne numa naje evidentirime ko zavodi. O [tarto modaliteti na sijum evidentirimo thaj na kerava buti sikavela ko hali kana i sima ko jek vakti realno bizo buti numa plo bibukjarnipe naje le evidentirimo ko Zavodi. O Pand`to modaliteti ko ni-alo bukjarne vjavahari saikerela o majbuvlo thaj kanuneja defi-

Dol u vo tabel ata se navedeni nekol ku soluci i koi postojat vo real nosta a koi se odnesuvaat na statusot na oni e koi se izjasnuvaat kako vraboteni ili nevraboteni. I ako pozitivni te zakonski propisi poznavaat samo kategorii vraboten i nevraboten, zaradi poblisko pribli`uvawe do fakti~kata sostojba, ponudivme pet modaliteti koi go opf a}aat ekstenzi vnoto poimawe na rabotniot odnos i smetame deka ovde bi trebalo isti te da gi pojasni me. Modalitetot prijaven sum i raboten uka`uva na lica koi se prijaveni vo Zavodot za vrabotuvawe kako nevraboteni no paralelno na ova paralelno se rabotno anga`irani. Modalitetot prijaven sum i ne rabotam uka`uva deka ispitani kot e evidentiran kako nevraboteno lice vo Zavodot za vrabotuvawe i istovremeno e i realno nevraboten, odnosno nema ni kakov raboten anga`man. Modalitetot ne sum prijaven, rabotam i sum penziski neosiguraran pretstavuva razgrani~uvawe od oni e lica koi ne se prijaveni vo Zavodot za vrabotuvawe bi dej}i se vo redoven raboten odnos odnosno se penziski osigurani. Fakti~ki stanuva zbor za lica koi rabotno se anga`irani no istovremeno se formalno se nevraboteni no ne se prijaveni vo Zavodot. ^etvrti ot modalitet ne sum prijaven i ne rabotam upatuvava na situacija koga liceto e istovremeno realno nevraboteno no svojata nevrabotenost ja nema registri rano vo Zavodot.

In the table below several solutions which really exist are mentioned, which are referring to the status of those who proclaimed their self as employed or unemployed. Although, the legislation recognizes only the categories employed and unemployed, in order to show the real situation, we offered five modalities which comprise extensive cognition of the employment status and we feel that we should explain them. The modality I am registered and I work refers to persons who are registered in the Bureau for Employment as unemployed, but at the same time have working engagement. The modality I am registered and I don't work refers to the fact that the inquired person is registered at the Bureau for Employment as unemployed, and do not work at all. The modality, I am not registered, I work and I am not retirement insured actually divides them from the persons who are not registered in the Bureau for Employment because they have regular long-term employment and have retirement insurance. This modality comprises persons who are working, but legally are unemployed and they are not registered in the Bureau for Employment. The fourth modality I am not registered and I don't work refers to the situation when the person is really unemployed and the one has not registered his/her unemployment in the Bureau for Employment. The fifth modality I have regular employment actually comprehend the most disseminated and legally defined understanding of the term employment - employment with regulated retirement and health insu-



nirimo haljovibe e poimeske bukjarno anga`iribe , bukjarno vhavahari regulirime penzijakere siguriteteja thaj saskjaribnaskere siguriteteja savo ikljovela taro akava vjavahari. Agjaar tretirindo akava pu-ibe, {aj te notikerel pes so majbaro gejno taro anketirime save si havljarde ko Zavodi ba{o buk-jarnipe ko jek si vi bukjarne anga`irime, so sikavela ko faktikano hali puterdo thaj ~hivela zaruripe taro redionzioniribe e lafeske"bukjarno". Palem, {aj te konstatirinel pes so salde tikno kotor taro okola save so naje ko ni-alo bukjarnipe na evidentoiringje pes a sar majbare karane si o nanipe minimum fundavno sikljovipe ,ja palem, te sine len, na d`anena i proice-dura ba{o evidentiribe ko zavodi. Akaja tabela ko {ukar ~hani sikavela amengje o hulavipe so isi ko realiteti ma{kar o ~a-ip[e thaj o formalno gejno taro bibukjarnipe.

***Sijan li evidentirime ko zavodi ba{o bukjarnipe sar bibukjarno?***

Evidentirimo sijum thaj kerava buti	37.4%
Evidentirimo sijum thaj na kereva buti	30.2%
Na sijum evidentirimo,kerava buti thaj naje man penzijakoro siguriteti	6.7%
Na sijum evidentirimo thaj na kerava buti	2.9%
Ko ni-alo bukjarno vjavahari (penzijakere thaj saskjaribaskere siguriteteja)	22,8%

Majbut o Zavodi ba{o bukjarnipe na akharg-ja e Romen ba{o bukjarnipe so sikavela vi ki na{avdi fundavno funkcija tari akaja institucija- berza e takateske thaj poma{karutno ko bukjarnipe, a so naje hali salde e Romencar numa sa okolencar

Pettiot modalitet vo redoven raboten odnos vsu{nost go so dr`i najrasprostranetoto i zakonski def iniranoto sf ajawe na poi mot rabotna anga`iranost - raboten odnos so regulirano penzisko osiguruvawe i zdravstveno osiguruvawe koe proizleguva od ovoj odnos. Vaka tretiraj}i go ova pra{awe, mo`e da se zabele`i deka najgolem broj od ispitani ci te koi se prijaveni vo Zavodot za vrabotuvawe voedno se i rabotno anga`irani, {to upatuva na fakti~kata sostojba voop{to i nametnuva potreba od redimenzioni rawe na poi mot "vraboten". Sepak, mo`e da se konstatira deka samo mal del od onie koi ne se vo redoven raboten odnos se nemaat prijaveno, a kako najgolemi pri~ini se nemaweto na minimum osnovno obrazovani e, ili pak, dokol ku go i maat, ne ja znaat procedurata za evidentirawe vo Zavodot. Ovaa tabela na dobar na~in ni ja otsli kuva razli kata koja postoi vo realnosta me|ustvarnata i formalnata brojka na nevraboteni.

***Dali ste prijaveni vo Zavodot za vrabotuvawe kako nevraboten?***

Prijaven sum i rabotam	37.4%
Prijaven sum i ne rabotam	30.2%
Ne sum pri javen, rabotam i penziski sum neosi guran	6.7%
Ne sum pri javen i ne rabotam	2.9%
Vo redoven raboten odnos (penziski i zdravstveno osi guran)	22,8%

Naj~esto Zavodot za vrabotuvawe i m se nema obrateno na Romi te za nekoja mo`nost za vrabotuvawe, {to upatuva i na izgubenata osnovna f unkcija na ova i nsti tucija- berza na trudot i posredni k vo vrabotuvaweto, a {to ne

rance which results from this relation. Dealing with this question in this manner, it can be noticed that the biggest number of the inquired persons who are registered in the Bureau for Employment at the same time do have working engagement, which points on the general situation and impose the need for re-dimensioning of the term employed. However, it can be concluded that those who are not regularly employed and are not registered, represent only a small part, and the main reason for this is not finished minimum primary school, or if they have finished, they are not familiar with the procedure fro registering in the Bureau for Employment. This table represents the difference between the real and the formal number of unemployed.

***Are you registered in the Bureau for Employment as unemployed?***

I am registered and I work	37,40 %
I am registered and I don't work	30,20 %
I am not registered, I work and I am not retirement insured	6,70 %
I am not registered and I don't work	2,90 %
I have regular employment (retirement and health insured)	22,80 %

The Bureau for Employment mostly does not address to Roma for any possible employment opportunity, which points on the lost basic function of this institution - labor market and intermediary for employment, which does not refer only to the Roma but with all other



save si evidentirime sar bibukjarne. Akava {aj si rezultati taro ekonomikano ambienti savo na producirinela rodipe taro bukjarne takati, numa {aj si rezultati vi taro tikno anga`mani taro zavodi ko lociribe e neve bukjarne thanengje thaj ki{lo partneribe e pretpriema~encar.

***Kontaktiringja li o Zavodi ba{ o bukjarnipa tumencar ba{ tumaro bukjarnipe te {aj te ~hivel tumen d`igde ki buti?***

Oja	5.9%
Na	61.7%
Ko ni~alo bukjarne vjavahari (penzijaja thaj saskjaribnaja sigurimo)	22,8%
Bievidentirimo ko Zavodi ba{ o bukjarnipe	9,6%

**Tikni konkluzija:**

[aj te anel pes konkluzija so o majbaro kotor taro anketirime na sine len nisavi arka tari rig e ra{trakiri, so ko disavo ~hani anela pes phandin ba{o lakoro cidipe ko dikhipe e dizutnencar Roma. O procenti okolengje save so si evidentirime ke Ra{trakoro zavodi ba{o bukjarnipe a ko jek vakti si vi bukjarne anga`irime, sikavela ko zaruripe taro redefiniribe tari institucija bukjarne vjavahari, ba{o baro gejno okolengje save kerena buti a si evidentirime sar bibukjarne.

e sl u~aj samo so Romi te tuku i so si te oni e koi se imaat prijaveno kako nevraboteni. Ova mo`ebi e rezultat na ekonomski ot ambient koj ne producira potreba od rabotna sila, no mo`ebi e rezultat i na nedovolni ot anga`man na Zavodot pri lociraweto na novi rabotni mesta i sl abo partnerstvo so pretpriema~i te.

***Dali od Zavodot za vrabot uvawe Vi se imaat obrat eno za vrabot uvawe so ponuda za rabot a?***

Da	5.9%
Ne	61.7%
vo redoven raboten odnos (penzi ski i zdravstveno osi guran)	22,8%
neprijaven vo Zavodot za vrabotuvawe	9,6%

**Kratok zakl u~ok:**

Mo`e da se zakl u~i deka najgollemi ot del od i spi tani ci te ne dobi le ni kakva pomo{ od strana na dr`avata, { to na nekoj na~in se dobi va ~uvstvo za nejzina out|enost vo odnos na gra|ani te Romi. Procentot na oni e koi se prijaveni vo Dr`avni ot zavod za vrabotuvawe a i stovremeno se i rabotno anga`irani, upatuva na potrebata od redef i ni rawe na i nsti tuci jata raboten odnos, zaradi gol emi ot broj na oni e koi rabotat a se vodat kako nevraboteni .

who are registered as unemployment. This maybe is a result of the economical environment which does not produce need for labor force, but as well, it maybe is a result of the weak engagement of the Bureau for Employment while locating new vacancies and weak partnership with the employers.

***Did the Bureau for Employment addressed to you for employment with job offer?***

Yes	5,90 %
No	61,70 %
Regularly employed (retirement and health insured)	22,80 %
Not registered in the Bureau for Employment	9,60 %

**Brief conclusion:**

It can be concluded the major part of the inquired persons didn't receive any assistance from the state, but in a way a sense of detachment regarding the Roma citizens is procured. The percentage of the ones who are registered in the state Bureau for employment, and at the same time have working engagement, refers to the need for redefining the institution employment, because of the big number of those who work and are registered as unemployed.

### E. Teloikeribe tari rig e birad`akere organizacije thaj pakjavibnaskere khedina

Majbaro gejnđo taro Roma anketirime dingje d`ovapi so na lile nisavi arka taro birad`akere organizacije. O a~hutne lile arka taro hajbe, hurajbe takjovibe thaj mentoripe. O U~o procenti taro bianga`iripe e civilnikane sektoreske si salde ispati so i phandin ma{kar i individua thaj i ra{tra si but biefikasno thaj bithamirimi. Ma{kar odova so {aj te a{ara amen bare gejnđeja birad`akere organizacijencar, sar romane agjaar vi, bizo asavko prefiksi, kherutne thaj ma{kard`ijaneskere, i konstatacija palo linde rezultatija( so naje zarurime te del ko d`anipe so akaja si jekhutni precizno konstatacija), legarela ko jek trinpurkjalipe e civilnikane sektoreske. anavjale, e BRO pobutersi koncentririme ko evidentiribe e problemengje ki socijalno-ekonomikani sfera, a pohari ko aplikativna proektija save telohakjarena implementacija e programengje ba{i korkoriarka ko butikeribe, jekh farutni materijalno arka ja dejbe bukjarnikano mentoribe.

#### Arka taro birad`akere organizacije

Lovengiri arka	0,2%
Hajbe	2,6%
Hurajbe	.2%
Takhovibe	0.3%
Mentorikani arka	1.7%
Javer ~hane arka	0.5%
Nisavi arka	93.4%

Adaleske so vi o pkjavibaskere khedina si kotor taro civilnikano sektori sar vi e birad`akere organizacije, ki funda taro lengoro a~hovutnipe pa{ljevola vi i misija ba{i arka e ~orolengje(akaja si karakteristika sekole pakjavibaskere khedinake bizo ~hinavibe). Numa lengoro anga`mani ko akava plani

### D. Poddr{ ka od strana na nevladi ni te organizacii i verski te zaednici

Najgolem broj od Romite ispitani ci odgovorija deka ne dobile ni kakva pomo{ od nevladi ni te organizacii. Ostanati te dobile pomo{ vo vid na hrana, obl eka, ogrev i soveto-davna pomo{ . Vi soki ot procent na neanga`i rano st na civilni ot sektor e samo dokaz deka sponata me|u induviduata i dr`avata e mnogu neef i kasna i nedoi zgradena. I ako mo`eme da se pof alime so golem broj na nevladi ni organizacii kako romski taka i bez vakov prefiks, kako doma{ ni taka i me|unarodni, konstatacija spored dobi eni te rezultati (to ne mora da zna~i deka ova e edinstveno to~na konstatacija), upatuva na edna tromost na civilni ot sektor. I meno, NVO- i pove}e se koncentri rani na evidentirawe na probleme te vo socijalno-ekonomskata sfera a pomalku na aplikativni proekti koi podrazbi raat implementacija na programi za samopomo{ pri vrabotuvawe, ednokratna materijalna pomo{ ili nudewe na delovni soveti.

#### Pomo{ od nevladini organizacii

Pari ~na pomo{	0.2%
Hrana	2.6%
Obl eka	1.2%
Ogrev	0.3%
Sovetodavna pomo{	1.7%
Drug vid na pomo{	0.5%
Ni kakva pomo{	93.4%

Bidej}i i verski te zaednici se del od civilni ot sektor kako i nevladi ni te organizacii, vo osnovata na ni vnoto postoewe le`i i misijata za pomo{ na si roma{ ni te (ova e karakteristika na sekoja verska zaednica bez i skl u~ok). No ni vni ot anga`man na ovoj plan

### E. Support by the NGOs and religious organizations

The biggest number of the inquired Rom answered that they have not received any aid from the NGOs. The other did receive aid in food, clothes, fire woods and consultative assistance. The high percentage not-engagement of the civic sector is an argument that the link between the individual and the state is quite inefficient and not constructed completely. Although, there is a large number of NGOs Roma and non-Roma, domestic and international, the conclusion from the results (which doesn't mean that this is the only correct conclusion), points to sloth of the civic sector. Namely, the NGOs are mainly focused on registering the problems in the socio-economical sphere, rather than on projects which imply implementation of programs for self-support for employment, one-time material aid or offering administrative advises.

#### Assistance from NGOs

Financial aid	0,20 %
Food	2,60 %
Clothes	1,20 %
Fire wood	0,30 %
Consultative assistance	1,70 %
Other kind of aid	0,50 %
No aid at all	93,40 %

Since the religious communities are part of the civic sector as well s the NGOs, in the basis of their existence lays the mission for helping the poor ones (this is characteristic for each religious community without any exceptions). But their engagement on this field dissimulates, and if from time to time there is certain



garavela pes, a te sine jekhevakteja tari rig disave khedinake, adava ko a{ukjaripe phandela pes e buvl-jaripaja thaj e pakjavibnaskere propagandaja thaj "mangipe taro interes", t.e. dejbe love thaj mate-rijalno arka ba{i pointenzivno inklinacija prekal len-giri khedin tari i rig okolenge so lena i arka. [aj akava vakeribe si karana ba{o pobaro distanciribe e soci-jalno zijankerde halengje ko lejbe savi te ovela arka, sar vi e korkorutne pakjavibnaskere khedinengje , save {erutne preperena ko korpusi e agaar vakerde biortodoksno khangirengje. I dar taro etiketiribe so preperena e pakjavutne khedinake savatar lile arka si, {aj vi karana ba{i o vakeribe taro baro gejndo taro anketirime so naje len lindo disavi arka.

#### **Arka taro pakjavibnaskere khedina**

Lovengiri arka	0.2%
Hajbe	2.6%
Hurajbe	1.2%
Takjovibe	0.3%
Mentorikani arka	1.7%
Javer ~hani tari arka	0.5%
Nisavi arka	93.4%

But baro si o gejndo okole dizutnengoro save so gndinena so o pakjavutne khedina na anga`irine-na pes but ba{o la~harkeribe lengere haleske.

zatajuva, a dokol ku povremeno postoi od strana na nekoja zaedni ca, toa vo javnosta se povrzuva so {i rewe na verska propaganda i "mi losrdi e od i nteres" odnosno, nudewe na pari ~ni sredst-va i materijalna pomo{ zaradi poi ntenzi vna i nkl i naci ja kon ni vnata zaedni va od strana na pri matel i te na pomo{ ta. Mo` ebi ovi e gl asi ni se pri ~i na za pogol emo di stanci rawe na soci-jalno zagrozeni te slu~aevi pri zemaweto na bi lo kakva pomo{ kako i na sami te verski zaed-ni ci, koi prete` no pri pa|aat vo korpusot na t.n. nepravoslavni crkvi. Stravot od eti keti -rawe deka pri pa|aat na verska zaedni ca od koja dobi le pomo{ , mo` ebi e i pri ~i na za izjasnu-vaweto na ogromni ot broj na i spi tani ci deka nemaat dobi eno bi lo kakva pomo{ .

#### **Pomo{ od st rana na verski t e zaedni ci**

Pari ~na pomo{	0.2%
Hrana	2.6%
Obl eka	1.2%
Ogrev	0.3%
Sovetodavna pomo{	1.7%
Drug vi d na pomo{	0.5%
Ni kakva pomo{	93.4%

Mnogu e golem brojot na oni e gra|ani koi smetaat deka verski te zaedni ci ne se anga` i raat dovol no za podobruvawe na ni vnata pol o` ba.

activity by certain religious community, in the public it is connected with spreading religious propaganda and "mercy of interest", that is offering financial assistance and material aid for more intensive inclination to their religious community by the ones who are receiving the aid. Maybe these rumors are the reason for bigger dis-tancing of the social cases from getting any kind of aid, as well as the religious communities them self, which mainly belong to the so called non-orthodox churches. The fear from labeling that they belong to the religious community, from which they received aid, maybe is a reason for the statements by large number of the inquired persons that they didn't receive any aid.

#### **Assistance from the religious communities**

Financial aid	0,20 %
Food	2,60 %
Clothes	1,20 %
Fire wood	0,30 %
Consultative assistance	1,70 %
Other kind of aid	0,50 %
No aid at all	93,40 %

Large is the number of the citizens who think that the religious communities are not engaged enough for improving their situation.



***So gndinena, {ukar li anga`irinena pes o pakjavutne khedina ba{ i o la-haripe tumare haleske?***

Va	3.1%
But hari	10.7%
Na	45.2%
na d` anava/na{ti te pulisarav	41%

#### **Tikni konkluzija:**

Vakertuke si bikantarimo o gejn do okolengoro saven isi len arka taro birad` akere organizacije thaj o pakjavutne khedina a savi majbuter sine ko hajbe. O pobaro kotor taro anketirime notikerena ko potikno digri taro anga`iribe e pakjavutne khedinenge ko la-haribe e Haleske ma{kar o Roma.

#### **REZULTATIJA TARI IKERDI ANKETA MA{KAR O ROMA THAJ O PLESUTNE ANO FIRME**

Sine butikerde saste 138 anketnikane patrina a sine istamalkerde te {aj te kerel pes rodipe ma{kar o plesutne e firmengje ikergje akala umalja taro pu-ibe:

- domeni saveja i firma ikerela thaj kerela buti ki realizacija
- struktura e bukjarnengiri
- problemi savencar resarena pes i firma ko plo butik-eribe
- plesutno dikhibe ba{o la-haripe e haleske thaj
- kreditiribe

Sakova bloko ko pu-ibe ikerela taro trin d`i ko pand` pu-ibe save si majbuter taro phanlo karak-teri, a salde nekobor sine taro jekva{ puterdo karak-teri.

***[ t o m i s l i t e, d a l i v e r s k i t e z a e d n i c i d o v o l - n o s e a n g a ` i r a a t z a p o d o b r u v a w e n a V a { a t a p o l o ` b a ?***

Da	3.1%
Mnogu mal ku	10.7%
Ne	45.2%
Ne znam/ne mo` am da ocenam	41.0%

#### **Kratok zaklu-ok:**

Re-i si e nezanemar l i v brojot na oni e koi i maat dobi eno pomo{ od nevladi ni te organizaci i i verski te zaedni ci , a koja prete` no se sostoel a vo hrana. Pogolemi ot del od i spi tani ci te zabel e` uvaat na nedovol ni ot stepen na anga` i -ranost na verski te zaedni ci vo podobruvawe na sostojbata na Romi te.

#### **REZULTATI OD SPROVEDENATA ANKETA ME`U ROMI TE SOPSTVENI CI NA FI RMI**

Bea obraboteni vkupno 138 anketni lis-tovi , a bea kori steni za da se i zvr{ i i stra` uva-we me|u sopstveni ci te na f i rmi gi so dr` e { e sl edni ve obl asti na pra{ awa:

- domen vo koj del uva f i rmata i dejnost koja ja real i zi raat
- strukturata na vraboteni te
- probl emi so koi se soo- uva f i rmata pri svoe-to rabotewe
- li ~ni vi duvawa za podobruvawe na sostojbata i
- kredi ti rawe

Sekoj bl ok na pra{ awa so dr` i od tri do pet pra{ awa koi se prete` no od zatvoren ti p, a samo nekol ku bea od pol uotvoren ti p.

***What do you think, are the religious communities engaged enough for improving your situation?***

Yes	3,10 %
Very little	10,70 %
No	45,20 %
I don't know/ I can't measure	41,00 %

#### **Brief conclusion:**

It is almost insignificant the number of the ones who received assistance from the NGOs and the religious communities, and which was mainly in food. The major part of the inquired persons has remarks on the insuffi-cient engagement level of the religious communities regarding the Roma situation.

#### **RESULTS OF THE CONDUCTED INQUIRY WITH THE ROMA COMPANY OWNERS**

A total number of 138 inquiry forms were processed, and they were used for conducting a research among the owners of firms. The form was consisted of the following spheres of questions:

- company's scope and its activities
- employees structure
- problems that the firm is faced with during its operat-ing
- personal sight for improving the situation and
- credits

Each question unit is consisted of three to five questions which are mainly of closed mode, and only few of the questions were of half-open mode.



Taro linde rezultatija harneste, {aj te dikhel pes so o pretprijatija majbut kerena buti ko kinibikinibaskoro butikeribe thaj isi len po jek ja duj bukjarne. Sar majbaro problemi sikavena o bare danokija, thaj ku-i lejbe butikeribnaskoro than , a i praktika ba{ o butikeribe gejnena la sar majzarurimi e bukjarnengje. O kontradiktorna vaktavija trujal o zaruripe ba{ o istamalkeribe e kreditenge legarela d`i ki konstatacija so isi hari informiribe ko butikeribnaskere subjektija ba{o {ajdipe save dena o krediteskere institucije.

#### A. Domeni saveste delujnela i firma thaj o butikeribe savo resarela le

Ma{kar odova so isi hulavdipe taro nijami so kobar polungo kerela jek hulavdi firma buti odobor si posukcesivno, palem adava si zaruri te lel pes ko anglal dikhibe sar argumenti savo sikavela kobar jek firma si etablirimi ke kurkeskoro trujalipe ki Makedonija, kobar si bajrakerdo leskoro kurko thaj o partnerija sar vi adava kobar {aj pobuter bizi dukh te resarel pes e provokacijencar ki konkurencija. O Rezultatija taro anketiribe sikavena so majbaro procenti taro firme (30,4%) kerena buti taro 1-5 ber{.

#### Kobar vakti kerela buti tumari firma?

D`i jek ber{	19,66
taro 1 d`i ko 5 ber{	30,4%
taro 5d`i ko 10 ber{	24,6%
upreder 10 ber{	25,4%

D`anindo o sasto ambienti ki Makedonija, ad`ikerdo sine o procenti savo sikavela so majbaro gejnendo taro firme kaskere plesutne si Roma kerena buti {erutne ke kinobikinibaskiri sfera. Numa, palem, naje tikno o gejnendo vi e firmengoro save kerena buti vi ko serviseskoro butikeribe, ma{kar adava so si

Od dobi eni te rezul tati nakratko, mo` e da se vi di deka pretprijatijata prete` no rabotat vo trgovskata dejnost i imaat po eden ili dvajca vraboteni. Kako najgol em problem gi poso~uvaat gol emi te dano~ni dava~ki , i skapata naemni na na del ovni ot prostor a obukata za del ovno rabotewe ja smetaat za najpotrebna za vraboteni te. Kontradi ktorni te izjavi okol u potrebata za kori stewe na kreditni te pogodnosti vodi kon zakl u~ok deka postoi nedovol nata inf ormi ranost kaj del ovni te subjekti za mo` nostite koi gi nudat kreditni te insti tucii.

#### A. Domen vo koj del uva f i rmata i dejnost koja ja ostvaruva

I ako ima iskl u~oci od pravil oto deka kol ku podol go raboti odredena f i rma tol ku e taa pouspe{ na, sepak toa treba da se zeme predvid kako argument koj uka` uva kol ku edna f i rma e etabl i rana vo pazarnoto opkru` uvawe vo Makedonija, kol ku i ma razvi eno svoj pazar i partneri kako i toa kol ku mo` e pobezbol no da se soo~i so predizvi cite na konkurencijata. Rezul tati te od anketi raweto uka` uvaat deka najgol em procent od f i rmi te ( 30,4%) rabotat od 1- 5 godi ni.

#### Kolku vreme rabot i Va{ et o pret prijat i e?

do edna godi na	19,6%
od 1 do 5 godi ni	30,4%
od 5 do 10 godi ni	24,6%
Nad 10 godi ni	25,4%

Znaej}i go cel okupni ot ambi ent vo Ma kedonija, o~ekuvan be{ e procentot koj uka` uva deka najgol emi ot broj od pretprijatijata ~i i sopstveni ci se Romi , prete` no del uvaat vo trgovskata sf era. No sepak, ne e mal i brojot na pretprijatijata koi del uvaat i vo usl u` nata

Out of the gained results shortly, it can be noticed that the companies/ firms are mainly operating with commercial (trading) activities and have one or two employees. They are pointing on the high taxes and the high rent for the space they are using as ones of the biggest problems they are faced with and the training is something the most necessary for their employees. The contrary statements about the need for using credits lead to conclusion that there is not enough information among the business subjects about the possibilities provided by the credit institutions.

#### A. Company (firm) scope and operating activities

Although there are exceptions from the rule that the longer the firm operate it is more successful, still it has to be considered as an argument which points on how confirmed the firm is at the market in Macedonia, how developed is its market and business partners and how capable is for confronting the competition. The results of the inquiry show that the biggest percentage of the firms (30,4 %) operates for 1-5 years.

#### How long does your company operate?

Up to 1 year	19,60 %
1 - 5 years	30,40 %
5 - 10 years	24,60 %
over 10 years	25,40 %

Being aware about the general environment in Macedonia, the percentage that indicates that the biggest number of companies owned by Roma mainly operate in the commercial (trading) sphere was to be expected. But, however, the number of the companies providing different services is not small; under this category the

astarde vi e zanaet-iengere firme. O tikno procenti taro firme save si ki inkalibnaskiri sfera si, {aj, rezultati taro nanipe but kapitali ba{o [urukeribe asavke bukjake, sar vi i dar taro pobaro rizik savo a-hovela kana kerela pes lafi ba{o pobare investicije thaj butikeribnaskoro astaribe. Te lipara so ko firme e kinobikinibaskere bukjaja ko 68,8% isi po jek ja duj bukjarne, so sikavela ki konstatacija so kerela pes lafi {erutne ba{o firme kinobikinutno-jekhutno, a na ba{o bare kinobikinibnaskere firme, so jekhe lafeja prezentirinela vi citra`iribe e realiteteske savo isi ma{karo Roma.

#### *Savi si o {erutno butikeribe tari tumari firma?*

Inkalibaskiri	14,5%
Kinobikinibaskiri	55,8%
Uslu`no	24,6%
bizo d`ovapi	5,1%

#### **Tikni konkluzija:**

[aj te anel pes konkluzija so o pobaro kotor taro firme kerena buti ki umal tari kinobikinibaskiri sfera. Lo{arela o evidenti so pobuter taro jekva{ firme isi len upreder pand`ber{ bukjarno vjavahari, so sikavela ko lengoro etabliribe thaj {ajdipe ba{o buvljaribe lengere bizniseske.

dejnost i ako pod uslu`na dejnost se opf ateni i zanaet-iskite firmi. Maliot procent na firmi koi se vo proizvodstvenata sfera mo`ebi e rezultat na nemaweto dovolno kapital za otpo~nuvawe na vakva dejnost kako i stravot od pogolem rizik koj postoji koga se raboti za pogolemi investicii i delovni zafati. Da napomeneme deka vo preprijatijata so trgovska dejnost vo 68,8% ima po eden ili dvajca vraboteni, { to upatuva na konstatacijata deka se raboti prete`no za firmi trgovcepoedi necane za gollemi trgovski preprijatija, { to vsu{nost pretstavuva i ocrtuvawe na realnosta koja postoji me|u Romite.

#### *Koja e glavna dejnost na Va{et o pret prijat ie?*

Proizvodstvena	14,5%
Trgovska	55,8%
Uslu`na	24,6%
bez odgovor	5,1%

#### **Kratok zaklu~ok:**

Mo`e da se zaklu~i deka pogolemi ot del od firmite deluvaat vo oblata vo trgovskata sfera. Raduva podatokot { to pove}e od polovinata firmi imaat nad pet godini rabotno i skustvo, { to uka`uva na ni vna etabliranost i mo`nost za pro{i ruvawe na ni vni ot bi zni si.

crafts firms are included. The small number of firms which are manufacturing maybe is a result of the lack of finances for getting started with this kind of operating as well as the fear of the bigger risk which exist when bigger investments and business deals are the issue. We have to highlight that 68,8 % out of the commercial (trading) companies have one or two employees, which leads to the conclusion that these are mainly firms vendor-individual, and not big commercial companies, which actually is the reality in which exist among the Roma.

#### *Which is the main activity of your company?*

Manufacturing	14,50 %
Trading	55,80 %
Providing services	24,60 %
Without answer	5,10 %

#### **Brief conclusion:**

It can be concluded that the major part of the firms are operating in the trading sphere. It is good information that more than half of the firms have over five years experience, which points on their affirmation and possibility for their businesses expanding.

## B. Struktura e bukjarnengiri

Interesno ba{ i analiza si o evidenti so 90,6% taro firme, bukjarne si salde Roma. Akava {aj te ovel le trin karane. I avgo ,adaleske so majbut kerela pes buti ba{ o firme jekheja ja dujencar bukjarne, i dujto, {aj adaleske so o plesutne Roma taro turlije karane na{ti ja na mangena te ovel len bukjarne taro javer etnikane khgedina . a i trinto karana [aj te ovel o nanipe taro interesi ba{ o bukjarnipe ko firme kaskoro plesutno si Rom.

Tari o linde rezultatija {aj te dikhel pes so kerela pes lafi ba{ o majbut tikne firme, kolendar pobuter taro jekva{ isi len po jek ja duj bukjarne . Te kerela pes lafi ba{ i disavo kreditiribe thaj buvljaribe e bukjake, zaruri si bajrovipe e gejndeske ma{kar o bukjarne adaleske so na kerela pes lafi salde ba{ i i modernizacija e kinobikinibaskere butik-eribnaske ja disavo tehnologijakoro procesi, numa thamiribe neve biznis strategijengje thaj buvljarkeribe ko jek vakti e bukjarnengoro. Akava thamiribe taro neve strategije {aj naje odobor zarurime ba{ o okola firme save isi len pobuter bukjarne thaj saven isi pobaro biznisi.

### *Kobor si o gejndo taro bukjarne ki tumari firma?*

Jek	36,2%
duj	30,4%
trin	13,0%
{tar	7,3%
pand`	4,3%
upreder pand`	8,7%

O digri tari edukacija e bukjarnenge sikavela ko disavo ~hani e edukacijakiri struktura savi isi ki romani populacija. O Fakti so majbaro gejndo taro bukjarne si fundavne sikljovibnaja profilirinela o karakteri thaj i buti savi resarena o firme t.e. kerela

## B. Struktura na vraboteni

I nteresen za analiza e podatokot { to duri vo 90,6% od f i r m i t e, vraboteni te se samo Romi . Ova mo` e da ima najmal ku tri pri ~ i n i . Prvata, zatoa { to prete` no se raboti za f i r m i so eden ili dvajca vraboteni, vtorata, mo` ebi zatoa { to sopstvenicite Romi od razli ~ n i pri ~ i n i ne mo` at ili ne sakaat da imaat vraboteni od drugi etni ~ ki zaedni ci . a tretata pri ~ i n a bi mo` el a da bi de nemaweto na i nteresa za vrabotuvawe vo f i r m a ~ i j sopstveni k e Rom.

Od rezultati te mo` e da se vidi deka se raboti za prete` no mali pretprijatija, od koi pove}e od pol ovi nata i maat po eden ili dvajca vraboteni . Dokol ku se zboruva za i zvesni krediti rawa i pro{ i ruvawe na dejnosta, nemi novno e zgol emuvaweto na brojot na vraboteni te zatoa { to ne stanuva zbor samo za osovremenuvawe na trogovsko rabotewe ili nekoj tehnolo{ ki proces, tuku gradewe sosema novi bi zni s strategii i pro{ i ruvawe na vraboteni te istovremeno. Ova gradewe na novi strategii mo` ebi ne e tolku neophodno za onie pretprijatija koi i maat pove}e vraboteni i koi i maat ve}e poobemen bi zni s

### *Kolkav e brojot na vraboteni vo Va{ et o pret prijat ie?*

Eden	36,2%
Dva	30,4%
Tri	13,0%
^ etiri	7,3%
Pet	4,3%
Nad pet vraboteni	8,7%

Stepenot na obrazovani e na vraboteni te ja otslikuva na izvesen na ~ i n obrazovnata struktura koja postoi kaj romskata populacija. Faktot deka najgol emi ot broj od vraboteni te se so osnovno obrazovani e go prof i l i r a t i pot na

## B. Employees structure

Interesting for analysis is the fact that even in 90,6 % of the firms, the employees are only Roma. This maybe is due to at least three reasons. The first one is because these are mainly firms with only one or two employees, the second one - maybe because the Roma owners because of different reasons can not or don't want to have employees from the other ethnic communities, and the third reason be the lack of interest for getting employment in a firm owned by Roma.

The results make it obvious that these are mainly small companies, out of which more than one half have one or two employees. If the issue is certain credits and expansion of the activities, avoidable is increasing the number of the employees as it is not only the issue for modernizing the commercial working or certain technological process, but for creating completely new business strategies and expansion of the employees at the same time. The construction of new strategies maybe is not so necessary for the companies which have more employees and which already have bigger business.

### *What is the number of the employees in your company?*

One	36,20 %
Two	30,40 %
Three	13,00 %
Four	7,30 %
Five	4,30 %
More than five	8,70 %

The educational level of the employees in a way creates an image about the educational structure of the Roma population. The fact that the biggest number of the employees has finished primary school profiles the type of the activities realized by the firms, that is these



pes lafi ba{i telekfalifikujme tehnologikane procesi-ja ja ko kinobikinibe ja ko tikno. Akaja si funda ba{i o thamiribe strategija ba{i intevencija ki ekonomikani sfera, soske i struktura e bukjarne takateskiri pali lakoro kfalifikujbe diktirinela o profili taro butikeribe savi {aj te resarel pes, Palem o procentija so vjavaharinena pes e bukjarnengje ma{karnutne trineber{engjere thaj {tare ber{engere edukacijaja si lo{ajbaskere gejnede ba{o proekcije ba{i modernizacija ja buvljaribe e bizniseske thaj ko sfere save rodona kfalifikacijakoro bukjarne takati.

### ***Digri ki edukacija e bukjarnengoro ki firma***

bizo fundavno sikljovibe	1,2%
{tarto klaseja	3,4%
fundavno sikljovibnaja	42,9%
ma{karnutne trine ber{engere sikljovibnaja	28,6%
ma{karnutno sikljovibe	20,2%
baro/u~o sikljovibe	3,6%

### **Tikni konkluzija:**

O majbaro gejnodo taro firme prezentirinena -kinobikinutno-jekhutno t.e. isilen po jek bukjarne. E edukacijakiri struktura taro bukjarne sikavena e edukacijakiri struktura tari romani khedin, t.e. o majbaro gejnodo lendar si fundavnikane edukacijaja, so prezentirinela panda jek karana ba{o zaruripe ba{i lengiri dopherdi praktika.

dejnosta koj go ostvaruvaat firmite t.e. prete`no stanuva zbor za ni skokvalifikuвани tehnolo{ki procesi ili trgovija na malo. Ova e osnova za gradewe na strategija za intrevencija vo ekonomskata sfera bi deji strukturata na rabotnata sila spored nejzinata kvalifikovanost go dikti ra profi lot na dejnosta koja bi se ostvaruala. Sepak, procentite koi se odnesuvaat na vraboteni te so sredno trigodi {no i ~etirigodi {no obrazovani e se ohrabruva~i brojki za proekcii za osovremenuvawe ili pro{ i ruvawe na biznisi vo sfere koi baraat kvalifikuвана rabotna sila.

### ***Stepen na obrazovani e na vraboteni te vo pret prijat i et o***

bez osnovno obrazovani e	1,2%
So ~etvrto od deleni e	3,4%
osnovno obrazovani e	42,9%
Sredno tri godi {no u~ili {te	28,6%
Sredno u~ili {te	20,2%
Vi {o/ vi soko obrazovani e	3,6%

### **Kratok zakl u~ok:**

Najgol emi ot broj od firmite pretstavuvaat trgovec- poedinec t.e. imaat po eden vraboetn. Obrazovnata struktura na vraboteni te ja otli kuva obrazovnata struktura na romskata zaednica, odnosno najgol emi ot broj od niv se so osnovno obrazovani e, {to pretstavuva u{te edna pri ~i na za potrebata od ni vna doobuka.

are mainly cases for low-qualified technological processes or small trading. This is a base for constructing strategy for intervention in the economic sphere as the structure of the labor force according to its qualification dictates the profile of the operations that would be realized. However, the percentage that refers to the employees who graduated three-year and four-year high school are encouraging numbers for projections for modernizing or extension of the business even in the spheres which request skilled labor force.

### ***Educational level of the companies' employees***

Not finished primary school	1,20 %
Forth grade primary school	3,40 %
Finished primary school	42,90 %
Three-year high school	28,60 %
High school (four years)	20,20 %
Two-year university/ university	3,60 %

### **Brief conclusion:**

The biggest number of the firms are vendor-individuals, namely they have only one employee. The educational structure of the employees reflects the educational structure of the Roma community, namely the major part of them are with finished primary (elementary) school, which is a reason more for their further training.

### C. Problemi saveja resarena pes o firme ko plo butikeribe

Jek taro majbare problemija savencar resarena pes o firme si o bare dendina thaj i konkurencija. E Danokoskere dendina si o majbaro problemi ba{ o sa o plesutne taro firme thaj akava khuvela ko pobuvlo tretiribe tari fiskalno politika e ra{trake savi athinela taro but makroekonomikane parametrijaja thaj na{ti te analizirinel pes apstrahirindo barabarutne phanle faktorija. Numa akala fiskalna problemija o plesutne taro dukjanija but fare phandena e bilojalnikane konkurencijaja savi avela taro okola so si plesutne ko tezge, a save na pokinena nisave danokoskere dendina. Ma{kar akava, ola notikerena vi ko bilojaliteti savo ikljovela taro phandina so olen isi len ba{ o pokinibe love e firmake. Numa telo problemija so peja legarela len i konkurencija, ko akava pu-ibe na dikhela pes salde o bilojaliteti numa vi sa okola dende karakteristike so oj ikerela len ki peste. Anavjale, koncentracija taro baro gejnjo firme pa{e asavke bukajaja ko tikno than, potikno fijati savo so dena, pokvalitetno inkalipe ja servis thaj agaar ponaodorig si faktorija save jekhe vakteja vi dena problemi disave firmake.

#### *Savo si o majbaro problemi saveja resarela pes tumari firma?*

Naje but hard`utne	19,6%
Bare danokija	39,9%
Bare carinakere dendina	8,0%
Konkurencija	24,6%
Biatraktivnipe tari o inkalibe/i usluga savi dena la	0,7%
Nanipe taro than	5,1%
Javer	2,2%

### V. Problemi so koi se soo-uva f i rmata pri svoeto rabotewe

Edni od pogol emi te problemi so koi se soo-uvaat pretpri jatijata se gol emi te dava~ki i konkurencijata. Dano~ni te dava~ki se najgol emi ot probl em za si te sopstveni ci na f i rmi i ova navl eguva vo po{ i roko treti rawe na f i s kalnata politika na dr`avata koja zavis i od mnohu makroekonomski parametri i ne mo`e da se anal i zi ra apstrahi raj} i vzaemno vrzani f akto ri . No, ovi e f i skl ani probl emi sopstveni ci te na du}ani mnogu ~esto gi povrzuvaat so nel o jalnata konkurencija koja doa|a od strana na oni e koi se sopstveni ci na tezgi a koi ne pl a}at ni kakvi dano~ni dava~ki. Pokraj ova, ti e zabel e`uvaat i na nel ojal nosta koja proi zl eguva od obvrski te { to ti e gi i maat za pl a}awe na naemni na za prostor, penzi sko osi guruvawe i pl a}awe za nadomest na f i rma. No pod probl emi { to gi nosi so sebe konkurencijata, vo ova pra{ awe ne se i ma vo predvi d samo nel ojal nosta tuku i si te oni e dozvol eni karakteri sti ki { to taa gi sodr` i vo sebe. I mena, koncentraci jata na gol em broj na f i rmi so sl i ~na dejnost na mal prostor, poni skata cena koja ja nudat, pokval iteten proi zvod ili usluga i sl . se f akto ri koi i stovremeno i sozdavaat probl emi na neko ja f i rma.

#### *Koj e najgol em probl em so koj se soo-uva Va{ et o pret pri jat ie?*

Nemaweto na dovol no potro{ uva~i	19,6%
Gol emi dano~ni dava~ki	39,9%
Gol emi cari nski dava~ki	8,0%
Konkurencija	24,6%
Neatrakti vnost na proi zvodot/ usl ugata koja ja nudi te	0,7%
Nemawe prostor	5,1%
Drugo	2,2%

### C. Problems that the company/firm is faced with during its operating

Ones of the bigger problems that the companies are faced with are the high taxes and the competition. The taxes are the biggest problem for the firm owners and this penetrates into wider treatment of the state's fiscal policy which depends on many macroeconomic parameters and can not be analyzed by abstracting mutually connected factors. But the company owners very often link the fiscal problems with the disloyal competition which originates from the counter owners at the open markets and who are not paying any taxes. Beside this, they pay attention to the disloyalty which arises from the obligations they have for rents, retirement insurance and taxes of firm. But under the problems that arises due to the competition is not classified only the disloyalty, but all other permissive characteristics the competition contains. Namely, the concentration of big number of firms with similar activities at a small space, lower prices that ones offer, more quality products or services etc. are factors which at the same time are creating problems to certain firm.

#### *Which is the biggest problem that your company/firm is faced with?*

Lack of consumers	19,60 %
High taxes	39,90 %
High customs payments	8,00 %
Competition	24,60 %
Not-attractive products / services you provide	0,70 %
Not having space	5,10 %
Other	2,20 %

Dikhindo so o majbaro gejndo taro firme si ko Skopje t.e. 74 firme, adaleske akava pu-ibe analizirijam le ko digri e dizjake Skopje, kote so resarena pes jekhutne rezultatija, t.e. so o bare danokija si o majbaro problemi.

Naje but hard`utne	17,56%
Bare danokija	31,35%
Bare carinakere dendina	5,81%
Konkurencija	12,7%
Biatraktivnipe taro inkalipe/usluga savi dena lananipe taro than	27,72%
Javer	2,97%
	1,89%

Ki sakoja analiza, zaruri si te dikhel pes na salde ko trujalkeribe disave firmake, numa vi ko anglunipe thaj o ki{lpe save isi andre ki late. Agjar, ko pu-ibe Savo si jek taro majbare problemija so isi tumen ki tumari firma?, jekva{ taro anketirime jekajek vakergje pes so majbaro problemi si o ku-i lejbe e butikeribaskere thaneske thaj nanipe but kerdo buti o plani ba{o biznis. Kana kerela pes lafi ba{o paluno, [aj, sar vi i ra{tra, agaar vi e ma{kard`ijaneskere organizacije te anga`irinen pes pobuter ko dejbe teloikeribe e firmengje ple bilovengjere konsultantska servisencar.

I maj}i vo predvi d deka najgol emi ot broj od preprijatijata se vo Skopje, odnosno 74 preprijatija, zatoa ova pra{awe go analizi rame na ni vo na grad Skopje, pri {to se dobi vaat isti rezultati, odnosno deka gol emi te danoci se najgol emi ot probl em.

Nemaweto na dovol no potro{uva~i	17,56%
Gol emi dano~ni dava~ki	31,35%
Gol emi carinski dava~ki	5,81%
Konkurencija	12,7%
Neatrakti vnost na proi zvodot/ usl ugata koja ja nudi te	27,72%
Nemawe prostor	2,97%
Drugo	1,89%

Pri sekoja analiza, treba da se obrati vni mane ne samo na opkru`uvaweto na odredena firma, tuku i na prednosti te i slabosti te koi postojat vnatre vo nea. Taka, na pra{aweto Koj e eden od najgol emi te probl emi {to go i mate vo Va{eto preprijate?, pol ovi na od i spitanici te podednakvo se i zjasnija deka najgol em probl em se skapata naemni na na del ovni ot prostor i nemaweto dovol no razraboten bi znis plan. Koga stanuva zbor za posl edново, bi mo`ele, kako dr`avata taka i me|unarodni te organizacii, da se anga`i raat pove}e vo davaweto na poddr{ka na firmi te so svoi besplatni konsultantski usl ugi.

Considering the fact that the biggest number of the companies is located in the city of Skopje, apropos 74 companies, therefore we analyzed this issue on the city of Skopje level, and we got the same results, that is that the high taxes are the biggest problem.

Lack of consumers	17,56 %
High taxes	31,35 %
High customs payments	5,81 %
Competition	12,70 %
Not-attractive products / services you provide	27,72 %
Not having space	2,97 %
Other	1,89 %

At each analysis, attention has to be paid not only of certain company's surrounding, but to the advantages and the weaknesses that exist in the firm. So, on the question Which is one of the biggest problems that your company is faced with?, half of the interviewed equally stated that the biggest problems are the high rent and the lack of detailed business plan. Considering the last mentioned, the state as well as the international organizations can be engaged more in supporting the firms with free of charge consultative services.

**Savo si o majbaro problemi savo isi tumen andre ki tumari firma?**

Naje but kadari	13,0%
Biefikasno kontrola ki buti	2,9%
Purane ma{ine	8,0%
Biadekvatno than	11,6%
Ku-i lejbe than ba{i buti	24,6%
Naje but kerdo buti o biznis plani	25,4%
Javer	14,5%

**Koj e najgolem problem koj go imat e vnate vo Va{et o pret prijat ie?**

Nedovol no kadar	13,0%
Neef i kasna kontrola na rabotata	2,9%
Zastareni ma{ i ni	8,0%
Neadekvaten prostor	11,6%
Skapa naemni na na del oven prostor	24,6%
Nemawe dovol no razraboten bi zni s pl an	25,4%
Drugo	14,5%

**Which is the biggest problem that you have within your company?**

Lack of staff	13,00 %
Inefficient control of the work	2,90 %
Old machines	8,00 %
Inadequate space	11,60 %
High rent	24,60 %
Lack of detailed business plan	25,40 %
Other	14,50 %

Vi akate ka kere ~hinipe e problemengje tari i diz Skopje.

I ovde }e napravi me presek na problemi te na grad Skopje.

Here is the situation of the problems of the city of Skopje

Naje but kadari	11,75%
Biefikasno kontrola ki buti	1,89%
Purane ma{ine	5,81%
Biadekvatno than	8,88%
Ku-i lejbe than ba{i buti	17,56%
Naje but kerdo buti o biznis plani	15,67%
Javer	10,81%

Nedovol no kadar	11,75%
Neef i kasna kontrola na rabotata	1,89%
Zastareni ma{ i ni	5,81%
Neadekvaten prostor	8,88%
Skapa naemni na na del oven prostor	17,56%
Nemawe dovol no razraboten bi zni s pl an	15,67%
Drugo	10,81%

Lack of staff	11,75 %
Inefficient control of the work	1,89 %
Old machines	5,81 %
Inadequate space	8,88 %
High rent	17,56 %
Lack of detailed business plan	15,67 %
Other	10,81 %

O Rezultatija tari o rodipe sikavena so po-buter firme raritetaja isi len problemi e takateskere kurkeskere inspekcijaja, so anela d`i ko nekobor konstatacije Avgo, so o inspektorati {ukar kerela pi buti. thaj dujto so na kerena{ukar pli buti, lindo o anglaldihipe so pobaro gejndo taro firme kerena ki svera o bilegano ekonomijake thaj trinto, o anketir-

Rezultati te od istra` uvaweto poka` u-vaat deka pove}eto f irmi retko imaat proble mi so trudovata i pazarnata i nspekci ja, { to mo` e da ne navede na nekol ku zakl u~oci : prvo, deka i nspektoratot dobro ja vr{ i svojata rabota i vtoro, deka ti e ne ja dobro vr{ at svojata rabota i maj}i predvi d deka gol em del od preprijatija-

The results of the research show that most of the firms rarely have problems with the labor and market inspection, which can lead us to several conclusions: first, that the inspectors are properly doing their job, second, that they are not doing their job properly taking in account the fact that large number of the companies operate in the sphere of the gray economy and third,



ime ba{i i dar taro angigaribe disave problemengje garavena o ~a-ipe. Pobaro si o gndipe taro precizno o dujto phandipe adaleske so puterdo pulisaribe si ba{o biefikasnost e inspektorateske ko peravibe e bilegalno ekonomijake thaj tiknaribe e gejnandeske taro bievidentirime sime save kerena buti.

ta rabotat vo sferata na sivata ekonomija i treto, ispitanicite poradi strav od priznavawe na izvesni probl emi ja skri vaat v isti nata . Pogol ema e i zvesnosta od to~nosta na vto-ri ot zaklu~ok zatoa { to op{ ta e ocenkata za neef i kasnosta na i nspektoratot vo suzbi vaweto na si vata ekonomija i namal uvaweto na brojot na neprijaveni li ca koi rabotat.

that inquired persons because of fear of recognizing of certain problems are hiding the truth. Probably the second conclusion is correct because it is generally evaluated the inefficiency of the inspecting institutions in restraining the gray economy and reducing the number of unregistered persons who are working.

***Isi li tumen problemija ki kontrola tari rig e takateskere thaj kurkeskere inspekcijaja?***

***Dali imat e problemi pri kont rola od st rana na t rudovat a i pazarnat a i nspekcija?***

***Do you have problems raised from the controls by the labor and market inspections?***

but fare rariteteja ni majhari naje man	26,1% 47,1% 26,8%
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^ esto Retko Voo{ to nemam	26,1% 47,1% 26,8%
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Often Rarely Don't have at all	26,10 % 47,10 % 26,80 %
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Problemi ki kontrola tari i rig e takateskerethaj kurkeskere inspekcijake ka prezentirina ko digri e dizjake Skopje

Problemi te pri kontrola od trudovata i pazarnata i nspekcija }e go pretstavi me na ni vo na grad Skopje

The situation with the problems resulted from the controls by the labor and market inspections at the territory of the city of Skopje are as follows:

but fare rariteteja ni majhari naje man	25,40% 38,24% 27,58%
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^ esto Retko Voo{ to nemam	25,40% 38,24% 27,58%
----------------------------------	----------------------------

Often Rarely Don't have at all	25,40 % 38,24 % 27,58 %
--------------------------------------	-------------------------------

**Tikni konkluzija:**

O majbaro gejn do ba{o plesutne taro firme prezentirina o u-e danokija, so jekhe lafeja dela d`i o d`anipe so o faisalibe kale problemeske si phanlo ba{o makroekonomikani politika ki ra{tra. Numa ba{o hulavibe taro akava, oj but sigate {aj te khuv-el ko nakhavkeribe taro jek kotar o majbare andru-ne problemija kotar o firme- nanipe butikerutno biznis plani.

**Kratok zaklu~ok:**

Najgol em probl em za sopstveni ci te na f i rmi pretstavuvaat vi soki te danoci, { to vsu{ nost zna~i deka re{ avaweto na ovoj probl em e vrzano za makroekonomskata politika na dr` avata. No za razlika od ova, taa mnogu polesno bi mo` el a da se vkl u~i vo nadmi nuvaweto na eden od najgol emi te vnatre{ ni probl emi na fir- mi te- nemaweto razraboten bi zni s pl an.

**Brief conclusion:**

The biggest problem the firm owners are faced with are the high taxes, which means that the solution of this problem is linked with the states macro economic policy. But, apart from this, it can easier get involved in transcending one of the biggest internal problems of the firms - the lack of elaborated business plan.

### G. Plesutno dikhiba la-haribaske o hali

I fiskalno thaj krediteskiri politika an i sako ekonomia isi la presia an o asavko -hani so kjerem stimucia jali destimucia an o butikjeribaske subjektia ko buvljariba ple butikjeribaske thaj isi olen presia upral olengiri rentabiliteti thaj konkurentnost. O importantno momenti akale duj e makroekonomikane komponente la-haribaske o akanutno hali sikaven thaj o anketaria, thaj akava {aj te dikhel pe taro televakjerde lende rezultatia. Numa o anketirime sikaven o zaruripa thaj phravdipa premalo javer firme so si la-ho indikatori kote zaruri si te kjerel pe zori te tamikjerel pe {ajsarin pa{e kontakteske e firmencar ma{kar thaj barabutno butikjeriba an o avutnipa. Kana kjerel pe lafi kreditiribaske, zaruripa si te zapend`aren pe o firme e {artencar so den o banke thaj o javer kreditengere programe an i Makedonia thaj te kjerel pe arka te hazrkjeren la-ho biznis plani so {aj te ovel la-he sa e krediterenge thaj realno te {aj te kjerel pe thaj te ovel profitabilnikano olenge.

#### *Sar gndinen kote {aj te la-harel pe Tumaro akanutno hali ?*

Te len krediti	29,7 %
Praktika e bukjarnenge	9,4 %
Pobaro barabarbutikjeriba javere firmencar	13,0 %
La-haripa e administrativnikane procedurake	5,1 %
Avrutne investicie	7,2 %
Potikne danokia	25,4 %
Javer	10,2 %

### G. Li~ni vi duvawa za podobruvawe na sostojbata

Fiskalna i kreditna politika vo sekoja ekonomija vlijaat na toj na~in {to vr{at stimucia ili destimucia na stopanski te subjektu pri pro{iruvaweto na svojata dejnost a vlijaat i vrz ni vnata rentabilnost i konkurentnost. Va`nosta na ovi e dve makroekonomski komponenti za podobruvawe na sega{ nata sostojba ja i staknuvat i i spitanici te, a ova mo`e da se vidi od dol unavedeni te dobi eni rezultati. No, i spitanici te ja i staknuvat potrebata i od otvorenost kon drugi te firmi, {to pretstavuva dobar i ndikator deka treba da se vlo`at naporu za gradewe na mo`nosti za poblizok kontakt na firmite me|usebno i zaedni~ko rabotewe vo i dni na. Koga stanuva zbor za krediti raweto, potrebno e firmite da se zapoznaat so si te uslovi koi gi nudat bankite i drugi te kreditni programi vo Makedonija i da im se pomogne da i zgotvat dobar biznis plan pri fativ za krediti te no i realno ostvarlivi i profitabilen za ni v.

#### *Kako mislite deka bi mo`ela da se pobri Va{at a sega{na sostojba?*

Dobivawe na kredit	29,7%
Obuka na kadarot	9,4%
Pogolema sorabotka so drugi pretprijati ja	13,0%
Podobruvawe na administativni te proceduri	5,1%
Stranska investicija	7,2%
Pomal danoci	25,4%
Drugo	10,2%

### D. Personal overview for improving the situation

Each economy's fiscal and credit policy make an influence in terms of stimulating or dissimulating economic subjects when expanding their activities, and are making an influence on their profitability and competitiveness. The importance of those macro economical components for improving the current situation is highlighted by the inquired persons as well, and this can be concluded from the resultates mentioned below. But the interviewed persons emphasize the need for opening to the firms as well, which is a good indicator that efforts are to be made for building possibilities for closer contact between the firms for mutual and cooperative operating in the future. Concerning the credits, it is necessary that the firms are informed about the terms and conditions offered by the banks and the other credit lines in Macedonia and to assist them in creating a strong business plan acceptable for the creditors on the one hand and on the other hand really possible for realization and acceptable for the firms.

#### *In your opinion, how can your current situation be improved?*

Getting a credit	29,70 %
Staff training	9,40 %
Improved cooperation with other companies	13,00 %
Improving the administrative procedures	5,10 %
Foreign investments	7,20 %
Lower taxes	25,40 %
Other	10,20 %

Akava pu-iba dikihibaja an o nivi tari diz Skopje, ka dikha kaj o akanutno hali ka ovel la-he te lele pe kreditia.

Dikihibaja o fakti kaj o Roma pobaro kotor taro bukjarne an o firme kaskere gazdia si Roma si naformirime edukaciaja thaj nane olen bari strukakiri kvalifikacia thaj la-he pend`aripa thaj d`anipa so anel o nevo vakti ( delovnikano butikjeriba, sikljojbe i anglikani ~hib thaj kompjuteria ) isi than praktikake jali d`ipraktika ko disave segmentia olengere butikjeribaske. Pali i kjerdi anketa, o sikle rezultatia sikaven kaj majbaro kotor taro gazdia an o firme sar prioriteti si i praktika ko delovnikano butikjeriba. An i funkcia akaleske o themutne thaj ma{kard`ianeskere faktoria kas isi mandati te intervenirinen an o akava reoni, zaruri si te len an o dikihibe akava da fakti thaj debaja arka taro konsalting agencie jali ple kadarea te realizirinen i praktika majbut so si legardi ko akava reoni - delovnikano butikjeriba.

***Te dikhljen kote ka ovel arka taro ekstra praktika tumare bukjarnege ko buvljariba tumare firmake, save praktikake kjerela pe lafi ?***

Butikjeriba an o kompjuteria	18,1%
Anglikani ~hib	13,0%
Delobvnikan butikjeriba	38,4%
Butiokjeriba an i disavi makina	13,0%
Javer	17,4%

An o la-haripa e haleske {aj te phanen pe thaj e birad`akoro sektori thaj e religiakere khedina. Numa o rezultatia sikaven kaj salde trujal 5 % taro firme sine len lendo disavi arka taro birad`akoro organizacie, thaj ni jekh organizacia na lelja arka tari

I ova pra{ awe razgl eduvaj}i go na ni vo na grad Skopje }e zabele`ime deka sega{ nata sostojba bi bil a podobrena so dobi vawe na kredit.

I maj}i go vo predvid faktot deka pogl emi ot del od vraboteni te vo pretprijati jata ~i i sopstveni ci se Romi, prete`no se so neof ormeno obrazovani e i nemaat dovol no stru-na kvalifikacija i dovol no poznavawe na ve{ - ti ni te koi gi nametnuva novoto vreme (del ovno rabotewe, poznavawe na angl i ski jazi k i kompjuteri), se javuva potrebata od obuka ili doobuka vo oddelni segmenti od ni vnata dejnost. Po sprovedenoto anketi rawe, dobi eni te rezultati uka`uvaat deka najgol emi ot del od sopstveni ci - te na f irmi kako pri ori tetna potreba ja poso~uvaat obukata vo obl asta na del ovnoto rabotewe. Vo f unkcija na ova, dr`avni te i me|unarodni te f aktori koi i maat mandat za i ntintervencija vo ova obl ast, treba da go i maat ovoj f akt predvid i, so pomo{ na konsal ti ng agenci i ili so sopstven kadar, da realiziraat obuka najmnogu naso~ena tokmu vo obl asta na del ovnoto rabotewe.

***Ako ceni t e deka bi pomognala dopolnit elna obuka na va{ i t e vrabot eni za razvoj na va{ at a f irma, za kakov vid na obukist anuva zbor?***

Rabota so kompjuter	18,1%
Angl i ski jazi k	13,0%
Del ovno rabotewe	38,4%
Rabota na odredena ma{ i na	13,0%
Drugo	17,4%

Vo podobruvawe na sostojbata mo`e da se vkl u~at i nevl adi ni ot sektor i verski te zaedni ci. No, dobi eni te rezultati poka`uvaat deka samo okol u 5% od pretprijati jata i mal e dobi eno bil o kakva pomo{ od nevl adi na organi zaci -

Reviewing this issue within the city of Skopje, we can notice that the current situation would be improved by getting a credit.

Taking in consideration the fact that most of the employees in the companies owned by Roma mainly are with unformed education, are not qualified enough and are not skilled with the abilities that are imposed by the modern life (administrative working, knowledge of English language and computer education), arises the need for trainings in certain segments of the companies' operations. The inquiry resultates indicate that the major part of the firm owners consider the need for training in administrative operating as priority. Therefore, the state and the international factors who have mandate for intervention in this area, should take in account this fact and thru consulting agencies or own staff to implement trainings narrowed to administrative operating.

***If you think that additional training for your employees will help you for your firm development, what kind of training are you considering?***

Working on computer	18,10 %
English language	13,00 %
Administrative operating	38,40 %
Operating with certain machine	13,00 %
Other	17,40 %

In order to improve the situation the NGO sector and the religious communities can be involved. But, the gained results indicate that only 5 % of the companies have stated that they have received some kind of aid from a NGO, and almost there isn't a company which received



savi te ovel religiakiri khedin. Tikno si o procenti taro okola gazdia e firmengere ( 12,3 % ) so esapinen o anga`mani e religiakere khedina te anga`irinen pe an o ekonomikane sfere. Analiziribaja o rezultatia taro avgo anketno listi IN-1, sikavgjem o importantno thaj {ajsarutnipa e anga`maneske taro birad`akere organizacie thaj religiakere khedina sar kotora taro civilnikano sektori thaj esapina kaj akala konstatacie ka oven validno elengere anga`iribaske an o biznis sektori thaj zaruri si te vakjerel pe majbaro anga`mani akate isi pobaro anga`mani isi pobuter birad`akere organizacie prekal o intervencie prekal i edukacia, kote kjerer pa{ipa e javere firmencar thaj kreditoria thaj javer.

***So gndinen, zaruri li si e religiakere khedina te anga`irinen pe an i ekonomikani sfera?***

Oja	12,3%
Na	40,6%
Javer	2,2%
Na d`anav	44,9%

#### **Tikni konkluzija:**

Majbaro numero plesutne taro firme , lejbaja krediti dikhen jekh taro {ajsarina te la-haren po hali thaj taro reoni e butikeribaske thaj den prioriteti ko la-haripa e kadroveskere kapaciteteske ko firme.

ja, a re~isi ni tu edno pretprijati e nema dobi-eno bi lo kakva pomo{ od verska zaedni ca. I sto taka, mnogu e mal procentot na oni e sopstvenici na firmi (12,3%) koi smetaat deka ima potreba od anga`i rawe na verski te zaedni ci vo ekonomskata sf era. Analiziraj}i gi rezultati te od prvi ot anketen list I N-1, gi poso~i vme va`nosta i mo`nosta za anga`man na nevladi ni te organizacii na verski te zaedni ci kako del ovi na civilni ot sektor i smetame deka ovi e konstatacii bi va`ele i za nivno anga`i rawe vo biznis sektorot, iako bi istaknale deka mesto za pogolem anga`man ovde i maat pove}e nevladi ni te organizacii so intervencii preku edukacija, posredni { tvo so drugi firmi i kreditori i sl.

***[ t o m i s l i t e, d a l i v e r s k i t e z a e d n i c i t r e b a d a s e a n g a ` i r a a t v o e k o n o m s k a t a s f e r a ?***

Da	12,3%
Ne	40,6%
Drugo	2,2%
Ne znam	44,9%

#### **Kratok zaklu~ok:**

Najgol emi ot broj na sopstvenici na firmi , dobi vaweto na kredit go gledaat vo edna od mo`nosti te za podobruvawe na sostojbata, a na obukata vo obl asta na del ovnoto rabotewe i davaat priorit et pri podobruvaweto na kadrovski ot kapacitet na firmata.

an aid from a religious community. Moreover, a small percentage (12,3 %) of the firm owners thinks that there is a need for involving the religious communities in the economic sphere. Analyzing the results from the first inquiry form (IN-1), we indicated the importance and the possibilities for engaging the NGOs and the religious communities, as parts of the civic sector and we deem that this constation would be valid for their involvement in the business sector as well, although we would highlight that there is a space for bigger engagement of the NGOs with interventions by education and intercession with other firms, creditors etc.

***Do you think that the religious communities should be involved in the economical sphere?***

Yes	12,30 %
No	40,60 %
Other	2,20 %
I don't know	44,90 %

#### **Brief conclusion:**

The major number of the firm owners sees the obtaining of a credit as one of the possibilities for improving the situation, and they give priority to the training on administrative operating for improvement of the firm's staff capacity.



## D. Kreditiriba

O rodiba sikavgja an i enormno turlipa ko vajavahari ma{kar okola so istemalkjergje thaj nais-temaljkjergje krediti tari disavi komercialnikani banka. Salde 5 % taro firme isi len istemalkjerdo kreditia so si tikno numero thaj zaruri si te dikhel pe o fakti kaj kjerel pe buti ba{o kinobikinibaskere firme jekh jali duj e bukjarnencar.

Kana dikhlem o {ajsarutne faisalia te la-harel pe o hali, jekh taro trin kotora taro anketirime vak-jergje kaj te lele krediti si jekh taro {ajsarutne faisalia. Uzal so kjerel pe lafi ba{i solucia kote alusargje pobaro kotor taro anketirime , salde jekva{ taro anketirime ko televakjerdo pu-iba vakjeren kaj na sine len zaruripa taro krediti. Akava sikavel pe taro fakti kote o pobaro kotor taro olende, - kinobikinutne manu{a kote realizirinen plo butikjeriba sar bikinutne na arakhle zaruripa taro kreditiriba. Sar majindikativnikano modaliteti si o u-o procenti taro nainformiriba e akteske sar lela pe krediti. O informiriba, transparentnost thaj edukacia an i sfera taro klidime bukja so {aj te te del pe arka okolenge so sis len zaruripa taro krediti. Akava potencirinel pe soske majhari si phanlo e javere faktorencar, d`i kote isi {ajsarutno anga`mani sare banken thaj o konsalting firme, i them thaj e ma{kard`ianskerekere organizacie. O u-Ipa taro kamateathinel taro javer faktoria (makroekonomikano thaj andrebankakoro faktori ) sar so si i hipoteka, so athinel taro o takati e potencialnikane kominteteske.

36,1 % taro firme an o Skopje vakjergje kaj majbari karana so na istemaljkjergje krediti si so nane len zaruripa odolestar.

## D. Kredi ti rawe

I stra` uvaweto uka` uva na enormna razlika vo soodnosot me|u oni e koi i maat i oni koi nemaat kori steno kredit od nekoja komercijalna banka. Samo 5% od pretprijata i maat kori steno kredit { to pretstavuva mnogu mal broj, i ako treba da se ima vo predvid f aktot deka se raboti prete`no za trgovski pretprijatija so po eden ili dvajca vraboteni.

Pri razgluduvaweto na mo`nite re{ enija za podobruvawe na sostojbata, re~isi edna tretina od ispitanci te se izjasnija deka dobivaweto na kredit e edno od mo`nite re{ enija. No i kao stanuva zbor za solucija koja ja odbrale golem del od ispitanci te, separe~isi od polovinata ispitanci na dolunavedenoto pra{ awe naveduvaat deka nemale potreba od kredit. Ova se tolkuva so f aktot { to pogolemi otdel od niv se prete`no trgovci poedinci koi za realizacija na svojata prete`no trgovska dejnost ne nai{ le na potreba od krediti rawe. Kako naji ndi kati ven modalitet e visokot procent na oni e koi se nei nformirani za postapkata za dobivawe na kredit. Infirmiraweto, transparentnosta i edukacijata vo ovaasf era se klunite raboti koi mo`at da im pomognat na oni e koi i maat potreba od kredit. Ova go potencirame zatoa { to najmal ku e vrzan so drugi faktori, a e mo`no so anga`man kako na sami te banki taka i na konsalting firmite, dr`avata i me|unarodnite organizacii. Visinata na kamatnata stapka separek zavisio od drugi faktori (makroekonomski i vnatrebankarski faktori) kako { to hi potekarskite vlogovi zavisaat od mo}nosta na sami ot potencialen komtent.

36,1% od pretprijatijata vo Skopje se izjasnuvaat deka najgolemata pri~ina za nekoristewe na kredit e nemaweto potreba od ova.

## E. Crediting

The research indicates on a huge difference between the ones who have used credits and the ones that haven't used credit from any commercial bank. Only 5 % of the companies have used credit which is a very small number, although the fact that these are mainly commercial (trading firms) with only one or two employees has to be considered.

When reviewing the possible solutions for improving the situation, almost one third of the inquired persons stated that getting a credit is one of the possible solutions. But, regardless of the fact that major part of the interviewed chose this solution, still almost half of the interviewed answered to the question below that they didn't need a credit. This is interpreted by the fact that that the major part of them are vendor-individuals who for realizing of their trading activities never felt a need for crediting. As most indicative modality is the high percentage of those who are uninformed about the crediting procedure. Informing, transparency and education in this sphere are the key issues which can help those who need a credit. We emphasize this as it is the least linked with the other factors and it is possible with engaging the banks as well as the consulting firms, the states and the international organizations. However, the high interest rate depends on other factors (macro economical and intern-bank factors) as well as the mortgage stakes depend on the potential user's power.

36,10 % of the companies in the city of Skopje propound that the main reason for not using credits is that they don't need it.



### So si majbari karana soske na istemalkjergjen krediti ?

Napherde {artia krediteske	17,4%
Nainformiriba an o akti te lel pe krediti	15,2%
U-i kamata	13,8%
Nanipa hipoteka	0,7%
Nane zaruripa taro krediti	47,8%
Istemakjergjum krediti	5,1%

### Koja e najgolemat a pri~ina zaradi koja nemat e koristenokrediti ?

Nei spolneti uslovi za kredit	17,4%
Nei nf ormiranost za postapkata za dobi vawe na kredit	15,2%
Vi soka kamata	13,8%
Nemawe na hi potekarski vl og	0,7%
Nemawe potreba od kredit	47,8%
I mam kori steno kredit	5,1%

### Which is the main reason due to which you haven't used a credit?

I don't meet the credit conditions	17,40 %
I'm not informed about the procedure for getting a credit	15,20 %
High interest rates	13,80 %
I don't have a mortgage stake	0,70 %
Don't need a credit	47,80 %
I have used a credit	5,10 %

#### Tikni konkluzija:

Majbaro numero plesutne taro firme , lejbara krediti Salde 5% taro anketirime sine len istemalkjerdo krediti thaj uzal nanipa taro savki istemalkjerin e kreditiribaske, sar [erutni karana ba{o naistemalkjeriba krediti si o vakerede napherde [artia taro krediti.

#### Kratok zaklu~ok:

Samo 5% od ispitani cite imale koristenokredit a pokraj nemaweto potreba od krediti -rawe, kako glavna pri~ina za nekoristewe na kredit se navedeni nei spolneti te kreditni uslovi.

#### Brief conclusion:

Only 5 % of the inquired persons have used a credit, and beside the absence of the need for credit, as main reason for not using a credit the unmet credit criteria are stated.

### 2.3.KONKLUZIA

Taro dende d`ovapia an o pu-iba so si saikjerde an o tematsko bloko hainga tari egzistencia {aj te konstatirinel pe kaj majbaro numero taro anketirime, fundavno haing tari egzistencia si i socialno arka, numa dikhibaja o faktori kote o egzempli sine resardo (sine anketirime dizutne hulavde an o grupe aso olengoro bukjanipa), nane tikno o numero thaj okola haingatari egzistencia sikaven o plesutno lende love, havdo sar sani~eskoro lejbe love, bizi diferencia isi le sani~eskoro bukjarno vjavaharjali na. [aj agjaar te konstantirinel pe kaj majbaro numero taro anketirime si so den disave usluge (higieni~ari, kherutni bukjarni, amali, manu{ so del arka kana kjerel pe bu-

### 2.3. ZAKLU^OK

Od odgovori te na pra{ awata sodr`ani vo tematski ot blok izvori na egzistencia mo`e da se konstatira deka na najgolemi ot broj od ispitani cite, osnoveni zvor na egzistencia e socijalnata pomo{ , no imaj}i go predvid f aktot deka pri merokot be{ e cel en (bea anketirani kategorija na gra|ani raspredel eni vo grupi spored vi dot na ni vnata rabotna anga` i ranost), ne e mal brojot i na oni e koi kako i zvor na egzistencia go poso~uvaat li ~ni ot dohod, sf aten vo smisl a na redovno pri mawe, bez razl i ka dal i se ostvaruva od redoven raboten odnos ili ne. Mo` e, isto taka, da se konstatira deka najgol emi ot broj od ispitani ci-

### 2.3. CONCLUSION

Based on the answers included in the thematic block existence resources it can be concluded that for the major part of the interviewed persons the main existence resource is the social aid. But, considering the fact that the specimen was functional (a category of citizens categorized in groups according to the kind of their working engagement were inquired), the number of those who as existence resource state the salary, understood in terms of regular incomes, regardless if it is obtained thru regular employment or not is not small. Further, it can be concluded that the major part of the inquired persons mainly are providers of certain services (cleaners, house keeper, carrier, assistant for agricul-

ti an i aind`, {oferi thaj javer}thaj bikinutne an o tezge. Majbaro kotor taro okola so angleder sine len bukjarne vjavahari, sine saste bukjarne thaj sine bukjarne an o themakoro sektori.

Taro lende rezultatia {aj te notirinel pe kaj isi tendencia taro tikjariba e numeroske taro sani-eskoro bukjarne vjavahari. O informacie legaren amen ki konkluzia kote 2/3 taro okola so vakjergje kaj isi len savo disavo bukjarne anga`mani, si bizo regulirimo bukjarne vjavahari. Sar baro problemi avel o u-o procenti sa okola so nane sastipaskere foramlitetia regulirime, so si nakjerdo kanuneskoro niame. Jekh taro pobare problemia si i diskriminacia ko rodiba buti upral i etnikani funda kote so ho{inen la jekva{ taro anketirime. Odokahr numero taro anketirime kjerden buti bizo diasvi arka javerestar, numa trujal akava nane tikno o numero taro okola so i buti realizirinen arkaja taro d`ene tari familia so si ko disavo ~hani potenciali te buvljarel pe o tikno biznis.

[aj te phanel pe kote majbaro kotor taro anketirime nane len istemalkjerin tari praktika, odoleske majfukar si te kjerel pe majanglal kampanja te {aj te vakjarel pe so si odova, thaj palo odova te realizirinel pe. O sikljobje o zanaeti si majkamlo ko anketirime, so si la-ho signali tari kamlin te kjerel pe taro butikjeribaskoro ko inkalibaskoro sektori. Trujal 60% taro anketirime si zainteresirime te phraven plo biznis thaj odokhar procentualno isi len zaruripa taro niamengiri thaj diziakiri istemalkjerin te len krediti kan aka formirinen pli firma. Numa kana vakjeren ba{i alternativa akanske la-haribaske o hali, prioriteti den te gele avrial tari them, thaj u {urukjeriba ple biznisea si rangirimo an o trinto than.

Majbaro kotor taro anketirime na lele nisavi arka tari rig e themake, so si sar chidiba an i rig kana kjerel pe lafi e Romenge. O procenti taro okola so si an o Themakoro ofisi bukjenje thaj registririme sar bibukjarne, bi-haven istemalkjerin ba{i redefiniriba e instituciake - bukjarne vjavahari, ba{o baro numero okola so kjerden buti d`i kote legaren pe sar bibukjarne sebepi olengoro napenziakoro siguriteti.

Agjaar vakjerdo nane tikno thaj o numero sa okola so len arka taro birad`akere organizacie thaj religiakere khedina thaj sine taro hajbe. Pobaro o ko-

te prete`no se davateli na odredeni usluga (higi eni ~ar, ku}na pomo{ ni ~ka, amal, pomo{ nik pri obrabotka na niva, {oferi i sl.) kako i prodava~i na tezga. Najgol emiot del od onie koi prethodno imale raboten odnos, bile prete`no op{ ti rabotnici i bile vraboteni prete`no vo dr`avni ot sektor.

Od dobi eni te rezultati mo`e da se zabel e` i deka postoi tendencija na namal uvawe na brojot na onie koi se vo redoven raboten odnos. Podatoci te ne upatuvaat na zaklu~okot deka re~isi 2/3 od onie koi se i zjasni le deka i maat bilo kakov raboten anga`man, se bez reguliran raboten odnos. Kako gol em problem se nametnuva, isto taka, i visoki ot procent na onie koi ne se zdravstveno osigurani, {to pretstavuva neostvareno zakonsko pravo. Eden od pogol emi te problemi pretstavuva di skrimi naci jata pri vrabotuvaweto vrz etni ~ka osnova {to ja ~uvstvuvaat polovina od ispitani ciate. Isto tol kav broj od ispitani ciate rabotat bez ni kakva pomo{ od nekoj drug, no i pokraj ova, ne e mal brojot na onie koi rabotata ja real i zirat so pomo{ od ~lenovi od semejstvoto, {to na nekoj na~in pretstavuva svoevi den potencial za razvoj na mal biznis.

Mo`e da se zaklu~i, isto taka deka najgol emiot del od ispitani ciate nemaat potreba od obuka, pa zatoa bilo prepora~livo najprvi n da se povede kampawa za objasnuvawe na potrebata od istata, a posle ova da se pristapi kon nejzi na realizacija. U~eweto na zanaete najposakuvanata obuka kaj ispitani ciate, {to mo`ebi e dobar signal na svesnosta za premi n od trgovskiot vo proizvodstveni ot sektor. Re~isi okol u 60% od ispitani ciate se i zjasni le deka se zainteresirani da osnovaat sopstven biznis i isto tol kav procent, i maat potreba od pravni ~ka i sovetodavna pomo{ i dobi vawe na kredit pri osnovawe na sopstvena firma. No, koga se i zjasnuvaat za alternativi te za podobruvawe na sega{ nata sostojba, pri ori tet davaat na zami nuvaweto vo stranstvo, a otpo~nuvaweto na sopstven biznis go rangiraat na treto mesto.

Najgol emiot del od ispitani ciate ne dobi-

tural works, driver etc.) as well as vendors at open market. The major part of the ones who did have previous jobs, were mainly general workers and were mainly employed in the state sector.

Based on the gained results it can be noticed that there is a tendency for reducing the number of the ones who have regular employment. The data refer to the conclusion that almost 2/3 of the ones who stated that they have any kind of working engagement, do not have regulated employment. Further, as a huge problem which imposes is the high percentage of the ones who don't have health insurance, which is actually unrealized legal right. One of the bigger problems is the discrimination at employment based on ethnical grounds which is felt by half of the inquired persons. The same is the number of the inquired persons who work without any assistance from anybody, but nevertheless, it is not small number of the ones who work with assistance by the family members, which in a way is kind of potential for development of a family business.

It can also be concluded that the major part of the inquired persons don't need training, so it would be recommended that first of all a campaign is to be launched for explaining the need for training, and afterwards to accede to its realization. Getting skilled in craft is the most desired training among the inquired persons, which is maybe a good signal about the consciousness for transition from the trading to the production sector. Almost 60% of the inquired persons stated that they are interested into establishing own business and the same is the percentage of the ones who need legal and consultatively assistance and obtaining a credit for establishing own enterprise. But, when they state the alternatives for improving the current situation, priority is given to migration to foreign states, and the establishing of own business is ranged on third place.

The major part of the inquired persons didn't receive any assistance from the state, but in a way a sense of detachment regarding the Roma citizens is procured. The percentage of the ones who are registered in the state Bureau for employment, and at the same time have working engagement, refers to the need for





tor taro anketirime notirina ko nabari digra taro anga`mani e religiakere khedinendar an o la-hariba e haleske taro Roma.

[aj te kjerel pe konkluzia kaj pobaro kotor taro firmekjeren taro kinobikinibaskiri sfera . Lo{arel i informacia kote pobuter taro jekva{ firme isi olen upreder 5 ber{ bukjarne anga`mani so sikavel an o olengoroetabliriba thaj {ajsarin ko buvljariba olengere biznisea.

Majbaro numero taro firme si kinobikinu- jekhutno, jekhe bukjarnea. I edukacia taro bukjarne si sureta tari edukaciakiri struktura e romane khedi- nake thaj majbaro numero olendar si salde fundavno {kolaja, so si karana ba{i dopraktiriba olenge.

Majbaro problemi taro o gazdia e firmengoro si u-e danokia, so phanlipaja si o faisaliba akale problemeske si e makroekonomikane politikaja tari them. Numa diferencijaja taro odova oj but lokheste {aj te phanel pe e nakhajbaja e jekhe taro majbare problemea an o firme - nanipa taro kjerdo biznis pla- ni.

Majbaro numero taro gazdia e firmengere ko lejbe krediti dikhel pe ko jekh taro la-hariba e haleske thaj i praktika an o delovno butikjeriba den prioriteti ko la-haripa e kadrovsko kapaciteteske an i firme.

Salde 5% taro anketirime isi olen lendo kred- iti thaj uzal naistemalkjerin taro krediti sar {erutni karana si nalejbe krediti si i napheriba e kreditengere {artia.

le ni kakva pomo{ od strana na dr`avata, { to na nekoj na~i n se dobi va ~uvstvo za nejzi na otu|enost vo odnos na gra|ani te Romi . Procentot na oni e koi se pri javeni vo Dr`avni ot zavod za vrabotuva- we, a istovremeno se i rabotno anga` i rani , upatu- va na potreбата od redef i ni rawe na i nsti tuci ja- ta raboten odnos, zaradi golemi ot broj na oni e koi rabotat a se vodat kako nevraboteni zaradi ni vnata penzi ska neosi guranost.

Re~i si e nezanemarli v brojot na oni e koi i maat dobi eno pomo{ od nevl adi ni te organi zaci i i verski te zaedni ci , a koja prete` no se sostoela vo hrana. Pogol emi ot del od i spi tani ci te zabel e` uvaat na nedovol ni ot stepen na anga` i ranost na verski te zaedni ci vo podobruvawe na sostojbata na Romi te.

Mo` e da se zakl u~i deka pogol emi ot del od f i rmi te del uvaat vo obl asta vo trgovskata sf era. Raduva podatokot { to pove}e od pol ovi nata f i rmi i maat nad pet godini rabotno iskustvo, { to uka` uva na ni vna etabl i ranost i mo` nost za pro- { i ruvawe na ni vni ot bi zni s.

Najgol emi ot broj od f i rmi te pretstavu- vaat trgovec- poedi nec t.e. i maat po eden vrabo- ten. Obrazovnata struktura na vraboteni te ja ots- li kuva obrazovnata struktura na romskata zaedni - ca, odnosno najgol emi ot broj od ni v se so osnovno obrazovani e, { to pretstavuva u{ te edna pri ~i na za potreбата od ni vna doobuka.

Najgol em problem za sopstveni cite na f i rmi pretstavuvaat visoki te danoci, { to vsu{ nost zna~i deka re{ avaweto na ovoj problem e vrzano za makroekonomskata pol i ti ka na dr` avata. No za razli ka od ova, taa mnogu pol esno bi mo` el a da se vkl u~i vo nadmi nuvaweto na eden od najgol emi te vnatre{ ni problemi na f i rmi te- nemaweto razraboten bi zni s pl an.

Najgol emi ot broj na sopstveni ci na f i rmi , dobi vaweto na kredit go gledaat vo edna od mo` nosti te za podobruvawe na sostojbata, a na obukata vo obl asta na del ovnoto rabotewe mu da- vaat priori tet pri podobruvaweto na kadrovski - ot kapaci tet na f i rmata.

Samo 5% od i spi tani ci te i mal e kori steno kredit a pokraj nemaweto potreba od krediti ra- we, kako gl avna pri ~i na za nekori stewe na kredit se navedeni nei spol neti te kreditni usl ovi .

redefining the institution employment, because of the big number of those who work and are registered as unemployed due to their retirement non-insurance.

It is almost insignificant the number of the ones who received assistance from the NGOs and the religious communities, and which was mainly in food. The major part of the inquired persons has remarks on the insufficient engagement level of the religious communi- ties regarding the Roma situation.

It can be concluded that the major part of the firms are operating in the trading sphere. It is good information that more than half of the firms have over five years experience, which points on their affirmation and possibility for their businesses expanding.

The biggest number of the firms are vendor- individuals, namely they have only one employee. The educational structure of the employees reflects the edu- cational structure of the Roma community, namely the major part of them are with finished primary (elemen- tary) school, which is a reason more for their further training.

The biggest problem the firm owners are faced with are the high taxes, which means that the solution of this problem is linked with the states macro economic policy. But, apart from this, it can easier get involved in transcending one of the biggest internal problems of the firms - the lack of elaborated business plan.

The major number of the firm owners sees the obtaining of a credit as one of the possibilities for improving the situation, and they give priority to the training on administrative operating for improvement of the firm's staff capacity.

Only 5 % of the inquired persons have used a credit, and beside the absence of the need for credit, as main reason for not using a credit the unmet credit cri- teria are stated.



**Pande Lazarevski**  
**direktori taro ISPJR**

Taro prezentirime rodiba , thaj taro pherdo javer rodiba {erutnefokusiringjam amen an o {tar konkluzie. Kobor te ovel bibahtalo, isi ho{i tari diskriminacia upral etnikani funda an o pervazia taro romani khedin. O moto telal so realizirngja pe akava "O Roma e Romenge" savore {aj te den arka, numa d`i kote i romani khedin na pa{akjerel sa ple napia thaj o romane d`ene na nakhaven o bihaljoviba an o kjari e saste khedinake phare kote ka kerel pe khan-i.

Uzal khan-i so {aj tvakjerel pe kaj si a-havdo sar problemi ko Roma-ola nane izolirime taro sa an i them , numa dikhibaja o angleder marginaliziriba e romane khedinake majdrasti-no sikavel pe. Trinto konkluzia si dikhibaja so kjerel pe an i them nane nacionalno politika te la-harel pe o hali kote si o Roma. Isi nakoordinacia ma{kar o institucie an i them te la-harel pe o hali e Romengoro. Lokhe si te del pe kritikakobor kjergja pe jali na napia numa akana si klidimo momenti te kjerel pe napi te arakhel pe koordinacia ko sa o programia, proektia thaj donacie te kreirinel pe nacionalno politika an o pervazia e romane khedinake .thaj te dikhel pe o realiteti te nakhavel pe o problemi so si phanlo e nakhavibaja o problemia kote isi an i sasti them.

Ka vakjerav trin konkluznikane havljarinaso hulavaja len tumencar thaj si ko disavo ~hani sureta sa okoleske so kera lafi e d`enecar taro Organizacio komiteti e Forumeskoro.

1. Akava Forumi zaruri si te bajrol sar Koordinativno badani so ka pa{akjerel e eminentno d`ene taro politikano ekonomikano thaj akademsko d`ivdipa.

2. Phanlo e problemencar tari koordinacia e programencar, proektencar thaj donacie moldinaja kaj si zaruri te formirinel pe Kancelaria e koordinaciake ko proektia thaj programe.

3. I trinto majimportantno buti si formiriba romologikano centro so ka pa{akjerel sa e profesionalno kadria so sisi an i romani khedin thaj ka ovel funda thaj darhi javere avutnipaske. Moldina kote jekh asavko centro ka{aj te anel korkorutno numa ka ovel majfunktionalno te sine ko butikjeriba e ISPJR jali ko pervazia e javer akademsko instituciaja, kolea

**Pande Lazarevski**  
**di rekt or na I SPPI**

Od prezenti rani te istra`uvawa, no i od redi ca drugi istra`uvawa glavno se fokusi ravme na ~etiri zaklu~oci. Kolku i da se ~ini ta`no, prisutno e ~uvstvoto na di skrimi nacija po etni ~ka osnova vo ramki te na romskata zaedni ca. Mototo pod koe se real izi ra ova e Romi za Romi te, si te mo` e da pomognat, no dokol ku romskata zaedni ca ne gi obedi ni svoi te napori i dokol ku pretstavni ci na Romi te ne gi nadmi nat nedorazbi rawata vo korist na cel ata zaedni ca te{ ko deka }e se posti gne ne{ to.

Pokraj ne{ to {to bi mo`elo da se nare~e deka e nasl edeno kako probl em kaj Romi te - ti e ne se izol irani sevkupni te sastojbi vo zemjata, tuku i maj}i go prevedid prethodnoto, margi nal i zi ranosta kaj romskata zaedni ca najdrasti ~no se izrazuva. Tret zaklu~ok e deka, i maj}i prevedid ona {to se pravi vo zemjata, ne postoji naci onal na poli ti ka za podobruvawe na sastojbata vo koja se nao|aat Romi te. I ma nedostig od koordnacija me|u nadle`nite institutci i vo zemjata za podobruvawe na sastojbata na romskata zaedni ca. Lesno e da se kri ti kuva dal i nekoj i kol ku se zal o` il , no sega e kl u~ni ot moment da se napravi napor da se obezbedi koordnacija na site programi, proekti i donaci i , da se krei ra nekoja naci onal na poli ti ka vo ramki te na romskata zaedni ca i da se sogleda real nosta deka nadmi nuvawe na probl emi te e povrzano so nadmi nuvawe na probl emi te so koi se soo~uva zemjata vo cel ost.

] e ka` am 3 kl u~ni preporaki koi gi spo del uvame so vas ovde i koi se na nekoj na~i n i zraz na ona {to razgovaravme so ~lenovi te na Organi zaci oni ot komi tet na Forumot.

1. Ovoj f orum treba da prerasne vo koordi nativno telo, koe }e gi obedi nuva emi nentni te pretstavni ci vo poli ti ~ki ot, stopanski ot i akademski ot `i vot.

2. Vrzano so probl emi te na koordi naci jata na programi te, proekti te i donaci i te ceni me deka e potrebno da se formi ra i Kancelarija za koordi naci ja na proekti te i programi te.



Pande Lazarevski

**Pande Lazarevski**  
**director of ISPJR**

Based on the presented researches, as well as on series of other researches mainly we are focused on these 4 conclusions. I'll start with the next one. As sad it might seem the sense of discrimination based on ethnical grounds in the frames of the Roma community is present. The motto under which this is realized is Roma for Roma, everybody can help, but if the Roma community doesn't unite its efforts and if the Roma representatives don't raise above the misapprehensions in interest of the whole community it is hardly that anything will be achieved.

Beside something that can be considered as hereditary problem among the Roma - they are not isolated from the overall conditions in the country, but taking in account the previous mentioned, the marginalization of the Roma community is the most drastically expressed. Third conclusion is that, considering everything that is done in the country, there isn't national policy for improving the situation of the Roma. There is a deficiency of coordination between the competent institutions in the country for improving the situation of the Roma community. It is easy to criticize if someone and how much efforts has the one made, but now is the key moment to ensure coordination of all programs, projects and donations, to create a national policy in the frames of the Roma community and to become aware of the reality that the transcending of the problems is connected with transcending the problems that the country in general is faced with.

I will mention 3 key recommendations which we share here with you and which in a way are an

ka ovel kotor tari univerzitetko khedina.

Normalno sa akala si aktiaba{o majodorig diskusie ba{o majodorigano tamikjeriba. O prezentirime informacie tari anketa nane realno sureta e ~a-utne d`ivdipaske e Romengoro an i RM. Ola si resle upral i funda tari majpa{eanketa so akana si kjerdi. An i koorelacia e javer statistikane informacijencar thaj javer rodibaka ovel disave korekcie, numa indikativno si te sikaven pe o problema, numa prekal o konkluzie thaj {asarutno te nakhaven pe akala problemia. Ko disavo avutno Forumi ka konstatirina kaj i funda so akana ~hivel pe ka ovel la~hibaske.

3. I treta i najva`na rabota e f ormi rawe romolo{ ki centar, koj }e gi obedi ni prof esi onalni te kadri so koi raspol aga romskata zaedni ca i koj }e bi de eden od stol bovi te na poi nakva i dni na. Ceni me deka eden takov centar mo` e da se vospostavi i samostojno, no deka bi bilo pof unki onal no ako bi de napraven vo sostavot na I SPPI ili vo ramki te na druga akademiska i nsti tucija, so toa { to bi se stanal del od univerzi tetskata zaedni ca.

Normalno, si te ovi e raboti se predmet za natamo{ na di skusi ja, za natamo{ no nadgradu vawe. Prezenti rani te podatoci od istra` uvaweto ne ja odrazuvaat seta visti na za ` i votot na Romi te vo RM. Ti e se dobi eni vrz osnova na najbli skoto istra` uvawe { to sega be{ e napraveno. Vo korel acija so drugi statisti ~ki podatoci i so drugi istra` uvawa mo` ebi }e pretrpi i zvesni korekci i, no se pak e i ndi kati vno za da upati i na probl emi te, no preku zakl u~oci te i upatstvata verojatno da upati i na mo` n?te na~i ni za ni vno nadmi nuvawe. I na nekoj nareden f orum da konstati rame deka temel i te { to sega se postavuvaat }e vrodat so pl od.

expression of what was discussed with the members of the Organizational Committee of the Forum.

1. This forum should outgrow to coordinative body, which will unite the eminent representatives of the political, economic and academic life.

2. Regarding with the problems of coordination of the programs, projects and donations we deem that it is necessary to establish Office for coordination of the projects and the programs.

3. And as third and the most important point is establishing romological center, which will unite the professional staffs which are at the Roma community's disposal and which will be one of the posts for different future. We believe that such center can be established independently, but it will be more functional to be established as component of ISPJR or within the frames of other academic institution, and to become a part of the university community.

Naturally, all these things are a subject for future discussion, for future development. The presented information from the research is not reflecting the entire truth about the life of the Roma in Republic of Macedonia. They are gained based on the closest research that was conducted so far. In correlation with other statistic data and with other researches, it might go through certain correction, but still it is indicative for addressing to the problems, but thru the conclusions and the recommendations it will probably address to the possible ways for transcending the problems as well. So, at some future forum we can conclude that the bases set now will give results.





**Olivera Cvetanova  
themakoro sekretari an o  
Ministeriumi baʃi ekonomia**



Olivera Cvetanova

**Olivera Cvetanova  
dr`aven sekretar od  
Ministerstva za  
ekonomija**

**Olivera Cvetanova  
state secretary at the Ministry  
for economy**



Isi man ~alipa te kjerav lafi an o REF. La-he si so kjerav lafi pali i prezentacia tari kjerdi anketa tari rig taro ISPNR. Odova ka istemalkjerav baʃi i realizacia ko jekh proekti so hazrkjereaja le an o Ministeriumi baʃi ekonomia kote ko 2003-2004 ber{ ka asatar reforme an o kinibikinibaskoro kanoni an i RM, proekti so si teloikjerdo tari Europakiri komisija prekal o KARDS thaj e Europakiri agencija an o Skopje.

Trampinaja efa kanonia numa o avgo kanoni o Kanoni baʃo kinobikiniba sina havljardo nglal disavo dive thaj ka ovel an i funkcia taro 1 april 2004 ber{. Kjergjem zori maksimalno te ovel lokhjeste akava kanoni te tromalina sako jekhutne inicijatore so kamel te {urukjerel kinobikinibaja, bizo bare administrativno thaj javer bariere te {aj te resel d`i odova so kamel te kjerel. Sakone so isi le mangin te {urukjerel sar kinobikinutno sisi le savala te hramonjel jekh lil kote ka hramonjel o fundavno informacie peske. Odova lil ka ovel bizo love thaj arakhel pe ko reoneskere kancalarie tari lokalno khedin, thaj zaruri si te del pe 15 divesenge anglder te {urukjerel bukja. O kanoni isi le akti te chidel e komisien baʃo minimalno tehnikane {artia kote si sar administrativno thaj javer bariera. O sistemi taro lokhariba e savalenge baʃo kinobikinutno te del vakjerin kote pherel minimalno {artia te {urukjerel bukja.

Okova so kamav te akcentirina si te ikerel pe o kontinuiteti ko akava Forumi thaj i studia so si kjerdi thaj o proekti kote so amen kera buti trin ministeriumia, Ministeriumia baʃi butikjeriba thaj sociala, Ministeriumi baʃo finansie thaj o Ministeriumi baʃi ekonomia-proekti so si promovirimo te tiknjarel pe i nalegalnikani ekonomia. Odova si proekti baʃo teloikjeriba e ekonomiakne aktiviteteske ko majtkno rota.

D`ala pe te formulirinel pe jekh kategorija kinobikinutne potikne rotajakote ka ovel olen disave loxhibako penziakoro thaj sastipaskoro siguritetsar

I mam zadovolstvo da se obratam na REF. Dobro { to se obra }am po prezenti rawe na rezultate od studijata na I SPPI. Toa }e mi koristi za realizacija na eden proekt { to go podgotvuvame vo Ministerstvoto za ekonomija, koe vo 2003-2004 godi na se zafati so promena i reforma na trgovsko zakonodavstvo vo R. Makedonija, proekt poddr`an od Evropskata komisija preku KARDS i Evropskata agencija vo Skopje.

Menuvame sedum zakoni, no prvi ot zakon, Zakonot za trgovi ja, be{ e objaven pred nekoj den, a }e stapi na sila od 1 april 2004 g. Se obidovme maksimalno da go poednostavime na-i not za ponuvawe so rabota, da go oslobodi me sekoj i nicijator za vr{ewe na trgovska dejnost, bez pogol emi administrativni i drugi bariere da gi ostvarat svoi te zamsli. Sekoj { to ima namera da zapo~ne so trgovska dejnost ima obvraska da popolni obrazec vo koj }e napi{e osnovni podatoci. Toj obrazec }e bide besplatni }e se naolavo podra~ni te ednici, vo ednici te na lokalna samoprava, a }e treba da se dostavi 15 dena pred zapo~nuvaweto so rabota. Zakonot predvi duva ostanuvawe na komisii za minimalni tehni~ki uslovi koi pretstavuvaa opredelena administrativna i druga bariera. Si stemot se poednostavuva i obvrskata na trgovcot e da dade izjava deka ispolnuva odredeni minimalni uslovi i deka zapo~nuva so rabota.

Ona { to sakam da go i staknam, za odr`uvawe na kontinuitet na ovoj Forumi so studijata koja e napravena, e tokmu proektot koj go rabotimetri ministertva - Ministerstvo za trud i socialna politika, Ministerstvo za finansii i Ministerstvo za ekonomija - proekt koj be{ e promoviran za namaluvawe na sivata ekonomija. Toj pretstavuva proekt za poddr{ka na ekonomskite aktivnosti od pomal obem.

Se odi na formuli rawe na edna kategorija na trgovci od pomal obem za koi }e ima odredeni ol esnuvawa na penzisko i zdravstveno osiguruvawe

I have the pleasure to address you at REF. It is a good thing that I speak after the presentation of the ISPJR study results. I can use it for realization of a project that we prepare within the Ministry for Economy prepare, as from 2003-2004 the Ministry overtook activities for changes and reform of the trading legislation in Republic of Macedonia, a project supported by the European Commission thru CARDS and the European Agency in Skopje.

We are changing seven laws, but the first law, the Trade law, was announced few days ago, and it will become effective starting from 1 April 2004. We made efforts to maximally simplify the method for starting with work, to make it possible for each initiator for practicing trading activities to realize his/her ideas without major administrative and other barriers. Everyone who plans to start with trading activities has an obligation to fill up a form containing the basic references. That form will be free of charge and it can be found at the Ministry's departments, municipalities' departments, and it is to be submitted 15 days prior to the start of the business. The Law predicts eliminating the commissions for minimal technical conditions, which were kind of an administrative and other barrier. The system is simplified and the vendor's obligation is to give a statement that he/she satisfies certain minimal conditions and that he/she starts with business.

What I want to highlight, regarding preserving this Forum's continuity and the study which is prepared, is the project that we are implementing by three ministries - the Ministry for labor and social policy, the Ministry for finances and the Ministry for Economy - a project which was promoted and which is for reducing the gray economy. It represents a project for support of the smaller economic activities.

We approach to formulating a category of small vendors, who will have certain remissions regarding the retirement and the health insurance as a priority for a transition period which based on our preliminary outcomes will last for two years. This way this type of ven-



prioriteti ko jekh nakhibaskoro roko kote ko avgo dikhiba ka ovel d'i o duj ber. Odole ~hanea kala kinobikinitne ka oven maksimalno lokharde taro sa e danokoskere thaj javer savale. Resarinaja an o akava periodi te kjerel pe olengiri registracia isi pervazi an o proekti ki sako jekhin tari lokalno khedin te ovel konsultatnti, kote ko periodi taro duj ber{ka ovel sar phalipa sa okolencar so so ka registririnen pe sar kinobikinitne ka del pe sar sahajati an i evidencija ko pheriba liste pali olengiri |iedukacia thaj konsalting.

Akala jekhina arkaja tari Rad`a thaj ma{kard`ianeskere khedina, ka nakhen an o centria kote so dela pe dizi e zainteresirime kinobikinitnenge, so ka oven registririme ko majtikni rota. A no odova periodi zaruri si te kjeren sa akala te buvljaren plo ekonomikano ektiviteti thaj javere proektencar ka oven definirime thaj finasisko teloikjerdi te del pe arkaani realizacia olengere proektenge, idee sar te buvljaren o biznis, thaj kinobikinitno te d`al an i maju-i faza.

O proekti si an o {uru, numa ka ovel kjerdo an i sasti them thaj ka ovel elementi e neve kinobikinibaskere politikake, kote teloikjeribaja tari Rad`athaj e ma{kard`ianeskere khedinaja ka kerel pe konceptisar akale kinobikinitnenge taro majtikno ka d`an ko majbaro rota. Ki sako ~Ipota ola si zaruri te oven koordinatoria thaj teloikjerde akala proekteske thaj te oven teloikjerde ko sasto periodi. Pakjav kote ka ovel sukcesialo numa zaruri si te vakjerel pe kaj zaruri si teloikjeriba savorendar. Pakjaja kaj akala bahania ka oven prezentirime an o Konsili taro ekonomistia tari romani khedin. O udara taro ministeriumi si phravde ko hazrkjeriba akale proekteske ka kjera zori te phanen pe sa pobuter kinobikinitne-jekhutne ko potikno rota taro butikjeriba, te arakhel pe faisali kote nane te oven but u-e resarinaja, numa ka hazrkjerel pe piro palo piro te del pe arka akale sektoreske, so nane tikno, ko sa o reonia te avel pe d`i akaja nukata te {aj te nakhen tari faza ko jekh maju~o digra ko ekonomikano aktiviteti.

we kako pri ori tet, za eden preoden peri od koj vo prvi ~ni te sogl eduvawa bi bil do dve godi ni. Na toj na~in ovoj tip na trgovci od ovoj obem bi bile maksimalno rastovareni od site dano~ni i drugi obvrski. So cel vo toj peri od da se izvr{ i ni vno regi stri rawe, se predvi duva vo ramki te na proektot vo sekoja edini ca na lokalna samouprava da ima konsultanti, koi vo peri od od dve godi ni bi pretstavuval e vrska so si te oni e { to }e se prijavat za trgovci od pomal obem, bi im pomognale vo evidenti raweto, vo popol nuvawe na obrasci, vo ni vnata doedukacija, konstalting.

Ovie edini ci, so pomo{ na Vladata i na me|unarodni te zaedni ci, }e premi nat vo centri vo koi }e se dava del ovno sovetuvawe na si te zainteresirani trgovci, koi }e bi dat registri rani kako trgovci od pomal obem. Vo toj peri od treba da se osposobat si te ovi e poedinci za toa kako da ja pro{ i rat svojata ekonomiska akti vnost, a potoa so opredel eni drugi proekti, koi }e bi dat def i ni rani i f i nansi ski poddr`ani, da im se pomogne vo real i zacijata na ni vni te proekti, i dei, kako da go pro{ i rat bi zni sot, kako od trgovec da premi nat vo edna povi soka f aza.

Proektot e vo po~etna f aza, no }e bi de sproveduvan vo cela dr`ava i }e pretstavuva element na nova trgovska pol i ti ka, koja so poddr{ ka na Vladata i na me|unarodnata zaedni ca }e osmi sli koncept kako na ovi e trgovci od pomal obem da im se pomogne da premi nat vo dejnost od pogol em obem. Vo sekoj sl u~aj, ti e treba da bi dat koordinatori i potti knuva~i na ovoj proekt, da bi dat poddr`uvani vo cel i ot toj peri od. Se nadevam deka vo ova }e uspeeme, no mora da i staknam deka ni treba poddr{ ka od si te. Se nadevam deka ovi e predlozi }e bi dat prezenti rani i na sovetot na stopanstveni ci od romskata zaedni ca. Vрати te na Mi ni sterstvoto se otvoreni, vo i zgotvuvaweto na ovoj proekt }e se obi deme da vkl u~i me { to pogol em broj na trgovci -poedinci so pomal obem na dejnost, za da najdeme re{ eni ja koi nema da bi dat mnogu vi soko postaveni kako cel, no }e obezbedat ~ekor po ~ekor da mu se pomogne na ovoj sektor, koj ne e mal, vo si te oblasti da dojdut do onaa to~ka da mo`at da ja premi nat f azata kon eden povi sok stepen na ekonomiska akti vnost.

dors would be maximally released from all tax and other commitments. Aiming, during this period, to make their registration, it is predicted within the project frames that each municipality department to have consultants, who, during the period of two years, would be the link all small vendors who will apply, would help them for evidencing, for felling up the forms, their education, consulting.

These departments, with Government's and international community's support, will outgrow to centers which will provide business consulting for all trades interested into it, who will be registered as small vendors. During that period all these individuals are to be trained on how to expand their economic activity, and further thru some other projects, which will be defined and financially supported, to help them realize their projects, ideas, how to develop their business, how to outgrow from vendor to a higher phase.

The project in at its initial phase, but it will be implementer in the whole state and it will represent an element of new trading policy, which with Government's and international community's support will develop a concept on how to assist the small vendors to outgrow to a larger business. Anyhow, they should be the project's coordinators and encouragers during that entire period. I hope that we will succeed in this, but I have to stress that we do need support from everybody. I hope that these proposals will be presented to the economy council of the Roma community. The Ministry is open for everybody. We will try to involve as many vendor-individuals with smaller business activities as possible in the project's preparation, thus we can find solutions which will not be set as an aim on too high level, but will ensure that this sector will be assisted step by step, sector which is not small, to make it possible in all spheres to reach a point from which they will be able to cross the phase to a higher level of economic activity.





**Frode Mauring,  
sakano d'eno  
taro UNDP**

Frode Mauring

[ukrikerav rajonen thaj rajonalen.

Seljaminkerav akaja {ajsarin te kerav lafi an o avgo REF thaj te bahtakerav e organizatorenge. Akate sium te sikavav o teloikeriba taro akava rodipa ko anav taro UNDP. Savore {aj te vakjera kote o Roma si an o margine tari ekonomia an i akaja them.

O modeli taro socialno ~hinajbe, phanlipaja thaj o terori upral fundavno manu{ikane niamia, thavdel te asatrel e saste romane khedina an i Makedonia, thaj buvljola ko centralno thaj purabale europakere regionia.

Aso o raporti taro UNDP e romane manu{ikane buvljaribaske "Na{ipaja taro athinalo fako" realizirimo persi ber{, isi umereno konkluzie e d'ivdipaskere {artenge an o romane khedina ko regionia.

Akcentiribaja taro pand` thema so si lende ko raporti - Bugaria, ^ehiakiri republika, Ungaria, Romania thaj Slovakia - an o regionia {tar d'i ko pand` milionia Roma d'ivdinen an o {artia pa{e odolencar sar an i subsaharakiri Afrika, thaj na sar an i Europa. Akava si dikhibaja o indikatora sar so si: mortaliteti ko ~have, adukacia thaj fundavno hajbe.

Aso o raporti pa{e jekva{ taro Roma si bizi buti. Pa{e jekh taro {ov anketirime "konstantno si bokhalipaja". Salde 6 taro 10 romane familie isi olen panjeskere kanalizacie, thaj pohari taro jekva{ sisi olen toaletia an o olengere khera.

O bila-he statistike na agorkjeren akate. Salde jekh taro trin kotora Roma agorkjergje kompletno fundavno {kola, 6% agorkjergje ma{karutni {kola thaj salde 1% thavdingje an o fakulteti.

Akaja statistika si ba{o o pand` thema so sine

### **Frode Mauring post ojan pret st avnik na UNDP**

Vi blagodaram, dami i gospoda.

Ja pozdravuvam ovaa mo`nost da govoram na prvi ot REF i da im ~esti tam na organizatori te. Tuka sum da ja iska`am poddr{ kata na ova istra`uvawa vo imeto na UNDP. Site mo`eme da se soglasime deka Romite se na marginite na ekonomijata vo ovaa zemja.

Model ot na socijalno i sklu-uvawe, vkl u-uvaj}i go i nasilstvoto na osnovni te ~ovekovi prava, prodol`uva da ja zaf a}a celata romska zaedni ca tuka vo Makedonija i se { i ri vo centralni te i isto~ni te evropski regi oni .

Spored izve{ tajot na UNDP za romski ot ~ovekov razvoj "I zbegnuvaj}i ja zavisnata stapi ca" realizirana minatata godina, ima umereni zaklu~oci za `ivotni te uslovi vo romskata zaedni ca vo regi onot.

Soglasno so pette zemji koi se opf ateni vo i zve{ tajot - Bugarija, ^e{ kata Republika, Ungarija, Romani ja i Slova~ka - vo regi onot ~etiri do pet milioni Romi `iveat vo uslovi pobliski na oni e vo subsaharska Afri ka otkol ku vo Evropa. Ova e vo sogl asnost so i ndi katori te kako: mortal i tet kaj decata, pismenosta i osnovnata ishrana.

Spored izve{ tajot, pribli`no polovina od Romite se nevraboteni. Pribli`no eden od { est opf ateni ispitanci "konstantno gl aduval e". Samo 6 od 10 romski semejtva i male vodovod i pomal ku od pol ovi na imale toaleti vo ni vni te domovi .

Neubavite statistiki ne zavr{ uvaat tuka. Samo treti na od Romite zavr{ ile kompletno osnovno obrazovani e, 6% zavr{ ile sredno obrazovani e i samo 1% prodol`ile na fakultet.

Ovaa statistika se odnesuva na romskata zaedni ca vo pette zemji spomenati prethodno. Mora da pri znam deka ima mal ku prostor da se ka`e deka si tuaci jata tuka e mnogu podobra.

Kako i da e, mo`ebi najva`no otkritie od ovoj izve{ taj e deka e potrebno da se pronajdat novi pati { ta za pri od kon ovoj kompl eksen problem. Upornosta na ovoj model na i sklu-uvawe sugerira deka nekoj dl aboki i bitni rezultati dosega ne se postignati vo pri odot kon Romite.

### **Frode Mauring UN Resident Coordinator and UNDP Resident Representative**

Thank you ladies and gentlemen.

I welcome the opportunity to speak at this first Roma Economic Forum, and would like to congratulate the organizers for this event. On behalf of UNDP, I am pleased to have been involved in supporting the production of this important survey and report. We can all agree that the Roma are at the fringe of the economy in this country.

Patterns of social exclusion, including violations of basic human rights, continue to plague the Roma community here in Macedonia, and in the broader Central and Eastern Europe region.

According to the UNDP Roma Human Development Report, "Avoiding the Dependency Trap," released last year, there are some sobering findings about the realities of living conditions in the Roma community in the region.

According to the five countries surveyed in the report - Bulgaria, the Czech Republic, Hungary, Romania and Slovakia, the region's four to five million Roma endure living conditions closer to those of sub-Saharan Africa than Europe. This is according to such indicators as literacy, infant mortality, and basic nutrition.

According to the report, nearly half of the Roma surveyed were unemployed. Close to one person in six reported being "constantly starving." Only six out of 10 Roma households have running water, and fewer than half have toilets in their homes.

The grim statistics continue. Only a third of Roma surveyed completed primary school, only six per cent completed secondary school and one per cent attended college.

Again, these statistics refer to the Roma community in the five countries mentioned previously. However, I admit there is little room to believe that the situation is much better here.

However, perhaps the most important finding of the report is that new approaches to address this complex issue are needed. The persistence of these patterns



liparde angleder. Zaruri si te angikjerav kote isi tikno than te vakerav kote o hali akate si but majla-ho.

Sar te ovel numa majimportantno si o arakhiba an o akava raporti te dikhen pe neve drumia te avel pe d`i akava kompleksno problemi. O zori akale modeleske taro ~hinaviba, sugeririnela kote hor thaj importantno rezultatia d`i akana na resle ko avipa e Romenge.

E ma{kard`ianeskiri khedin zaruri si te dikhel o problemi e Romengoro ki javer buvljaribas-kiri perspektiva thaj te arakhel kote o Romano d`iani isi le jekh a jekh avipa an i edukacia thaj jekhutne {ajsarina bukjake.

O UNDP isi le nevo avipa, bazirimo ko manu{ikano buvljaribaskiri paradigma e Romane integraciake.

O analize taro UNDP sigeririnen an o socio-ekonomikane problema e Romencar taro regionu roden nevipa so ~hivel pe an o manu{ikane niamia fundavno univerzalno moldi, sa e Romenge tari buvljaribaskiri analizikano pervazi.

Bizi {ajsarin buvljaribaske, o kompletno manu{ikane niamia na{ti resen pe. Asavki paradigma nane zaruripa te elaboririnel pe an o intelektualno vakuum:UNDP kerel zori buvljaribaske e manu{ikane niamenge ber{encar.

Asavko aviba "teloikjerdo buvljaripa" nane ko pobuter analize e Romane pu-ibaske akana. Sa d`i kote i Romasni integracia tretirinel pe sar politikani resarin, o fokusi si {erutne ko peraviba e d`ianeskere thaj manu{ikane niamia, jali o konsekvence mujalo ~orolipa, islutririmi prekal o socialno har-i e marginalizirime grupenge.

Majbuvlo konteksti kana o aviba fokusirinel pe ko alusariba, {ajsarina, lejbe than thaj d`ovapi anen adekvatno dendo. O UNDP odothe d`al majdur, dikhibaja i adresa taro darhi e problemske e Romengoro, thaj del adekvatno faisalia.

Adekvatno ko konteksti e Romane khedina-kesi sar lokhe thanjarde thaj astarutne faisalia, so na roden taro athinali arka, thaj {aj te arakhel pe teloikjeriba taro sa o khedina an i them.

Odoleske o UNDP teloikjerel o ekonomikano buvljariba ki sako digra. Specifikano fokusi si dendo an i ekonomikani integracia e marginalizirime

Me|unarnodnata zaednica treba da gi razgl eda probl emi te na Romi te od poi nakva rezvojna perspektiva i da obezbedi deka Romski ot narod ima ramnopraven pristap vo obrazovani eto i ednakvi mo`nosti za rabota.

UNDP zastapuva nov priod ,baziran na ~ove~kata rezvojna paradigma, za Romskata integracija.

Anal izi te na UNDP sugeri raat deka socijal -ekonomski te probl emi na Romi te vo regi onot baraat pri od koj gi stava ~ovekovi te prava, osnovnata univerzalna vrednost, na site Romi vo {i roka anal iti ~ka ramka.

Bez mo`nosti za razvoj ,kompletne te ~ovekovi prava se neostvarlivi. Takva paradigma ne treba da bide elaborirana vo intelektualen vakuum: UNDP se zalaga za po{irik pristap na ~ovekovi te prava so godi ni.

Vakov priod na "podpomognat razvoj" nedostasuva vo poveketo analizi na Romskite pra{awa do sega. Se dodeka Romskata integracija se tretira kako politiki ~ka cel ,fokusot e voglavno na kr{eweto na ~ovekovi te i gra|anski prava ,ili na merkite protiv siroma{tijata ,ilustrirana preku zgolemuwawe na socijalni te tro{oci za marginal izi rani te grupi.

Po{i rok razvoen kontekst koga priodot se fokusirana i izbori , mo`nosti , u~estvo i odgovornost ne e adekvatno ponuden. UNDP vo svojot pristap odi podal eku cel eji na adresa na korenot na pri ~ini te na probl emi te na Romi te, i nudi pri f atlivi re{eni ja.

Pri f atlivi vo konteks na Romskata zaednica zna~i priu{tlivi i dosti `ni re{eni ja, koi ne baraat da se zavisi od pomo{ , i koi mo`at obezbedat podr{ka od si te zaednici od zemjata.

Zatoa UNDP go podr`uva ekonomski ot razvoj, na si te ni voa. Specifi ~en fokus e daden na ekonomskata i ntegracija na marginal izi rani te grupi za da se osigura deka si te od op{testvoto i maat pristap kon benefi cii te na ekonomski ot razvoj. Krei raweto na vrabotuwaweto vo Romskata zaednica i ma di rekno vl i jani e vo ubl a`uwawe na si roma{tijata i pogol emo socijal no vkl u~uwawe.

I stra`uwaweto koe be{e prezenti rano de-

of exclusion suggests that some deep and fundamental issues so far have been neglected in approaching the Roma.

The international community needs to consider Roma issues from a broader developmental perspective and ensure that Roma people have equal access to education and job opportunities. This is where UN and other partners have a concrete role to play.

UNDP advocates a new approach, based on the human development paradigm, to Roma integration issues.

UNDP analysis suggests that the socio-economic problems facing Roma populations throughout the region require an approach that puts the human rights, a fundamental universal value, of all Roma people in a broader analytical framework.

Without development opportunities, complete human rights are unattainable. Such a paradigm need not be elaborated in an intellectual vacuum: UNDP has been advocating a broader approach to human rights for years.

The "sustainable development" approach has been missing in most analyses of Roma issues thus far. While Roma integration is treated as a policy goal, the focus has generally been on violations of human and civil rights, or on anti-poverty measures, illustrated by increased social spending for marginalized groups.

The broader development context-focusing on choices, opportunities, participation, and responsibility has not been adequately pursued.

The "UNDP approach" goes further, aiming to address the root causes of Roma problems, and proposing sustainable policy solutions.

"Sustainable" in the context of the Roma community means affordable and achievable solutions, which do not require the dependency of assistance, and which can win support from all communities of the country.

UNDP is therefore supporting economic development on all levels. Specific focus is given to the economic integration of marginalized communities to ensure that all of society has access to the benefits of



grupenge, te {aj sa taro sasoinnikano avipa ko beneficie ko ekonomikano buvljaripa. I kreacia taro arakhibi ba buti e Romane khedinake sis direktno presia ko amortiziriba e ~orolipaske thaj majbaro socialno konkluzia. O rodaripa so sine prezentirimo avdivenane jekhutne sikaviba e socio-ekonomikane statuseske e Romane populaciake an i Makedonia.

Odova si planirimo te ovel inicijativa ba{i {urukjerdi thaj buvli diskusia. Buvli thaj majambiciozno resarin te del pe garvasijalipa e majodorig lafi thaj trampa informacie akale bukjake, te pa{akjerel pe o butikjeriba turlie organizaciengoro odori kote {aj thaj te kjerel pe ~a-utno iraniba e manu{ikane buvljaribaskere {aj sarinenge e marginalizirime grupenge ma{kar kote o Roma si ko majbaro numero.

Odova so ud`arel e Romane minjoritete an i Makedonia si pend`arde thaj si jekh sa o javera an o javer thema: peraviba e ~orolipaske, la-he avipa d`i i edukacia thaj bazakere ofisia, thaj buvljaripa e la-he pukjime d`anlipaske so kerel o bila-ho rota taro bibukjarnipa.

O mileniumsko buvlipaskere resarina taro Unime nacie isi 8 vakteskere limitirime aktia so legaren pe d`i o globalnikano buvljaripa d`i o 2015 ber{. Akala resarina legarena pe sa e manu{ipaske numa {aj majhor iritirime si o marginalizirime grupesar so si o Roma, ikljobjaja olenge ko dikhiba akale resarinenge so rodel konsolidacia e dende zoreske kosa o digre taro lokialno d`i o globalno.

Amen pakjaja kote i konkluzia taro akava rodipa, thaj o diskusie ko thavdipa taro akala duj divesa si la-ho funda te kerel pe buti. O UNDP si hazri sar partneri e Romane khedinake, o nacionalno thaj internacionalno partneria ko dikhiba e integraciake e Romane agendake thaj te ikaven pe taro o dova so vakere pe athinalipa. E UNDP isi aktivno diskusie e ministeriumea ba{i ekonomia ko phanliap e teloikjeribaske e aktiviteske e Themakere sekretarea taro ministeriumi ba{o elaboririba.

Ko ud`ariba taro diskusie thaj o konkluzia taro avutne duj divesa panda jekh fare akcentirina o zoralo teloikjeriba taro UNDP e fundavno manu{ikane niamenge sae Romenge olengere majodorig aktivno lejba than ko ekonomikano d`ivdipa an i Makedonia.

neska ne e samo ednostaven opis na socijalno-ekonomskata sostojba na Roomskata populacija vo Makedonija.

Toa e planirano da bide inicijativa za po-etok na po{i roka di skusija. Po{i roka i poambi ci ozna cel e da se ohrabri ponatamo{ en razgovor i razmena na inf ormaci i za ova rabota, da se soedini trudot na razli~ni organizacii tamukade {to e mo`no, i da se napravat vistinski promeni vo ~ove~kite razvojni mo`nosti za marginal izi rani te grupi me|u koi Romi te se najbrojni.

Predizvici te za Romskoto malcinstvo vo Makedonija se dobro poznati i se sli~ni so oni e vo drugi te zemji: sovl aduvawe na si roma{ tijata, podobruvawe na pristapot vo obrazovani eto i bazi~ni te slu`bi, i razvoj na dobro plateni ve{tini ,{to go so~inuva zloglasni ot krug na nevrabotenosta.

Mileniumski te Razvojni Celi na Obedineti te Nacii sodr`i 8 vremenski ograni~eni celi koi se odnesuvaat na globalni ot razvoj do 2015 godina. Ovi e celi se odnesuvaat na celoto ~ove{tvo no mo`ebi gi zasegaat najdlaboko na marginalizirani te grupi kako Romskata zaednica. izleguvaweto vo presret na ovi e celi bara konsolidacija na naporite na si te ni voa ,od lokalno do globalno.

Nie se nadevame deka zaklu~ocite na ova istra`uvawe a isto taka i di skusite vo tekot na ovi e dva dena ke pretstavuvaat solidna osnova za deluvawe. UNDP e spreman da bide partner so Romskata zaednica, nacionalni te i internacionalni te partneri vo sledeweto na integracijata na Romskata agenda i vo izvl ekuvaweto od jazot na zavisnosta. Vsustnost UNDP vodi aktivni di skusie so mi ni sterstvoto za ekonomija vo vrska so podr`uvawe na aktivnosti te za koi Dr`avni ot sekretar na mi ni sterstvoto elaborira{e.

Vo o~ekuvawe na di skusite i zaklu~ocite od slednite dva dena u{te edna{ ja istakuvam silnata poddr{ka na UNDP za osnovni te ~ove~ki prava na site Romi za nivnoto ponatamo{no aktivno u~estvo vo ekonomski ot`ivot na Makedonija.

economic development. Job creation in the Roma community has a direct impact on alleviating poverty and their increasing social inclusion.

The survey which was presented today was envisaged not only to present a simple description of the socio-economic situation of Roma population in Macedonia.

Rather, today's survey has been planned as being an initial starting point of a wider discussion. The broader and more ambitious objective is to encourage further debate and exchange of information on the issue, and to bring about real change in human development opportunities for marginalized communities of which Roma are the most numerous.

The challenges for the Roma minority in Macedonia are well known and similar to those in other countries: overcoming poverty, improving access to education and basic services and developing marketable skills, while addressing the vicious cycle of unemployment.

The United Nations Millennium Development Goals set out 8 time-bound goals to address global development issues by 2015. These goals affect all of humanity, but perhaps resonate more deeply with marginalized groups such as the Roma Community. Meeting these goals requires a consolidated effort at all levels, from the local to the global.

We hope that the findings of this survey as well as the discussions during these two days will set solid basis for action. UNDP is prepared to partner with the Roma Community, national and international partners to pursue the Roma integration agenda and to get out of the dependency gap. In fact, UNDP is actively discussing with the Ministry of Economy on supporting the activities that the State Secretary of the Ministry has elaborated.

I look forward to following the discussion and conclusions of the next two days and once again underscore UNDP's strong support for the basic human rights of all Roma people and for their further active participation in the economic life in Macedonia.

**Sandra  
Blumenkamp  
menadžerka  
i  
tara  
Lumiakiri banka**



Sandra Blumenkamp

O prezentacie taro anketiriba dopherena ko majla-ho haviba e Romen thaj odoleske savi anketa si zaruri te kerel pe ko avutnupa. Kamav te vakerav pobuter ba{o o internacionalno aktiviteti so legarela pe e Romenge an o Balkani. Persi ber{ sine internacionalno networkoso kerela sine buti e Romencar.

Ofto thema diskutirinen sine e problemencar thaj anavkergjam ola sar hazriba ba{i romani dekada. I dekada e romane dophanlipajasi direktno rezultati tari regionalno konferencia. O Roma an i buvli Europa - Anglovaktavina ko avutnupa so ikergja pe an i Budimpe{ta taro 29 juni d`i o 1 juli 2003 ber{. An i konferencia o d`ene taro Rad`e legarde taro ungariakoro premieri vakjergje kote ka {urukjerel i dekada kote e Romen da so ka ovel taro 2005 d`i ko 2015 ber{ thaj ka ovel anavkerdi sar Dekada e Romengiri. Ko vakti tari akaja dekada dophanlipaja e Roemnan o nacionalno ekonomia thaj socialno politika o thema ka dizajnirinen thaj implementirinen i politika ki promocio e romencar thaj dophanlipa te phagel pe o magikano rota taro ~orolipa thaj ~hinaviba. Resarin e dekadakiri si te kerel pe majsig la~Hipa ko ekonomikano statusi, thaj socialno phanlipa e Romen prekal i kreacia ko pervazia kerdi ko trin aktivitetia:

1. ^hijba saste kvantitavnikano nacionalno resarina la-haribaske o ekonomikano statusi thaj phanlipa e romane populaciake thaj fundiriba informacie thaj sukcesi ko progresi e dikhijbaja an o akala resarina.
2. Buvljariba thaj implementacia e nacionalno planenge e akciake te resen pe d`i ko akala resarina thaj
3. saste monitoringoko progresi e phanlereslengere resarinenge thaj adaptacia e akciono planenge taro athinalipa e zaruripaske ko thavdipa tari dekada.

**Sandra Blumenkamp  
menaxer vo zemjata na Svet ska banka**

Prezentaci i te od i stra` uvaweto pri done-suvaat za podobro razbirawe na Romi te i za toa kakvo i stra` uvawe e potrebno da se napravi vo i dni na. Sakam da ka` am pove}e za i internaci onal ni te akti vnosti { to se odnesuvaat za Romi te na Balkanot. Mi natata godi na postoe{ e interna ci onal na mre` a koja rabote{ e so Romi te.

Osum zemji di skuti raa za probl emi te i toa go narekovme kako podgotovka za romskata dekada. Dekadata za romsko vkl u~uvawe e di rekten rezul tat od regi onal nata konf erenci ja: Romi te vo pro { i rena Evropa - Predi zvi ci za i dni nata, koja se odr` a vo Budi mpe{ ta od 29 juni do 1 juli 2003 god i na. Na konf erenci jata pretstavni ci na vl adi, predvodeni od ungarski ot premi er, se obvrzaa za otpo~nuvawe na dekada za vkl u~uvawe na Romi te koja }e bi de od 2005 do 2015 godi na i }e se nare~e dekada na Romi te. Za vreme na ovaa dekada, so vkl u~uvawe na naci onal nata ekonomija i soci jal ni poli ti ki, zemji te }e di zajni raat i i mpl ementi raat poli ti ki za promovi rawe na romskoto vkl u~uva we za da se skr{ i magi ~ni ot krug na si roma{ ti ja i i skl u~enost. Cel na dekadata e da se zabrza prog resot za podobruvawe na ekonomski ot status i soci jal nata vkl u~enost na Romi te preku krei rawe na edna ramka sostavena od tri glavni akti vnosti :  
1. Postavuvawe na jasni kvanti tati vni naci onal ni cel i za podobruvawe na ekonomski ot status i soci jal nata vkl u~enost na romskata popul aci ja i osnovawe na neophodna i nf ormati vna baza za da se oeni progresot vo pogl ed na ovi e cel i ;  
2. Razvoj i i mpl ementaci ja na naci onal ni pl anovi za akci ja za da se posti gnat ovi e cel i ; i  
3. Redoveni moni tori ng na progresot za dogovoren i te cel i i adapti rawe na akci oni te pl anovi vo za vi snost od potrebi te vo tekot na dekadata.

Vo 2004 godi na ungarskata vl adata gi pred vodi podgotovki te za dekadata. Vo tekot na ovaa godi na vl adi te so vkl u~uvawe na Romi te i drugi te akti vi sti }e rabotat na posti gnuvawe konsenzus na cel i te za dekadata i zna~i tel ni cel i za moni tori ng na dr` avno i me|udr` avno ni vo, i denti fi kuvaj}i gi potrebi te i moni tori ng mehani zmi te i razvi vaj}i pl anovi na dr` avno ni vo za reali zi rawe na cel i te, vkl u~uvaj}i neophodni poli ti ki i programi i procenka na potrebni te sredstva.

**Sandra Blumenkamp  
World Bank country manager**

The presentations of the research contribute to better understanding of the Roma and as well as for the kind of research that is necessary to be conducted in the future. I want to say something more about the international activities regarding Roma in the Balkans. There was an international network last year which worked with the Roma. Eight countries discussed the problems and we named it as preparation for the Roma decade.

The Decade of Roma Inclusion is a direct outcome of the regional conference: Roma in an Expanding Europe: Challenges for the Future which was held in Budapest from June 29-July 1 2003. At the conference, government leaders, led by the Hungarian Prime Minister, committed to launching a Decade of Roma Inclusion to run from 2005 to 2015. During this Decade, within the broader context of inclusive national economic and social policies, countries will design and implement policies promoting Roma inclusion to break the vicious cycle of poverty and exclusion. The objective of the Decade is to accelerate progress in improving the economic status and social inclusion of Roma by creating an action framework comprising three activities:

- (i) The setting of clear, quantitative national targets for improvements in economic status and social inclusion of the Roma population, and the establishment of the necessary information base to measure progress toward these targets,
- (ii) The development and implementation of national action plans to achieve those targets, and
- (iii) Regular monitoring of progress against agreed targets, and adjusting action plans as necessary over the Decade.

The Hungarian government is taking the lead in preparing for the Decade which will take place during 2004. During this year, governments, with the involvement of Roma and other stakeholders, will work on reaching consensus on goals for the Decade and quantifiable targets for monitoring at both the country and cross-country levels; identifying data requirements and monitoring mechanisms; and developing country level plans for reaching the targets, including necessary policies and programs and estimates of resources needed.



Ko 2004 ber{ e ungariakiri rad`a legarel o hazrkeriba e dekadakere. Ko thavdipa akale ber{eske o rad`e thaj o phanlipa e Romen thaj javer aktivista ka keren buti ko resiba koncezusi e resarinake tari dekada thaj javer resarina ba{o o monitoringo ko themakoro thaj ma{karthemakoro nivo, identifikacia taro zaruripa o monitoring thaj mehaznizmia thaj buvle plania ko themakoro nivo ki realizacia e resarinenge sar politika so si zaruri thaj programe taro love.

Odova si te del pe definicia e resarinenge savale thaj identifikatoria kote ka oven dikhle taro themakere thaj ma{kard`ianeskere nivoa. O principi "Thaj o hari si la~he" si kriti-ko sukceseske e dekadake - thema so len than zaruri si selektivnikane te alusaren o resarina, odolea so o savale tari dekada ka oven havljari baskere, majrealne thaj ud`arde te oven pukjibaja.

#### **Prioritetia tari dekada**

An o dekemvrio Internacionalno legarutno komiteti lelja strategiakere prioritetia thaj krisime teme. Ki sako kotor o thema ka alusaren resarina savale thaj dromia so ka oven resle thaj dikhle. D`i kote desave thema ka hulaven akala startegiakere savale thaj disave indikatoria {aj te oven barabutne disave themencarka ~aljaren olengoro zaruripa.

O avutne reonia taro prioritetia sine lende an i Internacionalno legardo komiteti :

1. edukacia,
2. bukjanipa,
3. sastipa,
4. kherutnipa.

O rad`e so len than dena pe lenge kura`i te oven selektivno ko lejbe o resarina, relevantno savale thaj indikatoria so dikhen o buvljariba. O selektiviteti ka ovel importantno e sukseseske e dekadakoro, zaruripaja taro maksimaliziriba e presiake ko deficiacia.

#### **Bukjarne anga`mania**

Ko thavdipa taro 2004 ber{, hazrkjeribaskoro ber{ e Dekadake ofto thema ka buvljaren plani e akciaja tari dekada, phanlipaja o savale resarina thaj indikatoria ki sako prioritetno reoni.. O plania tari tamikjeriba e strategiake e Romengiri so isi ko thema thaj

Predizvikot e da se def iniraat celite, zada~ite i identifikatorite koi }e bidat sledeni na dr`avno i me|udr`avni ni voa. Pri nci pot "i mal ku e dovol no" e kri ti ~no za uspehot na dekadata - zemjite u~esnici treba selektivno da gi odberat svoi te cel i, taka { to zada~i te na dekadata }e bi dat predi zvi kuva~ki, porealni, i o~ekuvawata mo`at da bi dat i spl atl i vi.

#### **Prioritetni oblasti za Dekadata**

Vo dekemvri, I nternaci onal ni ot upravuva~ki komitet, odbra strategiski pri ori tetni oblasti i vkrstenti temi. Vo sekoja oblast, zemjite }e izberat cel i, zada~i i pokazatel i koi }e bi dat postignati i nadgl eduvani. Dodeka nekoj dr`avi }e gi spodel at ovie stretegi ski pri oriteti, i nekoj specif i~ni indikatori mo`ebi }e bi dat zaedni ~ki pome|u dr`avite, vo drugi oblasti zemjite mo`ebi }e opredel at speci f i~ni i ndi katori vo zemjata koi }e gi zadovol at ni vni te posebni potrebi.

Slednite oblasti na prioriteti bea usvoeni od I nternaci onal ni ot upravuva~ki komitet:

1. obrazovani e;
2. vrabotuvawe;
3. zdravstvo;
4. domuvawe.

Vladi te koi u~estvuvaat se potti knuvaat da bi dat sel ekti vni vo usvojuvawe cel i, rel evantni zada~i i soodvetni i ndi katori za da se nadgl eduva razvojot. Sel ekti vnosta }e bi de odl u~uva~ka za uspehot na dekadata, nametnuvaj}i potreba za maksimal izi rawe na vli jani eto od def i ci tarni sredstva.

#### **Rabotni anga`mani**

Vo tekot na 2004 godi na, podgotvitel na godi na za Dekadata, osumte zemji }e razvij at plan na akcija za dekadata, vkl u~uvaj}i gi zada~ite, celite i indikatorite vo sekoja pri ori tetna oblast. Planovite za izgradba na strategija za Romite, koi ve}e postojat vo pove}e zemji, i gi istaknuva pri ori tetni te merki i gi def i ni ra speci f i~ni te indikatori za monitoring. Procesot }e bi de nadgl eduvan od I nternaci onal ni ot upravuva~ki komitet, so pretstavni ci od vladi te, romski i i nternaci onal ni partneri. Rabotata na ni vo na

The challenge is to define the goals, targets and indicators that will be monitored at the country and cross-country levels. The principle of "less is more" is critical for the success of the Decade. Participating countries should be selective in choosing goals and targets, such that the objectives of the Decade are challenging, yet realistic, such that expectations can be met.

#### **Priority Areas for the Decade**

At its first meeting in December, the International Steering Committee of the Decade selected the strategic priority areas and cross-cutting themes. Within each area, countries will choose goals, targets and indicators which will be achieved and monitored. While countries will share these strategic priorities and some specific indicators may be common across countries, in other areas countries might select country-specific indicators to meet their particular needs.

The following broad areas of priority were adopted by the Steering Committee:

1. Education;
2. Employment;
3. Health; and
4. Housing.

Participating governments are encouraged to be selective in adopting goals, relevant targets and suitable indicators to monitor progress. Selectivity will be crucial to the Decade's success given the need to maximize the impact of scarce resources.

#### **Working Arrangements**

During 2004, the preparatory year for the Decade, each country will develop Decade Action Plans (DAPs) including the goals, targets and indicators in each of the priority areas. These DAPs will build on the strategies for Roma which already exist in many countries, and extract priority measures and define specific indicators to be monitored. The process will be overseen by an International Steering Committee, with broad membership from governments, Roma and international partners. Country-level work will be undertaken by Country Working Groups, which will be flexible and adapted to each country's existing institutional arrangements for

sikaven o prioriteta thaj definirinenpe sar specifikane indikatora e monitoringoske. O procesi ka dikhel pe tari Internacionalno legarutno komiteti e d'encar taro rad'e, romane thaj internacionalno partneria. O buti ko nivo tari them ka ovel lendo taro themakere bukjarne grupe so ka oven fleksibilnikane thaj adaptirime e sakona institucionalno anga maneske so legarena pe e romane pu-ibaske ki sako them. O sekretarijati so si kherutno ka ovel o ungarsko rad'a ka koordirinel o butikjeriba an i thema.

### **Internacionalno legarutno komiteti - ILK**

ILK ka koordirinel i koordinacia thaj hazrkjeriba e Dekadake, phanlipaja : selekcia taro prioriteta, teloikjeriba thaj hazrkjeriba e akciono planeske e Dekadake ki sako them, pakjajbe ko monitoring phanlelafia e resarinenge thaj indikatora e Dekadake; koordinacia ko ma{kard'ianskoro lejbe than. ILK ka ikerel teloikjeriba e faisaleske ko romano edukaciakoro fondi. I Rad'a tari Ungaria ka dikhel pe e komisija sa d'i kote isi hazrkeribaskoro ber{. O legarutno {aj te rotirinel o subjektia majodorig diskusiange taro Komiteti.

### **Themakere bukjarne grupe**

Fundavno butikjeriba thaj dikhiba e resarinenge, savale thaj sikaviba e dekadake ka oven an o themakoro nivo o thema ka ovel olen fleksibiliteti te keren bukjarne grupe an i Dekada bazaja ko koordinativnikano badani e romane pu-ibaske (ma{kara d'akere jali ministersko komisiie). O Ministeriumi ba{i buti thaj socialno politika legarel o legaripa ko formiriba ma{karmistersko bukjernio grupa thaj plo avgo dikhibe kergja akana ko sig vakti. 1. Te buvlajrel o akciono plani e themake, phanlipaja specifikane themakere resarina thaj sikaviba; 2. Lokheste aviba d'i ko informacie, identifikacia taro maane ko informacie, analitika thaj avaluriba e informaciange thaj 3. dikhiba e progreseske ko resarina e Dekadake thaj adaptacia e progreseske ko istemalkjerina. Akaja studia {aj te ovel kotor taro odova.

### **Finansiriba e dekadake**

Khan-i ba{o o finansie tari akaja dekada. Isi duj forme finansie: Avgo fondia teloikjeribaske tari Dekada, phanlipaja o hard`ime love e ILK, themake-

dr`ava }e bide prezemeno od dr`avni te rabotni grupi koi }e bidat fleksibilni i pri sposobeni na postojni te insti tuci onal ni te aran`mani koi se odnesuvaat na romskite pra{awa vo sekoja zemja. Sekretarijatot, ~ij doma}in }e bide ungarskata vlada, }e ja koordi ni ra rabotata vo zemji te.

### **I nternacional en upravuva~ki komi tet (I UK)**

I nternacional en upravuva~ki komi tet }e ja koordi ni ra podgotovkata na Dekadata, vkl u~uvaj}i: sel ekti rawe pri ori tetni obl asti; poddr{ -ka na podgotovka na akci oni ot pl an na Dekadata vo sekoja zemja; sogl asuvawe na moni tori ng dogovori za cel i te i i ndi katori te na Dekadata; koor di ni rawe na me|unaro dno u~estvo. I UK i sto taka }e sprovede poddr{ ka na re{ eni jata na romski ot edukaci onen f ond. Vl adata na Ungari ja }e zasedava so komi si jata dodeka trae podgotvi tel nata godi na. Zasedava~ot mo`e da gi roti ra subjekti te na ponatamo{ na di skusi ja od Komi tetot.

### **Dr`avni rabotni grupi**

Osnovnata rabota za postavuvawe i nadgl eduvawe na cel i te, zada~i te i pokazatel i te na dekadata }e bide na dr`avno ni vo, dr`avi te }e i maat fleksi bilnost da gi izrabotat rabotni te grupi za Dekadata bazi raj}i se na postojni te koordi nati vni tela za romski te pra{awa (me|uvl adi ni ili mi ni sterski komi si i), Mi ni sterstvoto za trud i soci jal nata poli ti ka go prezema vodstvoto za f ormi rawe na me|umi ni sterska rabotna grupa i prvi ot sostanok be{ e odr` an neodamna. F okusot na rabotnata grupa }e bide: 1. da se razvi e akci oni ot plan za dr`avata, vkl u~uvaj}i gi speci fi ~ni te dr`avni cel i i pokazatel i; 2. olesnuvawe na pri stapot do podatoci , i denti f i kuvawe na nedostatoci te kaj podatoci te, anal i zi rawae i eval ui rawe na podatoci te i; 3. nadgl eduvawe na napredokot na cel i te na Dekadata i adapti rawe na progresot spored potrebi te. Ovaa studija mo`e da bide del od taa podgotovka.

### **F i nansi rawe na dekadata**

I ne{ to za f i nansi rawe na ova dekada. I ma dva ti pa na f i nansi rawe: Prvo, f ondovi za poddr{ ka na Dekadata, vkl u~uvaj}i tro{ oci na I nternaci onal ni ot upravuva~ki komi tet, dr`avni te rabotni grupi i Sekretarijatot. I zvori te }e

addressing Roma issues. A Secretariat, hosted by the Hungarian Government will coordinate the work across countries.

### **International Steering Committee**

The International Steering Committee (ISC) will coordinate the preparation of the Decade, including: (i) selecting priority areas; (ii) supporting the preparation of Decade Action Plans in each country; (iii) agreeing on monitoring arrangements for Decade targets and indicators; and (iv) coordinating international involvement. The ISC will also provide feedback on the design of the Roma Education Fund. The Government of Hungary will chair the ISC during the preparatory year. The Chair may rotate subject to further discussion by the ISC.

### **Country Working Groups**

The main work of setting and monitoring goals, targets and indicators for the Decade will take place at the country level. Countries will have flexibility to build the Working Groups for the Decade onto existing coordination bodies for Roma issues (e.g. intergovernmental or inter-ministerial commissions), adding participants as needed. The Ministry of Labor and Social Policy has taken the lead in forming the inter-ministerial Country Working Group and the first meeting has been held recently. The focus of the Working Groups will be to (i) develop Decade Action Plans for the country, including country-specific targets and indicators; (ii) facilitating access to data, identify data gaps, process, analyze and evaluate data; and (iii) monitoring progress on Decade goals and adjust progress as needed.

### **Financing the Decade**

The Decade will require two types of financing. First, funds to support the Decade itself, including the costs of the International Steering Committee, Country Working Groups, and the Secretariat. Resources will be needed for monitoring the Decade, including data collection and analysis. Second, the main cost of the Decade will be incurred in the scaling up of programs needed to meet the goals of the Decade. Governments



re bujkarne grupe thaj Sekretarijati. O hainga ka oven dikhle tari i dekada phanlipaja khedipa informacie thaj analiza. Dujto {erutni resarin si i Dekada te ovel la saikjeriba sa o hulaviba e programake taro zaruripa e keribaske e resarinake tari Dekada. O Rad`e . O Rad`e zaruri si te legaren o programe te {aj zihher odola finansie ka ikeren pe kamipaja te suksesirinen. O fondia te oven legarde kote si zaruri. o Internacionalno organizacie {aj te den arkaki tiknevakteskiri funda. Sar te ovel olengiri presia ka ovel tikne vakteskere marginalizirime, okole aso ka den o thema.

Ko internacionalno organizacie so lele than an o dikhiba sikavgje kamlin teloikjeribaske o har-ia phanel e dekadaja. o OSI ka kjerel pobuter buti ko thavdipa e teloikjeribajaromane dizutnengoro sda-soitnija thaj lejbe than buvle romane khedina an i Dekada ki sako them -tamikjeriba baza e terne legarutnengedelagatia thaj javer so sine ki junsko konferencia. O UNDP sikavgja hazri te del arka ko data-informacie e Dekadake phanlipaja konvencie e bujkarne grupenge ko drumo e informacie thaj konsekvence ko teloikjeriba e butikjeribaske ko maane taro informacie. Lumiakiri banka ka del arka ko akharina taro dikhiba e Themajkere bujkarne grupake thaj ka thavdel e teloikjeribaja o hazrkjeriba e romane edukativno fondeske thaj ka del arka ko tamikjeriba e kapacitetenge ko romano legaripa thaj phanlipa e Dekadaja.

### **E Romengoro lejba than**

Ko dikhiba sine -hivdi i tema sar te arakhel pe adekvatno lejba than e Roemn thaj olengoro d`enipa ko procesi tari i Dekada. {erutno phanlipa an i junsko konferencia an i Budimpe{ta sine kote o Roma zaruri si te oven phanle e planiribaja tari i implementacia e Dekadake te ovel oj sikcesivno. Sine -hinavo kote o Roma so ka len than zaruri si te oven tema tari diskusia Themakere bujkarne grupe kopte sako them ka anel plani te lel siguriteti kote ka len than o Roma an i dekda ko avutno dikhiba tari ILK planirimo ko agor taro mart. Sine nuktirimo kote o rprocesi tari dekada kote ka ovel phravdo thaj fleksibilno kobor {aj buteder.

bidat potrebni za nadgleduvawe na dekadata, vkl u-uvaj}i go sobi raweto na podatoci i analiza. Vtoro, glavni te celi na Dekadata }e bidat sodr`ani vo preraspredelba na programite potrebni za ostvaruvawe na celi te na Dekadata. Vladi te }e treba da gi naso~at programi te i da se osiguraat deka se tie finansiski oddr`livi so cel da uspeat. Fondovi te treba da se naso~at vo oblasti koi i maat najgolemo zna~ewe. I nternacionalni te organizaci i mo`e da pomognat na kratkoro~na osnova. Kako i da e, ni vnoto vl i jani e }e bi de margi nal no vo spredba so ona { to }e go dade dr`avata.

Mnogu i nternacionalni organizaci i pri-sutni na sostanokot ja iska`aa svojata volja za poddr{ ka na tro{oci te povrzani so Dekadata. OSI se posveti na prodol`uvawe na poddr{ kata na romskoto gra|ansko op{ testvo i u-estvo i }e prodol`i so zgol emena poddr{ ka za f ormi rawe na po{ i roki romski zdru`eni ja za Dekadata vo sekoja zemja - i zgradba bazi rana vrz i dejata na ml adi te voda~i, del egati i ostanati te koi bea na junska konf erenci ja. UNDP i zrazi podgotvenost da pomogne za data-podatoci za Dekadata, vkl u-uvaj}i konvenci ja na rabotni te grupi vo pravce na podatoci te i merki te i poddr{ ka na rabotata za popolnuvawe na nedostatoci te kaj podatoci te. Svetskata banka mo`e da pomogne za povi kuvawe na sostanoci te na Dr`avni te rabotni grupi i }e prodol`i so poddr{ ka na podgotovki te za romski ot edukati ven f ond i }e pomogne vo tekovnat i zgradba na kapaci tetot na romskoto vodstvo za da gi vkl u-i vo Dekadata.

### **U-estvo na Romi te**

Na sostanokot be{ e zastapena temata kako da se obezbedi adekvatno u-estvo na Romi te i ni vno pretstavuvawe vo procesot na Dekadata. Gl avni ot zakl u~ok na junska konf erenci ja vo Budi mpe{ ta be{ e deka Romi te mora da bi dat vkl u-eni vo pl ani raweto i i mpl ementaci jata na Dekadata za taa da bi de uspe{ na. Be{ e odl u-eno deka romskoto u-estvo treba da bi de tema na di skusi ja na Dr`avni te rabotni grupi i deka sekoja zemja }e donese pl an za da go osigura romskoto u-estvo vo Dekadata do sl edni ot sostanok na I nternaci ona- len upravuva~ki komi tet (pl ani ran za krajot na

will need to mainstream programs and ensure that they are financially sustainable in order to succeed. Funds will need to be targeted to areas which have the greatest impact. International organizations can help on a short-term basis; however their impact will be marginal in comparison with what governments spend.

A number of international organizations present at the meeting indicated their willingness to support Decade-related costs. OSI committed to continuing its support for Roma civil society and participation, and will ramp up its support for the building of broad-based Roma alliances for the Decade in each country--building upon the core of the young leader delegates and others who came to the June conference. UNDP indicated its willingness to support the data needs of the Decade, including convening a working group on data and measurement and support for survey work to fill data gaps. The World Bank can help to convene Country Working Group meetings, is continuing to support the preparation of the Roma Education Fund, and will provide on-going capacity-building for Roma leadership to involve them in the Decade.

### **Roma Participation**

A recurrent theme throughout the meeting was how to ensure adequate Roma involvement and representation in the Decade process. A main conclusion of the June Budapest conference was that Roma need to be involved in the planning and implementation of the Decade in order for it to succeed. It was agreed that Roma participation should be discussed in the Country Working Groups and that each country will bring a plan for ensuring Roma involvement in the Decade to the next meeting of the ISC (planned for late March). It was noted that the Decade process should be as inclusive, open and flexible as possible.





### Romano edukaciakoro fondi

Konkretno phanlipa e edukaciakoro fondi ka ovel legardo ko edukaciakere rezultatia e Romencar ko telokjeriba e pilot inicijativa ko proektia thaj zojrariba e partnerstvoske ma{kar birad`akoro organizacie thaj rad`e. Savala taro bahamkjerdo Romano edukativno fondi si te la-harel pe o edukaciakoro statusi thaj {ajsarina e Romen ko dopherdo finansiriba e programenge te tikjnaren pe okola bukja so nane te resel pe d`i ko kvalitetno edukacia e Romen thaj okola so nane Roma. Sebepi o REF ka ovel klimo instrumenti te resel pe d`i ki edukaciakiri resarin thaj saso odova so si vakjerdo an i konferencia e romane dekadake 2005-2015 ber{, an i Budimpe{ta an o juli 2003 ber{ e Lumikairi banka ka lel d`ovaplipa te legarel odova kotor taro o proekti.

#### *Elizabeta Georgieva*

*[efi ko Ofisi e firmenge tari Europakiri agencija ba{i rekonstrukcia*

Majnagljal kamav te {ukrikerav e organizatoreng akale Forumeske ba{i akharin so bi-havgje d`i i i Agencija ba{i rekonstrukcia te lel than an o Forumi.

Kamav te {urukjerav nekobor saste informacienar e Europakere agencijaja ba{i rekonstrukcia. I Agencija si formirimi ko februaru 2000 ber{, olakoro be{ipa si an o Solun, thaj isi olen centria an i Pri{tina Beograd, Podgorica thaj an o Skopje.

Kjerela pe lafi ba{i biathinali agencija so plo butikjeriba si d`ovaplimi te rodel raporti taro Konsili e Europakere uniake thaj d`i o Europakoro parlamenti, thaj legardi taro Legardo bordi so isi d`ene taro 15 thema d`ene an i EU. I Agencija sine formirimi resarinajate lel pe kotor tari i programa ba{i arka so del i EU an i Srbia thaj Montenegro phanlipaja o Kosovo thaj i Makedonia. E Agencija isi la

mart). Be{ e zabel e` ano deka procesot na dekadata treba da bide otvoren i f l eksi bi len kol ku e mo` no pove}e.

### Romski edukacionen fond

Konkreten zaklu~ok na junskata konferencia be{ e da se postavi regionalen romski edukacionen fond, koj }e gi unapredi obrazovni te rezultati za Romi te so poddr{ ka na pi lot i ni ci jati vi i proekti i zacvrnuvawe na partnerstvoto me|u nevladi ni te organizacii i vladi te. Zada-i na predlo`eni ot Romski edukativen fond se da se podobri obrazovni ot status i mo`nostite na Romi te so dopolnitelno finansirawe na programi te, da se namal at nedostatoci te za dobi vawe kval i tetno obrazovani e za Romi te i oni e { to ne se Romi . Poradi ova REF }e stane klu~en instrument za postignuvawe na obrazovni te cel i i toa spored ona { to e predlo`eno na konferencijata za romskata dekada 2005-2015 g. Vo Budi mpe{ ta vo juli 2003 g. Svetskata banka ja zema odgovornosta da go vodi ovoj del od proektot.

#### *Elizabet a Georgieva*

*{ ef na Oddelot za pret prijat i ja pri Evropska agencija za rekonst rukcija*

Prvo bi sakala da im se zabl agodaram na organizatori te na ovoj Forum i za pokanata { to ja upati ja do Agencijata za rekonstrukcija da u-estvuva vo Forumot.

Bi sakala da zapo~nam so nekolku op{ ti i nformacii za Evropskata agencija za rekonstrukcija. Agencijata be{ e f ormi rana vo f evruari 2000 godi na, nejzi noto sedi { te e vo Solun, a ima svoi centri vo Pri{ tina, Bel grad, Podgorica i vo Skopje.

Stanuva zbor za edna nezavisna agencija { to za svoeto rabotewe e odgovorna i podnesuva izve{ taj do Sovetot na Evropskata unija i do Evropski ot parlament, a e rakovodena od Upravni ot odbor, koj e sostaven od pretstavni ci od petnaeset zemji ~lenki na Evropskata unija. Agencijata be{ e f ormi rana so cel da prezeme del od pro-

### Roma Education Fund

A concrete output of the June Conference was an agreement to set up a cross-country Roma Education Fund (REF) that would improve educational outcomes for Roma by supporting the scaling up of pilot initiatives and projects, and strengthening partnerships between NGOs and governments. The objective of the proposed REF is to improve the educational status and performance of Roma by providing additional financing for programs to reduce the gap in access to quality education between Roma and non-Roma. The REF would thus become a key instrument in achieving the education goals now being determined for the proposed 2005-2015 Roma Decade launched at the Conference. In Budapest in July 2003 the World Bank committed to take the lead in setting up the Fund.

*Elizabeta Georgieva  
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Thank you to the organizers of this Forum for inviting the Agency for Reconstruction to participate at the Forum.

I want to start with few general information about the Agency for Reconstruction. The Agency was established back in February 2000, its headquarters is in Thessalonica, and it has centers in Pristine, Belgrade, Podgorica and in Skopje.

struktura isi la ofisia, sar so si o Ofisi ba{o firme kote na u-harel salde akava sektori. Sar egzempli o Ofisi e firmengoro dela program buvljaribaske e tikne thaj ma[karutne firme, problemia so si phanle e makroekonomikane buvljaribaja, buvljariba an o finansakoro sektori reforme an i administracia, {urukjeriba proektia ko teloikjeriba e makedonikane Rad`ake ba{i fiskalno decentralizacia, proektia thaj reformeki niamali registrativa. Akava ofisi dengja teloikjeriba e ko telohramoviba thaj javer. Save proektia realizirinen pe an o pervazia taro akava proekti? Me ka a-hovav an o okola proektiaso sislen direktno presia upral o buvljariba ko tikne thaj ma[karutne firme. Sa o proektia ko akava sektori so si zaruri te den arka an o individualno ~hani zaruri si te kjeren butikjeribaskoro rota kote o tikne thaj o ma[karutne firme si zaruri te funkcionirinen.

Taro FARE 1999 ber{ sine proektia so si an i faza tari realizacia jali si realizirime. Sar egzempli: I arkata tari EU so dengja la e formiribaske e regionalno centria ko teloikjeriba e firmenge ba{o mikrokrediti, so si dendi ba{o buvljariba e tikne thaj ma[karutne firmenge, tehnikani arka taro Ministeriumi ba{o buti thaj sociala thaj o Ministeriumi ba{o finansie te anen napia ko tiknjari-ba e ~orolipaske.

FARE 2000 - Isi amen proektia so del tehnikani arkako buvljariba e industriake, siguritetske, arka ko bankakere reforme, aproksimativacia e registrativake, premalo endruno kurko an i EU kote khuveli tehnikani arka so si dendi ko genjipe.

An o pervazia tari programa KARDS 2001, so sine anavkerdo "Teloikjeriba e ekonomikane reformenge" ba{o prerekonstruiriba e kale metalurgikake dendi si tehnikani arka direktno e Ministeriumea ba{i ekonomia thaj tehnikani arka ko Instituti ba{i standardizacia, meteorologia, akreditacia thaj atesti e kvalitetske.

KARDS 2002 - Akala proektia si an i faza tari implementacia. Tehnikani arka te kerel pe fondi buvljaribaske e manu{ikane resurseske: tehnikani arka e reguliribaske e energetikane komisiakere, Europakoro informativnikano korespondentnikano centri:

gramata i pomo{ ta { to ja dava Evropuskata unija vo oni e zemji { to ve}e gi spomnavme. I denes taa se pojavuva kako glaven upravuva~rakovodi tel na pogolem del od pomo{ ta od Evropuskata unija vo Srbija i Crna Gora, vkladuvaj}i gi i Kosovo i Makedonija. Agencijata i ma soodvetna struktura, i ma pove}e oddeli i Oddel ot za preprijatija, koj ne ja pokriva samo ovaa oblast. Na primer, Oddel ot za preprijatija dade programi za razvoj na mali i sredni preprijatija, problemi povrzani so makroekonomski ot razvoj, razvoj na finansiski ot sektor, reformi vo administrativni ot sektor, zapo~navme so proekti vo nasokana poddr{ ka na makedonskata Vlada, za fiskalna decentralizacija, proekti i reformi vo pravdata registriacija. Ovoj Oddel isto taka dade soodvetna poddr{ ka za realizacija na popisot i slino. Koj vid proekti se realiziraat vo ramkite na ovoj proekt. Jas bi se zadr`ala na oni e proekti { to imaat direktno vlijani e vrz razvojt na mali i sredni preprijatija. Si te proekti od ovoj sektor, koji treba da pomognat, na individualen nain, treba da sozdadat delovno okru`uvawe vo koe ovi e mali i sredni preprijatija treba da funkcioniraat.

Od FARE 1999 godina i mame proekti { to se vofaza na realizacija ili se ve}e realizirani. Na primer: Pomo{ ta koja Evropuskata unija ja dade za reformi regionalni centri za poddr{ ka na preprijatija, za mikrokreditna linija, koja e strogo nameneta za razvoj na mali i sredni preprijatija, tehnikani pomo{ od Ministerstvoto za trud i socijalni raboti i Ministerstvoto za finansii za voveduvawe merki za namaluvawe na siromastijata.

FARE 2000 - I mame proekt koj treba da dade tehnikani pomo{ za razvoj na industrijata, za osiguruvawe, pomo{ za reformi vo bankarski ot sektor, aproksimativacia na registriativata konvencija ni ot pazar na Evropuskata unija, tuka vleguva i tehnikani pomo{ dadena za popisot.

Vo ramkite na programata KARDS 2001, koja be{ e nare~ena "Poddr{ ka na ekonomskite reformi", za prestrukturirawe na crnata metalurgija dadena e tehnikani pomo{ direktno na Ministerstvoto za ekonomija i tehnikani pomo{

This is an independent agency, which for its activities is responsible and submits reports to the European Council and to the European Parliament, and it is managed by the Board of directors, which is consisted of representatives from fifteen states members of the European Union. The Agency was established aiming to take over part of the program and the assistance that the European Union provides for the above-mentioned states. And today it emerges as main manager-handler of major part of the European Union's assistance in Serbia and Montenegro, including Kosovo and Macedonia. The Agency has an adequate structure; it has several departments and the Enterprises department, which does not cover only this sphere. For example, the Enterprises department prepared development programs for micro and medium enterprises, issues linked with the macro economical development, development of the financial sector, reforms of the administrative sector; we started projects related with support of the Macedonian Government, for fiscal decentralization, projects and reforms of the registering procedures. Moreover, this department gave an adequate support for realization of the census etc. I want to mention the types of projects realized under this project. I would withhold on those projects that have direct influence on the micro and medium enterprises development. All projects of this sector, are to assist, in an individual way, should create business environment in which these micro and medium enterprises should function.

From FARE 1999 we have projects which are in a phase of implementation or are already implemented. For example: The assistance provided by the European Union for establishing regional centers for support of enterprises, for micro credit line, which is strictly designated for micro and medium enterprises development, technical assistance from the Ministry for labor and social policy and the Ministry for finances for implementing actions for reducing the poverty.

FARE 2000 - We have project which should provide technical assistance for industry development, for insurance, assistance for reforms in the banking sector, approximation of the registering procedures, to the





tehnikani arka ko hazrkjeriba e kinobikinibaskoro kanoni so iranel pe e themakere sekretarea rajoni Cvetanova thaj praktika e rad`akere bukjarner ba{i tromali kinobikiniba.

An o pervazia taro KARDS 2003 an i faza taro hazrkjeriba e proekteske ko phanlipa e tehnikane arkaja ko buvljariba e manu{ikane resurseske; tehnikani arka an o Ofisi e saste lejbaske tehnikani arka e institucienge ki standardizacia, meteorologia, akreditacia thaj sertifikati e kvaliteteske.

Akana te vakjerav o proektia so sisi direktno presia upral o buvljariba e tikne thaj ma{karutne firme. Kjerela pe lafi e kreditenge tari makrokreditia so sine kjerdi 1997 ber{. E Europakiri agencia ba{i rekonstrukcia kjergja te barvarel akva krediti. Avgo dendi moldi sine 6 milionia evria, thaj ko {uru akale ber{eske dophergje panda 5,6 milionia evria. So si o karakteristike akale krediteske? Kerela pe lafi e revolving krediti thaj dende si sar forma taro kreditia te distribuirinen pe e tikne thaj ma{karutne firme thaj vaktea te iranen pe barabutne e kamataja te istemalkjeren pe pale odoleske. Akaja kreditno linia distribuirinel pe prekal nekobor komercialno banke. Okola so istemalkjeren so kama te aven d`i odova si o neve formirime privatno kompanie. Prioriteti ka ovel okolen inkalibaskere firme thaj sa olenge zaruri si te sikaven serioziteti ko ple mangina, odolea so ba{i realizacia ka arakhen 20% taro love taro ple hainga.

Sar resarinakiri grupa akale krediteske si hajbaskiri industria, kompjutersko industria thaj telekomunikacie, pakujbe thaj lokhi industria, turizmi, na o baria thaj restorania, zanaeti, dejbe buti so si phanle inkalibaja, medicina thaj stomatologia thaj javer.

^hinavdo si so akava krediti nane ba{fo finansiriba u`e kinobikinibaskere kompanie, dukjania ko tikno, thaj agrari.

Odova u`harel pe javere krediteja. O krediti si la`he e bankenge. Oj isi ola jekh arakhlo kreditno fondi kote o banke isi len {ajsarinate pukjinen o rodiba taro garantirimo fondi, thaj d`i kote na resen te pukjinen e klienten d`i kaske distribuirinen o krediti. Akava krediti si kjerdo uzal so o love so del i EU

za I nsti tuti te za standardi zaci ja, meteorol o gi ja, akredi taci ja i potvrduvawe na kval i tetot .

KARDS 2002 - Sl edni ve proekti se vo f aza na i mplementaci ja: Tehni ~ka pomo{ za sozdavawe na fond za razvoj na ~ove~ki resursi; tehni ~ka pomo{ za regul atornata komi si ja za energeti ka; Evropski i nf ormativen korespodenten centar; tehni ~ka pomo{ za izrabortka na trgovski zakoni na koi se osvrvna i dr` avni ot sekretar g-|a Cveta- nova i obuka na vladi ni slu` beni ci za sl obodna trgovi ja.

Vo ramki te na KARDS 2003 vo f aza na pod- gotovka se proekti vo vrska so tehni ~ka pomo{ na razvoj na ~ove~ki resursi; tehni ~ka pomo{ na Birotu za javni nabavki i tehni ~ka pomo{ za i nsti tucii te za standardi zaci ja, meteorol o gi ja, akredi taci ja i potvrduvawe na kval i tetot.

Sega da gi izlo` am proekti te koi i maat di rektno vlijani e vrz razvojot na mali i sredni pretprijatija. Stanuva zbor za mi krokredi tna lini ja koja be{ e vospostavena vo 1997 godi na. Evropskata agencia za rekonstrukci ja odl u~i da ja z bogati ova a kredi tna lini ja. Prvi ot odobren i znos be{ e 6 mi li oni evra, a na po~etokot na ova a godi na EU dade dopol ni tel ni 5,6 mi li oni evra. Koi se karakteri sti ki te na ova a kredi tna lini ja? Stanuva zbor za revol ving kredi ten fond, sredst- vata se nameneti da vo forma na kredi ti se di- stri bui raat i se stavaat na raspol agawe na mali te i sredni pretprijatija, a so tek na vremeto da se vratat i zaedno so kamati te da se koristat pov- tornu za istata namena. Ova a kredi tna lini ja se di stri bui ra preku nekol ku komerci jal ni banki . Kori sni ci do koi sakame da dopreme so ovi e kred- iti se novof ormi rani privati kompani i. Pri ori tet bi i male proi zvodni te kompani i i za site niv e potrebno da poka` at serioznost vo svoite nameri, so toa {to za realizaci ja } obezbedat 20%od sredstvata od sopstveni izvori .

Kako cel na grupa za ova a kredi tna lini ja e prerabotuva~kata i ndustri ja na hrana, kompjuter- ska i ndustri ja i telekomuni kaci i, pakuvawe i lesna i ndustri ja, turi zam, iskl u~ok se barovi i restorani, zanaet~i stvo, uslugi povrzani so proi zvodstvo, medi ci nski i stomatol o{ ki uslugi i drugi dejnosti .

European Union internal market, and the technical assistance provided for the census is included here.

Within the frames of the CARDS 2001 program entitled as "Support of the economic reforms", technical assistance for restructuring of the black metallurgy was directly assigned to the Ministry for economy and technical assistance for the Institutes for standardization, meteorology, accreditation and confirmation of the quality.

CARDS 2002 - The following projects are in an implementation phase: Technical support for creating fund for human resources development; technical support for the regulatory commission for energy; European informative correspondently center; technical support for preparation of trading laws which were annotated by the state secretary Mrs. Cvetanovska and training for government officers on free trading.

Within the CARDS 2003 frames in a prepara- tion stage are projects related with technical support for human resources development; technical support for the Bureau for public purchases and technical support for the institutions for standardization, meteorology, accreditation and confirmation of the quality.

Now, I will explain the projects which have direct impact on the micro and medium enterprises development. Actually, it is a micro-credit line which was established back in 1997. The European Agency for Reconstruction decided to increase this credit line. The first approved amount was 6 millions Euros, and at the beginning of this year EU provided additional 5,6 mil- lions Euros. Which are the characteristics of this credit line? It's actually a revolving credit fund; the finances are intended for distribution as credits which are to be at disposal for the micro and medium enterprises, and as the time passes to be returned and increased with the interests to be used again for the same purpose. This credit line is distributed thru few commercial banks. The final beneficiaries we are trying to reach with this cred- its are new-formed private companies. Priority will be given to manufacturing companies, and all of them have to reveal seriousness of their intentions by providing 20 % of the necessary funds from own sources. The target



te kjer te garvasijalen e komercialno banken te den pe love sar krediti ko akava sektori. Odoleske sar {arti jekh e komercialno bankakae te khuvel an i {ema zaruri si te sikavel hazrkjeriba kaj ka lel than pe lovenar ko vjavahari 2:1. O drumo so dengja i EAR ko phanlipa e fondencar zaruri si te istemalkjerel pe o aparatia thaj o aparatia te oven ~hivde sar hipoteka.

Agjaar o EAR ka kjerel zori ko desave droma ko u-ipa e hipotekake. Esapina kote ko hipoteka 1:1 si relativno la-he te lelja pe ko dikhibe o arakhlo krediteskoro fondi. Palo odova {aj te dikha o {artia taro kreditiriba so isi ko akala banke . Odola {artia si o krediti ko maksimalno u-ipa taro 30.000 evria e biznis so si ko {uru jali ko tikne firme 20% taro krediti {aj te ovel ba{o fundavno aktia, d`i kote o resto si ba{o javer sredstvia. O tajmingo iranibaske si d`i ko 5 ber{, grejs period - 6 ~hon thaj i kamata taro 8,5% d`i ko 10,5% ber{eske ko athinalipa taro o periodi e iranibaske. Amen kamljam te kera jekh procedura taro tari aplikacia te istemalkjeren biznis plan . Sa e banken isi len plo formulari so kjerel pe o biznis plani thaj jekh a jekh procedura an i aplikacia te istemalkjeren akaja krediteskiri linia. {aj te vakjera kote o avgo 6 milionia evria sine plasirime. Phanlipaja o love taro revolving fondi, o barabutno u-Ipa e krediteskoro si 13 milionia evria. Dendo sine ba{o 634 klientia, thaj o kreditia kjeregje neve 2000 bukjarne thana, thaj 3000 bukjarne sine kjerdo te arakhen plo bukjarano than.

O javer proekti tari EAR si e Europakoro informativno korespodentikano centro. Kjerela pe lafi jekh e networkoske taro europakere informativno centria so si formirimo an o 1987 ber{ thaj majodorig buvljola. Ko avgo duj ber{a sine realizirime rezultataiako butikjeriba thaj ~hani sar del pe arkae centrege ko butikjeriba e tikne thaj ma{karutne firme, soske i EU sine ~ali tari buti. Angja pe ~hinavdo lafi te buvljarel pe o networko thaj avdive isi 320 centria, thaj na salde an o thema tari EU, thaj an i Liban, Peru, Egipet thaj Izrael. Kjerela pe lafi centrege so den informacia thaj arka ba{o o pu-Iba e butikjeribaskiri politika e EU ko kotor tari kanoneskiri legislativa thaj o ~hani taro finansiribe. Akava centri zaruri

I skl u-ok e { to ovaa kreditna linija ne e nameneta za f i nansi rawe na ~isto trgovski kompani, prodavnici na malo i primarno zemjodelsko proizvodstvo.

Toa se pokri va so drugi kreditni linii. Kreditnata linija osobeno e povolna za banki te. Taa predviduva eden za{ ti ten krediten fond so koj banki te i maat mo`nost da gi napl atat pobaruwata od garantni ot fond, dokol ku ne uspeat da gi napl atat od kl i enti te na koi se di stri bui rani krediti te. Ovaa kreditna linija be{ e zami sl ena, osven sredstvata { to gi dava EU, da gi poti knat i da gi ohrabrat komercijal nate banki da vl o`at svoi sredstva vo vid na krediti vo del ovni ot sektor. Tokmu zatoa kako usl ov za edna komercijal na banka da bi de vkl u-ena vo { emata treba da poka` e podgotvenost da u-estvuva so svoi sredstva vo odnos 2:1. Nasoki te { to gi dade EAR vo vrska so f ondovite e deka tie treba da se iskoristat za oprema, a nabavenata oprema mo` e da bi de stavena kako zal og.

I sto taka, EAR se obi de da dade i neko i nasoki vo pogl ed na vi si nata na zal ogot. Smetame deka obezbeduvaweto na zal og vo odnos 1:1 e rel ativno dobro obezbeduvawe, ako se zeme predvid za{ ti tni ot krediten fond.

Ponatamu, mo`eme da gi vi di me usl ovi te za krediti rawe koi postojat kaj ovi e banki . Toa se usl ovi za krediti rawe spored koi maksi mal ni ot i znos na krediti e 30.000 evra za bi zni si po-etni ci ili za ml adi preprijatija. 20% od iznosot na krediti tot mo` e da bi de namenet za osnovni sredstva, { to zna~i ostatokot e namenet za soodvetni osnovni sredstva.

Rokot za vra}awe e maksimum do 5 godi ni , so grejs peri od od { est meseci , kamatnata stapka e od 8,5 do 10,5% godi { no vo zavi snost od peri odot na vra}awe. Nie sakavme da vospostavime ednostavna procedura za apl i ci rawe i ednostaven bi zni s plan. Si te banki i maat poseben f ormular za i zrobotka na bi zni s plan i i maat ista procedura za apl i ci rawe za kori stewe na ovaa kreditna linija. Mo`eme da ka`eme deka prvite 6 milioni evra bea pl asi rani . Vkl u-uvaj}i gi sredstvata od revol vi ng f ondot, bea vkupno pl asi rani krediti vo i znos od 13 mi li oni evra. Opsl u`eni bea 634

group of this credit line is the food salvage industry, computer industry and telecommunications, packing and light industry, tourism with an exception of the bars and restaurants, crafts, manufacturing services, medical and dentist services and other businesses.

An exception of this credit line is that it is not intended for financing of pure trading enterprises, small shops and primarily agricultural manufacturing.

It is covered by other credit lines. The credit line is especially favorable for the banks. It predicts a protection credit fund thru which the banks can remunerate their requirements from the guarantee fund, if they can not remunerate them from the clients to whom credits were distributed. The credit line was designed as beside the funds provided by EU, to encourage and inspirit the commercial banks to invest own funds in credit lines in the business sector. Therefore, a precondition was set that if a commercial bank in interested into getting involved in the scheme has to present preparedness to participate with own funds in relation of 2 : 1. The direction that EAR gave regarding the funds is that they are to be used for purchase of equipment and the purchased equipment from the credit can be used as mortgage.

Further, EAR tried to provide directions regarding the amount of the mortgage. We think that providing a mortgage in amount of 1:1 is relatively good assurance if the guarantee fund is considered.

Further, we can see the credit conditions set by these banks. Those are credit conditions according to which the maximal credit amount is 30000 Euros for business and beginners or for micro enterprises. 20 % of the credit amount can be used for basic facilities, which means that the rest of it is for appropriate basic facilities.

The repayment deadline is up to 5 years, with a 6 month grace period, and the interest rate is 8,5 - 10,5 % per year, depending on the repayment period. We wanted to establish simple applying procedure and simple business plan. All banks have a form for preparation of a business plan and all of them have same procedure for applying and benefiting this credit line. We can say that the first 6 millions Euros were allocated. Including the revolving fund amount, credits in total amount of 13



si te del pe arka e firmenge an i amari them te arakhen trgovsko partneria an o thema tari Europa, thaj te del arka e firmenge ba{ o o phanlipa lafi e dikhbaske e potencialno trgovsko partnerenge.

O centri {aj te del informacie jali arka d`i kote sikavel interes e makedonikane firmake te lel than ko {erutno tenderi tari EU.

Jekh taro resarina te kjerel barabarbutikjeriba ma{kar o Ministeriumi ba{i ekonomia thaj i Stopansko komora an i RM thaj turlie badani atari Europakiri komisija.

O avutno proekti si tehnikani arka e Ministerumencar tari ekonomia te kerel klima ko butikjeriba e tikne thaj ma{karutne firme. Akava poroekti {urukjergja te kjerel buti ko noemvri persi ber{. Ov si jekhe ber{eskoro proekti thaj pakjajakote e proektea ka resa d`i akala resarina: o proekti zaruri si te dikhel ole o Ofisi ba{o tikne thaj ma{karutne firme an o pervazia taro Ministeriumi ba{i ekonomia, te del bahaniako eventualnikane reforme ki organizacia odoleske, resarinaja te ~aljarel pe o rodiba taro tikne thaj ma{karutne firme.

Isi olen savala te kjerel analiza ki sako kanoneskiri administrativno institucionalnikani struktura, so isi an i them ko dikhibe tari registracia e tikne thaj ma{karutne firmenge, thaj te del anglo-havljarina te la-harel pe odova.

Sa odova zaruri si te kjerel pe an o pervazia taro zori an i amari them te anel pa{e i legislativa jali te anel majpa{e o institucionalno thaj administrativno forme e formencar so isi an i EU, sar dopherdo kotor olakere proceseski an i asociacia thaj stabilizacia .

I tehnikani arka ka ovel arakhli thaj e formiribaske agjaar vakjerde agencia ba{i arka taro prediprijema{tvo.

Odova si idea taro Ministeriumi ba{i ekonomia thaj ka formirinel pe jekh asavki agencia so ka lel aktiviteti an i realizacia e nacionalno programake te vazdel e pretprijema-en thaj buvljariba e konkurenca.

Ka kjerel pe jekh opservacia e tikne thaj ma{karutnen firmen O proekti si hazri te kjerel akciono plania e realizaciake ko kjeribe e anglevak-

kl i enti, a krediti te ovozmo`ija 2000 novi vrabotuvawa, a na 3000 vraboteni i m ovozmo`ija da go za-uvaat svoeto rabotno mesto.

Drug proekt na EAR e i Evropski ot i nf ormativen korespodenten centar. Stanuva zbor za edna mre`a od evropski informativni centri koja se f ormi ra{ e vo 1987g. i koja i ponatamu se {iri. Vo prvite dve godini bea analizirani rezultati te na raboteweti i na koj na-in poma-gaat centrite vo rabotata na malite i sredni pretprijatija, bidej{i Evropskata unija be{ e zadovolna od rabotata. Se donese odluka da se pro{iri ovaa mre`a taka {to denes ima 320 centri, i toa ne samo vo zemji te na Evropskata unija, tuku i vo Liban, Peru, Egi pet, I zrael. Stanuva zbor za centri koi treba da davaat i nf ormacii i pomo{ okolu pra{ awata za del ovnata poli ti ka na Evropskata unija, za vi dot na zakonskata legi slativa i na-in not na f i nansi rawe. I sto taka, ovoj centar treba da i m pomogne na pretprijatijata vo na{ata zemja da pronajdat trgovski partneri vo koja bilo zemja vo Evropa, no i da i m pomogne na pretprijatijata okolu dogovarawe na sredbi so potenci jal ni te trgovski partneri.

I sto taka centarot mo`e da dava i nf ormacii i li pomo{ dokol ku se pojavi i nteres od makedonski pretprijatija za pristap kon u-estvo na nekoj javen tender vo Evropskata unija.

Edna od cel i te e i da posreduva vo sorabotka me|u Mi ni sterstvoto za ekonomija i Stopanskata komora na Republ i ka Makedonija i razl i ~ni te tel a na Evropskata komi si ja.

Sledni ot proekt e proekt za tehni-ka pomo{ na Mi ni sterstvoto za ekonomija za sozdavawe kl i ma za rabota na mal i te i sredni te pretprijatija. Ovoj proekt zapo-na da raboti nekade vo noemvri mi natata godi na. Toa e ednogodi { en proekt i se nadevame deka so proektot }e gi posti g-neme sledni ve cel i: proektot treba da go razgleda Oddelot za mali i sredni pretprijatija vo ramki te na Mi ni sterstvoto za ekonomija i da dade predlozi za eventualni ref ormi pri organi zi rawe na isti ot, so cel da gi zadovol i barawata na mal i te i sredni pretprijatija.

I sto taka i ma zada~a da i zvr{ i anal i za na postojnata zakonska admi ni strati vna i nsti tuci o-

millions Euros were allocated. 634 clients were served, and the credits enabled 2000 new employments, and 3000 employees were able to keep their jobs.

Another EAR project is the European informative correspondently center. This is actually a network of European informative centers which was formed back in 1987 and which is expanded further. During the first two years the results of its working and the ways in which the centers assist the micro and medium enterprises were analyzed, as the European Union was satisfied from the work. A decision was enacted to expand the network, so today it is consisted of 320 centers not only in the European Union states, but in Lebanon, Peru, Egypt, Israel as well. These are centers which are to provide information and assistance regarding European Union business policy, about the legislation and the financing methods. Further, this center should assist the enterprises in our country to find business partners or contractors, in any of the European countries, but also to assist the enterprises regarding appointments with potential business partners.

The center can provide information or assistance if there is a case when Macedonian enterprises are interested into access for participation at a public tender within the European Union states.

One of the goals is to mediate the cooperation between the Ministry for Economy and the Economic Chamber of Republic of Macedonia and the different departments of the European Commission.

The next project is a project for technical assistance for the Ministry for Economy for creating conditions for operating of the micro and medium enterprises. The realization of this project started back in November last year. It is one-year project and we hope that it will achieve the following goals: the project is to review the department for micro and medium enterprises within the Ministry for economy and to give eventual reforms for its organization, aiming to satisfy the micro and medium enterprises requirements.

Moreover, it has a task to analyze the current legislative administrative institutional structure, which is present in the state regarding the registration of micro



jerde nacionalno akciono planeske. O proekti {urukjergja te del konkretno rezultatia ko dejbe anglogndiba e Ministeriume ba{fi ekonomia ko dikhibe e ekstra programake so {aj o Ministeriumi jali i RM te anel teloikjeriba e tikne thaj ma{karutne firmen so nane len finansisko karakteri. Sar egzempli kjeriba centralno than kote ka del pe bilovengere informacie sar te {urukjerel pe biznisi, registracie firme, informacia ko phanlipa ma{kar kherutni thaj avrutni kompanie thaj javer. Poodorig o proekti zaruri si te del preporake ba{o napia jali programe teloikjeribaske e tikne thaj ma{karutne firmen taro finansisko karakteri. An i akaja grupa ka khuven jekh informativno kreditno biro, so si badani so {aj te kjerel buti jali organizacia taro finansisko karakteri, thaj tikne thaj ma{karutne firme dikhibaja o d`iakanutno problemi e duje bankencarkedonia. Majodorig zaruri si te d`al pe angle e lizingoja an i them sar jekh alternativno forma ba{fi kreditiriba tikne thaj ma{karutne firme, formiriba themakoro garantno fondi fondi ko investiciono kapitali thaj javer.

O proekti ka del preporake ko -hani te kjerel pe akala finansisko programe ko -hani sar ka arakhen pe love odole programenge te implimentirinen pe ko -a-utno d`ivdipa. Jekh atro resarina taro proekti te phanen pe an i networko taro turlie programe thaj proektia so ka legarel len o Ministeriumi e ekonomiake jali i Agencia teloikjeribaske taro predpriema-ia, sa o saste agencie thaj organizacie, so den turlie {artia an o Sektori ko tikne thaj ma{karutne firme.

O agorutno proekti si fondi buvljaribaskie e manu{ikane resurseske. Fundavno resarin akale proekteske te formirinel pe instituti jali fondacia praktikake e menad`erenge. Dujto komponenta si buvljaribna e lokalno terning usluge, soka oven sar saste idee thaj zori te buvljaren pe o trningia so o usluge den e lokalno makedonikane treninenge an i them. La-hariba e kvalifikacieng taro menad`eraia prekal turlie treningia. O fondi ka ovel anga`irimo ko butikjeriba realizacia e bukjerne seminarenar thaj javer kursia la-haribaske aniba pa{e e menad`erenge.

nal na struktura, koja postoi vo zemjata vo pogled na registri raweto na malite i sredni pretprijatija, i da dade preporaki za podobruvawe na ovaa klima.

Seto toa mora da bide napraveno vo ramki te na naporite na na{ata zemja da ja pribli`i svojata legislativa ili pak da gi pribli`i institucionalnite i administrativnite formi so formite {to postojat vo Evropskata unija, kako sostaven del od nejzini ot proces kon asocijacija i stabilizacija.

Tehni-kata pomo{ }e bide obezbedena i za formi rawe na t.n. agencija za promocija na pretpriemni {tvoto.

Toa be{e i de ja na Ministerstvoto za ekonomija i }e se formira edna vakva agencija koja }e prezeme aktivnosti za realizacija na nacionalna programa za pottiknuvawe na pretpriemni {tvoto i za razvoj na konkurentnosta.

le se sozdade edna opservatorija za mali i sredni pretprijatija. Proektot treba da izraboti akcioni planovi za realizacija na izработка na ve}e spomenatata nacionalna strategija. Isto taka, proektot ve}e zapo-na so ostvaruvawe na konkretni rezultati vo smislana davawe preporaki na Ministerstvoto za ekonomija vo pogled na posebni programi {to bi mo`ele Ministerstvoto, odnosno RM da gi vovedat za poddr{ka na mali i sredni pretprijatija koi nemaat finansiski karakter. Kako, na primer, sozdavawe na centralno mesto koe }e dava besplatni informacii za zapo-uvaweto na biznis, za registri rawe na firma, informacii za spojuvawe na doma{ni i stranski kompanii i sl. Ponatamu, proektot treba da dade preporaki za merki ili programi za poddr{ka na mali i sredni pretprijatija od finansiski karakter. Vo ovaa grupa bi vleglo edno informaciono kreditno biro, koe e pol ezno telo ili organizacija za finansiski sektor, no i za mali i sredni pretprijatija, i maj}i gi predvid neodamne{ni te probl emi so dve banki vo Makedonija. Ponatamu, potrebno e unapreduvawe na lizing dejnosta vo zemjata kako edna alternativna forma za akrediti rawe na mali i sredni pretprijatija, formi rawe na dr`aven garanci ski fond, fond za investitorski kapital i sl.

and medium enterprises, and to give recommendations for improving the situation.

All that has to be done within the frames of our state's efforts for approximation of its legislation or approximation of the institutional and administrative forms to the forms present in the European Union, as component of its process to association and stabilization.

The technical assistance will be provided for establishing of s.c. agency for promotion of the entrepreneurship.

That was an idea of the Ministry for economy and such agency will be established which will undertake activities for realization of national program for entrepreneurship development and development of the competitiveness.

An observatory for micro and medium enterprises will be established. The project is to develop action plans for preparation of the already mentioned national strategy. Further, the project already started with achieving concrete results in terms of giving recommendations to the Ministry for Economy regarding specific programs that might be implemented by the Ministry, that is by the Republic of Macedonia for support of micro and medium enterprises, which don't have financial character. For example, establishing a center which will give information, free of charge, for establishing a business, firm registration, information on associating domestic and foreign companies etc. Additionally, the project is to give recommendations on steps or programs for support of micro and medium enterprises, which have financial character. This group would comprise an informative credit bureau, which is useful body or organization for financial sector, but for micro and medium enterprises as well - taking in account the resent problems with two different banks in Macedonia. Furthermore, it is necessary to improve the leasing activities in the state as one alternative form for accrediting micro and medium enterprises, establishing state guarantee fund, fund for investment capital etc.

The project should give recommendations about the way in which these financial programs will be exe-





Majodorig sar agorutno aktivitetia akale proekteske si promocija e zaruribaske e edukaciake thaj trening e menad`erenge. O fondi si an i faza taro formiriba thaj panfda formirinel pe oleskiri niamali struktura. I EAR planirinel ko {uru te funkcionirinel o fondi te u-harel lovenar treng taro treneria thaj menad`eraia faktea so asavki asistencija majodorig ka thavdel. Pakjaja kote ka arakha love te finansirina o Fondi ko avutne duj - trin ber{a, odolea so o firme-so ka aplicirinen te resen d`i o trening jali praktika zaruri si te sikaven interesi thaj te arakhen pa{e 10% taro moldipa e treningoske so roden pe. Sa akava si ki jekh faza taro plani thaj diskusia so o menad`eria thaj o d`ene taro firme so isi olen interesi akale fondenge. Kamav te akcentirina kaj fundavno resarin akale fondeske si te kjerav presia upral o menad`eria ko odola tikne thaj ma{akrutne firme. [ukrikjerav tumen.

Proektot treba da dade i preporaki na koj na~in da se ostvari i zvr{ uvawe na ovi e f i nansi-ski programi, na koj na~in }e se i znajdat sredstva za istite programi da se implementiraat vo stvarni ot`ivot. Isto taka, edni od celite na proektot e da se vku~at vo mre`a na razli~ni programi i proekti {to }e gi vodi Ministertvoto za ekonomija ili Agencijata za poddr{ka na pretpri emni {tvoto, postojni te agencii i organizacii, koi davaat razli~ni uslovi na Sektorot na mali i sredni pretprijatija.

I posledni ot proekt e t.n. fond za razvoj na ~ove-ki resursi. Osnovite celi na ovoj proekt se da se formira insitut i i fondacija za obuka na menaxeri. Vtora komponenta bi bila razvoj na lokalni trening uslugi, {to bi zna~elo deka postoi ideja i nastojuvawe da se unapredat trening uslugite {to gi nudat lokalni te makedonski treneri vo zemjata. Podobruvawe na kvalifikacii na menaxerite preku raznovidni trening aktivnosti. Fondot }e bi de anga`iran vo izработка i realizacija na rabotni te seminari i drugi trening kursevi za podobruvawe na delovni te sposobnosti na menaxerite.

I najposle, kako posledna aktivnost na ovoj proekt e promovirawe na potrebata za kontinuirana edukacija i obuka na menaxerite. Fondot se nao|a vo faza na formirawe i se u{te se formira negovata pravna struktura. Evropskata agencija za rekonstrukcija planira vo po~etokot na funkciioniraweto na fondot da pokri va golem del od tro{ocite za obuka na trenerite i menaxerite, so ogle na toa {to vakvata asistencija i ponatamu }e prodol`i. Se nadevame deka }e obezbedime sredstva za finansirawe na rabotata na Fondot za naredni te dve-tri godini, so toa {to firmite {to }e apliciraat za dobi vawe na trening ili obuka }e treba da poka`at interes i da obezbedat otpri lika 10% od vrednosta na trening obukite {to se predviduvaat. Seto ova e vo edna faza na razmisluvawe i diskusija so menaxerite, odnosno so pretstavnicite na pretprijatijata {to se zainteresirani za ovi e fondovi. Bisakala da naglasam deka osnovnata cel na ovoj fond e da vli-jae vrz menaxerite tokmu na ovi e mali i sredni pretprijatija.

cuted, the way in which finances for implementation of these programs in the real life will be raised. In addition, one of the project's goals is to include in the network different programs and projects which will be administered by the Ministry for economy or the Agency for support of the entrepreneurship, the existent agencies and organizations which provide different clauses for the Sector of micro and medium enterprises.

And the last project is the s.c. Human resources development fund. The main goals of this project are to establish an institute or foundation for managers' training. The second component would be development of local training services, which would indicate that there is an idea and endeavors for improving the training services available in the state by the local Macedonian trainers. Improving the managers' qualifications thru different training activities. The fund will be engaged in preparation and realization of the seminars and other training courses for improving the managers' business abilities.

And finally, the last project activity is promotion of the need for continuous education and manager training. The fund is in an establishing phase and its juridical structure is still in preparation. The European Agency for reconstruction plans to cover major part of the trainer's and manager's trainings expenses at the beginning of the fund's functioning, considering that such assistance will continue further. We hope that we will raise funds for financing the fund's operating during the next two-three years, and the firm applying for a training it is necessary that the firm shows an interest into it and to assure approximately 10% of the predicted training costs from own resources. All this is in a phase of consideration and discussion with the managers, that is with the enterprises representatives who are interested into these funds. I want to highlight that the main goal of this fund is to make an influence on the managers of the micro and medium enterprises.

**Herbert [mid  
direktori an i them tari  
[vajcariakiri ambasada**



Herbert Schmid

Rajo legarutnea, rajonalen thaj rajonen. Kamav te {ukrikerav e akharinake te lav than an o akava Forumi thaj te diskutirina e haleske e romane populaciake an i them.

Ko mlo lafikjeriba ka kerav iranipa ko akala bukja:

- a) sar amen sar neutralno agencia dikha o hali e Roemngoro an i them
- b) [vajcariakiri programa teloikjeribaske ko nakhlo vakti thaj an o avutnipa.
- v) Disave gndiba turlie inicijativenge so si dende thaj
- g) disave gndiba ko disave umalja tari intervencia agjaar sar amen dikha an i olende.

**1. O hali e Romengoro an i Makedonia**

Kamav majanglal te {ukrikerav ko rodipa so kjergja o ISPJR kote sis saikjerin but ku- informacie.

Saste si kote o akanutno halie Romane populaciake isi historia dekadencar thaj {elber{encar.

Fakti si kote o Roma nane len privilegia ko buteder aspektia - edukacia, buti, sastipa. [aj lokhe te kera prioriteta solea o Roma arakhen pharipa. Sar egzampli si:

- tikne edukaciakere standardia thaj kvalifikacie
- nanipa bukjaro d`asnlipa
- nanipa {ajsarin ba{o trening bukjae thaj bukjakoro d`anlipa
- nanipa biznis thaj javer.
- Negativno imid` e khedinake ma{kar o bukjakere legarutne
- Nanipa pretpriema{ko Romano modeli te dikhel pe
- Nanipa fondia e privatno investicienge
- Na avipa d`i o bankaere kreditia ( Ko SME -Roma na{ti te oven aplikantia )
- Tikni politikani presia thaj te {aj te lobirinen.

[aj te thavdav e listaja akate.

Dikhaja kote arakhagjovaja an o komulativnikano procesi thaj efektia. O tikne love si limiti-

**Herbert [mid  
direkt or vo zemjat a od  
[vajcarska ambasada**

Gospodi ne pretседava~, dami i gospoda. Bi sakal da se zabl agodaram na pokanata da prisustvuvam na ovoj Forum i da zboruvam za si tuaci jata na romskata popul aci ja vo zemjava.

Vo moeto izlagawe ke napravam osvrt na sl edni te raboti :

- a) kako nie kako neutral na agenci ja ja gl edame si tuaci jata so Romi te vo zemjata
- b) [ vajcarski te programi za poddr{ ka vo mi nato i za vo i dni na.
- v) Nekoi razmi sl uvawa za razli ~ni i ni cijati vi koi se izl o` eni ,i
- g) nekoi razmi sl uvawa vo odredeni oblasti na i intervenci ja onaka kako { to ni e gl edame na ni v.

**1 Si tuaci jata na Romi te vo Makedoni ja.**

Dozvol ete mi najprvi n da se zabl agodaram za i stra` uvaweto { to go sprovede I SPPI i koe sodr` i mnogu vredni novi inf ormaci i.

Jasno deka sega{ nata si tuaci ja na Romska ta popul acija ima istorija so dekadi duri i so vekovi .

O~i gl edno e deka Romi te ne se pri vi legi rani vo mnogu aspekti - obrazovani e, vrabotuvawe, zdravstvo. Mo` e lesno da se napravi li sta so pote{ koti so koi { to Romi te se soo~uvaat. Kako na pr:

- ni ski edukati vni standardi i kval if ikaci i,
- nemawe na rabotno i skustvo,
- nemawe na mo` nosti za treninzi za rabota i rabotni sposobnosti .
- nemawe na bi zni si i tn.
- Negati ven i mi x na zaedni cata me|u raboto-davci te
- Nedostatok na pretpri ema~ki Romski model da se sl edi
- Nedostatok nba f ondovi za pri vatni i nvesti ci i
- Nedostatok na dostapni bankovni kredi ti (Posebno na SME -Romi te ne mo` at da apl i ci raat.)
- Mal o poli ti ~ko vli jani e i sposobnost za lobi rawe.

**Herbert Schmid  
Swiss Embassy,  
country director**

Mr Chairperson, Ladies and Gentlemen,

I would like to thank for the invitation to address this conference. In my intervention I will make some considerations on:

- a) how we see the situation of the Roma people in the country
- b) Switzerland's support programmes in the past and in the future
- c) Some thoughts on the various initiatives on the table, and
- d) Some considerations on the main areas of intervention as we see them.

**1. The situation of Roma people in Macedonia**

Let me first thank you for the comprehensive analysis made by the ISPJR, which contains a lot of valuable new information.

It is clear that the present situation of the Roma people has its history over decades and even centuries. Obviously, Roma people are underprivileged in many respects, be it in access to education, employment, access to health facilities. It would be easy to draw a list of obstacles with which Roma people are confronted, such as

- Low educational standards and qualifications
- General lack of previous work experience
- Subsequent lack of acquired on-the-job training and work skills
- Negative community image amongst employer community
- Lack of entrepreneurial Roma role models to follow
- Lack of funds for private investment
- Lack of bank credits available (especially to SMEs - Romas not eligible to apply)
- Low political influence or lobbying capabilities

I could go on with the list here

It is obvious that we are confronted with cumulative processes and effects. Low income means limited possibilities to send the children to school, which again means difficulties to find employment, which means low income etc.



rimi {ajsarin te bi-haven pe o ~have an i {kola so kerel palem pharipa te arakhel pe buti thaj palem odova si tiken love thaj javer.

Akava sikavel kote zaruri si variante lungone vakteske. Ko akava konteksti sisi pobuter inicijative so sine liparde thaj legaren pe ko la-ho drumo. Ko nakhlo kotor sine majbare problemia so nane lungovakteskere programe. Te dikha so kjergjem amen thaj te kera komentari.

## 2. [vajcariakere programe ko nakhlo vakti thaj an o avutnipa

### 2.1 Programe so si kjerde d`i akana

An i Makedonia, i [vajcaria isi programe teloikjeribaske ko akala reonia.

- Tiknevakteskoro teloikjeriba e edukaciake
- Teloikjeriba e mediumenge
- Tikne proektia
- Sasto teloikjeriba e Pakteske ba{o Stabiliteti

Ko tikne tire lka vakera kote i programa teloikjeribaske taro mediumia sine sukcesivnikani soske kejrjga te arakhel pe o turlipa e Makedonikane mediumenge kana sine lenge pharipa ko vakti tari kriza ko 2001 ber{.

Palo odova o hali satbiliziringja pe . E tikne vakteskere proektia teloikjeribaske an i edukacia thaj desave tikne proektia sine len limitirimo sukcesi. Dikhel pe kote zaruri si lungovakteskoro dikhiba.

### 2.2 An o avutnipa

An o momenti gndinaja te kera palem amaro dikhiba odothe. Isi amen mangipa te thavda e programencar ko teloikjeriba e Romen. Okolestar so vakjergjum angleder dikhel pe kote si zaruri lungovakteskoro dikhiba sar egzampli an i edukacia ( numa panda diskutirinel pe odoleske ) saste resarinaja te teloikjerel pe majla~hi integracia e Romane popula-ciak e an o Makedonikano sasoinnija.

Mo` am da prodol ` am so listata ovde.

O~igledno e deka sme soo~eni so kumulativen proces i efekti.Niski te prihodi zna~at ograni~eni mo`nosti da se ispratrat decata na u~ili{ te ,{ to povtorno sozdava te{ kotii da se najde vrabotuvawe, atoa zna~i ni ski prihodi i tn. Ova zna~i deka ni trebaat soluci i za podolgperi-od. Vo ovoj kontekst ima mnogu i ni cijativi { to ve}e bea spomenati i koi se naso~eni vo dobra nasoka.Vo mi natoto eden od pogol emi te probl emi be{ e nedostatok na dolgoro~ni programi . Da pogledneme { to ni e napravi vme i da go prokomentirame toa.

## 2. [ vajcarskite programi vo minatoto i za vo idnina

### 2.1. Programi ostvareni do sega

Vo Makedonija ,[ vajcarija ima programi za poddr{ ka vo ovi e oblasti

- Kratkoro~na poddr{ ka vo obrazovani eto
- Poddr{ ka na medi umi te
- Mali proekti
- Op{ ta poddr{ ka preku Paktot za Stabi lnost

Nakratko mo` e da ka` eme deka programata za poddr{ ka na medi umi te be{ e uspe{ na zatoa { to ovozm` i da se za~uva raznovrsnosta na Makedonski te medi umi koga ti e imaa pote{ kotii za vreme na kri zata vo 2001 godi na .

Ottoga{ situacijata se stabilizira{ e. Kratkoro~nite proekti za poddr{ ka vo obrazovani eto i nekoi od malite proekti imaa ograni~en uspeh. Jasno e deka e potreben dolgoro~en pristap.

### 2.2. Za vo idnina

Vo momentov razmisluvame povtorno za na{ i ot pristap. I mame namera da prodol ` i me so programi te za poddr{ ka na Romi te .Od ona { to go ka` av predhodno jasno e deka e potreben dolgoro~en pristap na pri mer vo obrazovani eto,(no se u{ te se di skuti ra za toa ) so op{ ta cel za podr` i podobra integracija na Romska ta popul acija vo Makedonskoto op{ testvo.

This means we need long-term solutions. In this context we welcome that there are various long-term initiatives on the table. This is a step in the right direction.

Looking at the experiences in the past, we think the lack of a long-term approach was the main problem of Roma support programmes.

I would not like to make a general assessment of the programmes done so far but would like to make some comments on our own, Swiss programmes.

## 2. Switzerland Programmes in the past and in the future

### 2.1. Programmes thus far

In Macedonia, Switzerland has supported programmes in the areas

- short-term education support,
- media support,
- small projects,
- general support via the Stability Pact

In a brief assessment we would say that the media support programmes were successful as they allowed to maintain Macedonia's rich diversity in the media sector when they were in difficulties in the crisis of 2001. Since then, the situation has stabilised. The short-term education support and some of the small projects have had limited success. There clearly a more long-term approach is needed.

### 2.2. Future

We are at present rethinking our approach. We have the intention to continue with Roma support programmes. From what I said above it is clear that we see a need of a long-term approach, probably education, (but this is still under discussion) with the overall objective of supporting a better integration of the Roma population group into the Macedonian society.

## 3. Need of coordination

There are various initiatives on the table. Obviously there is a need for the Government of the Republic to coordinate these efforts. We would very much welcome a national strategy, which replies to the



### 3. Zaruripa tari koordinacia

Isi turlie inicijative. Fakti si kote si zaruri i Rad`a tari Makedonia te koordininel akal napia. Amen ka seljaminkera sako nacionalno startegia, so {aj te lel pe ko turlie inicijative.

O fakti kote si dende turlie inicijative dengja anglunipa e Romane populaciake. Ka ovel importantno i Rad`a thaj e Ma{kard`ianeskiri khedin te informirinel saste thaj transparentno resarinaja te ud`aren pe o realno digra.

Zaruri si koordinacia legarela pe d`i i Romani populacia an i them. Imoprtantno si i khedin te koordininel pe ma{kard`ianeskiri resarinaja te arakhen pe o jekhehangoskere interesia thaj te koordininen pe e Rad`aja tari Republika. [ukrikerav.

### 3. Potreba za koordiacija

Postojat razli~ni i nicijati vi .O~i gl edno e deka i ma potreba Vl asdata na Republ i kata da gi koordini ra ovi e napori .Nie ke ja pozdravi me sekoja nacionalna strategija ,koja odgovara na razli ~ni i nicijati vi .

Faktot deka se ponudeni razli ~ni i nicijati vi gi poti kna o~ekuvawata me|u Romskata populacija. ]e bide va`no Vl adata no isto taka i Me|unarodnata zaednica i nformira jasno i transparentno ,so cel da se zadr`at o~ekuvawata na real no ni vo.

Potrebata za koordiacija se odnesuva isto taka i na samata Romska zaednica vo zemjata.Va`no e zaednicata da se koordini ra pome|u sebe ,so cel da se odbranat ednoglasno i nteresi te i da se koordini ra so Vl adata na Republ i kata . Vi bl agodaram.

different initiatives.

The fact that various initiatives are on the table has fostered expectations among the Roma population. It will be important that the Government but also we as International Community inform with accuracy and transparency, in order to keep expectations at a realistic level.

The need of coordination also refers to the Roma community itself in the country. It is important that the community coordinates amongst itself, in order to defend the interests with one voice and that it coordinates with the Government of the Republic.

Thank you.



**Zoran Cali**  
**administrativnikano direktori ki**  
**Fondacia Instituti phravdo Sasoinpna**  
**Makedonia**

Majanglal an o anava tari FIOO seljaminkjerav i inicijativa te ikjerel pe o REF.

Savi si i pozicia e Fondaciake ko vjavahari e pu-ibaja so dikhel o Forumi? FIOO d'i akana sine le romani programthaj ikjeriba inicijativa an o akava reoni an o agor taro persi ber{. O donatori o D`ord` Soros sikavgja i samae fondacienge e resarinakere tari dekada e inkluziake e Romencar.

O networko taro Soroseskere fondacie isi le resarin te teloikjerel o proektia thaj aktivitetia so si phanel e dekadaja tari inkluzia e Romencar. Upral i funda taro diskusie an i konferencia ikjerdi persi nilaj an o pervazia tari dekada, majimportantno fokuseskere nukte ka oven i edukacia, sastipa, bukjarnipa, jeriengere pu-Iba, diskriminacia thaj thannjariba. E Soroseskiri fondacia ka teloikjerel buvle koalicie ma{kar o BRO lideriako romano populacia, tamikjeriba kapaciteti ko Romna so kreirinen, dikhen politike thaj programia thaj aktivitetia phanle e dekadaja.

O sukcesi ka athinel tari hazri e romane ekspertengoro thaj koalicie so kjeran ko anava taro Roma. Kamav te vakjerav kote importantno si i lidereskiri funkcia e Romengiri te oven an o avgo plani. Sa o javer organizacie {aj te den teloikjeriba. I lokalno Sosroseskiri findacia teloikjerel i inicijativa taro Forumi, thaj dengja 5000 dolaria. Gndinav kaj o teloikjeriba si buvle thaj zaruri si te istemalkjerel pe.

Akava Forumi ka anel sinergia an o aktiviteti e dekadake. Organiziriba e Forumeske thaj o lendo teloikjeriba sikavel kote kamen o donatoria te den teloikeriba akale problemeske.

Gndinav kote o rodiba so dikhlem ole an o {uru sikavel neve elementia so ka den arka an o legariba amare programenge. Ko phanlipa e pozo-



Zoran Cali

**Zoran Cali**  
**administ rat iven direkt or pri**  
**Fondacijata I nst i t ut ot voreno**  
**op{ t est vo - Makedonija**

Najprvin, od imeto na FI OO da ja pozdravam i ni cijati vata za odr` uvawe na REF.

Koja e pozicijata na Fondacijata vo odnos na pra{ awata { to gi razgl eduva Forumot? FI OO i dosega ima{ e romska programa i poddr` uva{ e mnogu ini cijati vi vo ovaa oblast kon krajot na mi natata godina. Sami ot donator Xorx Soros go naso-i vni mani eto na svoite fondaci i kon cel i te na dekadata za i nkluzi ja na Romi te.

Mre` ata na Sorosovite fondaci i ma za cel da gi poddr` i proekti te i aktivnostite povrzani so dekadata za i nkluzi ja na Romi te. Vrz osnova na di skusi i te na konf erencijata odr` ana mi natoto leto vo ramki te na dekadata, pova` ni f okusni to~ki }e bi dat obrazovani eto, zdravstvo, vrabotuvaweto, rodovi te pra{ awa, di skri mi naci jata i domuvaweto. Sorosovata f ondaci ja }e go poddr` uva f ormi raweto na { i roki koal i ci i me }u NVO l i derstvoto kaj romskata popul aci ja, gradeweto kapaci teti kaj Romi te da krei raat, sl e dat poli ti ki i programi i akti vnosti vrzani so dekadata.

Uspehot, sekako, }e zavi si od osposobenosta na romskite eksperti i koalici i te da gi zastapuvaat romski te zaedni ci . Bi sakal da i staknam deka e va` no l i derskata f unkcija na Romi te da bide vo prv plan. Si te ostanati organi zaci mo` e da dadat poddr{ ka. I sto taka i lokalnata Sorosova f ondaci ja ja poddr` a samata i ni cijati va za odr` uvawe na F orumot i dodel i 5.000 dol ari . Mi slam deka poddr{ kata e dosta { i roka samo treba da se i skori sti .

Ovoj Forum }e pri donese za si nergija na akti vnostite na dekadata. Organi zaraweto na F ormot i dobi enata poddr{ ka poka` uvaat deka postoi raspol o` eni e kaj donatori te da se raboti

**Zoran Cali**  
**administrative director,**  
**Foundation Open Society Institute - Macedonia**

On the behalf of FOSI regards to the initiative for organizing the REF.

Which is the FOSI position regarding the issues discussed at REF? FOSI had a Roma program until now and supported many initiatives in this sphere with the end of the last year. The donor himself, George Soros, narrowed the attention of his foundations to the goals of the decade for inclusion of the Roma.

The Soros network foundations has goal to support projects and activities related with the decade for inclusion of the Roma. Based on the discussions at the conference that took place last summer within the decade frames, some of the more important issues will be the education, health, employment, gender issues, discrimination and housing. The Soros foundation will support establishing wider coalitions between NGO leadership of the Roma population, capacity building among the Roma for creating, follow policies, programs and activities related with the decade.

The success will certainly depend on the ability of the Roma experts and the coalitions to represent the Roma communities. I want to highlight that it is important that the Roma leader function to be primarily. All other organizations can give support. Further, the local Soros foundation supported the initiative for organizing the Forum and granted \$5.000,00 US. I think that the support is quite wide, only it has to be used.

This Forum will contribute for synergy of the decade activities. The organization of the Forum and the received support demonstrate that there is goodwill among the donors to work on this issue.

I think that the research we saw at the beginning provides new elements which will help us in steering our programs. Regarding the more powerful Roma business, which were in particular treated in the research, lately more actual becomes the issue for social responsibility of the businesses. I think that the Roma business-

rale romane biznisenge kote sine ekstra tretirime an o rodiba, an o agrountno vakti si tema taro socialno d'ovapliba taro biznismenia. Pakjav kote ka phanne pe o romane biznismenia te oven aktivno partneria an i realizacia e resarinake e romane dekadake thaj isi privatno thaj sasto partnerluko.

Kamav ko harno vakti te vakjerav ko so kerela pe sine buti o Soros arkaja dejbe e romane khedinake.

An i edukacia isi amen edukativno centria sukcesime hramovibaske thaj agor e edukaciake, anglikane e Romenge, mentorja e romane studen-tenge, Romaverzitas e Romenge so si an o univerziteti an i Makedonia, teloikjera pobuter romane TV thaj radio stasionia, romani ~hib thaj kultura, e romane birad`akere oragnizaciengne legardi si inicijativa e d`uvljenge Romanja, sastipaskere programe e Romenge thaj hazrkjeriba e proekteske jekhutne butikjeribaske {ajsarina e Romane d`uvljake.

Profuksirime e ekonomiake numa odoleske tajsa.

na ovoj probl em.

Mislam deka istra`uvaweto {to go vi dovme na po~etokot dava nekoj novi elementi koi }e ni pomognat vo naso~uvawe na na{ i te programi . Vo vrska so posi l ni te romski bizni si , koi bea posebno tretirani vo istra`uvaweto, vo posledno vreme se poaktuel na stanuva temata za socijalnata odgovornost na bizni site. Mislam deka treba da se vkl u~at romski te bizni smeni i da bidat aktivni partneri vo realizacijata na cel i te na romskata dekada i da postoi pri vatnato i javnoto partnerstvo.

Bi sakal nakratko da ka` am vo koi oblasti rabote{ e dosega Sorosovata f ondacija vo pomo{ -ta na razvojot na romskata zaedni ca.

Vo domenot na obrazovanie imame obrazovni centri za uspe{ no zapi{ uvawe i zavr- { uvawe na obrazovani eto, angli ski za Romi te, mentorirawe na studenti Romi , Romaverzitas za Romi te koi se ve}e na univeriteti te vo Mak-edonija, poddr` avme pove}e romski TV i radio stani ci , za romski ot jazi k i kul tura, za romski te nevladini organizaci i, pokrenata e inicijati va na `eni te Romki , zdravstvena programa za Romi te e vo podgotovka i eden proekt za ednakvi del ovni mo` nosti kaj `eni te Romki .

Pof okusi rano za ekonomskata oblast, no za toa utre.

men are to be involved and are to be more active partners in the realization of the Roma decade goals and the private and the public partnership should exist.

Shortly, I want to explain the spheres in which the Soros foundation provided assistance for development of the Roma community so far.

Regarding the education we have educational centers for successful entering and finishing the education, English language for the Roma, Romaversitas for the Roma who are already at the Macedonian universities, we have supported several Roma TV and radio stations, for the Roma language and culture, for Roma NGO, an initiative is launched for the Roma women, the health program for the Roma is in a process for preparation and one project for equal business opportunities for the Roma women.

More focused on the economic sphere, but about that - tomorrow.





Aleksandar Krzalovski

**Aleksandar Krzalovski**  
**koordinatori an i programa taro MCMS**

Pakjavalen rajonalen.

Ko {uru ko anav taro MCMS thaj MRFP buvljardi fondacia e firmenge, seljaminkjerva o ikeriba taro REF, odoleske so kjerel buti jekhe majbare problemea an i romani polulacvia an i Makedonia, thaj odova si o ekonomikano buvljariba manifestirimo prekal o bukjarnipa. Odoja si i karana e teloikjeribaske e Formuske tari rig taro MCMS thaj MRFP. Dujto klidimo problemi si i edukacia. Odoleske ko akala duj bukja i edukacia thaj bukjarnipa o MCMS kjerel zori ko nakhlo vakti, thaj o avutne ber{a. Odo la si oduj avgo prioriteta taro {tar vakjerde an i konferencia an i Budimpe{ta kote zojrarde si o prioriteta e butikjeribaske e romane dekadake an o 2005-2015 ber{ Ko harno vakti ka vakjerav so kerel o MCMS an o akava umal. O MCMS kerel programe teloikjeribaske e Romenge thaj karana si i marginalizacia e romane populaciake thaj i digra taro ~orolipa ma{kar o Roma. Odova si konstatirimo sar importantno problemi ko agorutne 10 ber{a mthaj o hali e romane populaciake an i Makedonia . Odova isi an i strategia e Rad`ake te tikjnarel o ~orolipa so si kjerdoi ko 2001 ber{, soske o Roma si majmarginalizirime thaj maj~oroli grupa an i Makedonia. Odole karanendar o MCMS kerela sine turlie programe ko akala de{ ber{a, [erutne grupirime ko 3 segmentia - socialno humanitarno, edukativno thaj programa te del pe teloikjeriba bukjarnibaske.

**Aleksandar Krzalovski**  
**koordinatori an i programa od MCMS**

Po~ituvani dami i gospoda.

Na po~etokot, od i meto na MCMS i MRFP go pozdravuvam odr`uvaweto na ovoj Forum, osobeno zatoa { to se zani mava so eden od klu~nite problemi na romskata populacija vo Makedonija, a toa e ekonomski ot razvoj mani f estiran glavno preku vrabotuvaweto. Toa e pri~inata za poddr{kata na ovoj Forum od strana na MCMS i MRFP. Vtori ot klu~en problem e obrazovani eto. Tokmu vo ovie dve oblasti - obrazovani eto i vrabotuvaweto - MCMS gi naso~uva naporite za prethodni ot peri od, no i za slednite godini. Zna~i, toa se prvi te dva prioriteta od ~etiri te navedeni na konf erencijata vo Budi mep{ta, na koja se utvrđija pri ori teti te za rabota vo romskata dekada 2005-2015 g. Nakratko }e ka`am { to pravi MCMS na ova pole. MCMS raboti na programi za poddr{ka na Romite, a pri~ina za taa rabota e marginal izi ranosta na romskata populacija i stepenot na siroma{tija me|u Romite. Toa e konstatirano kako klu~en problem vo poslednite 10 godini za sostojbata na romskata populacija vo Makedonija. Toa go ima i vo strategijata na Vl adata za namal uvawe na si roma{tija, koja se izraboti vo 2001 godi na, za{to Romi te se najmarginal izi ranata i najsi roma{nata grupa vo Makedonija. Od tie pri~ini MCMS rabote{e na razli~ni programi ovie deset godini, glavno grupirani vo 3 segmenta - soci jal no humani tarni, obrazovni i programa za potti knuvawe na vrabotuvaweto.

Vo del ot na soci jal no humani tarni programi se rabote{e na razli~ni aktivnosti, od distri bucija na {kolski materijal za romski u~enici ili vau~eri za nabavka na knigi i {kolski pri bor, preku intenzi vna humani tarna pomo{, osobeno vo kri zni te godini. Vo del ot na obrazovani eto f okusot vo posledni te 3 godini e vo programata Pri meneto obrazovani e za mladi Romi. Celta na taa programa e namal uvawe na napu{taweto na osnovnoto obrazovani e me|u romskata populacija. Tamu i ma nekol ku aktivnosti,

**Aleksandar Krzalovski**  
**program coordinator, MCIC**

Respected ladies and gentlemen.

At the very beginning, on the behalf of MCIC and Macedonian development foundation for corporations (MDFC), I greet the organization of this Forum, especially because it treats one of the key problems of the Roma population in Macedonia and that is the economical development manifested mainly thru employment. That is the reason because of which MCIC and MDFC supported the organization of the Forum. The second key problem is the education. Exactly in these two spheres - the education and the employment - MCIC directs its efforts for the previous period, but for the years to come as well. So, those are the first two priorities out of the four ones itemized at the Budapest conference, at which the priorities for the Roma decade 2005-2015 were appointed. Shortly I will state what MCIC does regarding this issue. MCIC works on programs for support of the Roma, and this is due to the marginalization of the Roma population and the poverty level among the Roma population. It is concluded as a key problem during the last 10 years regarding the situation of the Roma population in Macedonia. It's included in the Government strategy for reducing the poverty, which was prepared back in 2001, as the Roma are the most marginalized and the poorest group in Macedonia. Due to that reasons MCIC operated on different programs during the last 10 years, mainly classified in 3 segments - social humanitarian, educational and program for encouraging of the employment.

The social humanitarian programs included different activities, from distribution of school materials for Roma students or vouchers for purchasing books and school accessories, thru intensive humanitarian aid, especially during the crisis. Considering the educational part, the focus during the last 3 years is thru the program Practical education for young Roma. The goal of the program is reducing the abandoning of the primary (elementary) education among the Roma population. The program is consisted of several activities as strengthen-

Ko ktor taro socialno humanitarno programe kerena sine buti turlie aktivitetia tari distribucia {kolsko materialenge e romane siklenge jali vau-eria te lel pe lila thaj {kolakere artiklia, thaj intezivno humanitarno arka ko krizakere regionia. Ko ktor tari edukacia o fokusi ko agorutne trinber{a si Programa primenimi edukacia e terne Romenge. I resarin akale programake si te tikjnarel pe o numero okola so mukhen i {kola ma{kar o roma. Odothe isi nekobor aktivitetia sar zojralipa e gndake ba{i edukacia, la-Haripa o vjavahari romani khedin thaj {kola. Oj kjerel buti ko barabarbutikjeriba 20 organizaciencar taro Roma thaj {kole kote si phanli o mromane sikle. Odova butikjeriba te kjerel pe jekh lobi grupa Roma 2002 kote kerel buti te ikerel o romane interesia an o rad`akere institucie. Trinto segmenti si bukjarniba. Odothe prekal o MCMS arakhen pe fondia ba{i prekvalifikacia, d`i valifikacia parktika ko fundavno d`anlipa e terne Romenge. O aktiviteti taro MRFP kerel kerditia te pharevn pe tikne thaj ma[ karutne firme thaj buteder te informirinel pe i romani populacia te zojraen o kapacitetia e individualcenge te kjerel biznis plania te {aj te aven d`i o fondia. Angelder dikhlem kaj isi fondia. E Lumiakiri banka anglovaktavingja fondia akaleske thaj o EAR isi le baro krediteskoro fondi so {aj te len o Roma. Esapina te oven pa{e d`i o Roma te informirinen pe yte {aj te istemalkjeren akal fondia. Odola si odrumia so kerel o MCMS. Palo agor e krizakoro o MCMS agorkjergja i programa tari humanitarno arka, na taro karane so gndina kote nane zaruripa, o zaruripa si majodorig baro, numa esapina kote akal programe na anen trampa e halenge ko Roma.

I trampa si zaruri an o mentaliteti e Romengoro numa thaj an o mentaliteti e makedonikane d`ianeske mujal o Roma. Sar so si zaruri trampa an o mentaliteti savore amnde te d`a an i EU, agjaar zaruri si trampa e mentaliteteske ko vjavahri e Romencar an o makedonikano sasoinpna, te resel pe balansi, thaj buvljariba e saste populaciake.

Uzal baro lejbe than e organizatorengoro kote d`i akan telokjergje e romane populacia isi

kako jaknewe na svesta za obrazovani eto, podobruvawe na relacii te me|u romskata zaednica i u-ili{ tata. Taa se raboti vo sorabotka so 20 organizacii na Romite i u-ili{ ta vo koi se vkluni romskite u-eni ci. Taa sorabotka vrodi so formi rawe na edna lobi grupa Roma 2002, koja treba da raboti na zastapuvawe na romskite interesi vo vladini te institucii. Treti ot segment e vrabotuvaweto. I tamu preku MCMS se obezbeduvaat fondovi za prekvalifikacija, dokvalifikacija, obuka za osnovni ve{tini na mladite Romi. So aktivnostite na MRFP se ovozmo`uvaat kreditni linii za otvorawe na mali i sredni biznisi, no u{te pove}e za informi rawe na romskata populacija i jaknewe na kapaciteti te na indivi dualci te za izrabotka na biznis planovite, za da mo`e da pristapat kon dostapnite fondovi. Od prethodnite izlagawa vidovme deka ima dosta dostapni fondovi. I Svetskata banka najavi fondovi za ovi e nameni, a EAR ve}e ima gol em krediten fond, koj e dostapen i za romskata populacija. Smetam deka ti e treba da bi dat pobl i sku do Romi te, odnosno Romi te da se informiraat i da se osposobat da gi iskoristate fondovi. Toa se otpri l i ka nasoki te vo koi se dvi`i rabotata na MCMS. So zavr{ uvaweto na krizata MCMS gi zavr{ i programi te za socijalna humanitarna pomo{, ne tolku od pri~ina {to smetame deka nema pove}e potreba, potrebi te se iponatanu mnogu golemi, tuku zatoa {to smetame deka vakvi te programi ne nosat su{tinski promena na sostojbata na Romi te.

Promenata e potrebna i vo mentalitetot na Romi te, no i vo mentalitetot na makedonskata javnost kon Romi te. Kako {to e potrebna promena na mentalitetot na si te nas vo pristapot kon EU, taka e potrebna promena na odnosot kon Romi te vo makedonskoto op{testvo, odnosno da se dostigne balansi ran razvoj, odnosno da se dostigne nivoto na razvoj na op{tata populacija.

Pokraj golemoto u-estvo na organizacii te, koi i dosega ja poddr`uvaa romskata populacija, i ma malo vladi no pristapni re~isi ni kakvo pristapno na medi umite, koi treba da ja prenesat porakata na ovoj Forum i koi treba da vl i jaat na javnoto mneni e na op{tata makedonska popula-

ing the awareness about the education, improving the relations between the Roma community and the schools. The program is implemented in cooperation with 20 Roma organizations and the schools which are attended by Roma pupils. The cooperation resulted in establishing a lobby group Roma 2002, which is to work on representing the Roma interests at the Government institutions. The third segment is the employment. Here as well, MCIC provides funds for prequalification, qualification, training on basic skills for young Roma. The MDFC activities enable credit lines for establishing micro and medium businesses, but even more for informing the Roma population and capacity strengthening of the individuals for preparation business plans, thus they can access to the available funds. The World Bank as well proclaimed funds for such purposes, and the EAR already has considerable credit fund, which is available for the Roma population as well. I believe that these have to be closer to the Roma, namely to inform Roma and to prepare them to use that funds. These are mainly the directions in which the MCIC activities go. With the end of the crisis MCIC ended the programs for social humanitarian aid, not because we think that there is no need, the needs are still big, but because we believe that such programs can not make an essential change of the Roma situation.

The change is necessary regarding the Roma mentality, but regarding the mentality of the Macedonian public towards Roma as well. As we all need to change our mentality regarding the approach to EU, in such a way a change of the attitude toward Roma in the Macedonian society is necessary, in other words to achieve balanced development, that is to achieve the development level of the general population.

Besides the huge participation of the organizations that supported the Roma population so far, there is small Government presence and almost no presence of the media, which should inform about this Forum's message and which are to influence on the public opinion and on the general Macedonian public. On the other hand, the change of the mentality of the Roma population is composed of change of the so far dominant opin-



tikno rad`akoro lejbe than thaj nisavo lejbe than taro mediumia, so si zariri te sikaven i ahvlajrin taro o Forumi, thaj zaruri si te kjeran presia an o sasti gnd e saste makedonikane populaciake. Javer rigatar i trampa an o mentaliteti e romane khedinake si trampa e d`iakanutne gndibaske e humanitarno socialnikane arkake thaj i buti kote zaruri si tikne kvalifikacie ki gndso ka insistirinen ki kompletno edukacia thaj u-e kvalifikacie. Akava si taro aspekti thaj ki linia sa e zoreske taro MCMS so kjerel o javer programe, thaj na salde ko rpograme kote teloikjeren pe o Roma, thaj odola si o principia kote korkoro te da amen arka angleder te del amen javer. Zaruri si korkroutni inicijativa e Roemngiri thaj romane organizaciengiri kamlin ba{i trampa thaj akcia ko legariba e programenge. Odova nane lokho procesi numa {aj te ovel. Sikaviba si akava Forumi. , so si kerdo e inicijativaja taro romane organizacie so sikaven kaj isi olen kapaciteti mte organizirinen asavke manifetsacie thaj tribine so roden funda te thavden pe buljaribaja thaj te keren presia ko javer aspektia e bukjake thaj teloikjeriba tari romani populacia. Te potencirinav panda jekh fare kaj o socialno humanitarno aviba na anel konkretno trampe. Zaruri si fokusiriba e edukaciake thaj bukjarnipaske. O MCMS thaj o MRFP ka teloikjeren sa o avutne plania akale dikhibaske thaj prekal o teloikjeriba e romane organizaciencar tari Makedonia.

cija. Od druga strana, promenata na mentalitetot kaj romskata zaednica se sostoi vo promena na dosega dominantnoto razmisluvawe za humanitarno socijalna pomo{ i rabota za koja trebaat ni ski kvalif i f i k a c i i vo razmi sl uvawe koe }e i n s i s t i r a na kompletirawe na obrazovanieto i osposobuvawe za povi soki kvalif i f i k a c i i . Ova e od aspekt i vo l i n i j a na site napori { to MCMS gi pravi vo site drugi programi, ne samo vo programi te { to gi poddr` uvaat Romi te, a toa e da se sledi principot deka prvo treba samite da si pomogneme za nekoj da ne poddr` i vo tie promeni { to treba da sl edat. Potrebna e sopstvena i ni c i j a t i va na Romi te i romski te organizaci i , vol ja za promena i konkretna akcija za vodewe na tie programi . Toa ne e lesen proces, no ne e i nevozmo` en. Pokazatel e i ovoj Forum, koj e napraven so i ni c i j a t i va na romski te organizaci i i koj e cel osno vo organizacija na romski te organizaci i , koi poka` uvat deka imaat dovolno kapacitet da organiziraat vakvi manifestacii i tribini, { to e osnova deka }e prodol` at vo svojot razvoj i deka }e v l i j a a t i na drugi te aspekti na rabotata i na poddr{ kata na romskata populacija. Da potenciram u{ te edna{ oti smetame deka socijalno humanitaren pristap ne nosi su{ t i n s k i p r o m e n i . Potrebno e f o k u s i r a w e na obrazovanieto i v r a b o t u v a w e t o . M C M S i M R F P } e g o p o d d r ` u v a a t i vo svoi te i d n i p l a n o v i o v o j p r i s t a p , o s o b e n o p r e k u p o d d r { k a n a p o s t o j n i t e r o m s k i o r g a n i z a c i i v o M a k e d o n i j a .

ion about the humanitarian social aid and jobs which require low qualifications into an opinion that will insist on completing the education and training for higher qualifications. This is from an aspect and in course with all the efforts that MCIC makes in all other programs, not only in the programs that support Roma, and that it to follow the principle that we should help ourselves first thus someone can support us in the changes which are to be followed. Own initiative by the Roma and the Roma organizations is necessary, a will for change and concrete action for guidance of that programs. That is not an easy process, though it is not impossible. An indicator is this Forum, which is invented on Roma organizations' initiative, and which is entirely in organization of the Roma organizations, and they demonstrate that they have enough capacity to organize such manifestations and round tables, what requests a ground that they will continue their development and that they will influence on the other activities' aspects as well and on support of the Roma population.

To emphasize once more that we believe that the social humanitarian approach does not make essential changes. It is necessary to be focused on the education and the employment. MCIC and MDFC will support this approach will support this approach in the future plans too, especially thru support of the existing Roma organizations in Macedonia.



***Leni Van Der Mer  
lideri e timeske ko proekti Insitucionalnoi  
tamikjeriba e teloikjeribaske tari politika ko  
bukjarniba tari Europakiri agencia ba{i  
rekonstrukcia***

Rajonalen, thaj rajonen.

[ukar javin. But sium bahtali so akhargjen man thaj te dav mlo plesutno dikhiba e Romenge Mo anav si Leni Van Der Mer thaj sium lideri e timeske ko proekti Insitucionalnoi tamikjeriba e teloikjeribaske tari politika ko bukjarniba, finansirimi tari EU thaj impelmentirimi tari Europakiri agencia ba{i rekonstrukcia.

Akava proekti ka oevl taro maj 2003 d`i ko maj 2005 ber{. Thanjarde siem an o than taro Ministeriumi ba{i sociala thaj butikjeriba Olencar kera buti thaj e nacionalno ofisea bukjarniba. O umalja taro amaro butikjeriba si:

- politika e bukjarnibaske
- rekonstrukcia thaj modernizacia e servisengethaj o ofisia bukjarnipaske
- pilot-proektia

Amaro proekti nane direktno pa{e e Romencar thaj olengoro ekonomiakno buvlajriba. Odova legarela pe e makedonikane sasoinipaske generalno thaj o Roma da {aj te istemalkjeren le odola beneficie.

Kamav te liparav duj umalja ko amaro proekti so si importantno okolenge so keren buti ko buk-jarnipa : Nacionalno plani ba{o bukjarnipa ( NAP ) thaj o javer pilot -proekti programa

**Nacionalno akciono plani (NAP) bukarnibaske**

Ko thavdipa taro nakhle {ov masek, amaro proekteskoro timi asistiringja e Minsiteriumea ba{i butikjeriba thaj sociala so kergje o NAP bukjarnibaske, ko pervazia tari i strategija e bukjarnipaske an i EU thaj pkajbaja e Legrnipaja taro bukjarnipa an i EU. So legarel pe d`i i strategija taro bukjarnipa, o ministeriumi ba{o butikjeriba thaj socialno politika zaruri si te kjerel NAP bukjarnipaske. Sako them

***Leni Van Der Mer  
lider na timot na proektot  
Institucionalna izgradba za poddr{ ka  
na politikat a za vrabot uvawe od  
Evropska agencija za rekonst rukcija***

Dami i gospoda, dobro utro.  
Mnogu mi e milo { to do biv pokana i mo`nost da dadam moe li~no vi duvawe za Romi te. Moeto ime e Leni Van Der Mer i jas sum lider na timot na proektot Institucionalna izgradba za poddr{ ka na politikat a za vrabotuvawe, f i nansiran od EU a implementiran od EAR.

Proektot }e se sproveduva od maj 2003-ta do maj 2005-ta. Locirani sme vo prostoriite na Ministerstvoto za trud i socijalna politika. So ni vi sorabotuvame, isto taka i so naci onal noto Bi ro za vrabotuvawe. Sferi te na na{ eto del uvawe se:

- pol i ti kata za vrabotuvawe i legi sl ati vata,
- rekonstrukcija i moderni zacija na slu` bi te i bi roata za vrabotuvawe,
- pilot-proekti programata

Na{ iot proekt ne gi sproveduva f i nansiski te sredstva di rektno do Romskata zaedni ca za nivni ot ekonomski razvoj. Toj se odnesuva na Makedonskoto op{ testvo general no, a sekako deka Romi te mo` at da gi koristat benefi ci ate isto taka.

Bi sakala da spomenam dve oblasti vo na{ iot proekt koi se va` ni za oni e koi se zani mavaat so dejnosta vrabotuvawe: Naci onal en plan za vrabotuvawe (NAP), i drugi pilot-proekti programata.

**Naci onal en akci onen plan (NAP) za vrabotuvawe**

Vo tekot na izminatite { est meseci, na{ iot proekten tim mu asisti ra{ e na Mi ni sterstvo za trud i socijal na pol i ti ka vo i zrobotka na NAP za vrabotuvawe, vo ramki te na strategi ja ta za vrabotuvawe na EU i vo soglasnost so Upatstvata za vrabotuvawe na EU. [ to se odnesu-



Leni Van Der Meer

***Leni Van Der Meer  
Team Leader of the project "Institutional  
Building in Support of the Employment Policy"  
of the European Agency for Reconstruction***

Ladies and gentlemen, good morning.

I am very glad that I was invited and have the opportunity to present some information concerning our project in relation to the Roma Economic Forum. My name is Leni Van Der Meer and I am the team leader of the project "Technical Assistance to Institution Building in Support of Employment Policy", a project funded by the European Union and managed by the European Agency for Reconstruction.

The project started in May 2003 and will last until May 2005. Our office is in the Ministry of Labour and Social Policy and we closely co-operate with the Ministry and also with the National Bureau of Employment. The main fields of the project are:

- employment policy and legislation
- restructuring and modernization of the National Bureau of Employment and the local Employment Bureaus
- a Pilot Projects Programme.

Our project cannot directly provide the Roma community with financial resources for economic development. The activities in our project are meant for the whole Macedonian community, but that of course means that Roma people can benefit from these activities as well.

I would like to mention the two fields of activities in our project, which are of most interest for all organizations dealing with employment issues: The National Action Plan (NAP) for Employment and the Pilot Projects Programme.



d'notari EU zaruri si te kerel asavko plani sako ber{ te del e Europakere Komisiake. E Makedonia isi asavko plani numa panda nane dendo d'i i Europkairi Komisia. Akava plani ka ovel dokjerdo o ber{ so avel thaj pakaja kote e 2006 ber{eske ka ovel dendo e Europakere Komisiake.

Nacionalno plani bukjarnipaske (NAP): O avgo kotor legarela pe e haleske an i Makedonikane berazake taro butikjeriba thaj rad`akiri politika. Majodorig sikavel i politika akale rad`ake, thaj odova si kreacia e bukjarnibaske, mariba mujal o ~orolipa thaj bibukjarnipa. Ov akcentirinela kote zaruri si promocijajekhutne {ajsarina ko kurko e butikjeribaske sa e dizutnenge thaj okolenge so isi presia taro socialno ekskluzia. An o akava konteksti o Roma si liparde duj fare an o NAP.

O NAP akcentirinel kote i Rad`a kerel te chidel sa o bariere khujbaske an o kurko taro butikjeriba kote o individue rtaro teleperavde grupe si buteder. Sar e lungovakteskere bibukjakere manu{a thaj terne manu{a bizo bukjakoro d`anlipa thaj javer. Sar? Dava nekobor egzemplia so si akcentirime an o NAP.

- Prekal o buvljaripa e pretpriemni{tvo thaj teloikjeriba ko arakhiba buti

- Prekal phanlo lokalno buvljaripa ko zaruripa e bukjarnenge ko akala teleperavde grupe prekal i phanlipa ko sa o digre sa lokalno agencie, phanlipaja o BRO thaj socialno partneria, thaj keriba lokalno buvljaribaskere plania.

O dujto kotor taro NAP si fokusirimo taro konsekvence zaruri si te implementirinel pe thaj te kjerel pe i sama ki riziko grupa tari berza e bukjarnibaskoro. Odola relevantno si sa o nacionalno plania sa e themnge aso o standardia tari EU thaj zaruri si te pakjan pe sar legarutne. O drumia tari EU bukjarnibaske si:

1. Aktivnikane thaj previntivno konsekvence nabukjarnibaske thaj naaktivnikane
2. Phraviba neve bukjarnibaskere thana thaj firme.
3. Legariba e trampenge thaj angloaniba e aklimatizaciake thaj mobiliteti e kurkeske taro butikjeriba.
4. Buvlajribae manu{ikane kapitaleske thaj sad`ivdi-paskoro sikljoviba.

va do strategijata za vrabotuvawe, mi ni sterstvoto za trud i socijalna politika treba da podgotvi NAP za vrabotuvawe. Sekoja zemja ~lenka na EU treba da napravi takov plan sekoja godi na i da go predade do Evropskata Komi si ja. Makedonija i ma takov plan, no se u{ te ne e daden do Evropskata komi si ja. Ovoj plan }e bi de dorazvien i i dnata godi na se nadevam deka pl anot za 2006 godi na }e bi de dostaven do Evropskata komi si ja.

Prvi ot del se odnesuva na situacijata na Makedonskata berza na trudot i vl adinata pol i ti-ka. Ovde e potencirano e deka vl adinata saka da se bori protiv si oma{ tijata i nevrabotenosta. Se naglasuva deka treba da se promoviraat ednakvi mo`nosti na pazarot na trudot za si te gra|ani i posebno onie na koi im e zakanuva socijalno i sklu~uvawe. Vo ovoj kontekst Romi te se spomenati dvapati vo NAP.

NAP naglasuva deka vl adinata nastojuva da gi odstrani si te pre~ki za vleguvawe na pazarot na trudot so koi i ndi vi dual ci pri padni ci na ranlivite grupi se soo~uvaat. Kako {to se dolgoro~no nevraboteni lu|e, mladi lu|e bez rabotno i skustvo i drugi.

Kako? Davam nekol ku pri meri koi se navedeni vo NAP.

- Preku razvoj na pretpriema{ tvo i podr{ ka na vrabotuvaweto,

- Preku povrzuvawe na lokalni ot razvoj so potrebi te za vrabotuvawe na ovi e ranl i vi grupi

- preku vkl u~uvawe na si te ni voa, na si te lokal ni agencii, vkl u~vaj}i NVO i socijalni partneri, i zrobotka na lokalni razvojni pl anovi

Vtoriot del na NAP e fokusiran na merki te koi treba da se i mpl ementi raat vo Makedonija, sledeji gi Upatstvata na EU za vrabotuvawe :

1. Aktivni i preventivni merki za nevraboteni i neaktivni;
2. Otvorawe na novi rabotni mesta i pretpri jati-ja;
3. Spravuvawe so promeni te i unapreduvawe na pri sposobl i vosta i mobi l nosta na pazarot na trudot;
4. Unapreduvawe na razvoj na ~ove~ki ot kapi tal i do` i votno u~ewe;

## The National Action Plan (NAP) for Employment

During the last 6 months, our Project Team has assisted the Ministry of Labour and Social Policy in developing the NAP for Employment, within the framework of the EU Employment Strategy and following the EU Guidelines for Employment. Each member state of the European Union has to draft such a plan every year and to submit it to the European Commission. The current Macedonian NAP is a working document that will be implemented and further developed. Next year Macedonia will submit the NAP 2006 to the European Commission.

The first part of the NAP deals with the situation on the Macedonian labour market and the government policy. It underlines that the government wants to fight poverty and unemployment. It stresses that equal opportunities on the labour market for all citizens should be promoted, and especial for those threatened with social exclusion. In this context the Roma people are mentioned twice in the NAP.

The NAP underlines that the government seeks to remove the obstacles to entering the labour market, encountered by individuals belonging to vulnerable population groups. Like long-term unemployed people, young people without work experience and others. How? I just give some examples mentioned in the NAP. E.g.

- through the development of entrepreneurship and the subsidizing of employment
- through linking local development with the employment needs of these vulnerable groups
- through the involvement at all stages of all local agencies, including NGOs and the social partners, to draft local development plans.

The second part of the NAP focuses on the measures which will be implemented in Macedonia, following the EU Employment Guidelines:

1. Active and preventive measures for the unemployed and inactive
2. Job creation and entrepreneurship
3. Address change and promote adaptability and mobility in the labour market

5. Bajrariba taro dejbe bukjarno takati thaj promocija taro aktivno phuriba.
6. Jekhipa ma{kar o mur{ thaj i d`uvli
7. Promocija thaj integracija o mariba mujal i diskriminacija e simenge so si ko bila-ho hali an o kurko e bukjarnibaskoro.
8. Bajrariba e pukjibaske taro butikjeriba prekal vazdiba e atraktiviteske ki buti.
9. Transformacija ko nalegarizirime bukjarne ko legalno butikjeriba.
10. Kjeriba regionalno dispariteti ko bukjarnipa.

O konsekvence taro Makedonikano NAP legarela pe ba{o o d`i akanutne thaj o neve konsekvence. Ola ka oven implementirime d`i o sa o ministeriumia so sis olen rolja ko bukjarnipa, resarinaja te legaren le majanglal, thaj te keren maripa mujal o nakhaviba taro bukjarnipa thaj -orolipa.

O NAP sine adaptirimo taro Ministeriumi ba{i buti thaj socialno politika thaj {aj te dikhel pe an i veb rig taro o proekti.

### Programa taro Pilot-proektija

Javer umal kote so kerela pe buti si o pilot -proektia. Akava si importantno kotor taro proekti. O EAR isi ole 500.000 evria akale pilot proektenge. Amarao timi ka dopherel o kriteriumia tari selekcija, thaj o konkursi sine havljardo an o 16-to fevruari. Agorutno roko te den pe o proektia akale pilot-proekt programake si administrativnikano butikjeriba phanle akale proektencar. So legarel pe d`i o resarina sar te aplicirinel pe - 16 april . O legaripa thaj o aplikantno formulari bahan proektencar {aj te arakhen le an i amari veb sajt rig. Akala si {erutne nukte taro pilot-proekti.

- O grantia ma{kar o 20.000-50.000 evria.
- Maksimum 95% (ko disave -ipote) 98% ka oven u-harde e grantea.
- O [erutno aplikanti na tromal te ovel javno organizacia.
- O aplikantia {aj te keren buti partnerencar so {aj te oven privatno ja javno organizacie thaj o aplikantia {aj te keren buti e Ofisi bukjarnibaske sar partneria.

5. Zgol emuvawe na ponudata na rabotna sila i promovirawe na aktivno stareewe;
6. Ednakvost na polovi te;
7. Promovirawe na integracija i borbata protiv diskriminacija na licavo nepovolnata pol`ba na pazarot na trudot;
8. Zgol emuvawe na isplativosta na rabotata preku pottiknuvawata so koi se zgol emuva atraktivnosta na rabotata;
9. Transformacija na neprijavenata rabota vo redovno vrabotuvawe;
10. Spravuvawe so regionalni te dispariteti vo vrabotuvaweto.

Merkit e od Makedonskata NAP se odnesuvaat na ve{e postoe-kite no i na novi te merki. Ti e }e bi dat i npl ementirani od si te mi ni sterstva koi i maat ul oga vo obl asta na vrabotuvaweto, so cel i stoto da se unapredi, i da se povede borba za nadmi nuvawe na nevrabotenosta i si roma{ tija.

NAP be{ e adaptiran od Ministerstvoto za trud i socialna politika i mo`e da se vidi na veb stranata na proektot.

### Programa na Pilot-Proekti

Pilot proektite se drugata oblast na na{ ata programa za koja sakam da zboruvam. EAR ima 500.000 evra za pilot proekti. Na{ i ot proekten tim i ma napraveno kri teriumi za selkcija, a konkursot be{ e objaven na 16-ti fevruari. Krajni ot rok za podnesuvawe proekti za ova pilot-proekt programa e 16-ti april. Upatstvata i apl ikacioni ot formul ar za predlog proekti te mo` e da se najde na na{ ata veb strana. Ova se glavni te karakteristi ki na programata:

- Grantovi pomeju 20.000 do 50.000 evra
- Maksimum 95% (vo nekoj slu-ai) 98% od tro{ oci te na proektot }e bi dat pokri eni od grantot
- Glavni ot apl ikant ne treba da bi de javna organizacia
- Apl ikantite mo` e da sorabotuvaat so partneri, koi mo` e da bidat privatni ili javni organizacii; apl ikantite se potiknuvaat da sorabotuvaat so lokal ni te bi roa za vrabotuvawe kako sorabotnici.

4. Promote development of human capital and lifelong learning
5. Increase labour supply and promote active ageing
6. Gender equality
7. Promote the integration of and combat the discrimination against people at a disadvantage in the labour market
8. Make work pay through incentives to enhance work attractiveness
9. Transform undeclared work into regular employment
10. Address regional employment disparities.

The measures in the Macedonian NAP refer to already existing ones and new ones. They will be implemented by all ministries having a role in the field of employment, in order to promote employment and job creation and to fight unemployment and poverty.

The NAP has been adopted by the Ministry of Labour and Social Policy and can be found on the web page of our project.

### Pilot Projects Programme

The Pilot Projects Programme is the other field in our project I want to bring under your attention. The EAR has 500.000 EURO available for pilot projects. Our Project Team has developed the selection criteria and the call for proposals has been launched on 16 February 2004. The dead line for submitting proposals for the pilot projects is 16 April. The Guidelines and the Application Form for project proposals can be found on our web page. I give you the main characteristics of the programme:

- Grants between 20.000 and 50.000 EURO
- Maximum 95 % (in some cases) 98 % of project costs will be paid from the grant
- The main applicant must be a non-public organization
- Applicant organizations can co-operate with partners, which can be private or public organizations; applicants are encouraged to co-operate with local employment bureaus as associates
- The grant will only be made for non-commercial activities, such as training, counseling, job meditation etc.
- The target groups are young people with little work





- O granti ka {aj te ovel dendo salde e nakomercionalno aktiviteteske sar trening, dizi dejbe, bukjakoro plani thaj jver.
- Resarinakiri grupa si terne manu{a tikne bukjarne d`anlipaja, lungo bibukjarne thaj javer ho{imi grupa an i berza butikjeribaskiri.
- O inovantno baham konsekvence e aktivno kurkeske ko butikjeriba del pe olenge sahajati.
- Lungovakti e proeteskoros si 10 masek.

O zainteresirime organizacie [aj te aplicirinen. Okola so isi olen interesi thaj nane tumen sar legarela pe sar aplikantia {unen pe amere kancelari-aja jali bi-haven e-mail jali huljaven tari amari veb sajt rig. Informacie e Kancelariake taro proektia:

Adresa: Ministeriumi ba{o buti thaj socialno politika  
CARDS proekt  
D`ada Dame Gruev 14  
1000 Skopje  
tel: (02) 3116-371; 3166-313  
Faks: (02) 3217-101  
E-mail: [imc-sep@imc-sep.com.mk](mailto:imc-sep@imc-sep.com.mk)  
Veb sajt: [www.imc-sep.com.mk](http://www.imc-sep.com.mk)

Palo odova ka dikhel pe o komiteti ka oven evaluirime o proektia taro EAR thaj ka viktorininen o maj{ukar. Pakjav kote ma{kar olende ka ovel proektia thaj e Romenge. [ukrikerav tumare dende samake.

- Grantot mo`e da bi de dodel en samo za nekomercijalni aktivnosti, kako trening, sovetuvawe, rabotno plani rawe i .t.n.
- Cel ni grupi se mladi lu|e so malo rabotno i skustvo, dolgo vreme nevraboteni lu|e i drugi ranli vi grupi na berzata na trudot.
- I novatvni predlozi za merki za aktiven pazar na trudot se potti knuvaat.
- Vremetaeweto na proektot ne smee da bi de pove}e od 10 meseci

Zna~i, zainteresirani te organizacii se u{te mo`at da apliciraat. Ako ste zainteresirani i ako se u{te ne ste gi dobie upatstvata za aplikanti javete se vo na{ata kancelarija ili ispratete e-mail ili simnete gi od na{ata veb strana. Inf ormaci i za Kancelarija na proektot:

Adresa: Ministerstvo za trud i  
socijalna politika  
CARDS proekt  
Ul. Dame Gruev 14  
1000 Skopje  
tel: (02) 3116-371; 3166-313  
Faks: (02) 3217-101  
E-mail: [imc-sep@imc-sep.com.mk](mailto:imc-sep@imc-sep.com.mk)  
Veb strana: [www.imc-sep.com.mk](http://www.imc-sep.com.mk)

Potoa }e zasedava komitetot, }e bi dat evaluirani proekti te od EAR i }e pobedat najdobrite. Se nadevame deka me|u ni v }e i ma proekti i za Romi te. Vi bl agodaram za va{eto vni mane.

- experience, long term unemployed people and other vulnerable groups on the labour market
- Innovative proposals for active labor market measures are encouraged
- The duration of a project may not exceed 10 months.

So, interested organizations can still apply, until 16 April. If you are interested and if you have not received the Guidelines for Applicants yet, phone our office or write an e-mail or download the Guidelines from the web site. Our contact data are the following:

Address: Ministry of Labour and Social Policy  
CARDS Project  
Str. Dame Gruev 14, 1000 Skopje  
Tel: (02) 3116-371; 3166-313  
Fax: (02) 3217-101  
e-mail: [imc-sep@imc-sep.com.mk](mailto:imc-sep@imc-sep.com.mk)  
web: [www.imc-sep.com.mk](http://www.imc-sep.com.mk)

EAR will nominate a Selection Committee to evaluate the project proposals and the best ones will win. I hope that among these there will be projects for Roma. Thank you for your attention.

**Safo [indilovski  
legarutno ko Sektori bafo pretpriemni{tvo ko  
Ministeriumi ba{i ekonomia**

Pakjavalen misafiria thaj kherutne.

Majanglal kamava te seljaminkerav ko anava taro Ministeriumi ba{i ekonomia thaj taro mo anav. E organizatoreske bahtakjerav o sukcesimo butikjeriba ba{i o organizacia e Forumeske. Odova so kamav avdive ka ovel akti taro mlo lafikjeriba si so kerel i Rad`a tari RM bafo teloikeriba e tikne thaj ma{karutne firmenge. Strategia e Rad`akiri si majsig ekonomikano buvlipa thaj faisali e majbare problemeske thaj odova si o bibukjarnipa. An o akava pervazia o buvljaripa taro tikne thaj ma{karutne firme ~a-e {aj te ovel iklojbe thaj faisali. Ano dujto kotor taro 2002 ber{ i Rad`a lelja startegia e tiken thaj ma{karutne firmenge resarinaja tari operacionalizacia tari politika thaj strategija. Ko 6 januari lendi si i programa thaj o konsekvence thaj aktiviteti te del pe teloikjeriba e predpriemni{tvo thaj keriba konkurencia e tikne thaj ma{karutne biznesenge an i Makedonia. Akaja programa si fokusiri ko {tar sfere: keriba institucionalno infrastrukturateloikjeribaske o predpriemni{tvo thaj konkurencia, tamikjeriba la-ho ekonomikano saikeriba, kanoneskiri regulativa, {uru thaj butikjeriba ki ekonomia, promocia e firmenge thaj naefikasno forme te vazdel pe i digra taro buvlajriba e pretpriemni{tvoske.

Ki sfera taro keriba institucionalnikani infakstruktrnikano aktiviteti legaraja ki trampa tari redizajniriba ko sasto biznis infrastruktura e privatbikane pretpriemni{tvoske. Odoleske persi ber{ an o septemvri o Parlamenti tari RM ikavgja kanoni fundiribaske agencija teloikjeribaske e pretpriemni{tvoske. Fundavno resarin e Agenciake si teloikjeriba e programaketaro pretpriemni{tvo thaj javer programe tari teloikjeriba e tikne bizneseske. I Agencija ka ovel institucia ba{i promocia e pretpriemni{tvoske thaj ka ovel ole resarin te buvljarel o networko taro dejbe usluge e pretpriemnicenge ko nacionalno, regionalno thaj lokalno digra thaj te arakhel koordi-

**Safo [indilovski  
rakovodi tel na Sektor za  
pretpriemni{tvo pri Ministerstvom o  
za ekonomija**

Po~ituvani gosti i doma}ini.

Pred se bi sakal da ve pozdravam od imeto na Ministerstvoto za ekonomija i od moe ime. Na organizatorot da mu ~esti tam za uspe{ nata rabota okolu organizacijata na Forumot. Ona { to sakam denes da bi de predmet na moe izlagawe e { to pravi Vladata na RM za poddr{ka na malite i sredni pretprijatiija. Strategiska opredelba na Vladata na RM e pobrz ekonomski razvoj i re{avawe na najgol emi ot problem, a toa e nevrabotenos-ta. Vo ovie ramki razvojt na malite i sredni pretprijatiija navisti na mo`e da pretstavuva i izlez i re{eni e. Vo vtorata polovina na 2002 godina Vladata usvoi strategija za mali i sredni pretprijatiija, so cel operacionalizacija na politika i strategijata. Na 6 januari se usvoi programa za merki i akti vnosti za poddr{ka na pretpriemni{tvo i sozdavawe konkurentnost na malite i sredni biznisi vo Makedonija. Ova programa e fokusirana na ~etiri osnovni sfere: sozdavawe na insti tucionalna inf rastruktura za poddr{ka na pretpriemni{tvoto i konkurentnosta, izgradba na povolno ekonomsko okru`uvawe, zakonska regulativa i zapo~nuvawe i vr{ewe na ekonomskata dejnost, promocija na pretprijatiija i nefinansi ski formi za potti knuvawe na pretpriemni{tvoto i finansiski formi za potti knuvawe na razvojot na pretpriemni{tvo.

Vo sferata na sozdavawe insti tucionalna inf rastruktura aktivnosti te gi naso~uvame kon izmena i redizajni rawe na postojnata biznis inf rastruktura za privatno pretpriemni{tvo. Za taa cel vo minatata godina vo septemvri Parlamentot na RM usvoi zakon za osnovawe na agencija za poddr{ka na pretpriemni{tvo. Osnovna cel na Agencijata e poddr{ka na programa na pretpriemni{tvo i drugi programi za poddr{ka na mal i ot biznisi. Agencijata }e bide insti tucija za promocija na pretpriemni{tvoto i }e ima za cel da razvi va mre`a na uslugi za pretpriemni ci-

**Saso Sindilovski  
manager of the Sector for entrepreneurship  
within the Ministry for Economy**

Honorable guests and hosts.

First of all my best regards on the behalf of the Ministry for economy. I congratulate the organizer for the successful organization of the Forum. The subject of my expose today is the activities of the Macedonian Government for support of the micro and medium enterprises. The strategic goal of the Government of Republic of Macedonia is more rapidly economic development and resolving of the major problem - the unemployment. Within these frames the development of the micro and medium enterprises can really represent a way out and a solution. During the second half of the year 2002 the Government adopted strategy for micro and medium enterprises, aiming to operationalize the policy and the strategy. Program for steps and activities for entrepreneurship support and creating competitiveness of the micro and medium businesses in Republic of Macedonia was adopted on 6 January. This program is focused on four basic spheres: creating institutional infrastructure for supporting the entrepreneurship and the competitiveness, creating prosperity economic environment, legislation and establishing and practicing economic activities, promotion of enterprises and non-financial forms for encouraging the entrepreneurship and financial forms for encouraging the development of the entrepreneurship.

As for the sphere for creating institutional infrastructure, the activities are narrowed to change and redesigning of the current business infrastructure for the private entrepreneurship. Therefore, in September last



Saso Sindilovski



nacia e rad`akere thaj donatorengere programel-a-heske thaj sigeste starti e butikjeribaske ko mikro tikne thaj ma{karutne biznisia.

I Agencia zaruri si te buvljarel ma{kard`ianeskoro barabarbutikjeribae donatorencar taro javer organizacie resarinaja ki transformacia sar majla-he egzemplia an i parktika thaj te arakhel teloikjeriba e tikne thaj ma{karutne firmenge ko lengoro inetgririba e avrutne kapitalea. O donatoria ka {aj te buvljren ple proektia ka {aj te phanen lafia jekhe entitetea te hramosaren jekh phanlo lafi, soske ka ovel phravdi {ajsarin te istemalkjerele pe i sasto networko e promociake ko pretpriemni{tvo te realizirinen pe buvlje [ajsarinaja ko specifikane sitemalkjerina. Ekstra importantno si i savala tari i Agencia ba{omonitoringo thaj evaluacia e butikjeribaske thaj efektia ko istemalkjeriba e saste fondenge ko teloikjeribae butikjeribaske ko proektia e regionalno thaj lokalno centria teloikjeribaske ko pretpriemni{tvo so ka oven dende tari i Agencijali phanlelafengerei principia. I Agencia ka akaharel sa e organizacien thaj institucie phanle ko pretpriemni{tvoja te len than an o networko teloikjeren o pretpriemni{tvo te phanen pe an o dialog ma{kar i them thaj o privatno sektori. I Agencia ka ovel olengoro phanlipa e d`ovaplinencar tari themake institucie, transferi olengere hangoske, zor, notiriba thaj inicijativa.

Lipargjum o regionalno centria -isi amen 5 centria thaj 30 agencie ki buvli Makedonia. Akava numero nane definitivno. Amari mangin asavke centrengoro numero te bajron panda buteder. E kanonea taro lokalnikano korkorilegariba i lokalnikani khedin si savalaja e ekonomikane buvljribaske e komunake. Ko majodorigano vakti pakjaja kote o lokalno centria ka oven phanle e regionalno centrencar an o jekh networko. Soske si imoportantno ola? Soske i Agencia sa o proektia so ka realizirinel olen, nane te kjerel odova korkoro, numa prekal o regionalno centria, soske si majpa{e d`i o pretpriema-ia. Fundavno resarin si te teloikjerele o buvljariba odole networkoske. Banke ko mikrofinansiriba {urukjergja butikjeribaja ko 2001 ber{septemvri. Fundirimi si taro love e Europakere bankaja, AISI. O savakteskoro bankakoro sektori an i Makedonia si

te na naci onal no, regi onal no i lokal no ni vo i da obezbedi koordi nacija so vladi ni i donatorski programi za podobar i pobrz start na rabota na mikro mal i te i sredni bi zni si.

Agencijata treba da razvie me|unarodna sorabotka so donatorite, so ostanatite organizacii so cel transfer na najdobri primeri i praksi, kako i da obezbedi poddr{ka na mali i sredni pretprijetija vo nivnoto integri rawe na stranski ot pazar. Donatorite isto taka }e mo`e da gi razvivaat svoite proekti i }e mo`at da se dogovaraat so eden entitet, da potpi {uvaat eden dogovor, zatoa {to }e bide otvorena mo`nost za koristewe na cela mre`a za promocija na pretpriemni {tvo i da realiziraat {i roki mo`nosti vo specifi~ni koristi. Posebna va`na zadane na Agencijata e monitori ng i evaluacija na rabotata i efekti te od koristeweto na javni te fondovi za poddr{ka na rabotata i realizacija na proekti te na regionalni te i lokalni te centri za poddr{ka na pretpriemni {tvoto, koi }e bi dat postaveni od Agencijata ili so dogovorni principi. Agencijata }e gi povi ka si te organizacii i insti tucii vkl u~eni vo pretpriemni {tvo da zemat u~estvo vo mre`ata na poddr{ka na pretpriemni {tvoto i da se vkl u~at vo dijalogot me|u dr`avata i privatni ot sektor. Agencijata }e bide nivna vrska so odgovorni te dr`avni insti tucii, transfer na ni vni ot gl as, napor i potrebi, zabel e{ki i i ni cijati vi.

Gi spomnav regionalni te centri - i mame 5 centri i 30 agencie i {i rum Makedonija. Ovoj broj ne e kone~en. @elba ni e tie centri da rastat i ponatamu. So Zakonot za lokalnata samouprava lokalnata zaedni ca e zadol`ena za ekonomski ot razvoj na op{tinata. Vo ponatamo{ni ot peri od se nadevame na lokalni centri i site tie }e bi dat vkl u~eni vo mre`ata na regionalni centri. Zo{to se va`ni tie? Bidej{i Agencijata site proekti {to }e gi realizira nema da gi realizira sama, tuku preku regionalni centri, bi dej{i se tie najblisku do pretpriemni cite. Osnovna cel }e bide poddr`uvawe i razvoj na tie mre`i. Bankata za mikrofinansirawe po~na so rabota vo 2001 septemvri. Osnovana e so sredstva od Evropska banka, AISI. Postojni ot bankarski sektor vo

year the Parliament of Republic of Macedonia adopted law for establishing agency for support of the entrepreneurship. The main goal of the Agency is support of the entrepreneurship development program and other programs for support of the small business. The Agency will be an institution for entrepreneurship promotion and will have an aim to develop a services network for the enterprisers at national, regional and local level and to ensure coordination with government and donors' programs for better and faster start of the micro and medium business operating.

The Agency is to develop international cooperation with the donors, with other organization, aiming to transfer the best examples and experiences, as well as to assure support for the micro and medium enterprises in their integration at the foreign market. Moreover, the donors will be able to develop their projects and will be able to concur with one entity, to sign up one contract, as an opportunity will be opened for utilizing network for promotion of the entrepreneurship and to comprehend wide possibilities in specific spheres. An important Agency task is monitoring and evaluation of the activities and the effects of the public funds usage for support of the implementation and realization of the regional and local centers projects for support of the entrepreneurship, which will be placed by the Agency or by contractual principles. The Agency invited all institutions and organizations involved in the entrepreneurship to take part in the dialogue between the state and the private sector. The Agency will be their link with the responsible state institutions, transfer of their voice, efforts and needs, remarks and initiatives.

I mentioned the regional centers - we have 5 centers and 30 agencies all over Macedonia. This is not a final number. It is our aspiration that these centers grow further. With the Law for municipalities, the local community is obligated for the municipality economic development. In the period to come we hope for local centers and all of them will be included in the regional center network. Why are they important? - The Agency will not realize all projects alone, but thru regional centers, as they are closest to the enterprisers. The main goal



{erutni orientacia so del usluqe bare firmenge referencaja taro butederber{engoro sukcesirimo butikjeriba thaj kapaciteti te te arakhen u-aripataro lende love.

Asavki politika ko savakteskere banke si jekh taro faktoriaso limitirinel o perspektive thaj buvljariba e agjaar anavkjerde - tikne biznisia. Ud`arela pe kote i nevi banka ka kerel thaj o javer banke te anga`irinen pe ko teloikjeriba e tikne biznisenge. Buteder tumendar arakhle pe e problemea arakhiba krediti, thaj hipoteka. O banke rodena {aj duplo uzal sa te arakhen kreditia ko javer bare dizja kote o banke jekhutne na kamen. Odoleske kjerel pe kanoneskiri regulativa te arakhel pe garancisko fondi. Ko buvljariba e garantno {emenge ka istemalkjerel pe d`anlipa taro o sahne programe, i realizacia ko thema tari Utardak{inali Europa, thaj adaptacia ko specifikano zaruripa thaj trujalipa e RM.. Fundavni resarin akale garancisko fondeske si te {aj te realizirinel pe krditeskoro teloikjeriba taro d`anle profitabilno proektia, kote sar fundavno karana te iranen pe olengoro rodiba krediti taro komercionalno banke sikavel o nalajdipa taro olengoro rodimi garancia. Pakaja kote o garanciakoro fondi ka del arka ko lejbe kreditia, la-He proektenge avrial taro pobare dizja. I Makedonia lelja e Europakoro kontrakti teloikjeribaske e tikne thaj ma{karutne firmenge so sine andi an o Samiti an o Lisabon. Odole kontraktea i Europa sikavgja kaj ko avutne 10 ber{a ka kerel buti ko 10 umalja ko buvljariba e tikne thaj ma{karutne firmenge sikavibaja kote si rbetno direkto an i Europa ko avutne 10 ber{a ka oven o tikne thaj ma{karutne biznisia. I Makedonia astargja akava Kontrakti, ko avutne 10 ber{a barabutne sa e themencar tari EU ka keren ko teloikjeriba e buvljaribaske taro tikne thaj ma{karutne firme. O principi e bujkakoro si upral i fundata taro nacionalno raportia, savi them d`i kote reslaj ko 10 umalja taro Kontrakti. Akale ber{enge i Rad`a na salde deklarativnpo teloikjerel o tikne thaj ma{karutne firmen numa an o biud`etidel ekstra love ko u-ipa taro 40 milionia denaria so ak oven dende e proektenge e tikne thaj ma{karutne firme.

Makedonija e glavno ori entiran kon davawe usluqi na golemite firmi so referenca na pove}egodi { no uspe{ no rabotewe i kapacitet da obezbedat pokritie za pozajmeni te sredstva.

Vakvata delovna politika na postojni te banki pretstavuva eden od faktorite, koj gi ograni~uva perspektivi te i razvojt na t.n. mali biznisi. Se o~ekuva deka novata banka }e gi pottikne i drugite banki da se anga`iraat za pottiknuvawe na malite biznisi. Mnogu od vas se sretnale so problemot za obezbeduvawe kredit, odnosno hipoteka. Banki te baraat mo`ebi duplo, a osobeno na obezbeduvawe krediti vo pogol emite gradovi kade {to bankite ednostavno ne gi pri f}aat. Zatoa e vo tek podgotovka na zakonska regulative za obezbeduvawe garanciski fond. Vo razvivawe na garantnite {emi }e se koristi iskustvoto na postojni te programi, realizirani vo zemjite na Jugoi sto~na Evropa, pri sposobeni kon specifi~ni potrebi i okolnosti vo RM. Osnovna namena na ovoj garanciski fond e da ovozm`i realizirawe na kreditna poddr{ka na opravdani profitabilni proekti, koi kako osnovna pri~ina za odbivawe na nivnoto kreditno barawe od komercijalnite banki ja naveduvaat nemo`nosta da se dade baranoto obezbeduvawe. Se nadevame deka garanciskiot fond }e pomogne za dobivawe krediti, osobeno za dobri proekti i nadvor od golemite gradovi. Makedonija ja pri f}ati Evropskata povelba za poddr{ka na malite i sredni pretprijatija, koja be{e donesena na Samitot vo Lisabon. So taa Povelba Evropa se izjasni deka vo narednite 10 godini }e raboti na 10 podra~ja za razvoj na malite i sredni pretprijatija, i ska`uvaj}i se deka rbeten stolb vo Evropa vo narednite 10 godini }e bidat tokmu malite i sredni biznisi. I Makedonija ja pri f}ati taa Povelba. Vo narednite 10 godini zaedno so si te zemji od EU }e rabotat na poddr{ka na razvojt na malite i sredni pretprijatija. Principi pot na rabota e vrz osnova na nacionalni izve{tai, koja zemja do kade e stignata vo 10-te podra~ja od Povelbata. Za ovi e godini Vladata ne samo {to deklarativno se izjasni za poddr{ka na malite i sredni pretprijatija, tuku vo buxetot predvide posebni sredstva vo iznos od 40 milioni denari

is support and development of those networks. The Bank for micro-financing started its work back in September 2001. It was established with funds from the European Bank, AISI. The current banking sector in Republic of Macedonia is mainly orientated to providing services to major companies with reference of many-years successful operating and capacity for ensuring mortgage for the loans.

Such business policy of the current banks is one of the factors which limit the perspectives and the development of the s.c. small businesses. It is expected that the new bank will encourage the other banks to commit to encouraging of the small businesses. Many of you have encountered the problem for obtaining credit, or mortgage. The banks require maybe double, especially for obtaining a credit in the bigger towns, where the banks simply don't accept the mortgages. Therefore, legislation for providing guarantee fund is in a preparation process. For development of the guarantee schemes the experience from the current programs realized in the Southeastern Europe, adapted to the specific needs and circumstances in Republic of Macedonia, will be used. The main purpose of this guarantee fund is to enable realizing a credit support of justifiable profitable projects, which as main reason for the rejection of their credit request by the commercial banks indicate the disability to provide the necessary mortgage. We hope that the guarantee fund will assist for obtaining credits, particularly for good projects and out of the big towns. Macedonia accepted the European charter for support of the micro and medium enterprises, which was adopted at the Lisbon Summit. With that Charter Europe stated that during the next 10 years will work on 10 areas for development of the micro and the medium enterprises, declaring that during the next 10 years the micro and the medium enterprises will represent the firm stake in Europe. Macedonia adopted that Charter too. During the next 10 years together with the EU states will work on supporting the development of the micro and the medium enterprises. The Principle of the activities is based on national reports, how much had a country achieved regarding the 10 Charter areas. For those years



Akala proektia ka buvljarinen prekal i Agencija, thaj ka keren buti prekal o regionalno thaj o neve lokalno centria. Odoleske importantno si ko komune te formirinen pe lokalno centria kote ka ovel konsultantia prekal kaste ka buvljaren thaj realizirinen o proektia kote i Rad`a ka kjerel olen prekal o drumo taro kofinansiriba. So si odova? E Rad`a isi love numa {aj te dophanen pe o donatoria.

Sar egzampli 40% ka oven u-harde tari Rad`a kator tari komuna thaj kator taro o korkoro so ka istemalkjeren akaja programa. Okova so majbut kama te kera thaj so si majimportantno amengesi i praktika taro pretpriema-ia. Ba{o sa zaruri si d`anlipa, thaj zaruri si la-Ho biznis plani. Ko akale centria ka {aj te dikhen tumen korkori te len arka ko hazrkjeriba tumare biznis planenge te buvljaren tumari idea d`i kote si la-Hi. Ko agor kamav te vakerav tumenge kote o tamikjeriba sa so si institucia thaj teloikjeriba e tikne bizniseske prekal o EAR si realizacia ko 3 proektiamakar o Ministeriumi ba{ ekonomia direktno teloikjeribaja e tiken thaj ma{karutne firmenge. Jekh si o proekti fundiriba e Euroinfo koprespodentsko centro, dujto fondi si buvljariba e manu{ikane resursia trinto proekti i politika e Ministeriumea tari ekonomia, kaskiri fundavno resarin teloikjeriba e Sektoreske taro tikne thaj ma{karutne firme teloikejriba fundiriba e neve agenciake thaj teloikjeriba e kapacitetenge ko regionalno centria thaj o neve lokalno centria so ak oven an o komune.

Ka vakerav kote hazrkjeraja i dujto faza taro Kanoni e zanaetenge, kote hazrkjera nevipa ba{o majefikasno phanlipa ko tikne biznisia, thaj zanaetia

koi }e bi dat nameneti za proekti za poddr{ ka na mali i sredni pretprijatija. Ovie proekti }e bi dat razvi vani preku Agencijata, a }e se ostvaruvaat preku regionalnite i novite lokalni centri. Zatoa, mnogu e va`no vo op{ tinite da se formiraat razvojni centri kade { to }e sedat konsultanti preku koi }e mo`at da se razvi vaat i da se realiziraat proekti te, koi Vladata }e gi ostvaruva po pat na kofinansirawe. [ to zna-i toa? Vladata ima sredstva, no }e mo`e da se vkl u-uvaat i donatori te.

Na primer, 40% bi bile pokrieni od Vladata, del od lokalnata samouprava i del od sami te korisnici na ova program. Ona { to najnogu sakame da go pravi me i { to najnogu zna-i za nas se obuki te za steknuvawe na pretpriemni-ki ve{ tini. Za se e potrebno znaewe i ve{ tini. Treba da se ima i dobar biznis plan. A vo ovie centri }e mo`ete da se i spi tate sebesi, da dobi ete pomo{ pri podgotovka na va{ i te biznis planovi, da ja razviete va{ ata i deja, vsu{ nost lokalni te centri }e bi dat i intermedijatori pome}u vas i finansi ski te i nst i tuci i da se realizira va{ ata i deja dokol ku e taa dobra. Na krajot bi sakal da vika`am deka vo gradeweto na ona { to zna-i i nst i tuci i za poddr{ ka na mali ot bi zni s preku EAR se realiziraat 3 proekti preku Ministerstvoto za ekonomija di rektno za poddr{ ka na mali te i sredni pretprijatija. Edni ot proekt e osnovawe na Euroinfo korespodenten centar, vtori ot e fond za razvoj na ~ove-ki te resursi i treti ot proekt e za poddr{ ka na politika na Ministerstvoto za ekonomija, ~ija osnovna cel e poddr{ ka na Sektorot za mali i sredni pretprijatija, poddr{ ka za osnovawe nova agencija i poddr{ ka vo razvojot na kapacitete na regionalni te centri i novite lokalni centri, koi }e se pojavuvaat vo op{ tinite.

Da re~am samo u{ te deka podgotvuvame vtora faza na Zakonot za zanaet-i stvo, vo koj podgotvuvame novi ni za poefikasno vkl u-uvawe na mali te biznisi, odnosno zanaet-i stvoto.

not only that the Government declaratively stated the support for the micro and medium enterprises, but also has predicted an amount of 40 millions Denars with the budget, which are intended for support of micro and medium enterprises projects. These projects will be developed thru the Agency, and will be implemented thru the regional and the new local centers. Therefore, it is very important to establish development centers within the municipalities, where consultants will be present, thus the development and the implementation of the projects, which are to be realized by the Government thru co-financing, will be enabled. What does that mean? The Government has resources, but the donors could be involved as well.

For example, 40 % would be covered by the Government, part by the municipality and part by the program's beneficiaries. What we are trying to achieve and what means the most for us are the trainings for acquiring entrepreneurship skills. Everything requests knowledge and skills. A good business plan is necessary. And at these centers you will be able to check yourself, to get assistance for your business plan preparation, to develop your idea; actually the local centers will be inter-mediators between you and the financial institutions for your idea's realization if it is a good one. At the end I want to say that in the building of what institutions for support of the micro business means, thru EAR 3 projects are implemented thru the Ministry for Economy directly for support of the micro and the medium enterprises. The first one is establishing Euroinfo correspondent center, the second one is Fund for human resources development and the third one is Project for support of the Ministry for economy policy, and the main goal is support of the Sector for micro and medium enterprises, support for establishing new agency and support of capacity development for the regional centers and the new local centers which will be formed in the municipalities.

I will mention that we are preparing a second phase of the Law for handicrafts, by which we are preparing news for more efficient including of the micro businesses, that is the handicrafts.



**Dušan Stojanovski**  
*legarutno ko Ofisi bafo inklariba ko*  
*Ministeriumi bafi Ekonomia*

Majanglal te {ukrikerav e organizatoreske akale Forumeske, an i akaharin te lav than ko REF thaj ko jekh vakti te seljaminkerav sa e misafiren.

Sar so d`ana o inklariba si jekh butikjeribas-kiri sal-in kote o {ajsarina so del nane d`i o agor istemalkjerde. Odova si o bukjarne thana. Ko hazrkjeriba thaj procedura si anibba nevo kanoni bafo iknalibaskoro butikjeriba, kote akana si but jekhutnikane te kerel pe inkalibaskoro burikjeriba, thaj si jekhutnikane o hramoviba e inkalibaskere butikjeribaske an o registri. O d`iakanutno kanoni sine le 10 {artia kote si jekh taro bariere tasro so masovno hramosariba an oregistri. E neve kanonea planirinel pe te ovel olen salde duj {artia, o dizutno te ovel nabukjarno, thaj te ovel le adekvatno edukacia. Zaruri si te vakerav kote ko disave ~ipote kas ikljol momenti kasna zaruri si te pherel pe salde jekh {arti - o dizutno te ovel nabukjarno evidentirime, soske sar telokanoneskoro akti ka kerel pe jekh lista kote nane zaruripa taro nisavi edukacia. Odova si e tradicionalno inkalibaske ko akala thana. Agjaar o kherutno vasteskoro butikjeriba del {ajsarin e dizutnenge bizo love te den ko butikjeribaskoro than, te hramonjenpe an o registri thaj o inkaliba te kerel len khe-re. Vakjerav kote bafo butikjeriba sar inklari nane zaruripa tari edukacia thaj {kola. Odova si momenti so ka keren baro numero bibukjarne dizutne bizo but love te {urukeren butikjeribaja. O evidentiriba e ink-laribaske, an o registri si 650 denaria, mujal o evidentiriba taro kinobikinutno-jekhutno kote si 150 evria. I diferencia dikhela pe. Ko vakti kana nane te keren buti sar inklari, o rodibe te ~hinaven le taro registri si salde 200 denaria. Nane ste-aeskoro akti, thaj likvidacia d`i kote o dizutno nane registririmo an o registri. O evidentiribe e inkalireske an o reistri anel but beneficie thaj lokhipa. Jekh si vakteskoro ~hinaviba e bukajaja maksimum 6 masek. Odole vakteske o savale e inkalibaskere mujal i them stopirinen pe.

**Dušan Stojanovski**  
*rakovoditel na Oddelot za*  
*zanaet ~ist vo pri Ministerstvom o za*  
*ekonomija*

Bi sakal najprvi n da im se zabl agodaram na organizatorite na ovoj Forum, na pokanata da u-estvuvam vo rabotata na REF i vo isto vreme da gi pozdravam si te prisutni gosti.

Kako { to znaeme, zanaet-i stvoto e edna od stopanski te granki koja mo` nosti te { to gi nudi ne se dokraj i skori steni. Osobeno okol u vrabotuvaweto. Vo podgotovka i vo procedura e donesuvawe nov zakon za vr{ ewe zanaet-i ska dejnost, koj go uprostuva vr{ eweto na zanaet-i skata dejnost, odnosno go uprostuva upi { uvawe na zanaet-i i vo Registarot na zanaet-i i.

Dosega{ ni ot Zakon predvi duva 10 uslovi koi se edni od pre~kite za pomasoven upis na zanaet-i i vo registarot na zanaet-i i. So novi ot zakon se predvi duva da ima samo dva uslova: gra|ani not da e nevraboten i da ima soovetno obrazovani e. Moram da napomenam deka vo oddel ni slu~ai }e se pojavi moment koga }e bi de potrebno da se i spol ni samo na eden uslov - gra|ani not da e nevraboten, za{ to kako podzakonski akt }e se i zgotvi edna lista za koja ne e potrebno ni kakvo obrazovani e. Toa e za tradi cional ni te zanaeti na ovi e prostori. I sto taka, doma{ noto raktovorewe im nudi { ansi na gra|ani te bez ni kakvi sredstva da vl o` uvaat vo del oven prostor, da se zapi { at vo registarot i da vr{ at zanaet-i ska dejnost doma. Napomenuvam deka za vr{ ewe zanaet-i ska dejnost ne e potrebno ni kakvo obrazovani e. Toa se momenti koi }e bidat privle~ni za golem broj nevraboteni gra|ani da bez mnogu sredstva otpo~nat so rabota. Upi sot na zanaet-i ja vo Registarot na zanaet-i i ~i ni 650 denari nasproti upi sot na trgovec-poedi nec koj ~i ni 150 evra. Razlikata e o~i gl edna. I sto taka pri prestanok na vr{ ewe na zanaet-i ska dejnost procedurata e ednostavna: se podnesuva barawe za prestanok na vr{ ewe na dejnost. I toa barawe ~i ni samo 200 denari. Zna~i, nema ni tu ste~ajna postapka, ni tu likvidacija dokol ku e gra|ani not zapi { an vo trgovski ot regi-

**Dusan Stojanovski**  
*manager of the Handicrafts department of the*  
*Ministry for economy*

First of all I want to thank to the organizers of this Forum, for the invitation to participate at REF work and my regards to all present guests.

As we all know, the handicrafts is one of the economic branches and the possibilities that it offers are not entirely utilized. This specially regarding the employment. In a preparation phase and in procedure is new law for handicrafts, which simplifies the handicrafts practicing, namely it simplifies the procedure for registering craftsmen in the handicrafts register.

The law we had predicts 10 conditions, which are one of the obstacles for more massive registration of the craftsmen in the handicrafts register. With the new law it is predicted to have only two conditions: the citizen to be unemployed and to have an adequate education. I have to highlight that in separated cases fulfilling of only one condition is necessary - the citizen to be unemployed, as a sub-law act a list will be prepared for which no education is necessary. This is for the traditional handicrafts at these spaces. The home-made handicraft offers a chance for the citizens to invest in business space without any resources, to register and to practice handicraft at home. I highlight that for practicing handicraft no education is necessary. These are principles that a large number of unemployed citizens will find attractive, as without a lot of resources they can start working. The craftsman registration in the Register for handicrafts costs 650 Denars versus the registration of a vendor-individual which costs 150 Euros. The difference is obvious. The procedure for cessation of the



Dusan Stojanovski



Odova si na pukjinen danokia thaj javer. Gndinav kote o inklaribaskror butikjeriba del { asarin taro korkorobutikjeriba. Kamav te akcentirnav kote o Ministeriumi ba{i ekonomia legarel e inklariba ko sa o aktia so anel buvljaripa e tikne thaj ma{karutne firme. O inklaribaskere bukjarne si kotor tari ekonomia an i them. Odolea so i avutni agencia teloikjeribaske e pretpriemni{tvske ka ovel pharvdo e inklaribaske. Ud`arav kote anibaja akava kanoni ka sikavel o efektia taro oleskoro aniba. O rodiba ba{i evidencia an o registri e inklaribakse aso o nevo kanoni ka kerel pe ko komune, soske si an o thavdipa e decentralizaciake e rad`ake thaj legariba e legari-paske taro ministeriumia an o komune. A~hol o vakti te sikavel kaj o Minsiteriumi ba{i ekonomia thaj i Rad`a atri RM si an o ~a-IPA odolea so keren jekhutnikane o akti na salde hramovibsake thaj evidencia e inkalribaske thaj an o registri e kinobikinutne.

star. Upisot na zanaet~iite vo Registarot na zanaet~ii nudi mnogu beneficij i olesnitelni okolnosti. Edna e vremen prekin na dejnosta, za { to se podnesuva barawe za vremen prekin maksimum do 6 meseci. Za toa vreme obvrskite na zanaet~iite sprema dr`avata mi ruvaat. Zna~i, oslobodeni se od pla}awe pridonesi i danoci. Mi slam deka zanaet~istvoto vo ovoj moment nudi mo`nosti okolu samovrabortuvaweto. Bi sakal da i staknam i toa deka Mi ni sterstvoto za ekonomija gi podveduva zanaet~iite kon site akti { to se donesuvaat za razvoj na mali i sredi pretprijati-ja. Zanaet~iite se isto taka del od stopanstvoto vo ova dr`ava. Taka { to idnata agencija za poddr{ka na pretpriemni { tvoto } e bide otvorena i za zanaet~iite. O~ekuvam so donesuvawe na novi ot zakon da se poka`at efekti te od negovoto donesuvawe. I naku, baraweto za upis vo registarot na zanaet~iite spored novi ot zakon } e se podnesuva do op{tini te zatoa { to e vo tek decentralizacija na vlasta i prenesuvawe na nadle`nosti od mi ni sterstvata na op{tini te. Ostanuva vremeto da poka`e deka Mi ni sterstvoto za ekonomija i Vladata na RM se vo pravo so toa { to ja uprostuvaat postapkata ne samo za upis vo Registarot na zanaet~ii, tuku i za upis vo Registarot na trgovci te.

handicraft practice is simple as well: a request for cessation of the practice is submitted and it costs only 200 Denars. This means that there is no bankruptcy procedure, or liquidation, if the citizen is registered in the entrepreneurship register. The registration of the craftsmen in the handicrafts register offers a lot of privileges and remissions. One is periodical termination of the practice, for which a request for periodical cessation of the practice, maximum up to 6 months, is submitted. During that period the craftsmen's obligations to the state are still. So, they are not paying taxes. I think that handicraft at the present time offers possibilities for self-employment. I want to stress that the Ministry for economy guides the craftsmen to all acts adopted for micro and medium enterprises development. The craftsmen are also part of the state's economy. So, the Agency for entrepreneurship support which is to be established will be opened for the craftsmen as well. I expect that with the adoption of the new law to reveal the effects of its adoption. Otherwise, the request for registering at the handicraft register according to the new law will be submitted to the municipalities, as ongoing is the process of Government decentralization and transferring the Ministries' competences to the municipalities. It remains to the time to show that the Ministry for Economy and the Government of Republic of Macedonia are right for simplifying the procedure not only for registering at the handicrafts register, but for registering at the entrepreneurship register as well.



**Saško Manakovski**  
**legarutno an o Sektori ko tikne thaj**  
**ma{karutne firme thaj teloikjeriba ko eksporti**  
**an i Makedonikani banka teloikjeribaske thaj**  
**buvljariba**

Te seljaminkerav sa so ale thaj te sikavam mo ~alipe so lav than an o Forumi ko anava tari Makedonikani banka thaj te kereva prezentacia taro {ajsarina so del akaja banka ko kotor taro finansiriba.

Fundavno buti e bankakoro taro olakoro formiriba te del plo dopheribako keriba e buvljarib-sakere politikake an i RM prekal o teloikjeriba e tikne thaj ma{karutne firmengethaj o artikliba ba{o eksporti. Ko pervazia odoleske definirimo si ekstra kanoni e bankakorokote vakerela pe kaj o finansiriba ko {urukjeriba buti ko tikne thaj ma{karutne firme prekal ma{karokoskere thaj lungorokoskere kreditia, palo odova finansiriba e artiklonge so si ba{o eksporti prekal o kreditia so si dende e identifikane avibaja taro eksporti, palo odova siguripa thaj resiguripa e identifikane avibaske taro eksporti e komercialno thaj nakomercialno rizikoja so si jekh nevipa an i makedonikani ekonomiat thaj legaripa thaj administracia e avrutne krediteskere thaj donatorske programe.

Ko pervazia tari programa e bankakere {erutne resarinakere grupe si o tikne thaj ma{karutne firme so si eksporteskere orientirime. Ko pervazia taro krediteskere linie kera te definirina o krediteskere linie e resarinakere grupe thaj pobuter d`aja an o mikro thaj tikne firme, kotor taro tikne, ma{karutne thaj bare firme. Gndinav kaj ko sa o dokumentia thaj analize istemalkjeren o anava tikne thaj ma{karutne firme, thaj o mirko thaj firme ko {uru nane len konsekveto aviba, trujal so si majimportantno firme ko korkorobutikjeriba thaj o firme ko {uru. O principi tari finansisko teloikjeriba si e firmenge, so arakhel pobari digra tari fitnalizacia, tehnikano nevipa, neve bukjarne thana so si konkuretno ko kherutno thaj avrutno kurkoso si eksporteskoru orientirime thaj tikjnaren i importno athinalipa.

**Saško Manakovski**  
**rakovodi tel na Sekt orot za mali i**  
**sredni trgovski dru{tva i poddr{ka na**  
**izvoz pri Makedonska banka za poddr{ka**  
**na razvoj**

Da gi pozdravam site prisutni i da iska`am zadovolstvo {to sum prisuten na ovoj Forum i vo imeto na Makedonska banka da gi prezentiram mo`nostite {to gi nudi ovaa banka vo del ot na f i nansi raweto.

Osnovna rabota za bankata so nejzi noto f ormi rawe e da dade svoj pri dones vo ostvaruvawe na razvojnata pol i ti ka na RM preku poddr{ka na mali te i sredni pretprijati ja i za proizvodstvo nameneto za izvoz. Vo ramki te na toa e def i ni ran poseben zakon na bankata kade {to se vel i deka: se f i nansi ra otpo~nuvawe so rabota i razvoj na mali i sredni pretprijati ja preku srednoro~ni i dol go-ro~ni kredi ti; potoa f i nansi rawe na proi zvodst-vo nameneto za izvoz preku kredi ti odobreni za i denti f i kuvani pri l i vi od izvoz; potoa osi guru-vawe i reosi guruvawe na i denti f i kuvani pri l i vi od izvoz od komercij al ni i nekomercij al ni ri zi-ci {to e edna novi na vo makedonskoto stopanstvo; i upravuvawe i admi ni stracija na stranski kred-itni i donatorski programi.

Vo ramkite na programata na bankata glavni celni grupi se mali i sredni pretprijati ja i izvozno ori enti rani te pretprijati ja. Vo ramki-te na kredi tni tel i ni i se podreduvame da gi def i-ni rame kredi tni tel i ni i po celni grupi - i toa pove}e odi me na mi kro i mali pretprijati ja, del na mali i sredni i sredni i golemi pretprijati ja. Mi sl am deka vo si te dokumenti i anal i zi se upot-rebuva imeto na mali i sredni pretprijati ja, a mi kro i po~etni te pretprijati ja nemaat poseben soodveten pri stap, i ako se tie edni od najbi tni te pretprijati ja za samovrabotuvawe i kako po~etni pretprijati ja. Pri nci pot na f i nansi ska poddr{-ka e nameneta za pretprijati ja, koi obezbeduvaat povisok stepen na f inalizacija, tehni ~ki i no-vacii, novi rabotni mesta koi se konkurentni na doma{ ni ot i stranski ot pazar ili potencij al no konkurentni, koi se izvozno ori enti rani i ja na-

**Sasko Manakovski**  
**manager of the Sector for micro and medium**  
**enterprises and export support, Macedonian**  
**Bank for development support**

Regards to all present and it is my pleasure to be present at this Forum and on the behalf of the Macedonian bank to present the possibilities that this bank offers in the financing part.



The main activity of the Bank with its establishing is to give own contribution in realizing the development policy of Republic of Macedonia by supporting the micro and the medium enterprises and the production intended for export. Within that frames defined is separate bank law which predicts that initiating business and development of micro and medium enterprises can be financed thru mid-term and long-term credits, financing of production intended for export thru credits approved for identified export incomes; insurance and re-insurance of identified export incomes from commercial and non-commercial risks which is something new in the Macedonian economy and management, and administering of foreign credits and donor programs.

Within the bank's program frames main target groups are micro and medium enterprises and the export enterprises. Within the credit lines we classify the credit lines subjected by target groups - we mainly work with micro and small enterprises, part for small and medium enterprises and medium and macro enterprises. I think that within all documents and analysis the term small and medium enterprises is used, and the micro and the newly formed enterprises don't have specific adequate approach, regardless that those are ones of the most important enterprises for self-employment and as





An o pervazia e bankakere isi pobuter krediteskere programe.

O avgo si finasiriba e artikloske so si ba{o eksporti thaj an o odola pervazia si te den pe kreditia taro 30.000 d`i o 2 milionia evria. KO angleder ber{kerdi si trampa ko rokia, hulavde ko 2,4, thaj 6 masek, angleder sine 12 masek jekh a jekh kamataja. Akana si kerde korekcije kobor pohari vakti istemalkjeren o love odokhar i kamata si majtikni.

Uzal akaja krediteskiri linia istemalkjerel pe stokovo krediteskere linie tari Italia ba{i imoprta artiklia tari Italia. E krediteskiri linia taro 12,7 milionia evria thaj o u-ipa si taro 50.000 d`i o 2 milionia evria. O roko taro pukjiba si 7 ber{a.grejs periodi si 1,5 ber{, i kamata si 7% ko ber{eskoro nivo. Ni jekh taro krediteksre linie so kerel i Makedonikani banka na d`an direktno, numa prekal o komercialno banke. Amende si phanle 12 komercialno banke so u-haren i teritoria tari Makedonia thaj upreder 80% taro bankakoro sistemi. O kamate thaj o rokia si an o ber{eskoro nivod`i ko agorutno istemalkjerdo. Odothe si phanlo thaj o kotor taro komercialno banke.

Uzal akaja krediteskiri linia tari Italia isi amen krditeskiri linia taro KfV ko u-ipa taro 15 milionia, u-ipaja taro 50.000 d`i ko 400.000 evria kote o vakti taro pukjiba si maksimum 8 ber{, grejs periodi 1 ber{ kamataja taro 10% ko inklaibaskoro butikjeribaske.D`i kote si aniba taro butikjeribaskoro than i kamata si 11%. O roko si 8 ber{, numa an i praksa kala rokia si 5 ber{a.

E krediteskiri linia taro germaniakoro-makedonikano fondi. Ko pervazia taro barabarbutikjeriba e germaniakere buvljaribaskere khedinaja, sine kreditia e gastarbajterenge tari Germania thaj makedonikane specialistia ko plo butikjeriba. I programa taro gastarbajteria si ~hinavdi, isi salde makedonikano kotor kote a-hol o u-ipa taro 10.000 - 150.000 evria., maksimalno rokoja taro 10 ber{ grejs periodi taro 2 ber{. Akala kreditia daja len rokoja taro 5-6 ber{ athinale taro proekti so si phanlo o grejs periodi taro 1 ber{. I kamata si 8% thaj an o akava momenti oj si fiksno kamata.

mal uvaat uvoznata zavinsnost.

Vo ramki te na Bankata i ma pove}e kreditni programi.

Prvi ot e f i nansi rawe na proi zvodstvo nameneto za izvoz i vo tie ramki se davaat krediti od 30.000 do 2 milioni evra. Vo prethodnata godina napravena e promena vo rokovi te, podeleni se na 2, 4 i 6 meseci, prethodno bea na 12 meseci so ista kamatna stapka. Segase napraveni promeni, kolku pokratko gi koristite sredstvata tolku kamatni te stapki se poniski.

Pokraj ovaa kreditna linija se koristi stokova kreditna linija od Italija za uvoz na oprema od Italija. Kreditna linija e od 12,7 milioni evra i iznosot se dvi`i od 50.000 do 2 milioni evra. Rokot na otplata e 7 godini, grejs period e 1,5 godina, a kamatnata stapka e 7% na godi{no nivo. Ni edna od kreditni te linii {to gi sproveduva Makedonska banka ne odat direktno, tuku preku komercijalni te banki. Kaj nas se vkl`eni 12 komercijalni banki so {to se pokriva teritorijata na Makedonija i nad 80% od bankarski ot sistem. Kamatni te stapki i rokovi te se na godi{no nivo i do krajni ot korisnik. Tuka e vkl`eni del ot na komercijalna banka.

Pokraj ovaa kreditna linija od Italija i mame i kreditna linija od KfV, vo visina od 15 milioni, so iznos od 50.000 do 400.000 evra kade {to rokote maksimum do 8, godini, so grejs period do 1 godina i kamatna stapka od 10% za proi zvodstveni dejnosti. I dokolku se raboti samo za nabavka na del oven prostor toga{ kamatnata stapka e 11%. Rokot e 8 godini, no vo praksa ovie rokovi se do 5 godini.

Kreditna linija - germansko-makedonski fond - Vo ramki te na sorabotkata so germanskoto razvojno dru{tvo, postoe}e kreditna linija za povratnici od Germanija i makedonski specijalisti vo svojata dejnost. Bidej{i programata za povratnici e prekinata, postoi samo makedonski del kade {to ostanuvaat iznosote od 10.000-150.000 evra, so maksimalen rok od 10 godini, grejs period od 2 godini. Ovie krediti gi odobruvame so rok od 5-6 godini, zavinsno od sami ot proekt kade {to e vkl`eni grejs period od 1 godina. Kamatnata stapka e 8% i vo ovoj moment e f i ksnakamatna stapka.

newly formed enterprises. The financial support principle is intended for enterprises, which assure higher finalization level, technical innovations, new working positions which are competitive at the domestic and the foreign market or are potentially competitive, which are oriented to export and reduces the dependence from import.

The Bank provides several credit programs.

The first one is financing of the production intended for export and within that frames credits in amount of 30.000 up to 2 millions Euros are provided. During the last year a change in the terms was made, the terms are classified at 2, 4 and 6 months, previously they were at 12 months with the same interest rate. The changes made, the shorter one uses the finances the lower the interest rates are.

Besides this one, stock credit line from Italy for import of equipment from Italy is used. The total credit line is 12,7 millions Euros, and the amount is between 50.000 up to 2 millions Euros. The repayment term is 7 years, grace period is 1,5 year, and the interest rate is 7 % per year. None of the credit lines conducted by the Macedonian Bank are implemented directly, but thru the commercial banks. We have included 12 commercial banks which cover the territory of Macedonia and over 80 % of the banking system. The interest rates and the terms are on year level and to the final beneficiary. The commercial bank's part is included here.

Beside the Italy's credit line, we have the KfV credit line, in total amount of 15 millions, with credits in amount of 50.000 up to 400.000 Euros, repayment terms maximum up to 8 years, grace period up to 1 year and interest rate of 10 % for manufacturing operations. And if it is a case for buying a business space than the interest rate is 11 %. The repayment term is 8 years, but practically these terms are up to 5 years.

The credit line - German-Macedonian Fund - In cooperation with the German development association, there was a credit line for returnees from Germany and Macedonian specialists in their activity. As the returnees program was broken, there is only Macedonian part where remain the amounts of 10.000 up to 150.000



Isi krediteskiri linia tari germaniakiri buvljaribaskiri programa ko mikro thaj tikne firme kote o mikro kreditia si 15.000 evria, roko 20 masek thaj kamata 20% kote isi tendencia te tikjnarel pe e tikne kreditenge d`i ko 50.000 evria rokoja taro 24 masek kamata taro 15% thaj isi tendencia tikjnaribaske.

Angelder sine krediteskere linie NEPA - akana krediteskiri linia EAR kote o maksimalno u-IPA si 30.000 evria, roko 5 berça grejs periodi 6 berça thaj kamata 10%.

Ko 2003 berç dikhel pe majbari istemalkhjerin ko mikro firme, paçe 4,5 milionia evria. O fokusi sine legardo ko tikne thaj mikro firme. Ko pervazia taro dende kerditia eksperteske si 24 kreditia ko u-IPA taro 10 milionia evria so si teloikjerdo eksportea taro 77,2 milionia evria. Akalea sikavel kaj o agorutno berç kerel pe buti te arakhel i Makedonikani banka kvalitetno hainga lovenge hainga so si lungovakteskere thaj naku-, athinale taro o {artia an i them. Ko agorutne berça kergjem trampa ko kamate ola te adaptirinen pe ko kherutne {artia numa thaj an o avrutne kurkenge.

Ko odola pervazia kjerel pe europakiri Povelba e tikne thaj ma{karutne firmenge amen sar banke laja than nekobor d`enecar thaj prioriteti e bajraribaske thaj istemalkhjerin e krediteske. Aso o agorutne d`anlipa istemalkjerde kreditia isi amen 100% istemalkjerde kreditia ko KfV taro 15 milionia thaj odoja si ikjerdi. Italiakiri krediteskiri linia si sitemalkjerdi upreder 40% kreditia e mikro thaj tikne firme taro 4,5 milionia si sitemalkjerdi 100% thaj ud`arela pe neve love thaj tari odoja krediteskiri linia. Moldipaja ko istemalkjeriba e kerditenge si solidno, barabarbutikjeriba e birad`akere organizacie planirinaja taro jekva{ taro april masek ka kera karavani e prezentaciake kote so ka prezentirinen pe o hainga taro finasie thaj o {ajsarina sakone dizutneske thaj firme te aven olate. Taro d`iakanutne d`anlipa zaruri si te fokusirina pe ko resarinakiri grupa te elaboririnen pe o kreditia soske sako krediti nane sakone resarinakere grupake. Zaruri si te sitematizirinen pe o kreditia ko mikro thaj tikne firme kreditia e tikne thaj ma{karutne firme thaj

I sto taka se sproveduva kredita linija od KMB za mikro i mali krediti, kade { to za mikro krediti te se 15.000 evra, rok od 20 meseci i kamata od 20% koja ima tendencija na namaluvawe i mali krediti do 50.000 evra so rok od 24 meseci i kamatna stapka od 15% { to isto taka ima tendencija na namaluvawe.

Porano postoe{ e kredna programa i kredita linija NEPA - sega e kredita linija od EAR kade { to maksimalni ot iznos e do 30.000 evra, rokot e do 5 godini, so grejs period od 6 meseci, a kamatna stapka ne pomala od 10%.

I naku, vo 2003 g. se gleda deka najgol ema iskoristenost postoi kaj mikro pretprijatiya, okolu 4,5 milioni evra. Zna-i, fokusot bil naso-en kon malite i mikro pretprijatiya. Vo ramki te na odobreni te krediti za izvoz odobreni se 24 krediti vo visina od 10 milioni evra, so { to e poddr`an izvoz od 77,2 milioni evra. Seto ova uka`uva deka vo poslednata godina se raboti da se obezbedat od Makedonska banka kvalitetni i izvori na sredstva, i izvori koi se dolgoro-ni i relativno evtini, zavisno od uslovi te vo dr`avata. Vo poslednata godina na praveme izmeni na kamatni te stapki tie da se prisposobat na uslovi te na doma{ni ot, no i na stranski ot pazar.

Vo tie ramki na sproveduvawe na evropskata Povelba za mali i sredni pretprijatiya, nie kako banka u-estvuvame so nekolku svoi predstavni ci, osobeno vo prioretet za zgol emuvawe na iskoristenosta na kreditnite linii. Spored posledni te soznaniya, iskoristenosta na kreditnite linii e zgol emena poveje od 10%, taka { to vo ramki te na na{ i te kreditni linii i imame 100% iskoristenost na kreditni linii od KfV od 15 milioni i taa e raspolo`iva. Italijanska kreditna linija e iskoristena nad 40%, kreditnata linija za mikro i mali pretprijatiya od 4,5 milioni e iskoristena 100% i se o-ekuva odobruvawe na novi sredstva za istata kreditna linija. Cenej{i deka ovie i iskoristuvawa na kreditni te linii se solidni, vo sorabotka so poveje nevladi ni institucii planirame od sredinata na april da napravime karvan za prezentacija kade { to }e se prezentiraat si te izvori na finansirawe i monosti te kako sekoj gra|anin i pretprijatiya da pristapi

Euros, with maximum repayment term of 10 years, grace period of 2 years. These credits are approved with repayment term of 5-6 years, depending on the project and a grace period of 1 year is included. The interest rate is 8 % and at the present time is fixed interest rate.

Moreover, a credit line from KMB for micro and small credits, within which a the micro credits are in amount of 15.000 Euros, term of 20 months and interest rate of 20 % with tendency for reducing, and small credits up to 50.000 Euros with repayment term of 24 months and interest rate of 15 % which also has a tendency for reducing.

Previously there was a credit program and a credit line NEPA - which now is a credit line from EAR, where the maximum amount is up to 30.000 Euros, the repayment term up to 5 years, grace period of 6 months, and an interest rate not smaller than 10 %.

It can be noticed that back in 2003 the biggest usage is at the micro enterprises, approximately 4,5 millions Euros. So, the focus was narrowed to the small and the micro enterprises. Within the frames of the approved credits, 24 credits in amount of 10 millions Euros were approved for export, which means that export in amount of 77,2 millions Euros was supported. This points that during the last year activities were taken for assuring quality resources from the Macedonian Bank, resources which are long-term and relatively cheap, depending on the conditions in the state. During the last year changes of the interest rates were made, thus they can be adopted to the conditions at the domestic, as well as at the foreign market.

Within the frames for carrying out the European Charter for micro and medium enterprises, we as a Bank take part with few representatives of ours, especially in priority for increasing of the credit lines utilization. According to the last cognitions, the credit line utilization is increased for over 10 %, so within the frames of our credit lines we have 100 % utilization of the KfV credit lines and it is available. The Italian credit line is utilized over 40 %, the credit line for micro and small enterprises in amount of 4,5 millions is utilized 100 % and an approval of new resources for the same credit



kreditia e are firmenge thaj firme so eksportirinen. [ukrikjerav.

kon toa. Od dosega{ nite iskustva treba da se fokusi rame za sekoja cel na grupa i da se obrazlo`at kreditni te lini i zatoa { to sekoja kreditna lini ja ne e za sekoja cel na grupa. Treba da gi sistematizirame kreditni te lini i na mikro i mali pretprijati ja, kreditni te lini i za mali i sredni pretprijati ja i kreditni te lini i za gol emi pretprijati ja ili izvoznici.

line is expected. Evaluating that these utilizations of the credit lines are solid, in cooperation with several non-governmental institutions we plan starting from April to create a presentation caravan at which all financing resources and the possibilities how each citizen and enterprise can approach them will be presented. Based on the so far experiences we should focus on each target group and to elaborate the credit lines as each credit line is not intended for each target group. We should systematize the credit lines on ones for micro and small enterprises, credit lines for small and medium, and credit lines for macro enterprises and exporters.



Lazar Nejdanovski

**Lazar Nejdanovski**  
**Makedonikane Bukjarni Fondacia ba{o Firme**

MBFF si formirimi ko 1998 ber{ tari rig e MCMS sar dizutnengiri naprofitabilno organizacia. I misia taro MBFF si dopheriba ko tiknjariba e ~orolipaske thaj kjeriba harmonia ma{kar o khedina. I resarin taro MBFF si te kjerel bukjarnipa thaj buvljariba ko mikro thaj tikne biznisia. Resarinakiri grupa si o agrarno bukjarne, bibukjarne sime, thaj o mikro thaj tikne pretpriemnicia thaj olengere bukjarne. o MBFF kjerel buti an i sasti RM. Prioriteti si o ruralno reonia. Trujal o buvljaripa taro ~orolipa ko balansirimo ~hani o MBFF ka kerel buti ko suburbano thaj urbano thana.

So konkretno kera buti? Kera buti ko duj tipi buti - daja finansisko thaj na finasisko usluge, thaj pe

**Lazar Nejdanovski**  
**Makedonska Razvojna Fondacija za**  
**Pret prijat i ja**

Makedonska razvojna fondacija za pretprijati ja e osnovana vo 1998 g. od strana na MCMS kako grajanska i neprofitna organizacija. Misijata na MRF P e da pridonese kon namaluvawe na si roma{ tijata i vopostavuvawe na harmoni ~ni odnosi vo zaedni cata. Cel ta na MRF P e da gi poddr` i mo`nosti te za vrabotuvawe i razvoj na mikro i mali te biznisi. Cel na grupa se individualni zemjodelci, nevraboteni lic a i mikro i mali pretpriemnici i nivni vraboteni. MRF P deluva na celo podra~je na RM. Prioritet }e i maat ruralni te podra~ja. Sepak, poradi { i rewena si roma{ tijata, na balansi ran na~in MRF P }e dejstvuvai vo suburbani te i urbani te podra~ja.

[ to konkretno raboti me? Raboti me na dva tipa uslugi - nudime finansiski i nefinansi uslugi, a svoi te aktivnosti MRF P gi ostvaruva preku finansiska poddr{ ka na razvojni i inicijativi so zaemi vo Programata za finansiski uslugi i na proekti so grantovi vo drugi te programi kako Programa za nefinansi uslugi, Programa za potsektorski razvoj i Platforma za razvoj na MSP (mali i sredni pretprijati ja).

Specif i ~no za MRF P e deka mnogu pomal ku aktivnosti te gi sproveduva kon celni te grupi, mnogu pove}e za toa gi koristi drugi te i nst i tu-

**Lazar Nejdanovski**  
**Macedonian Development Foundation for**  
**Corporations**

The Macedonian Development Foundation for Corporations (MDFC) is established back in 1998 by the Macedonian Center for International Cooperation (MCIC) as civil and unprofitable organization. The MDFC mission is to contribute to reducing the poverty and founding harmonic community relations. The MDFC goal is to support the possibilities for employment and micro and small businesses development. The target groups are individual farmers, unemployed persons and micro and small enterprisers and their employees. MDFC operates at the whole territory of Republic of Macedonia. Priority will be given to the rural areas. Still, due to poverty expanding, in one balanced way MDFC will operate at the sub-urban and urban areas.

What concretely are we working on? We provide 2 types of services - we offer financial and non-financial services, and MDFC realizes its activities with financial support of development initiatives, loans within the Financial services program and on projects with grants in the other programs as the Program for non-financial services, Program for sub-sector development and Platform for MME (micro and medium enterprises) development.

It is specific for MDFC that it realizes its activ-



aktivitetia o MBFF ka kerel prekal o finansisko teloikjeriba e buvljaribaskere inicijativake ko kreditia an o Programe taro finasiakere usluge ko proektia e grantencar ko javer programesar i Programa taro nafinasisko usluge. I Programa ko telosektoreskoro buvljaripa thaj i Platforma buvljaribaske ko tikne thaj ma{karutne firme ( TMF).

Specifikane e MBFF kote but potikne aktivitetia ko keriba e resarinakere grupe, buteder te istemalkjeren javer institucie, organizacie thaj an i fundaj te anen jekheste jali javerset ~haneste. O kreditia daja prekal o komercionalno banke, thaj na direktno, thaj anga`irina sajekhibaskere institucie. I resarin si te zojzaren pe o kapacitetia ko posredstvo. Ko pervazia taro Programa ko finasiakere usluge isi 3 tipia taro kreditia, kasko resarin te la-Harel pe o finansie, thaj odova: zaem ba{o individualno agrari, korkorutne bukjarne thaj pretpriema-ia ko mikro firme (tip 1); zaemi e tiken firmenge (tip2) thaj zaemi e mikro firmenge (tip 3). O institucie prekal kotar legarara o finasiakere usluge si: IK banka-Skopje, Stopanska banka - Bitola, Tutunska banka - Skopje thaj i [ parkasa "Mo`nosti" -Skopje. An o pervazia taro kala programe daja thaj dizia e diziakere manu{encar kaskiri resarin te den arka e manu{enge so si hazri e biznis planea jali aplikacia e krediteske. Akava si ~hivdo an i alusarin taro resarinakere grupe. Odolea {aj numa nane zaruripa te istemalkjerel pe dizi taro o manu{a so den dizia.

Zaemi tip - 1 - O iustemalkjerde akale zaemeske si individualno agraria pohari taro 10 hektaria butikjeribaskir phuv, kasko o agrari si imoportantno haing lovenge, korkorutne bukjarne kasko isi familiarno biznisi thaj si registririme sar kinobikinitne -korkorutne, pretpriema-ia taro mikro firme kote isi pohari taro 5 bukjarne,. O zaemi realizirinel pe prekal kinobikinitne posrdnika so si registririme sar kinobikinibaskor jekhipa, havljardi an o regioni, majhari 2 ber{ butikjeribaskor d`anlipaja an o biznisi thaj isi olen kontaktia relativno bare numeroja taro agrarno individuencar. I resarin akale zaemekse si finansiriba an o investcie ko fundavne artikloja, repromaterialia thaj d`anvaria. O u-Ipa si majbut 10.000 evria ko manu{. O periodi iranibaske e zae-

ci i, organi zaci i i vo osnova mo`ete da gi sprovedvate na edniot ili na drugi ot na~in. Zna~i, krediti te gi sprovedvame preku komercijalni te banki, a ne di rektno, a za toa anga`i rame soodvetni i nsti tuci i. Cel ta e da se jakne kapaci tetot i na ovie posredni ~ki i nsti tuci i. Vo ramki te na Programata za f i nansi ski uslugi postojat 3 ti pa na zaemi, ~ija cel e podobruvawe na pristapot do f i nansi ski uslugi, a tie se sledni te: zaemi za i ndi vi dual ni zemjodel ci, samostojno vraboteni i pretpri emni ci na mikro pretprijatija (tip 1); zaemi za mali pretprijatija (tip 2) i zaemi za mikro pretprijatija (tip 3). I nsti tuci i te preku koi gi i spora-uvame f i nansi ski te uslugi se: I K banka - Skopje, Stopanska banka - Bitola, Tutunska banka - Skopje i [ tedi l ni ca Mo`nosti - Skopje. Vo ramki te na ova programata nudi me i sovetodavna poddr{ ka od sovetodavatel i ~ija cel e da i m pomagaat na lu{eto vo podgotovkata na bi zni s planot ili na apl i kaci jata za kredi tot. Ova e staveno na izbor na cel ni te grupi. Zna~i mo`e no i ne mora da se koristi uslugata od sovetoda- vatel i te.

Zaem tip 1 - Kori sni ci na ovoj zaem mo`e da bi dat i ni di vual ni zemjodel ci so pomal ku od 10 hektari obrabotliva povr{ ina, za koi zemjodel stvoto e zna~aen izvor na prihodi; samostojno vraboteni koi imaat semen bizni s i se regi stri rani kako trgovec-poedi nec; pretpri emni ci na mikro pretprijatija so pomal ku od 5 vraboteni. Zaemot se realizira preku trgovski posredni ci koi se registrirani kako trgovsko dru{ tvo, vospostaveni i priznati vo regi onot, so najmal ku 2 godini iskustvo vo biznisot i imaat vospostaveno kontakti so relativno golem broj i ndi vi dual ni pretpri emni ci. Namenata na ovoj tip zaem e za f i nansi srawe na investicii vo osnovni sredstva, repromaterijali ili dobi tok. I znosot iznesuva najmnogu 10.000 evra po kori sni k. Peri od na vra}awe na zaemot e maksim um 5 godini, vku-u-vaj}i grejs peri odot od 1 godi na. Peri odot na vra}awe i grejs peri odot mo`at da bi dat i podolgi, vo zavisnost od ciklusot na proi zvodstvo. Kamatnata stapka ja odreduva i ndi vi dual no sekoja f i nansi ska i nsti tuci ja, soglasno svojata del ovna pol ti ka.

ities less directly to the target groups, rather than utilizing other institutions, organizations much more, and basically you can conduct them in one or the other way. So, the credits are carried out thru the commercial banks, and not directly, and adequate institutions are engaged for that. The goal is to strength the capacity of these intermediary institutions as well. Within the Program for financial services there are 3 types of loans, which aim to improve the approach to the financial services, and these are as follows: loans for individual farmers, self-employees and enterprisers of micro enterprises (type 1); loans for small enterprises (type 2) and loans for micro enterprises (type 3). The institutions thru which we provide financial services are: IK Bank - Skopje, Stopanska Bank - Bitola, Tutunska Bank - Skopje and Savings bank Moznosti - Skopje. Within this program we offer consultatively support from consultants whose goal is to assist the individuals in preparation of business plan or credit application. This is optional for the target groups. That means the consultants' services can be used, but it doesn't have to.

Loans type 1 - Beneficiaries of this loan may be individual farmers who have less than 10 hectares land, for whom the agriculture is significant income source; self-employees who have family business and are registered as vendor-individual; enterprisers of micro enterprises with less that 5 employees. The loan is realized thru entrepreneurship intermediaries which are registered as commercial enterprise, positive and recognized in the region, with at least 2 years experience in the business and which have contacts with a large number of individual enterprisers. The assignment of this loan type is for financing investments in basic facilities, repromaterials or cattle. The amount is up to 10.000 Euros per beneficiary the most. The loan repayment period is maximum 5 years, 1 year grace period included. The repayment period and the grace period might be longer, depending on the production cycle. The interest rate is determined individually by each financial institution, according to their business policy.

Loan type 2 - Beneficiaries of this loan may be small enterprises with at 4-20 employees, which are





meske si maksimum 5 ber{a, phanlipaja o grejsi 1 ber{. O periodi e grejs periodeske {aj te oven lungone ko athinalipa taro ciklusi tari inklariba. O kamate si individualno sako finasisko instituciakere pkajajbaja ko butikjeribaskiri politika.

Zaemi tip 2 - Okola so istemalkjeren {aj te oven tikne firme majhari 4 bukjarncar a majbut 20 bukjarne so si aktivno an o sektori taro inkalariba, usluge, agrari, registririme sar kinobikinutno -korkorutno jali kinobikinibaskoro khedipa dominantno kherutne privatno ploipaja, thaj o imoti tari i firma ma te nakhel an o denarsko kursi i suma taro 250.000 evriaphanlipaja i phuv thaj o barebine; o ploitne dopheren majhari 20% taro investicie. Akava zaemi si ba{o investicie ko fundavno love thaj bukjakoro kapitali. U-ipe si 15.000 d`i o 75.000 evria. O periodi iranibaske si maksimum 5 ber{, grejs periodi 1 ber{. O periodi taroi finasiriba thaj o grejs periodi {aj te oven lungone ko athinalipa taro o ciklusi taro inklariba. O kamate si individualno sako finasisko instituciakere pkajajbaja ko butikjeribaskiri politika.

Zaem tip 3 - OAkava istemalkjeren o mikro firme thaj odova: tikne biznisia majbut 3 bukjarne individualno agraria jali registririmi sar kinobikinutni-korkorutno jali kinobikinibaskor khedipa dominantno kherutne ploipaja; o imoti e firmakoro te na nakhel denarsko u-ipa ko 150.000 evria, phanlipaja i phuv thaj barebine; o ploitne dopheren majhari 20% taro investicie. Dela pe ba{o investicie thaj fundavno artikloja thaj bukjarne kapitali. U-ipa si d`i o 15.000 evria O periodi iranibaske si maksimum 4 ber{a grejs periodi si 12 masek. { O periodi taroi finasiriba thaj o grejs periodi {aj te oven lungone ko athinalipa taro o ciklusi taro inklariba. O kamate si individualno sako finasisko instituciakere pkajajbaja ko butikjeribaskiri politika.

Avutni programa si i Programa taro nafilasiskere usluge kaskiri resarin zojraripa e kapacitetenge ko akteria na os ektori taro mikro thaj tikne firme kaskoro aktiviteti si tamikjeriba e kapacitetenge taro: akreditirime finasiakere bukjarne jali banke kaske daja arka ko tamikjeriba olengere kapacitetenge, praktika, studisko vizite thaj javer, nafilansisko usluge- kate gndinela pe e dizidejbaskere manu{a

Zaem tip 2 - Kori sni ci na ovoj zaem mo` at da bidat mali pretprijatija so najmal ku 4 i najmnogu 20 vraboteni, koi se aktivni vo sektori te na proizvodstvo, uslugi i zemjodelstvo; registri rani kako trgovec poedinec ili trgovsko dru{ tvo so dominantna doma{ na privatna sopstvenost; i motot na pretprijati eto da ne nadmi nuva denarska protivvrednost na 250.000 evra, vkl u-uvaj}i zemji { te i zgradi; sopstveni ci te da pri donesuvaat so najmal ku 20% od i nvesti cijata. Ovoj zaem e namenat za investicii vo osnovni sredstva i raboten kapital. I znesuva od 15.000 do 75.000 evra. Peri od na vra}awe na zaemot e maksimum 5 godi ni, vkl u-uvaj}i grejs peri od do 1 godi na. Peri odot na f i nansi rawe i grejs peri odot mo` at da bidat i podolgi, vo zavinsnost od ciklusot na proizvodstvo. Kamatnata stapka ja odreduva i ndi vi dual no sekoja f i nansi ska i nsti tucija soglasno svojata del ovna poli ti ka.

Zaem tip 3 - Kori sni ci na ovoj vid zaem mo` at da bidat mikro pretprijatija i toa: mali bizni si so najmnogu 3 vraboteni; i ndi vi dual ni zemjodelci ili registri rani kako trgovec poedinec ili trgovsko dru{ tvo so dominantna doma{ na privatna sopstvenost; i motot na pretprijati eto da ne nadmi nuva denarska protivvrednost na 150.000 evra, vkl u-uvaj}i zemji { te i zgradi; sopstveni ci te da pri donesuvaat so najmal ku 20 od investicijata. Namenat e za investicii vo osnovni sredstva i raboten kapital. I znesuva do 15.000 evra. Peri od na vra}awe na zaemot e maksimum 4 godi ni, vkl u-uvaj}i grejs peri od do 12 mese ci. Periodot na finansirawe i grejs peri od mo` at da bi dat i podolgi vo zavinsnost od ciklusot na proizvodstvo. Kamatnata stapka ja odreduva i ndi vi dual no sekoja f i nansi ska i nsti tucija soglasno svojata del ovna poli ti ka.

Sledna programa e Programa za nef i nansi ski uslugi ~ija cel e jaknewe na kapacitetot na akterite vo sektorot na mikro i mali pretprijatija ~ii aktivnosti se gradewe na kapacitet na: akreditirani f i nansi ski posrednici ili banki te na koi i m nudime pomo{ za gradewe na ni vni ot kapacitet, obuki, studiski poseti i sl.: nef i nansi ski posrednici - tuka se misli na sovetodavatel i i konsultanti koi i m nudat poddr{ ka na

operating in the production, services and agriculture sectors; registered as vendor-individual or commercial company with dominant domestic private property; the enterprise's assets is not to be higher than 250.000 Euros (in Denar amount), including land and buildings; the owners to contribute with at least 20 % of the investment. This loan is designed for investment in basic facilities and operating capital. It is in amount of 15.000 - 75.000 Euros. The loan repayment term is maximum 5 years, including a grace period up to 1 year. The financing period and the grace period may be longer depending on the production process. The interest rate is determined individually by each financial institution according to its business policy.

Loan type 3 - Beneficiaries of this loan type may be micro enterprises such as: small businesses with at least 3 employees; individual agriculturist or registered as vendor-individuals or commercial company with dominant domestic private property; the enterprise's assets may not exceed the value of 150.000 (in Denar amount), including land and buildings; the owners have to contribute with at least 20 % of the investment. It is intended for investments in basic facilities and operating capital. It is in amount of up to 15.000 Euros. The loan repayment period is maximum 4 years, including 12 months grace period. The financing period and the grace period may be longer depending on the production cycle. The interest rate is determined by each financial institution according to its business policy.

The next program is the Program for non-financial services, which aims to strength the capacity of the participants in the micro and small enterprises sector, and its activities are capacity building of: accredited financial intermediaries or banks for which we provide assistance for capacity building, trainings, study visits etc.: non-financial intermediaries - these are actually advisories and consultants who offer support for the enterprisers and agricultural and entrepreneurship associations. This is an important target group which we insist to develop in Republic of Macedonia and herewith we supply technical equipment, information, training for the individuals who work at the associations, for

thaj konsultatntia so den teloikjeriba e pretpriemni-tvoske thaj khedina taro agrarno manu{a. Akaja si importantno resarinakiri grupa kote kera zori te bajrara an i RM thaj daja tehnikano aparatura, informacia, praktika, so si dendi e manu{enge so keren buti ko jkehina olengere kapacitetenge thaj agorutni gnd e kapacitetenge e pretpriem-engoro.

I Programa tari Platforma ko buvljaripa e TMF isi resarin te dopherel ko formiriba pa{ipa thaj buvljaripa e TMF. O aktiviteti del informacia thaj trampa butikjeriba thaj koordinacia, studia thaj problemia (odoja si studia ko garantirimo fondi taro maribaskere rizikia garancia taro riziko so ikljol taro nanipa kapitali thaj hipoteke). Kerela pe studia ko jekhutno avipa e finasisko usluge te kreirinen pe opcie tari alusarin. Numa na sa o resarinakere grupe nane len jekhutno avipa d`i o finasie. Sar egzempli odola si o agrariaso na{ti te dopheren pe o {artia so roden o banke jali o biznis so funkcionirinen ko naformalno ekonomia thaj nane len krediteskiri historia kote e finasiakere institucie na kamen te keren buti olencar. Odolea resarin akale studiengere si te dikhel e resarinakere grupe thaj o {ajsarina te nakhaven o problemia thaj majla-ho aviba d`i o usluge akale resarinakere grupencar.

Ko agor, i Programa ko telosektoroskoro buvljariba si khediba e phanle rigendar, institucie birad`akere organizacie, khedipa e dizutnengere, d`ene taro themakere organizacie so ikeren o interesia e grupakere kotar aven so den gndiba e intereseske taro telosektori. An o momenti siem aktivno ko duj telosektoria - jekh si domatia thaj paprike, thaj o javer phabaja. O aktivitetia d`ana majodorig, thaj kjera teloprogramakere thaj organizaciono teloikjeriba an o momenti thavden o aktivitetia e identifikaciaja ko neve telosketoria.

pretpriemnici te i zdru`enija na zemjodelci i pretpriemnici. Ova e va`na cela grupa koja nas-tojuvame da ja razvime vo RM i tuka i spora-uvame tehniko opremuvawe, informacii, obuka koja e nameneta za lu{eto koi rabotat vo zdru`enijata, za jaknewe na ni vni ot kapaciteti i za kraj jaknewe na kapacitetot na pretpriemnici.

Programata Platforma za razvoj na MSP ima za cel da pri donese kon formirawe soodvetna okolina za razvoj na MSP. Aktivnostite se da dava informacii i razmena, sorabotka i koordinacija, studii na problemi (toa be{e studija za garanten fond od voeni rizici i garancii od rizik koj proizleguva od nedostig na kapital, odnosno hipoteki). Isto taka sproveduvame studija za ednakov pristap do finansijski uslugi i da se kreiraat opcii za izbor. No ne si te celni grupi i maat ednakov pristap do finansijski uslugi. Na primer, toa se zemjodelcite koi ne mo`at da go ispolnat uslovi te {to gi baraat bankite ili pak biznisi koi funkcioniraat vo neformalna ekonomija i koi nemaat kreditna istorija, a so koi finansijskite institucii ne sakaat da sorabotuvaa. Zna~i, celta na ova studija e da gi ispi ta celni te grupi i mo`nosti te za nadmi nuvawe na problemite i podobar pristap do ovi e usluge do celni grupi.

I za kraj, Programa za potsektorski razvoj zna~i zdru`uvawe na vkl u~eni strani, institucii, nevladinski organizacii, zdru`enije na gra|ani, pretstavnici na dr`avni organi koi gi zastapuvaa interesi te na grupata od koja doaat i koi razmisluvaat za interesi te na potsektorot. Vo momentov sme aktivni vo dva potsektori - edni ot e domati i pi perki, a drugi ot e jabolka. Aktivnostite te-at tamu. Zna~i, sproveduvame programska i organizacijska poddr{ka i vo momentov te-at aktivnosti za identifikacija za novi potsektori.

their capacity strengthening and at the end strengthening the enterprisers' capacity.

The Program Platform for MME development aims to contribute for shaping an adequate environment for MME development. The activities include providing information and exchange, cooperation and coordination problem studies (it was study for guarantee fund of war risks and guarantees of risk resulted from capital deficiency, namely mortgages). Further we conducted study for equal approach to financial services and creating selection options. But not all target groups have equal approach to financial services. For example, the agriculturists who are not able to meet the criteria requested by the banks or businesses operating in informal economy and which don't have credit past, and with which the financial institutions are not willing to cooperate. So, the study's goal is to research the target groups and the possibilities for transcending the problems and better approach to these services by the target groups.

And at the end, the Program for sub-sector development means associating of included parties, institutions, NGOs, civil associations, representatives from the state bodies who represent the interests of the group they come from and who reflect the sub-sector's interests. At the present time we are active in two sub-sectors - one is tomatoes and peppers, and the other one is apples. The activities run there. So, we conduct program and organizational support and at the present time activities for identification of new sub-sectors are on.



### **Amedov Ibrahim diplomirimo agroekonomisti**



Amedov Ibrahim

E agrareskere, indisutriakere thaj uslugakere butikjeriba zaruri si te kjeren pe jekh a jekh te buvljon. E agrareskoro sektori si {erutni haing ko love e pobare dizutnipaske an i RM sar them an i tranzicia.

I marginalizacia e dizutnenge si globalnikano procesi ko ekonomikano buvljaripazarurisi te na{en pe odothar. O agrari zaruri si te legarel pe ko bajrariba ko inklariba e hajbaske, majla~ho avipa d`i o hajbe e ~orolenge bajrariba e potencialeske an o agrari thaj keriba love.

I romani khedin arkaja tari Rad`a thaj e ma{kard`ianeskiri khedin zaruri si te kerel promocija e buvljaribaske e tikne thaj ma{kartne agrarno industrie thaj kooperacie teden anglunipa e inklaribaske, transporti, distribucia thaj bikiniba e hajbaske thaj javer agrarno prodiktia. Ko lokalno thaj republikakoro nivo zaruri si te ovel baro barabarbutikjeriba e potencialeske taro Roma ko kjeriba love kote ka lokharel pe olakoro aviba d`i i kontrola e produktivnikane resursenge: phuv, krediti, kapitali, ploitno resursi, buvlji programa thaj kooperativno strukture. Uzal odova specialno teloikjeriba e zaruri si te del pe e promocijake taro buvljaripa e ekonomikane ikeribaskiri industria, thaj i sama zaruri si te iranel pe ko ruralno thana ko programe tari industrializacia e marginalizirime sektoreng ko thana so zojzaren i rolja tari romani khedin ko industriakoro buvljaripa.

O uslu`no sektori si baripaja e ekonomijake tari R.M odolea akale khedinake. O konsekvence si phanlipaja te bajzaren pe o efekti prekal dejbe teloikjeriba e manu{ikane resurseske thaj arakhiba investicie. Te lel pe majodorigani akcia te lokharel pe i participacia akale khedinake an o sasto buvlipa e tehe-

### **Amedov Ibrahim diplomirimo agroekonomisti**

Zemjodelski te, industrijski te i uslu`ni te dejnosti treba uramnote`eno da se razvi vaat. Zemjodelski ot sektor ostanuva glaven izvor na prihodi za pogol emi ot del od nasel eni eto vo R. Makedonija kako zemja vo tranzicija. Marginalizacijata na nasel eni eto od globalni ot proces na ekonomski ot razvoj treba da se izbegnuva. Agrarni ot sektor treba osobeno da se naso~i kon zgol emuvawe na proi zvodstvoto na hrana, podobruvawe na pri stapot do hrana na si roma{ ni te lu|e i zgol emuvawe na potencijal ot na zemjodel stvoto za sozdavawe pri hodi.

Romskata zaedni ca, so pomo{ na vl adi nata i me|unarodnata zaedni ca, treba da go promovira razvojt na mali i sredni zemjodelski i industrijski kooperativi i da go odobruvaat proi zvodstvoto, transportot, distribucijata i prodabata na hrana i drugi zemjodelski produkti. Na lokalno i republi~ko ni vo treba da se sorabotuva za zgol emuvawe na potencijal ot na romskata zaedni ca za sozdavawe pri hod preku ol esnuvawe na nejzini ot pristap do kontrola nad produktivni te resursi: zemji { te, kredit, kapital, sopstveni ~ki resursi, razvojni programi i kooperativni strukturi. Pokraj toa, specijalna poddr{ ka treba da im se dade na promocijata i razvojt na ekonomski odl o`li vata i industrija, a vni mani eto treba da se naso~i kon ruralni te sredni, kon programi te za i ndustralizacija na marginalizirani te sektori i sredni i kon zajaknuvawe na ulogata na romskata zaedni ca vo i ndustrijski ot razvoj.

Uslu`ni ot sektor e od raste~ka va`nost za ekonomijata na R. Makedonija, a so toa i na ovaa zaedni ca. Merki te treba da vkl u~at zgol emuvawe na ef i kasnost preku pottiknuvawe na razvojt na ~ove~ki te resursi i preku obezbeduvawe soodvetni i nvesticijoni vlo`uvawa. Treba da se prezeme natamo{ na akcija za ol esnuvawe na participacijata na ovaa zaedni ca vo vkupni ot razvoj na Republikata. Pravedni ot socialen razvoj e neophoden i va`en faktor za iskorenuvawe na si roma{ ti jata. Cel na razvojt e da se podobri

### **Amedov Ibrahim bachelor in economy**

The agricultural, industrial and serviceable operations are to be developed in balance. The agriculture sector remains main income resource for the major part of the population in Republic of Macedonia as a state in transition. The marginalization of the population of the global economic development process should be avoided. The agriculture is to be directed to increasing the food production, improving the approach to food for the poor people and improving the agriculture potential for making incomes.

The Roma community assisted by the Governmental and international community is to promote the development of micro and medium agriculture industries and cooperatives and to approve the production, transport, distribution and the sale of food and other agricultural products. At municipality and republic level cooperation is necessary for improving the Roma community potential for making incomes thru remission of its approach to control over the production resources: land, credit, capital, owner resources, development programs and cooperative structures. Beside that, a special support is to be given to the promotion and development of the economically prorgued industry, and the attention is to be narrowed to the rural areas, to the industrialization programs of the marginalized sectors and areas and to strengthening the Roma community role in the industrial development.

The serviceable sector is of high importance for the Republic of Macedonia economy, and for this community as well. The steps are to include increasing of the efficiency thru encouraging of the human resources development and thru assuring of appropriate investments. Further operations are to be undertaken for remission of this community's participation at the general development of the Republic. The proper social development is necessary and important factor for eradicating the poverty. The main goal is to improve and increase the peoples' situation and the quality of life.



make. O ~a~utno socialno buvljaripa si zaruri faktori ko ~hudiba e ~orolipaske. [erutni resarin si te la-haren pe e manu{ikane la~he haleske thaj o klamiteti e d`ivdipaske savorenge.

O socialnikano buvljaripa si majla~ho kana savore aktivno keren promocia o zojrariba thaj participacia an i plursarno sistemi, so drabarel sa e manu{eskere niamia. O buvljaripa e romane khedinake zaruri si sar prioriteti ko sa o relevantno so len thann an i them. O sasto ekonomikano progresi ka ovel imoportantno e ekonomikane thaj socialnikane buvljaribaskee khedinake. Asavke vazdibaja so si zaruri te ovel buvleste fundirimo olestar ka ovel la~hipa sa e manu{en an i khedin, ak ovel len {asjarin te la~haren plo d`ivdipaskoro standardi prekal eliminacia e ~orolipaske, bokhalipaske, nasvalipa, naedukacia, arakhibe adekvatno kher thaj bukjarnipa savorenge. O klidi ko bajariba e inklaribaske e hajbaske pa{ljol ko ikjerdo buvljaribae ekonomikane buvljaribaske te la~Haren pe o kurkeskere {ajsarina e problemencar so rodel la~haripae agrareskere produktiveteske thaj finansisko inicijativa e dejbe investicie ko agrari thaj buvljariba o pretpriemni{tvo an o akava sektori. O REF aktivno ka kerel o Roma so gndinen pe egzitenciaike te kjeran ko akava sektori te len phuv, thaj pohari te oven modernikane farmeria. Te na resle d`i odova ka {aj te den hajbaske pe familijajali te ~hiven an i buti ko disave agrareskere sektoria te resen d`i ki phuv sar socialnikane ~ipote. Hor pakjavakote akaja akcia ka avel ko haljoviba e romane populaciake soske javer {ajsarin te arakhen buti thaj bajarariba ko love e romane familienge nane. Tasvidia siem kote o hali an o kinobikiniba kote o Roma masovno keren buti ko sig vakti ka legalizirinel pe , thaj akava sektori si ko periba taro prometi thaj o love. O ikljojbe akale halestar si ko javer inklaribaskere, uslugakere, kooperativnikane thaj zanateskere butikjeribaja.

~ove~kata sostojba i kvalitetot na `ivotot na si te ni v.

Socijalni ot razvoj najdobro se postavuva koga site zaedno i aktivno go promoviraat zajaknuvaweto i parti ci pacijata vo pluralisti ~ki ot sistem, koj gi ot~ituva site ~ove~ki prava. Razvojot na romskata zaedni ca treba da bi de pri ori tet na si te relevantni u~esni ci vo republ i ka ta. Postojani ot ekonomski podem }e bi de va` en za ekonomski ot i socijalni ot razvoj na zaedni cata. So vakov podem, koj }e treba da bi de { i roko zasnovan za od nego da i maat kori st si te lu|e vo zaedni cata, }e se dobie mo`nost za podobruvawe na `ivotni ot standard preku i skorenuvawe na si roma{tijata, gladot, bolesti te, nepismenosta, obezbeduvawe na adekvatno domuvawe i sigurno vrabotuvawe za si te. Klu~ot za zgolemuvawe na proizvodstvoto na hrana le`i vo odr`livot razvoj na ekonomski ot sektori vo podobruvaweto na pazarni te mo`nosti. Razre{uvaweto na problemit e bara podobruvawe na zemjodel skata produktivnost, no isto taka i finansi ski ini cijati vi za pottiknuvawe na investici i te vo zemjodel stvoto i razvojot na pretpri ema{ tvoto vo ova granka. Romski ot ekonomski f orum aktivno }e se zal aga i Romi te, koi mi sl at svojata egzistenci ja da ja ostvarat vo ova granka, da dobi jat zemji { te i pol eka no si gurno da stanat sovremeni f armeri. Ako ne mo`at da go posti gnat toa, barem }e mo`at da gi prehranat svoi te semejstva ili da se vrabotat vo neкои od zemjodelski te stopanstva preku steknuvawe pravo na zemji { te kako socijalni slu~e vi. Dl aboko sum ubeden deka ova akci ja }e nai de na razbi rawe i kaj romskata popul aci jata, bi dej}i drugi {ansi za vrabotuvawe i zgolemuvawe na pri hodi te vo romski te semejstva ne postojat. Svedoci sme na sostojbi te vo trgovi jata so koja Romi te masovno se zani mavaat deka }e treba vo najskoro vreme da se legalizira, a i samata dejnost e vo stepen na opa|awe na prometot i pri hodi te vo i stata. I zlezot od ova sostojba treba da se naso~i kon drugi proi zvodni , usl u`ni , kooperati vni i zanaet~i ski usl ugi .

The social development is established the best if everybody together actively promotes the strengthening and the participation in the pluralist system, which reflects all human rights. The Roma community development is to be priority of all relevant participants within the Republic. The constant economic development will be important for the economic and the social development of the community. With such development, which is to be widely based thus all people in the community will benefit out of it, a possibility will be opened for living standard improvement thru eradicating the poverty, hunger, sicknesses, illiteracy, ensuring of an adequate housing and employment for everybody. The key for increasing of the food production lies in the maintained development of the economic sector and in improvement of the market possibilities. The resolving of the problems requests improvement of the agricultural production, but financial initiatives for encouraging of the investments in the agriculture and the entrepreneurship development in this branch as well. The Roma Economic Forum will make efforts so that the Roma who plan to make an existence in this branch to get land too, thus they will be able as the time past to become farmers. If they are not able to achieve that, they will be at least able to provide food for their families or to get employed in some of the agricultural economies thru gaining the right on lend as social cases. I am deeply assured that this action will be accepted by the Roma population as well, as there are no other employment possibilities and possibilities increasing of the incomes within the Roma families. We are witnesses of the situations in the trading which the Roma are massively occupied with and that is will have to be legalized at the nearest time, and the trading itself is on a level when there is a reducing of the market and the incomes. The way out from such situation is to be narrowed to other production, serviceable, cooperative and handicraft services.



***Pini Ramadan  
direktori an o kinibikinibaskiri firma  
"Babuç"***

Ko {uru kamav te seljaminkerav tumen thaj kamav tumenge sukcesivno butikjeriba.

I roganizacia taro akava REF saste sikavel havljarin d`i savorende kote o Roma an i RM sis len zaruripa taro trampa ko informacie thaj {ajsarina e ekonomikane thaj socialnikani integracia an o saoitnipa. Me sium direktori ki tikni firma an o Gostivar kote kerel buti e kova~Ko bravarsko zanatea. Oj si fundirimi 1981 ber{ thaj kerel buti inklaribaja taro agrarno alatia thaj taro 1991 ber{ d`aja ki tamikjeribaskiri baravria. Taro 8 bukjarne ko 1981 avdive isi amen salde 4 bukjarne thaj tikjnardo sium an o iklariba ba{o 50%. Karana akale peribaske si akava: An o 1981 ber{ o artiklirimo {aj sine te plasirina ole salde an o Kosovo, Dak{inali Srbia thaj RM thaj avdive salde an i Makedonia. D`i akana mli firma istemalkjergja salde jekh kerditi thaj odova te lav aparatura, numa na sine la {ajsarin te lav krediti so ka istemalkjerav love.

An o 2001 ber{ o artikliriba tikjnargja pe sebepi i kriza numa avdive pohari ikljol tari nula numa palem isi man problemia.

Kana an i RM isi bari digra ko pharviba tari kinobikiniba e jaband`ilukoja, kote phanle si trujal 90% taro bruttonacionalno prihodi thaj kerel pe athinali tari avrutni buvljaribaskiri faktori, i them si ~hivdi ko ekonomikane {okiakote but fare sikaven pe an i agorutni dekada. Akala {okia majbut khuvlje e minjoriteten kote uzal sa isi ekonomikane problemia ko nakhlo periodi. O tranziciono trampe rezultirina bajraribaja taro ~orolipa majbut ko tikne khedina, odothe ko Roma.

Avdive o tikne firme arakhena pe problemencar taro nasiguritetno inklaribathaj but fare trampa an o kanonia. O banke ple krediteskere politikajana keren majpakjavutne te den arka thaj majhari den arka e Romen. O kreditia nane avutne e Romengesoske isi olen kritewriumi kote panda an o starti iranen e Romen. An i praktika isi stereotipia

***Pini Ramadan  
di rekt or na t rgovsko pret prijat ie  
"Babuç "***

Na po~etokot dozvol ete mi da ve pozdravam i da vi posakam uspe{ na rabota.

Organi zi raweto na ovoj Romski ekonomski f orum jasno upatuvava poraka do si te deka na Romi te vo R.Makedonija i me potrebna razmena na inf ormacii i mo`nosti za nivna ekonomska i socialna integracija vo op{ testvoto. Jas sum di rektor na mal o pretprijat ie vo Gostivar, koe se zani mava so kova~ko bravarska dejnost. I stoto e osnovano od 1981 godi na i raboti na proi zvodstvo na zemjodelski kovani alatki, a od 1991 godi na se preori entira kon proi zvodstvo na grade`na bravarija. Od 8 vraboteni vo 1981 godi na denes ima samo 4, a e smaleno i proi zvodstvoto za 50%. Pri ~ini te za vakvi ot pad le`at vo slednovo: Vo 1981 godi na proi zvodstvoto mo`ev da go plasi ram vo Kosovo, Ju`na Srbija i RM, a denes samo vo Makedonija. Dosega moeto pretprijat ie kori ste{ e samo eden kredit i toa za nabavka na oprema, no nema{ e mo`nost da kori sti kredit za obrtni materijali.

Vo 2001 godi na proi zvodstvoto se namali poradi krizata, no denes pol eka se odl epuva od nul ata, no povtorno se u{ te i ma probl emi.

Koga vo RM i ma rel ati vno vi sok stepen na otvorenost vo trgovijata so stranstvo, koja e vkl u~ena so okolu 90% od bruttonacionalni ot proizvod i koja ja pravi mnogu zavisna od nadvore{ nite razvojni faktori, dr`avata e izlo`ena na ekonomski {okovi, koi ~esto se pojavuvaat vo poslednata dekada. Ovi e {okovi najmnogugi pogodija mal cinski te zaednici, koi i onaka imaa niza ekonomski probl emi vo prethodni ot period. Tranzicioni te promeni rezultiraa so zgolemuvaawe na siroma{ tijata najmnogu kaj mal i te zaednici, osobeno kaj Romi te.

Denes mal i te pretprijatija se soo~uvaat so probl em na nesi gurno proi zvodstvo, poradi ~esto to menuvawe na zakonski te regul ati vi. Banki te so svoi te kreditni poli ti ki ne del uvaat najsoodvetno za da pomognat, a najmal ku pomagaat na Romi te.

***Pini Ramadan  
manager of the trading enterprise  
"Babus"***

At the very beginning, my best regards to you all and I wish you successful work.

The organization of this Roma Economic Forum clearly sends a message to everybody that the Roma in Republic of Macedonia need exchange of information and possibilities for their economic and social integration in the society. I am manager of small enterprise in Gostivar, which deals blacksmith-locksmith activities. It was established back in 1981 and it produces agricultural malleable tools, and starting from 1991 it started working with production of locksmith for construction. Out of 8 employees back in 1981, we have only 4 today and the production is reduced for 50%. The reasons for this drop are as follows: Back in 1981 I was able to sell the production in Kosovo, Southern Serbia and Republic of Macedonia, and today only in Macedonia. So far, my enterprise used only one credit for purchase of equipment, but it hasn't got a possibility to use a credit for operational materials.

Back in 2001 the production was reduced due to the crisis; today my enterprise starts to operate better, but it still has problems.

In a time when Republic of Macedonia has more or less high degree of openness in the trading with the foreign countries, which is included with approximately 90% of the gross-national product and which makes it quite dependable on the external development factors, the state is liable to economical shocks, which are very often during the last decade. These shocks made the biggest impact on the minority communities, which anyway were having many economical problems during the previous period. The transitional problems resulted with increasing of the poverty mostly among the minority communities, especially among the Roma.

Today the small enterprises are faced with the problem of uncertain production, because of the often changes of the legislation. The banks with their credit

mujal o Roma thaj odolkea na{ti istemalkeren kreditia. O danokoskiri politika na finkcionirinelpa agjaar kerela pe nalojalno konkurencia. Avdive arakhajamen an i bari ekonomikani krizathaj o firme si ko but bila-ho hali soske na{ti te keren plasmani ple artiklongesoske nane ekonomsko zoralipa ko manu{a.Na pakjava an i konstatacia taro rodipa kote 50% taro Roma nane zainteresirime e kreditenge.Esapi nav kote o Roma zaruri si taro krediti te ikljon taro bila-ho halite buvljarel pe o butikeriba taro tikne thaj ma{karutne biznisia. I them na lel nisave konsekvence te del arka e Romen thaj avdive si ki pozicia ko sar te arakhel peske korkoro.

Odoleske i them zaruri si ko ple tradicionalno thaj kulturno aktiviteti te kerel o kanonia te afirmirinen e tiknen thaj ma{karutnen firmen, ekstra ko Roma olengere momentalno marginalizaciaja. I them prekal o Ministeriumi ekonomiake zaruri si te stimulinel o kooperativno vjavahari ma{kar o tikne thaj ma{karutne firme e Romengere javere firmencar tari RM thaj avrial olatar. I them zaruri si te kerel napi te khuvel o avrutno kapitali kote akcenti ka del pe e romane tikne thaj ma{karutne firmenge, resarinajate del pe arka te ikljol pe taro socio-ekonomikani kriza e Romengiri. O banke thaj finasisko institucie ko butikjeriba e romane d`enecar zaruri si te hazkren strategija ko buvljaripa e bizniseske ko Roma, thaj anglal te dikhen ko olengere tradicionalno kulturno, ekonomikano thaj socialno {ajdipa. E romenge zaruri si arka javerendar te {aj te arakhen pe ki jekha jekh satrtno pozicia {ajsarinaja barabutno d`ivdipa an o sasoinnipa. Te pakja kote akala lafia taro Forumi ka keren presia upral savore te gndinen kote e Romenge zaruri si te del pe arka odova te keren. [ukrikerav.

Krediti ne se dostapni za Romi te poradi toa { to imaat izgradeno kriteriumi koi od start gi odbivaat Romi te. Vo praktika postojat stereotipi i predrasudi kon Romi te, a so toa i nemo`nosta da se koristat krediti. Dano`nata politika ne funkcionira, pa taka se sozdava nel o jal na konkurencija. Denes se soo`uvame so gol ema ekonomska kriza i preprijatijata se vo mnogu nezavidna polo`ba poradi nemo`nosta da se plasi raat proi zvodi, poradi nemawena ekonomska mo`na lu|eto. Ne se soglasuvam so konstatacijata od istra`uvaweto deka 50% od Romi te ne se zainteresirani za krediti. Smetam deka na Romi te im se neophodni krediti za izlez od ovaa si tuacija, za razvoj na malite i sredni biznisi. Dr`avata ne prezede nekoj posebni merki za da pomogne na Romi te i denes se ostaveni na pozicija koj kako }e se snajde.

Zatoa, dr`avata treba aktivno i vo soglasnost so tradicionalnite i kulturni potrebi da ovozmoe i preku zakoni mo`nost za afirmirawena malite i sredni preprijatija, osobeno kaj Romi te poradi ni vnata momentalna marginaliziranost. Dr`avata preku Mini sterstvoto za ekonomija treba da stimuilira kooperativni odnosi na malite i sredni preprijatija na Romi te so preprijatija na drugi te vo RM i nadvor od nea. Dr`avata treba da se zalaga za vl ez na stranski investicii kade { to poseben akcent }e imaat romskite mali i sredni preprijatija, so cel da se pomogne i z eguvaweto od marginalnata socialna i ekonomska kriza na Romi te. Banki te i finansiski te institucii vo sorabotka so romski predstavnici treba da podgotvat strategii za razvoj na biznis sektorot kaj Romi te, a pri toa da gi zemat predvid ni vni te tradicionalni kulturni, ekonomski i socialni mo`nosti. Na Romi te im treba pomo{ od drugi te za da se najdat na ista startna pozicija vo mo`nosta za zaedni`~ko`iveewe vo op{ testvoto. Da se nadevame deka porakite od ovo Forum }e gi nateraat si te da razmislat deka na Romi te treba da im se pomogne i toa }e go napravat. Bl agodaram.

policies do not function quite appropriately to assist, and the assistance is the lowest for the Roma. The credit lines are not available for the Roma as the created criteria refuses the Roma at the start. In the practice there are stereotypes and prejudices against the Roma, and that results with the impossibility for using the credits. The tax policy doesn't function, so a disloyal competition is created. Today we are faced with big economical crisis and the enterprises are in an unenviable situation because of the impossibility to sell the products and the lack of economic power of the people. I don't agree with the research statement that 50 % of the Roma are not interested in obtaining credit. I think that the Roma do need credits for transcending this situation, for micro and medium enterprises development. The state didn't undertake any special steps for assisting the Roma and today they are left in a position to manage their way out anyway they can think of.

So, the state should actively and according to the traditional and cultural needs enable thru legislation a possibility for affirmation of the micro and medium enterprises, this especially among the Roma taking in account their marginalization. The state thru the Ministry for Economy should stimulate cooperative relations of the Roma micro and the medium enterprises with other's enterprises in Republic of Macedonia and out of its borders. The state is to make efforts for entrance of foreign investments, where a special accent will have the Roma micro and medium enterprises, aiming to assist the transcending the marginal social and economical crisis of the Roma. The banks and the financial institutions in cooperation with Roma representatives should develop strategies for business sector development among the Roma, and while that to take under consideration their traditional, cultural, economic and social possibilities.

Roma need assistance from others, thus they can be at the same starting position in the possibility for joint living in the society. Let's hope that this Forum's messages will make everybody to think about the fact that the Roma need to be assisted and that they will do that. Thank you.



### *Ruzdi Ibrahimov diplomirimo niamari*



Ruzdi Ibrahimov

Me ka kerav lafi baço o Kanoni kinobikinibaske so si havljardo an o 22 marti 2004 berç. Akaja si jekh taro avgo javno implementacie taro akava kanoni so angja le o Parlamenti tari RM. Salde ka liparav o fundavno bukja, thaj odova kote o kanonidendo, kana angja akava kanoni, an i fundakerela pe ko fundavno darhia taro Ustavi e tromalipaske atro kurko thaj pretpriemniçtvo. Ko pervazia tari akaja nukta thaj ko pervazia taro aniba e Lumiakere kinobikinibaskoro phalo lafi thaj o phanolafi baço stabiliteti e EU-eao kanunodenutno kerel saste te anel an o ni-e o nukte thaj sa okola so çaj et oven bukjaso si dende sar direktiva e rigatar taro akala duj institucie. Ka a-hovav salde an o nevipe taro akala kanonia. D`anela pe kaj o kinobikiniba çaj te keren sa o subjektia aso o çartia so sine d`i akana dende.

Numa sar nevipe an o akava kanoni si regulativa disave bukjenje kote ko disavo ~hani si sar nalegalno ekonomia. Odoleske o kanoni regulirinel o bikiba anglal o dukjania so na sine d`i akana regulirimo. Akana vakerele kote çaj te bikinel anglal o dukjania çartencar e Niamea taro tehnikane minimalno çartia. Diferenciaja taro angleder so sine o kanoni, kote çaj sine salde disave artiklia te bikinen pe ko kurke, akanutne kanonea sisi javer çaj sarin, thaj odova i Rad`a tari RM te hramosarel an o kurke jali ko disave kotora taro hariale kurke te bikinel pe trujal o zarzavatia thaj javer artikloja Havela pe kote o bikiba thaj o javer ka oven kerde minimalno tehnikane çartencar.

Dujto nevipa si so ko disavo ~hani na sine hu-

### *Ruzdi Ibrahimov diplomiran pravnik*

Jas }e zboruvam za Zakonot za trgovija, koj e objaven na 22 mart 2004. Zna-i, ova e edna od prvi te javni implementacii na ovoj zakon ç to go donese Sobranieto na RM. Samo }e gi spomenam osnovni te raboti, a toa e deka zakonodavecot, pri donesuvaweto na ovoj zakon, vo osnova se pri dr`uva na osnovni te na-el a na Ustavot za sl`obodata na pazarot i pretpriemniçtvoto. Vo ramki te na ova na-el o i vo ramki te na sproeduvaweto na Svetskata trgovska spogodba kako i Spogodbata za stabi lizacija so EU, zakonodavecot nastojuva vo celost da gi sprovede odredbite i site pretpostavki ç to se dadeni vo vid na direktivi od strana na ovie dve institucii. Bi se zadr`al samo na novi ni te na zakonot. Se znae deka trgovija mo`e da vrçat site subjekti spored uslovi te ç to dosega bea predvi deni.

No, kako novi na vo ovoj zakon pretstavuva regulirawe na odredeni raboti koi na odreden na~in pretstavuvaa si va ekonomija. Zatoa zakonodavecot ja regulira prodabata pred prodavnici te, ç to dosega toa ne beçe slu~aj. Segave }e opredeluva deka mo`e da se vrçi prodaba pred prodavnici te pod uslovi opredeleni vo Pravilni kot za minimalni tehni~ki uslovi. Za razlika od prethodni ot zakon, kade ç to bea opredeleni proi zvodite ç to mo`ea da se prodavaat na zelente pazari, vo segaç ni ot zakon se dava edna druga mo`nost, a toa e mo`nosta Vl`adata na RM da raspiçe na pazari te, odnosno na oddelni delovi na pazari te, da se prodava, pokraj zemjodelski te proi zvodite, i druga stoka. Se razbira i prodabata i uslovi te za vrçewe na prodaba }e bi dat opredeleni so pravilni kot za minimalni tehni~ki uslovi.

Vtora novi na, ç to dosega na odreden na~in ne beçe regulirana, e deka nafenite derivati mo`e da se prodavaat na benzi skite stanci. Istovremeno, vo ovoj zakon se regulira prodabata na zemjodelski al atki ç to ne beçe zabraneto, no na pazari te, i prodaba na sto~na hrana, ki osci, avtomati i podvi`ni uli~ni prodava~i.

### *Ruzdi Ibrahimov bachelor in law*

I will talk about the Trading law, which was announced on 22 March 2004. So, this is one of the first public implementations of this law which was adopted by the Parliament of Republic of Macedonia. I will mention the basics, and that is that the lawmaker, when adopting this law, basically complies with the fundamental Constitutional principles about the market freedom and the entrepreneurship. Within this principle and within the frames for conducting the World trading agreement as well as the Agreement for stabilization with EU, the lawmaker tries to conduct completely the articles and all postulates given by these two institutions. I will detain on the news in the law. It is known that trading can be run by all subjects according to the clauses predicted so far.

But, what is new in this law is that some of the operations are regulated, which in a way represented gray economy. Therefore, the lawmaker regulates the sell in front of the shops, which was not the case till now. Now it is regulated that sell in front of the shops can be conducted under the clauses regulated in the Rules for minimal technical conditions. Different from the previous law where the products which can be sell at the open markets were determined, at the new law different possibility is given - at some parts of the open markets to sell other kind of wares beside the agricultural goods. Certainly, the sell and the clauses for selling will be determined with the Rules for minimal technical conditions.

Another new thing, so far an unregulated issue, is that the oil derivatives can be sold at the gas stations. At the same time the sell of the agricultural tools is regulated, sell of provender, kiosks, slot-machines and street vendors. For a first time possibility for regulation of the sell we witness at the streets - the sell of different alimentary products, textile products; and the law regulates the way and the certain facilities for such sell and the kind of the facilities. The public auction is implied with

lavde d`i akana, kote o gaseskere derivatia {aj te biki-  
nen pe an o tank stasionia. Ko jekh vakti akale  
kanonea regulirinel pe bikiba agrarno alatia, so  
nasine ~hinavdo, numa ko kurke, bikiba d`anvarien-  
goro hajbe, kioskia, avtomatia thaj phiravde  
d`adakere bikinutne. Avgo fare del pe {ajsarin te  
regulirinel pe o bikiba so dikhaja le an o d`ade taro  
turlie hajbaskere artikloja, tekstili kote rodel pe te  
kerel pe ko disavo ~hani thaj save te oven odola  
artikloja. Ko kanoni diferencijaja d`i akana, isi sate  
aukcijakoro bikiniba. Intersno nevipa akale kanones-  
ke si sar so vakergja i r. Cvetanova kote avdive o buti-  
keriba si salde te pherel pe aplikacia, te havljaren  
kote pheren o majminimalno tehnikane {artia thaj  
ba{ o 15 divesa te {urukeren bukijaja. Odolea reg-  
istririnen pe ko themakoro kurkeskoro inspektorati  
thaj ko u-ipa taro Konsili e dizjake Skopje.

Nevipa si odova so dendo kanuneskoro del  
{ajsarin te kerel pe buti 24 aria ko kinobikibanuma  
telal i sama okova so kerel buti te regulirinel panda  
jekhe bukijarneso ka kerel oleste buti. Odolea o kino-  
bikinutnop zaruri si te regulirinel o bukijarno vjaha-  
hari panda jekheskoro ko themakere institucije.

Ko kotor taro avrutno kinobikiba ka liparav  
kote zaruri si te kerel pe buti aso o kanonia, ma{kar-  
d`ianeskoro butikjeriba thaj phanlelafia e RM so  
kergja ratifikacia. Numa akate si importantno te  
akcentirinel pe kote ko impoorti e artiklonge zaruri  
si te pherel o harmosarde {artia, odova si o kvaliteti,  
ko vjavahari tari tehnikano d`anlipa odole artik-  
longe, deklaracia, thaj lil sar istemalkjerela pe odova  
artikloan i makedonikani ~hib jali disavi ~hib so ka  
havel pe thaj te ovel hramosardi an i orginal  
ambala`a. Ko kotor tari avrutni kinobikinibaskoro  
butikjeribaisi kinobikibia sertifikateanuma odova si  
ko ekstra ~ipoteso si dende an o kanonia thaj isi olen  
resarinte anen arakhiba e d`ivdipaskere thaneskeim-  
porti taro artiklija tari veterinarno ofisi, arakhiba  
taro historikane thaj arteskere kotora thaj javer. O  
kanoni anglovaktavinel arakhibaskere konsekvence  
so sis len resarin te arakhel o kherutno artiklija thaj i  
kherutni industria. Telo dikhija kote isi seriozno  
peravipako asavke halia zojrajkjerela pe, ko odola  
halia isi ekstra komisija ki Rad`a tari RM kote {aj te

Za prvpat se dava mo`nost regulirawe na  
proda` bata { to denes ja gl edame na na{ i te ul i ci,  
a toa e proda` ba na razni prehranbeni proizvodi,  
tekstilni proizvodi pri { to se bara da taa se  
vr{ i na opredel en na~i n i so opredel eni sredstva  
i kakvi da bi dat ti e sredstva. Vo zakonot, za raz-  
li ka od dosega, sega se smestuva i javnata aukci ska  
proda` ba. I nteresna novi na vo ovoj zakon, kako  
{ to spomena g. Cvetanova, e deka deneska za  
vr{ eweto na dejnosta e dovol no da popol ni te  
obrazec, da prijavi te deka gi i spol nuvate mi ni  
mal ni te tehni ~ki usl ovi i za 15 dena da otpo~nete  
so vr{ eweto na dejnosta. Zna~i, se pri javuvate do  
nadle` ni ot dr`aven pazari { en i nspektorat i do  
nadle` ni ot organ do Sovetot na grad Skopje.

Novina e i toa { to zakonodavecot dava  
mo`nost da se raboti 24 ~asa vo obl asta na trgovi-  
ija, no pod usl ov vr{ i tel ot na trgovija zadol` i-  
tel no da vraboti li ca koi } e rabotat vo negovi ot  
trgovski objekt. Zna~i, vr{ itel ot na trgovska  
dejnosta mora da go prijavi li ceto do nadle` ni te  
i nsti tucii i da ima svoj vraboten ~ovek.

Vo delot na nadvore{ nata trgovija } e  
spomenan deka taa treba da se vr{ i soglasno  
zakonski te propisi, me|unarodni te spogodbi i  
dogovori te { to RM gi ratif ikuva. No ovde e  
bitno da se naglasi deka pri uvozot na stoki te  
treba da se i spol nuvaat propi { ani te usl ovi, a toa  
e kval i tetot, vo odnos na tehni ~kata soobraznost  
na ti e proi zvodi, dekl araci jata, odnosno upatstvo  
za upotreba na makedonski jazi k ili na nekoj od  
razbi rli vi te jazi ci i da bi de napi { ana na ori gi-  
nalnata ambala`a. Vo delot na nadvore{ nata  
trgovija predvideni se i vr{ ewe na trgovija po  
pat na dozvol i, a toa e samo vo oddel ni sl u~ai, koi  
se navedeni vo zakonot, a imaat za cel da pri done-  
sat za za{ ti ta na `i votnata sredi na, uvozot na  
stoki za veteri narna sl u` ba, za{ ti ta na i stori s-  
ki te i umetni ~ki te del a i sl. Zakonot predvi duva  
i za{ ti tni merki koi i maat za cel da go za{ ti tat  
doma{ noto proi zvodstvo i doma{ nata i ndustri ja.  
Pod pretpostavka da se utvr di deka postoi seri oz-  
na { teta ili nanesuvawe na { teti, vo takvite  
si tuaci i toa utvr duvawe go vr{ i posebna komi si-  
ja pri Vl adata na RM, koja mo` e da i predl o` i na  
Vl adata na RM edna od sl edni te merki : cari nska

the new law, different from the previous one. Interesting  
news in this law, as Mr. Cvetanova, is that today for  
operating business it is enough to fulfill a form, to indict  
that you meet the minimal technical conditions and in 15  
days period to start the business. So, you register to the  
authorized state market inspection and to the authorized  
department at the Council of the city of Skopje.

According to the new law, the lawmaker gives  
the opportunity to work 24 hours per day in the trading  
sector, but under the condition the enterpriser is to  
employ persons who will work at his enterprise. The  
enterpriser has to register the person to the authorized  
institutions and to have own employee.

As for the external trading, I will mention that it  
has to be conducted according to the legislation, the  
international agreements, the agreements that Republic  
of Macedonia ratified. But, it is important to highlight  
here that the for the import of the goods the regulated  
clauses are to be met, and these are the quality, the prod-  
ucts' technical adjustment, the product's declaration, that  
is the users guide has to be in Macedonian language or  
in other understandable language and it has to be written  
on the original pack. In the external trading part predict-  
ed is licensed trading, only in special cases, which are  
mentioned in the law and which aim to contribute to liv-  
ing environment protection, import of products for vet-  
erinarian services, protection of the historical and art  
works etc. The law predicts protection steps which aim  
to protect the domestic production and the domestic  
industry. Under the presumption that a serious damage  
was determined, the determination in such cases is con-  
ducted by special commission from the Government of  
Republic of Macedonia which can suggest to the  
Government of Republic of Macedonia one of the fol-  
lowing steps: customs payment, trading compensation,  
quantity and merit limitation of the import and compen-  
sative payment related with the subvention import.  
These are quite interesting postulates and I will repeat  
again that conducting the procedure means that the  
determination and the existence of these steps is very  
complicated and it has to be proved that the import of  
certain products makes harms the domestic production.



bahamkjerel e Rad`ake tari RM jekh taro akala konsekvence: carinakere danokia, kinobikinibaskiri kompencacia kvantitetno thajku-ipaskoro limitiriba e imporeske taro kompencaciono dejbe ko vjavahari e subvencionalno imparti. Akala si but intersno aktiaodoleske palem vakerav kote o aniba e akteske ko zojraripa o ~a-ipa {artia te haramonjen pe o konsekvence si komplicirime thaj ~a-e zaruri si te sikava kote o imoprtdifisave artiklonge anel peravipa e kherutne artikliribaske. Te zojrgja pe {aj te hramonjen pe odola konsekvence. D`i kote nane peravipa i Rad`a tari RM na{ti te anel odola konsekvence.

Ko agor anibaja akava kanoni si phanlipa re d`i akanutne ande kanonecar ko kinobikiniba sar kanoni avrutne kinobikinibaske, butikjeriba ka ovel majlokhe thaj majjehutne te iklon pe akala aktia so regulirinen o avrutno kinobikibaskoro butikjeriba thaj andruno kinobikiba.

dava~ka, trgovska kompencacija, koli~insko i vrednosno ograni~uvawe na uvozot i kompencatorska dava~ka vo odnos na subvencionirani ot uvoz. Ova se dosta interesni odredbi i zatoa }e povtoram deka sproveduvaweto na postapkata pri utvrduvaweto i postoweto uslovi za propi { uvaweto na merki te e pri li ~no kompl icirano i navisti na treba da doka ` e deka uvoz na oddel ni stoki nanesuva { teta na doma { noto proizvodstvo. I duri toga { , ako toa se utvrdi , mo ` e da se propi { at ti e merki . Dokol ku ne se nanesuva { teta, Vlada na RM ne mo ` e da gi propi { e ti e merki .

I na krajot, donesuvaweto na ovoj zakon pretstavuva spojvawe na dosega postojni te zakoni za vr { ewe trgovija kako i zakonot za nadvore { na trgovija rabotewe { to sekako }e ovozmo ` i poednostaven i polesen na~in na primenata na odredbite { to go regulira nadvore { noto trgovsko rabotewe i vnatre { nata trgovija.

And if such case is proved such steps can be signed. If there is no harm done, the Government of Republic of Macedonia can not sign those steps.

And at the end, the adoption of this law actually represents a link of the already existing laws for trading and the law for external trading which for sure will ensure simplified and easier way for appliance of the clauses which regulate the external and the internal trading.





**Zekir Abdulov**  
**direktori ko kinobikinibaskiri firma**  
**Kamteks - Del~evo**

Avav tari HO KHAM taro Del~evo numa mo lafikjeriba ka ovel tari rig e kinobikinibaskoro kehdi-pa DOOEL Kamteks kote ka vakerav mo dikhiba trujal o d`iakanutno butikjeriba.

Amarai birad`akiri organziacia angleder 3 ber{a keribaja kontrola amare khedinake dikhlja zaruripa taro manu{a so nane len doofmirimi edukacia te phanen pe ko procesi tari inklariba. Odoja idea angleder 3 ber{a sine teloikjerdi taro USAID thaj {urukjergjem bukjjajae kvalifikaciencar thaj anglokvalifikaciencar e romane populaciaja thaj {erutne romane d`uvljencar. Dikhlem kote ko periodi taro 3 ber{a ka kera prekvalifikacia trujal 100 romane d`uvlence. D`iakanutne kjergjem prekvalifikacia 34 romane d`uvlence kote 18 akana keren buti ko amaro kinobikinibaskiri firma, thaj o javer konfecia-kere pogonia so sine vakjerdo an o proekti.

Pobuter ka iranav man ko artikologoro kotor, okova so skldinel savoren an i firma an i them. O procesi taro inklariba phareste si te kjerea amen bare disave likvidaciaja ko dikhle rizikia. so amen ko proekti d`angja olenge thaj odova si o periba e dolareskoro., indolentno vjavahari e lokalno rad`vipaja d`i ki digra tari opstrukcia e tikne inklaribaskere kapacitetenge.

Peribaja e dolarea ikliilo tiknjariba e moldenge ki jekhin inklarin, thaj odova reflektiringja pe ko love taro bukjarne. O tikne inklaribaskere kapacitetia si problemi tari karana kote ko moderno butikjeriba, e jaband`iaksre partnerea uzal u-i digra kavliteti roden jekhin taro artiklo tikne vakteske te agorkjerel pe. Amen sar kinobikinibaskiri khedinphare {aj te d`ovaplina e dende normengeso dena o jaband`ie thaj zaruri siem te roda buti taro dujto jali trinto vast thaj i moldi taro artiklo avel majtikni ko vjavahari so angleder dengja amen o avrutno partneri. Gndinav kote interesno informacia si o problemi so dikha ko roma so si problemi amenge thaj odova si naformirimi edukacia thaj olengoro nasikav-

**Zekir Abdulov**  
**di rekt or na t rgovsko pret prijat ie**  
**Kamteks - Del~evo**

Do|am od humanitarno i dobrotvorno zdru`eni e KHAM od Del~evo, no moeto i zlagawe }e bide od strana na trgovsko dru{tvo DOOEL Kamteks kade {to }e dadam svoe vi duvawe okol u na{eto dosega{no rabotewe.

I meno, na{ata nevladi na organizacija u{te pred 3 godi ni, vr{ej}i i spi tuvawe vo na{ata zaedni ca, uvide deka se javi potreba lu|eto koi i maat nedoof ormeno obrazovani e da se vkl u-at vo procesot na proizvodstvo. Taa ideja e od pred 3 godi ni, poddr`ana e od USAID, i ni e po~navme da raboti me so kvalif ikaci i i prekvalif ikaci i na romskata populacija, i toa glavno na `enite Romki. Predvidovme vo period od 3 godi ni da i zvr{ime prekvalif ikaci ja na okol u 100 Romki. Dosega i zvr{ime prekvalif ikaci ja na 34 Romki od koi 18 se vraboteni tekovno vo na{eto trgovsko dru{tvo, a ostanati te po ostanati te konfektski pogoni, kako {to be{e predvi deno vo proektot.

Pove}e bi se osvrnal na proizvodstveni ot del, na ona {to gi ma-i site firmi vo na{ata zemja. Zna~i, vo procesot na proizvodstvo te{ko bi mo`el e da se pof al ime so posebna likvidnost od ve}e predvideni rizici, koi nie vo na{iot proekt gi predvidovme, a toa e pad na dolarot, i ndolentni ot odnos na lokal ni te vl asti do stepen na opstrukcija i malite proizvodstveni kapaciteti.

I meno, so padot na dolarot se predi zvi ka namal uvawe na ceni te po edini ca proizvod, a toa se reflektira na samata plata kaj vraboteni te. Malite proizvodstveni kapaciteti se problem od pri~ini {to vo sovremenoto rabotewe, odnosno stranski te partneri osven visok stepen na kvalitetno proizvodstvo baraat po edini ca proizvod toa za kratko vreme da bide zavr{eno. Nie kako trgovsko dru{tvo te{ko bi mo`el e da odgovorime na tie barawa i normi {to gi postavuvaat stranski te partneri i prinudeni sme da barame rabota od vtora ili treta raka, kade samata cena na prooi zvodot e mnogu pomal a od odnos na ona

**Zekir Abdulov**  
**manager of trading enterprise**  
**Kamteks - Delcevo**

I represent the humanitarian and well-fare association KHAM from Delcevo, but my expose will be on the behalf of the trading enterprise Kamteks about which I will talk regarding our so far operating.



Namely, our NGO 3 years ago conducted a research within our community, and the findings were that there was a need for the people who haven't finished their education to get included in the production process. The idea is from 3 years ago, it is supported by USAID, and we started working with qualifications and pre-qualifications of the Roma population, mainly with Roma women. We predicted, in 3-years period, to make pre-qualification of approximately 100 Roma women. So far, we have made pre-qualification of 34 Roma women, out of whom 18 are employed at our enterprise, and the rest of them at ready-made clothing sections, as it was predicted with the project.

I will pay more attention on the production part - actually what badger the most all firms in our country. So, within the frames of the production process we can hardly say that there is any special liquidity due to already predicted risks, which were predicted with the project, and that is the drop of the US Dollar value, the indolent attitude of the local authorities which goes up to a level of obstruction and the small production capacities.

To be exact, with the drop of the US Dollar a remission of the unit prices was provoked, and it was reflected on the employees' salaries. The small production capacities are a problem, because of the reasons that in contemporary working - the foreign partners beside

iba interes so sikaven ko thavdipa tari olengiri prekvalifikacia. Sikavela pe kote o Romane d'uvlja so sine phanle an o procesi prekvalifikacia, na sine len interes prekvalifikaciake thaj ud'argje te nakhen trin masek praktika te len o love taro Ofisi bukjarnibaskoro. Sikavgja pe kote o trin masek si hari odole kategoriake manu{a thaj majhari si 6 masek. Odova si seriozno problemi so zaruri si te dikhel pe okolenge so planirinen te kjeran asavki buti.

Javere rigatar sar {ajasrutno problemi isi ko manu{a taro Ofosi bukjarnibaske na iranen sama okolen so nane len d'ioformimo edukacia thaj dena len sertifikatia agorkjerde prekvalifikaciake thaj palo odova kana khuyen ki buti an o firme odola manu{a asavke sertifikatencar na keren kvalitetno buti.

Isi man havljarin d'io d'ene taro krediteske linie te arakhen ~hani te aklimatizirinen o kreditia e Romenge soske d'anaj kobor si olengoro ekonomikano takati. Apel savorenge so isi olen biznis kote e neve Kanonea kinobikinibaske taro 1 april sis benificie kote ko jekh lil {aj te aplicirinen i firma turlipaja d'iakana kanoneksoro d'anlipa kote akale procedurake zaruri sine majlungo vakti.

{ to odnapred e dadeno od stranski te partneri. Mi sl am deka e i nteresen podatokot probl emot koj nie go gledame kaj samata romska popul acija - problemot koj e li ~no kaj nas Romite - a toa e nedoof ormeno obrazovani e i ni vni ot nedovol en i nteres, koj go poka `uvaat vo tekot na ni vnata prekvalifikacija. I meno, se poka `uva deka `enite Romki koi bea vkl u~eni vo procesot na prekvalif i kaci ja, nemea dovol no i nteres za prekvalif i kaci i i ~ekaa samo da pomi ne peri odot od 3 meseci obuka za da dobi jat sredstva od Zavodot za vrabotuvawe. Se poka ` a deka vremenski ot peri od od 3 meseci e nedovol en za taa kategori ja na lu|e i deka se potrebni najmal ku 6 meseci . Toa e seri ozen probl em koj bi trebal o da se zeme vo predvid od oni e { to pl ani raat da se zani mavaat so ova a ili sli ~na dejnost.

Od druga strana, kako mo ` en probl em se javuvaat i lu|eto koi vo Zavodot za vrabotuvawe ne obrnuvaat vni mani e na oni e { to nemaat doof o rmeno obrazovani e, im izdavaat serti f i kati za zavr{ ena prekvalif i kaci ja, a potoa koga }e se vrabotat vo f irmi ti e lu|e so serti f i kat ne rabotat kval i tetno.

I mam preporaka za pretstavnicite od kredi tni te lini i da najdat na~in da gi pri sposo bat svoi te kredi ti ni lini i za romska popul acija za{ to znaeme kakva e ni vna ekonomska mo}. Apel do site oni e { to se zani mavaat so biznis deka novi ot Zakon za trgovi ja od 1 april i ma odredeni benef i ci i i deka so obi ~en list hartija mo ` at da pri javat svoja f irma za razli ka od dosega so ve}e postojni ot zakon koj ni se ~ini kako zakon koj bara podol ga procedura.

the high quality production level, request per production unit that to be finished in short time period. We, as an enterprise, can barely meet the requests and standards set by the foreign partners and we are forced to look for a second or third-hand work, where the product's price is lower compared with what was given to the foreign partners. Interesting is the fact - the problem we notice among the Roma population - the problem which is personally among us the Roma and that is the unfinished education and the lack of their concern, which they demonstrate during their pre-qualification. Namely, it is revealed that the Roma women who were included in the pre-qualification process, didn't have concern enough for pre-qualification and they were just waiting for the 3 months training period to be over, thus they can get finances from the Bureau for employment. It was shown that the 3 months period is not enough for that category of people and that at least 6 months are necessary. That is a serious problem which is to be taken under consideration by the ones who are planning to run with this or similar activity.

On the other hand, as possible problem are the people at the Bureau for employment who don't pay attention on those who haven't finished their education, they issue them certificates for completed pre-qualification, and afterwards when the people with such certificates do find employment in certain firms they don't work quality enough.

I have recommendation for the credit line representatives to find a way to adapt the credit lines for the Roma population, as we are aware about their economic power. Appeal too all those who run a business that the new Trading law from 1 April has certain benefits and that with ordinary peace of paper can register own enterprise different from the current law which seems as a law which requests longer procedure.

***D'ord` Edgar  
Britaniakiri ambasada***

Rajonalen thaj rajonen, amjanglal te bi-havav bahtarina d`i o organizatoria e REF so isi baro importantno rolja e majodorig butikjeribaske.

Importantno si so kak kerel pu-iba e ekonpmikane integraciakee Romenge an i Makedonia. Buti si importantno an o konteksti e progreseske ki RM an o d`enipa e europakere institucienge thaj te ovel involvirimi e populaciake ko ekonomikano aktiviteti, buvljaripa si so si zaruripa te kerel pe taro RM sar tipi them so ka d`l d`ovapia ko rodiba tari EU thaj o kriteriumia te ovel d`eno.

Historikane dikhlo i romani populacia si pohari integririmi ko procesi thaj la-he si so akana ko akava Forumi ka {aj te dikhel pe so {aj te kerel pe. I romani populacia an i RM zaruri si te ovel kotor taro akava procesi. Angleder olende si bari avantura ko involviriba e ekonomikane dromea. Pakjava kote akale Forumea ka ovel {uru ko pobaro thaj majlungo periodi. Ko agor bahtarina e viziake thaj energiae ko nakhle masekoja so arakhljam amen savore akate.

Kamav tumenge sukcesi sa e manu{enge so len than akate.

***Xorx Edgard  
Ambasador, Brit anaska ambasada***

Dami i gospoda, najnapred da upatam ~esti tki do organi zatori te na Romski ot ekonomski f orum, koj i ma gol ema va` nost za ponatamo{ na rabota.

Bitno e { to se potiknaa va` ni pra{ awa okolu ekonomskata integracija na Romite vo Makedonija. Mi sl am deka e mo{ ne va` no, a vo kontekst na progresot na RM vo ~lenstvo vo evropski te i nsti tuci i, da bi de i nvol vi rana popul acijata vo ekonomski akti vosti, razvoj koj treba da bi de napraven od RM vo tip na zemja koja }e odgovara na pobaruvawata od EU i kri teri umi te da se bi de ~len.

I stori ski gledano, romskata popul acija e pomal ku i ntegrirana vo toj proces i dobro e { to sega na ovoj F orum mo` e da se vi di { to mo` e da se napravi. Romskata popul acija vo Makedonija treba da stane del od toj proces. Pred ni v e gol ema avantura vo i nvol vi rawe vo ekonomski te tekovi. Se nadevam deka ovoj Forum }e bide po-etok na ne{ to { to }e bide pogolemo i za podolg period. Za kraj ~estitki za vizijata i energijata vo izmi nati te meseci za da se najdeme si te zaedno tuka.

Vi posakuvam uspeh na si te u-esni ci tuka.

***George Edgar  
Ambassador, British Embassy***

Ladies and gentlemen. Congratulations to the organizers of the Roma Economic Forum, which is of great importance for the further work.

It is essential that important issues regarded to the economic integration of the Roma in Macedonia are arisen. I think that it is very important, and in context with the Republic of Macedonia progress for membership in the European institutions, that the population get involved in economic activities, development which is to be carried out, thus Republic of Macedonia will become a type of state which meets the EU requirements and the membership criteria.

Historically observed, the Roma population is less integrated in the process and it is a good think that today at this Forum it can be seen what can be done. The Roma population in Macedonia is to become part of that process. A huge adventure for involvement in the economic streams is in front of them. I hope that this Forum will be a beginning of something what will be larger and long-term. At the end congratulations on the vision and the energy entered during the past months, thus we all meet here.

I wish success to all participants here.



George Edgar



### Ognen Polenak Horizonti

Amari misia kerel te {aj lokheste aviba d`i o finansie taro tiknestopansvenikia tari Makedonia resarinaja te la-haren pe olengere biznisia thaj d`ivdipaskoro standardi. O Horizonti si mikrokrediteskoro programi inicirimo taro CRS-Makedonia, palo o CRS be{el i katoli-ko khangiri arkake. CRS si humanitarno organizacia tari UAT. An i Makedonia si taro 1992 ber{ numa uzal humanitarno arka o CRS kerel buti ko programe sar so si o mikrokreditiriba. I fizibiliti studia sine kerdi an o oktovri 1999 ber{. [uru e programakoro sine januari 2000 thaj o avgo dendo krediti si kerdo mart 2000 ber{. Resarin thaj vizia e Horizonti si u-hariba e saste teritoria tari Makedonia. An o momenti si u-harde 3 planirime 4 filijalendar. Odola si 8 kancelarie an i Makedonia. O filiale si an o Skopje, [tip thaj Bitola. An o filijala Skopje preperen Centrala, Centar, [uto Orizari thaj Veles. An o [tip preperen thaj o Ko-ani. An i Bitola filijala si i Bitola thaj Prilep. Ko sig vakti planirinel pe filijala an o Gostivar so ka ~Uharel o reoni taro Gostivar.

E krediteskoro inklariba o Horizonti si grupno krediti. Odova si kana okova so rodel krediti gformirinen grupa thaj aplicirinen sar grupno krediti. O kreditia teloikjeribaske si o biznis aktiviteti taro tikno inklariba, kinobikiniba thaj usluge. O kreditia daja olen e d`uvljane populaciake thaj legarutne si e krediteskoro {aj te ovel d`uvli. Sar hipoteka e kreditege taro Horizonti si solidno garancia. Amen na roda klasi-no hipoteka, zaem thaj `irantia. Solidarno garancia si kaj o d`ene tari odoja grupa ma{kar olende garantirinen ko u-ipa so len. Indikatoria si kerel pe buti an o numero taro krediteskere klientia so legarel 3.187, kolestar 1.562 si romane klientia. O numero taro dende kreditia si 9.073 kolestar 5001 si romane klientia. O dende kreditia si ko u-ipa taro 5.900.000 dolaria kolestar 2.950.000 si romane klientenge. Prosek krediti si ko u-Ipa taro 30.435,00 denaria kolestar 29.720,00 denaria si e romane klientenge.

### Ognen Polenak Horizonti

Na{ata misija e da im ovozmome pri stap do f i nansi ski uslugi na mal ostopanstveni ci te od Makedoni ja, so cel da se podobrat ni vni te bizni si i `ivoten standard. Horizonti e mikrokrediten program iniciran od CRS - Makedoni ja, a CRS stoi zad katoli ~ki slu ` bi za pomo{ . CRS e humani tarna organi zaci ja so poteklo od SAD. Pri sutna e vo Makedoni ja od 1992 g., no osven humani tarna rabota CRS se zani mava i so razvojni programi kako { to e mi krokredi ti raweto. Fizi bili ti studija be{ e napravena vo oktovri 1999 g. Startot na programot e vo januari 2000, a prvi ot dodel en kredi t e vo mart 2000 g. Cel ta i vi zi jata na Hori zonti e pokri vawe na cel ata teritorija na RM. Vo momentot se pokrieni 3 od planirani 4 filijali. Toa se 8 kancelarii niz Makedoni ja. I toa so filijala vo Skopje, [tip i Bitola. Vo Skopje filijala spa|aat Centrala, Centar, [uto Ori zari, Veles. Vo [tip filijala se [tip i Ko-ani, a vo Bi tola f ili jal a se Bi tola i Prilep. Naskoro se plani ra f ili jal a vo Gosti var koja } e pokri va i reon okol u Gosti var.

Kredi tni ot proi zvod na Hori zonti e grupni ot kredi t. Toa zna- i deka pove}e kredi tobarateli of ormuvaat grupa i apli ci raat za grupen kredi t. Kredi ti te se za poddr{ ka na bi zni s aktivnosti od obl asta na malo proi zvodstvo, trgovi ja i uslugi. Kredi ti te gi davame na `enska ta popul aci ja i nosi tel na kredi t mora da bi de `ena. Kako obezbeduvawe na kredi tot od Hori zonti se kori sti sol i darna garanci ja. Ni e ne barame hi poteka, zal og, ` i ranti. Odnosno sol i darna garanci ja podrazbi ra deka ~lenovite na grupata me|usebno si garanti raat za i znosi te koi gi poza- jmuvaat. I ndi katori - se raboti na broj na kredi ti rani kli enti koj i znesuva 3.187, od koi 1.562 se romski kli enti. Brojot na dodel eni kredi ti i zne- suva 9.703, od koi 5.001 se za romski kli enti. I zno- sot na dodel eni kredi ti e 5.900.000 dol ari, od koi 2.950,000 se za romski kli enti. Prose- en kredi t e vo iznos od 30.435,00 denari, od koi 29.720,00 denari za romski kli enti.

### Ognen Polenak Horizonti

Our mission is to enable approach to financial services of the small enterprisers from Macedonia, with an aim to improve their businesses and the living standard. Horizonti is a micro-credit program initiated by CRS-Macedonia, and



CRS stands behind the catholic relief services. CRS is a humanitarian organization originated from USA. It is present in Macedonia from the year of 1992, but beside the humanitarian operations CRS deals with development programs as the micro crediting as well. Business plan study was prepared back in October 1999. The program started back in January 2000, and the first credit was approved in March 2000. Horizonti's main goal and vision is to cover the whole Macedonian territory. At the present time 3 out of 4 planned branch-offices are covered. These are 8 offices all over Macedonia - with branch-offices in Skopje, Stip and Bitola. The Skopje branch-office gathers the offices Central, Center, Suto Orizari and Veles. The Stip branch-office gathers Stip and Kocani, and the Bitola branch-office gathers Bitola and Prilep. A Gostivar branch-office is planned which will cover the area around Gostivar.

The Horizonti's credit product is the collective credit. That means that a number of credit applicants form a group and they apply for a collective credit. The credits are for support of business activities in micro production, trading and services. The credits are approved for women population, and a credit holder must be a woman. As credit assurance for Horizonti credit a solidarity guarantee is used. We don't request a mortgage, pawn, endorsers. Solidarity guarantee implicates that

Amare avutne plania e ekspanziake thaj phraviba agorutni filiala an o Gostivar thaj phraviba kancalaria an o Kumanovo - Skopje filiala.

Taro aspekti ko aniba neve kreditia o Horizontia sako ber{ hazrkjerel pu-ljaribaskere lila legarde pe klientenge resarinaja amaro krediti te ana pa{eder e zaruripaske e klientenge. Agjaar nane ~hinavdo o aniba neve krediteskere fondia.

Na{ ite idni planovi za ekspanzija se otvorawe na poslednata Filijala vo Gostivar, kako i otvorawe na kancelarija vo Kumanovo-Skopje filijala.

Od aspekt na voveduvawe novi krediti proizvodi. Horizonti sekoja godi na podgotvuva pra{ al ni ci nameneti do svoi te klienti se so cel na{ i ot krediten proizvod da go dobli `ime do barawata i potrebi te na klienti te. I sto taka ne e i sklu-eno i voveduvawe na nov krediten proizvod.

the group members guaranty for each other for the credit amounts. Indicators - we work with 3.187 credit clients out of which 1.562 are Roma clients. The number of approved credits is 9.703, out of which 5.001 are for Roma clients. The total amount of the approved credits is 5.900.000 US Dollars, out of which 2.950.000 US Dollars to Roma clients. The average credit is in amount of 30.434,00 Denars, out of which 29.720,00 Denars for Roma clients.

Our future expansion plans are for opening the last planed branch-office in Gostivar, as well as opening an office in Kumanovo under the Skopje branch-office.

Regarding implementing new credit products, Horizonti prepares questionnaires for its clients each year, with an aim to make our credit product as close as possible to the clients' requirements and needs. Further, implementation of new credit product is possible.

**Zoran Cali**  
**administrativnikano direktori**  
**Fondacia Instituti phravdo sasoitnipa**  
**Makedonia**

**Zoran Cali**  
**administ rat i ven direkt or na**  
**Fondacijat a I nst i t ut ot voreno**  
**op{ t est vo - Makedonija.**

**Zoran Cali**  
**administrative director,**  
**Foundation Open Society Institute-Macedonia**

FIPSM ikerel ekonomikane forumia so si phanle e aktuelno temencar tari ekonomia. Planirinaja akava ber{ te kera buti e pretpriemni{tvoja e ternenge odova si praktika ko biznis planiriba, pretpriemni-ko d`anlipa e ternenge so isi olen idea, so ka ovel nevi thaj realno {ajdipaja te suksesirinel. Bizi nisavi diskriminacia {aj te phanen pe sa o romane terne. Kamav te vaerav kote prewkal i IK isi amen kreditia ba{o agrari thaj irame love. O agrari sine lipardo sar prioriteti kote o manu{a tari romani populacia ka keren buti odolea.

Kamav te vakerav e proekteske so si e d`uvlunge anavkerdo sar "Jekhutne butikeribaskere {ajsarina e romane d`uvljake. I romani d`uvli si marginalizirimi taro duj aspektia palo jerluko d`uvli thaj Romani. O proekti prekal la-hariba o socioekonomikano hali e romane d`uvljake prekal {ajsarina korkorobutikjeriba thaj formiriba e mikrofirmenge.

FI OO isto taka odr`uva ekonomski forumi koi se povrzani so aktuelni temi vo ekonomijata. Plani rame ova godi na da se zanimavame so pretpri emni { tvo za ml adi , zna~i obuka za bizni s pl ani rawe, pretpri emni ~ki ve{ ti ni za ml adi lu|e koi i maat bizni s i deja, koja }e bide i novati vna i so real ni { ansi da uspee. Zna~i, bez ni kakva d`skri mi naci ja mo` e da se vkl u-at i romski te ml adi . Bi sakal da spomnam deka preku I K i mame kredi tna l i ni ja za zemjodel i e i obrtni te sredstva. Zemjodel i eto be{ e spomnato kako edno od pri ori tetni te obl asti vo koi i ma lu|e od romskata popul aci ja koi se zani mavaat so toa.

Da ka` am i ne{ to za proektot namenet za `eni te, a e nare~en Ednakvi del ovni mo` nosti za romskata `ena. Romskata `ena e margi nal i zi rana barem od dva aspekta po rodot `ena i po etnosot kako Romka. Proektot treba da ja podobri soci oekonomskata polo` ba na `enata Romka preku podobruvawe na mo` nosti te za samovrabortuvawe i

FOSI organizes economical forums as well which are related with current economic issues. For this year we plan to deal with the entrepreneurship for young persons, in terms of trainings for business planning, entrepreneurship skills for young people who have a business idea which is innovative and with real chances for success. So, without any discrimination the Roma young people can get involved. I want to mention that thru IK we have a credit line for agriculture and operating assets. The agriculture was mentioned as one of the priority areas which include representatives of the Roma





Odova zaruri si te kerel ole majgarvasijale thaj bajararel o ekonomikano inkluziriba e romanjake ko saste thaj avutne mikrofinasisko proektia. Odova ka tikjnarel o peraviba thaj athinalipa tari arka e themakiri.

O proekti isi 3 resarina: ekspandiriba e mikrofinasiribaja ko Roma, dejbe {ajsarin praktikake ko pretpriemni{tvo thaj trinto ealuacia e d`anlipaske thaj potencialno buvlipa e proekteske. O u-ipa e proekteskoro si 200.000 evria taro jekva{ so aven si javer donoria, jekva{ tari Soroseskiri netvoriko.

O kapaciteti taro pretpriema-ia ko ekonomikano aktiviteti, korkrobotikjeriba thaj mikrofirme te bajraren prekal stimulacia e jekhutne thaj praktikane biznisea, trening, mentori thaj fascilitrnikano {uru thaj bajrovipa e bizniseske, odova si sar virtuelno inkubatori kote nane te ovel olen disavi fizi-ko lokacia, numa si zaruri te organizirinen arka taro domeni teloikjeribaja barabarbutikjeriba ko neve kerde biznisia. Odova ko agor taro proekti panirinaja oleskiri evaluacia thaj potenciaonalno buvljariba thaj replicia.

f ormi rawe na mi kropretprijata. Toj treba da ja ohrabri i zgolemi ekonomskata inkluzija na Romki te vo postojni te i novi mi krof i nansi ski proekti. Ova }e ja namali ranli vosta i zavinsnosta od pomo{ ta od dr`avata.

Proektot ima 3 celi: ekspandirawe na mi krof i nansi raweto kaj Romi te, vospostavuvawe mo`nost za obuka za pretpriemni{ voto i tretu evaluacija na iskustvata i potencialno {i rewena proektot. Vrednosta na proektot e 200.000 evra od koi pol ovi na doaat od drugi donatori, pol ovi nata od Sorosovata mre`a.

Kapacitetot na pretpriemni~ki za ekonomski aktivnosti, samovrabortuvawa i mi kropretprijata }e se zgolemuva preku stimuli rawe na ednostaven i prakti~en biznis trening, mentori rawe i fasciliti rawe na ponuvawe i rast na biznisi te, zna~i nekoj vid virtuelni inkubatori koi nema da imaat odredena fizi~ka lokacija, no po potreba }e organiziraat pomo{ od toj domeni poddr{ka preku sorabotka za novi postoe~ki biznisi. Zna~i, na krajot na proektot se planira negova evaluacija i potencialno {i rewerepliaci rawe.

population who are occupied with that.

A few words about the project designed for women, entitled as Equal business possibilities for the Roma woman. The Roma woman is marginalized by at least two aspects - by the gender female and by the entity as Roma woman. The project is to improve the social-economical position of the Roma woman thru improvement of the possibilities for self-employment and establishing micro enterprises. It is to encourage and increase the economic inclusion of the Roma women within the existing and new ones micro-financial projects. This will reduce the vulnerability and the dependence of the state's assistance.

The project has 3 goals: expanding of the micro-financing among the Roma, establishing entrepreneurship training possibility and third one evaluation of the experiences and potentially expanding of the project. The project is in amount of 200.000 Euros, half of which are from other donators and half of it is from the Soros Network.

The female enterprisers capacity for economical activities, self-employment and micro enterprises will be increased thru stimulating of simple and practical business training, mentoring and facilitating the start and the growth of the business, so a kind of virtual incubators which will not have specific corporal location, but according to the need assistance and support will be organized thru cooperation for new existing businesses. So, at the end of project its evaluation and potential expanding and replicating is planned.



### **Dilbera Kamberovska RO@M "Daja" - Kumanovo**

Avav tari romani organizacia e d'uvlengiri tari Makedonia "Daja" taro Kumanovo kote sar birad akiri thaj bipartiakiri organizacia egzistirinel taro 1993 ber{ [erutni misia e organizaciakoro si emancipacia e Romane d'uvljake thaj edukacia e romane populaciake.

Akala resarina tari i misia tari "Daja" si lende sar prioriteti soske o hali e Romane d'uvljake si ki amjteluni digra taro sasoinnija thaj rodel majaktivno integracia thaj la-haribaske olate. Sar akcenti tari "Daja" si i edukacia ki romani populacia thaj tikni digra e Romengoro lejbe than, sistemi si i karana ba{i bari bibukjarnipa thaj nalejbe than ko politikano thaj sasoinnijkaskoro d'ivdipa.

D'ajbaja taro d'iaakanutno d'anlipa reslo ekspertizata taro akava reoni i "Daja" ko ple agorutne rodiba ali d'i o d'anlipa kote baro numero naeducirime romanja kote si pend are o karane (finansie, tradicia thaj mentaliteti) nane len {ajsarina te kompletirine pli edukacia. Majbaro olendar kotor si ekonomikano ki{le thaj pobaro kotor olendar kamen d'iedukacia kote ka hazrkjeren peske {artia ko olengoro eventualno butikjeriba kolea ka den peske arka ko famailiarno bud`eti, thaj ko pobaro numero ~ipote ka oven legarutne an i egzistencia e familiake.

"Daja" ki pli edukaciakere programe organizirnela pobut kotora kursia ko sijba kote resarinake isi olen e d'uvljen te resen d'i o sertifikatia kote ka putren ple dukjania jali ka ovel olen {ajsarin te keren buti ki disavi firma. Taro 2000 nd' i o 2004 ber{ ko kursia ba{o sijbe sine educirime 126 d'uvlja kolestar 27 jali 21,4% keren buti privatno firmende. Ko periodi taro 2000 d' i o 2003 ber{ i "Daja" organizirngja kursia ba{o frizerai kote sine 71 d'uvli kote salde jekh formiringja korkorutno frizereskoro dukjani thaj lelja ki buti panda dujen so ko procentia 4,2% Ko periodi taro 2000 d' i ko 2004 ber{ i "Daja" organizirngja kursi ba{o kozmeti-arke kote sine 22 d'ivlja kote ni jekh na kerel buti.

### **Dilbera Kamberovska RO@M "Daja" - Kumanovo**

Doa|am od romskata organizacija na `eni te od Makedonija "Daja" od Kumanovo koja e nevladi na, neparti ska organizacija i egzisti ra od 1993 godi na. Osnovna misija na organizacijata e emancipacija na `enata Romka i obrazovani e kaj romskata populacija.

Ovi e cel i vo misijata na "Daja" se zemni kako prioritet bi dejji sostojbata na `enata Romka voop{ to e na najni ska stapka vo op{ testveni ot razvoj i bara poaktivna integracija i podobruvawe na istata. Poseben akcent "Daja" stava na obrazovani eto kaj romskata populacija zaradi ni ski ot stepen na zastapenost na Romi te vo obrazovni ot sistem { to e pri~ina za golema nevrabotenost i neu~estvo vo javni ot, pol i ti ~ki ot i op{ testveni ot `i vot.

Poa|ajji od dosega{ noto iskustvo na steknatata ekspertiza od ova podra~je, "Daja" so svoi te zavr{ eni istra~ uvawa dojde do soznani ja deka ima gol em broj na neobrazovani `eni Romki koi od poznati pri~ini (finansiskata sostojba, tradicionalni te stegi i mentalitetot) nema mo`nost za komplet no obrazovani e. Najgol emi ot del od ni v ekonomski se mnogu slabi, a pogol emi ot del od ni v bi sakale da se doobrazuvaat so { to bi se obezbedile usl ovi za eventual no ni vno vrabotuvawe so koe bi pomognale vo semejni ot buxet, a vo pogolem broj na slu~evi bi bile nositeli na egzistencijata vo semejstvoto.

"Daja" vo svojata edukativna programa organizira pove}e vi dovi na kursevi od koi i kursevi za kroewe i {iewe koi za cel imaat obuka na `eni i steknuvawe so sertifikati so koi bi otvorile svoja rabotilnica ili pak bi imale mo`nost da se vrabotat vo nekoja firma. Od 2000 do 2004 godi na na kursevi te za kroewe i {iewe vkupno bile obu~eni 126 `eni od koi 27 ili 21,4% se vrabotile vo privatni firmi. Vo periodot od 2000 do 2003 godi na "Daja" organizira{ e kurs za frizeri koi go posetile 71 `ena od koi samo edna osnovala samostoeno frizerski du}an i gi vrabotila drugi te dve { to vo procenti i znesuva 4,2%. Vo

### **Dilbera Kamberovska ROWM Daja - Kumanovo**

I come from the Roma Organization of the Women in Macedonia "Daja" from Kumanovo, which is nongovernmental, apolitical organization established back in 1993. The main mission of the organization is emancipation of the Roma woman and education of the Roma population.



Dilbera Kamberovska

Those Daja's missions are priority ones as the situation of the Roma woman in general is on a very low level at the social development and it requests more active integration and improvement. Daja pays special attention on the Roma population education because of the very low Roma attendance in the educational system which results with high level of unemployment and absence from the public, political and social life.

Based on the previous experience, on the obtained expertise in this area, Daja, from the conducted researches so far, come to the cognition that there are a big number uneducated Roma women who, due to the already known reasons, (financial situation, traditions and the mentality) didn't have possibility for completed education. The major part of them is economically very weak, and the bigger part of them would like to finish their education which would ensure for them conditions for any possible employment, thus they would contribute to the family budget, and in most of the cases they would be the existence source of the family. Daja within its educative program organizes different courses: tailoring and sewing course, aiming to train women, thus they can obtain certificates and they will be able to open own shop or to seek for employment in some existing firm. From the year of 2000-2004 at the courses for tailoring and sewing a total number of 126 women were trained, out of which 27 or 21,4 % are employed in private

Aso akala numeroja dikhela pe kaj sa o trin kursia isi tikno numero kursistia kote buti keren thaj te sine olen {artia ko olengoro korkorutno butikjeriba ( pharjbe privatno dukjania thaj javer ) teloikjerde taro finansisko kreditia tari them jali javer finansiakiri institucia solea ka ovel olen pobaro numero bukjarne. FDikhel pe kote o kursi frizerkenge keren buti salde 3 d`uvlja, soske jekh olandar sine la finansisko {arti thaj phavgja dukjana kote keren buti panda duj d`uvlja kote barabutne sine ko kursi. O interesi e resto d`uvljengoro sine baro ko phariviba dukjania, numa na sine len {asrain te aven d`i o krediti telal la-he {artia tikne kamataja kote ka {aj te den buti nekobor d`uvleng pea.

Sikavgja pe kote o javer kursistia ko javer kursia palo o agor taro praktike isi len kamliba te buvljaren plo tikno biznisi. Asavke tikne biznisea ka anen love pe familiake so si ko pharo ekonomikano hali , thaj ka anen majla-ho socialno hali an i themd`ivdipaja tari pi buti, thaj bizi arka tari them.

La-haripaske o ekonomikano hali e Romane d`uvljake thaj romane familiake la-he si te kerel pe organiziriba e d`ieduciriba, prekvalifikacia thaj praktika ko legariba tikno biznisi keriba biznis plania menad`menti teloikjerde tari them thaj institucie taro sistemi ma{kard`ianeskere finasisko institucie thaj banke kote ka den la-he kerditia thaj donacie. But si tikni i arka thaj o dopheriba taro BRO ko akava procesi soske na kerela pe buti tikne grupake numa ba{o majbaro kotor tari romani populacia kote javer anen pala thaj si majmarginalizirimi grupa an i them.

Taro akava aspekti zaruri si te lel pe d`ovaplipa thaj sosdvetno konsekvence e la-haribaske taro soci-ekonomikane hali e Romenge ko konkretno dejbe arka thaj finansiriba e aktiviteteske so ka den arka ko buvljaripa. O {ajsarina zaruri si te del pe jekhipa savorengje.

peri od od 2002 do 2004 godi na "Daja" organi zi ra kurs za kozmeti~arki koj go posetile 22 `eni od koi ni tu edna ne se vrabotila. Spored ovi e brojki se gleda deka vo si te tri kursa i ma mal broj kursisti koi se vrabotile i deka ako bi imale odredeni uslovi za nivnok samostojno rabotewe (so otvorawe na privatni du}ani, rabotilnici) potpomognati so soodvetni finansiski krediti od dr`avata ili nekoja f i nansi ska i nsti tuci ja bi i mal e pogol em broj na vraboteni . Se gl eda deka na kursot za frizeri se vrabotile samo 3 `eni, bi dej}i ednata od ni v i ma la f i nansi ski usl ovi i otvorila du}an vo koj vrabotila u{ te dve `eni koi zaedno so nea go posetuval e kursot. I nteresot na ostanati te `eni be{ e golem za otvorawe na du}ani, no nema mo`nost da dojdut do nekoj kredit so povolni uslovi i mala kamata so koj bi vrabotile u{ te nekol ku `eni so sebe. I sto taka, se poka`a deka i drugi te kursisti na drugi te kursevi po zavr{ uvaweto na obuki te imaa `el ba da razvijat svoi mali biznisi. So vakvite mali biznisi bi ostvaruval e pri hod za svoi te semejstva koi se vo te{ ka ekonomska sostojba i bi pri donel e za podobruvawe na socijalnata sostojba na dr`avata, `iveej}i so svoj trud, a ne na tovar na dr`avata.

Za podobruvawe na ekonomskata sostojba na `enata Romka i romskoto semejstvo potrebno e da se organi zi raat do{ kol uvawa, prekval i f i k a c i i i, obuki za vodewe na mali biznisi, i zrobotka na biznis planovi i menaxment potpomognati od dr`avata i insti tuci i te na sistemot, me{unarodnite finansiski institucii i banki koi }e im odobruvaat povolni krediti i donacii. Mnogu e mala pomo{ ta i udel ot na NVO-i te vo ovoj proces, bi dej}i ne se raboti za mala grupa tuku za najgol em del od romskata popul aci ja koja pokraj ostanati te nazaduvawa e i najmargi nalizi ranata grupa vo dr`avata.

Od toj aspekt dr`avata mora da prezeme odgovornost i soodvetni merki za podobruvawe na soci o-ekonomskata sostojba na Romi te so konkret-na pomo{ i finansirawe na aktivnosti koi }e pomognat vo ni vni ot razvoj. Mo`nosti te mora da bi dat ednakvi za si te.

firms. During the period 2000 - 2003, Daja organized hair-dresser course which was attended by 71 women out of which only one have launched private practice and the one employed two more women, which is 4,2 %. During the period 2002-2004, Daja organized cosmetic course, which was attended by 22 women and none of them was employed. According to these numbers it can be noticed that only small number of the ones who finished the courses were employed and that if they would have certain conditions for their independent working (opening private practices, shops) assisted by adequate credits from the state or some other financial institutions, we would have bigger number of employed persons. It can be noticed that only 3 women from the hairdresser course got employed, but only due to the reason that one of them did have financial pre-conditions for establishing own business and the one employed two more women who together with her attended the course. The interest in launching own business was high among the other women as well, but they didn't have the possibility to get a credit under favorable clauses and low interest rates, which if it was a case few more women would of been employed. Further, it was concluded that the other persons who finished the other courses, after the end of the trainings had desire to develop own small businesses. Thru such small businesses they will be able to make incomes for their families which are in bad economic situation and would contribute to improvement of the state's social situation.

For improving the economic situation of the Roma woman and the Roma family it is necessary to organize educating and pre-qualifications, trainings for running small businesses, preparation of business plans and management supported by the state and the system institutions, the international financial institutions and banks which would approve favorable credits and donations. The NGOs' assistance and role in this process is very small, as this is not an issue of a small number of people, rather the major part of the Roma population, which beside the other regressions is the most marginalized group in the state.

From that aspect the state has to take responsibility and adequate steps for improving the socio-economical situation of the Roma, by concrete assistance and financing activities which will assist their development. The possibilities have to be equal for everybody.



***Kevser Memedova  
prezidenti taro Khedipe e Romane d`uvlengje  
"Esma" - Skopje***

Majnagljal kamava ko anav taro o d`ene ko prezidiumi taro Khedipe e Romane d`uvlengje "Esma" taro Skopje thaj mlo anav te seljaminkerav sa e d`enen so si akate ko eratutno thaj avdisutno dive thaj e inicijatoren, realizatoria ko Avgo REF.

Savore amen d`ivdinaja ki demokratsko, jekhutne, biathinali them Makedonia. so si tamikjer-di upral i funda taro jekhipe thaj jekhajekhipe sa e dizutnenge so d`ivdinen olate. Dikhibaja o fakti kote o tamikjeriba e demokratsko sasoinipaske havel pe {ajsarin ba{o tromalipa ki alusarin savorengje, dopheribaja e d`uvljane jeri, savore barabutne te anga`irinaja amen ko majbaro involviriba e d`uvljake ko sasto d`ivdipa kote jekhe ~hanea ovel majefikasno.

I Republika Makedonia si them kote nakhel ko jekh vakti taro bare trampe thaj sar i them agjaar o regioni soi isi zaruripa taro aniba civilnikano sasoinipa thaj demokratsko kultura.

I rolja tari d`uvli ko sa o procesia si importantno taro karane so i romani d`uvli butipaja taro socialno rolje kote so arakhel pe ko d`ivdipa si segmenti taro sasto bulipa e sasoinipsake ko sasto kotor. Asavko hali e romane d`uvljake kerel pharipa e bila-he ekonomikane halea so d`ivdine o familje avdive, kolea e Romane d`ivlja ~hivel ko izolirimo hali. Enja ber{engoro butikjeribaja o Khedipa e Romane d`uvljake "Esma" taro Skopje kerel buti ko anga`mani e romane d`uvljake te emancipirinel pe thaj te ovel tromali taro athinaliba, teleperaviba, phariba, lejbe korkrutnipa thaj biathinalipa, tromalo dikhibe ko purane adetia, stereotipia thaj javer.

Ka ikerav man ki edukacia e romane d`uvljake. An o momenti keraja buti ki edukacia. Amen d`ivdinaja ko 21 {elber{ipa thaj panda isi ~hija thaj romane d`uvlja so si analfabetia. Odoleske amare d`ene aven ko olengere khera thaj keren olengje te d`anen te hramonjen thaj drabaren teloikjeribaja taro Instituti saste moldipa. Ola arakhen pe akale

***Kevsera Memedova  
pret sedat el na Zdru`eni e na `eni t e  
Romki "Esma" - Skopje***

Pred se bi sakala od imetona ~lenkite na pretsedatelstvoto na Zdru`enieto na `enite Romki "Esma" od Skopje i od moeli ~no ime da ve pozdravam si te prisutni u~esnici na v~era{ni ot i dene{ni ot den, osobeno i inicijatorot, realizator na prvi ot Romski ekonomski forum.

Si te nie `iveeme vo demokratska, suverena, nezavisna dr`ava Makedonija, koja e izgradena vrz temelite na ednakvost i ramnopravnost na si te gra|ani koi `iveat vo nea. I majji go predvi d f aktot deka gradeweto na demokratsko op{testvo podrazbira mo`nost i sloboda na izbor za si te, vkl u~uvajji go i `enski ot pol, si te zaedno da se ana`irame za {to pogolemo involvirawe na `enata vo celokupni ot javen `ivot koj samo na toj na~in stanuva poefikasen.

Republika Makedonija, kako zemja koja pominuva niz eden period na gol emi promeni, kako vo zemjata taka i vo regi onot, se soo~uva so potreba od vospstavuvawe na civilno op{testvo i demokratska kultura.

Ulogata na `enata vo site ovie procesi e od i sklu~itelno zna~ewe, od pri~ini {to romskata `ena so mno{tvo na socijalni ulogi so koi se soo~uva vo tekot na `ivotot e zna~aen segment vo sevkupni ot razvoj na op{testvoto vo celina. Vakovata pol o`ba na romskata `ena e obremeneta i so lo{ite ekonomski uslovi vo koj `iveat semejstvata denes, so {to `enata Romka mnogu ~esto e stavena vo izolirana polo`ba od sredinata. So devetgodi {no postoeve Zdru`enieto na `enite Romki "Esma" od Skopje tokmu raboti i se anga`ira za romskata `ena da se emancipira i da se osloboduva od sekoja zavistsnost, pot~inetost, ugnjetuvawe, za dobiwawe na samostojnost i nezavisnost, osloboduwawe od zastareni sf a}awa, predrasudi, stereotipi.

Bi se zadr`ala na opi smenuwawe na `enite Romki. Vo momentov rabotime na obrazovani e, opi smenuwawe vo ova oblast. Nie `iveeme vo 21 vek i se u{te, za `al, ima devojki i `eni Romki

***Kevsera Memedova  
president of Roma Women Association  
Esma - Skopje***

First of all - on the behalf of the Roma Women Association Esma presidency members my best regards to all present participants at the Forum, regards to the initiator and organizer of the Roma Economic Forum.



**Kevsera Memedova**

We all live in democratic, sovereign, independent state Macedonia, which is postulated on equality for all its citizens. Considering the fact that building a democratic society alludes to possibility and freedom of choice for everybody including the females; we all have to get engaged in as big as possible involvement of the woman in the general public life, which only that way can become more efficient.

Republic of Macedonia, as a state which is undergoing some huge changes within the state itself as well as wider in the region, is faced with the need for establishing civil society and democratic culture.

The role of the woman in these processes is of significant importance, because of the reasons that the Roma woman with the plenty social roles she is faced with in her life is an important segment in the general society development. Such situation of the Roma women is additionally burdened with the bad economical conditions of the families today, the Roma woman very often is in an isolated situation by the environment. During the nine-year existence of the Roma Women Association Esma from Skopje, it works for the Roma women to get emancipated and to release their self from any dependence, conformation, oppression and for gaining independence, releasing from the ancient cognitions, prejudices, stereotypes.





problemencar: sastipaskoro siguriteti, nabukarnipa, bila~he {artia d`ivdipaske, jali supstandardno d`ivdi-pa, ~orolipa, tikneber{engere prandina, familijarno terori.

Akala konsekvence si sar taro nabut lejbe than e d`uvlja ko institucije e themakere. Phanlipaja tari Khedipe e romane d`uvljake "Esma" taro Skopje sar d`eno taro Organizaciono komiteti e REF {aj te ud`arel akava: zoralipa ki peste korkori e Romane d`uvlja prekal i edukacia te pendarel o fundavno manu{ikane niamia andi deklaracija taro 1948 ber{ taro Pa{akjerde Nacie. Esapina thaj roda taro Forumi te oven planirime praktike e edukaciake ko tikno buvljaripa e tikne thaj ma{karutne firmenge {ajsarinaja te arakhen buti e romane d`uvljake tari Makedonia {ajsarinaja te resel d`i o kreditia la~he kamatno {artencar.

O Khedipa e romane d`uvljake "Esma" taro Skopje ali d`i o d`anlipa kote la~he ekonomiaja {aj te keren pe demokratsko idee so si parume hor ko ilo e romane d`uvljake taro sasoinnija thaj arakhen pe generaciencar ki generacie. Gnadinav thaj pakjav kote o progresi ko jekh sasoinnipaskoro athinel o progresi e romane d`uvljake thaj olakere niamia an i republika Makedonia. But si importantno i Republika Makedonia te ovel la dikhiba e Romane d`uvljen.

koi se nepi smeni. Zatoa na{ i te ~lenki vl eguvaat vo ni vni te domovi za da gi opi smenuvaat i za toa i maat poddr{ ka od I nsti tutot za trajni zaedni ci. Tie se sudruvaat so sledni te problemi: zdravstveno osiguruvawe, nevrabotenost, lo{ i uslovi za `i veewe, odnosno supstandarden `i vot, si roma{ tija, maloletni ~ki brakovi, semejno nasi l stvo.

Ovi e posledi ci se javuvaat kako rezul tat od nedovol noto u~estvo na `enata Romka vo i nsti tuci i te vo dr` avata. So vkl u~uvawe na Zdru` eni eto na `eni te Romki "Esma" od Skopje kako ~len na Organi zaci oni ot komi tet vo Romski ekonomski f orum mo` e da se o~ekuva sl ednoto: jaknewe na samodoverbata na `enata Romka preku edukacija i da gi poznavo osnovni te ~ovekovi prava od donesenata deklaracija od 1948 godi na od Obedi neti te naci i. Smetame i barame od ovoj Forum da bi dat predvi deni obuki za edukacija za razvoj na mal i i sredni pretpri jati ja i mo` nost za vrabotuvawe na `eni te Romki od Makedoni ja i so mo` nost dobi vawe kredi ti so povol ni kamatni uslovi.

Zdru` eni eto na `eni te Romki "Esma" dojde do soznae deka samo so dobrata ekonomija se ovozm o` uva dosledno sproveduvawe na demokratski te i dei, vsadene dl aboko vo srcata na romski te `eni od op{ testvoto i isti te se neguvaat od generacija vo generacija. Mi sl ime i veruvame deka napredokot na edno op{ testvo zavi si od napredokot na `enata Romka i nejzi ni te prava vo Republ i ka Makedoni ja. Mnogu e bi tno Republ i ka Makedoni ja da ne i ma predvi d i nas `eni te Romki .

I'll detain on Roma women literacy. At the present time we work on education, literacy in this area. We live in the 21 century and unfortunately, still there are Roma girls and women who are illiterate. Therefore, our members enter in their homes and are making them literate and all that with the provided support from the Institute for sustainable communities. They are faced with the following problems: health insurance, unemployment, low living conditions, namely sub-standard life, poverty, underage marriage, violence in the family.

These consequences appear as a result of the insufficient participation of the Roma woman in the state institutions. With the Roma Women Association Esma - Skopje involvement in the organizational committee of the Roma Economic Forum the following is to be expected: strengthening the Roma woman self-confidence, making her aware about the basic human rights according to the UN Declaration from 1948, by educating her. We think and we request from this Forum predict trainings for education in micro and medium enterprises development, possibilities for employment for the Macedonian Roma women and with the possibilities for obtaining credits with favorably interest rates.

The Roma Women Association Esma concluded that only with strong economy consequent achieving of the democratic ideas can be enabled, ideas that are deeply planted into the Roma women hearts by the society and which are cherished fro generation to generation. We think and we believe that a society progress depends on the progress of the Roma woman and her rights in Republic of Macedonia. It is very important the Republic of Macedonia to have us the Roma women under consideration.

***ANEKS 4  
DISKUSIE***

***ANEKS 4  
DI SKUSI I***

***ANNEX 4  
DISCUSSIONS***

**Muhamed To-i**, legarutno - Resel ko kotor kote ka {una o javer diskusie. Isi man lista taro diskutantia sos sine angleder notirime,. Kamav o diskutantia te na nakhen o vakti taro 5 minutia thaj konkretno te fokusirinen pe ko pu-iba thaj pi diskusia te {aj sako amendar te vakere thaj diskutirinel odoleske so sine kerdo lafi an o duj sesie. D`i kote kamel tumendar ma te lel than kote sine angleder notirimo diskusie, tromale {aj te kerel odova. Akharav e FAO organizacia.

**Miljazim Sakip**, prezidenti taro PDTRM-. An o pervazia e ekonomiake bahankerav phrajbe tikne fabrike, pogoni an o atari tari komuna [uto Orizari kote 80% si romani populacia, thaj odova {aj te keren dejbaja grantia taro ma{kard`ianeskere fondacie kote o jaband`isko firme ka oven direktno investitoria.

**Amedov Ibrahim**, diplomirimo agroekonomi - Ki anketa so si kerdi buvljaribaske e agrokomplesese d`i o 2020 ber{ ka lipara kaj o agrokomplesi an i Makedonia ka ovel ko angluno plani. Akate ka dikha i {ajsarin e tikne thaj hurde biznisenge , thaj agjaar vakerde familiarno biznis.

**Ramadan Demirovski** - Na {ungjum nikas te liparel e Romen so nane len agorkjerdi edukacia. An o [tipi 70% tari romani populacia nane len agorkjerdo fundavno {kola. Gndinegjen li save beneficie na{aven akala manu{a? Te {aj te vakera e problemeske akale manu{enge so nane len biagorkjerdi edukacia.

**Zoran Dimov**, prezidenti an o RMCM - Sar o Roma biznismenia ka nakhaven akala problema? O problemi si an i amari edukacia. Kamav te dav teloikjeriba sa e biznismenge te prezentirinen po problemi, te {aj te da olen arka, te {aj te suksesirinen.

**Muhamed To-i**, pretsedava~ - Stasavme i do onoj del kade { to }e treba i drugi te da di skuti raat. I mam lista na diskutanti koi bea prethodno najaveni. Gi zamoluvam di skutanti te da ne go probi vaat vremeto od 5 mi nuti i konkretno da gi fokusi raat svoite pra{awa i svojata di skusija za da mo`e sekoj od nas da ka`e i da di skuti ra za ona { to dosega be{e izlo`eno vo dvete sesi i. Dokol ku nekoj saka da se otka`e, sl obodno neka go napravi toa. Gi povi kuvam od FAO organi zaci ja.

**Miqazim Sakip**, pretsedatel na PDSRM - Vo ramki te na ekonomijata predlagame otvorawe na mi ni f abri ki, pogoni, vo atarot na op{ ti na [uto Ori zari kade i ma 80% od romskata popu lacija, a ova treba da se ostvari so davawe grantovi od me|unarodni te fondaci i kade { to stranskite firmi bi bile direktni investi tori.

**Amedov I braim**, di plomi ran agroekonom - Vo istra`uvawata { to se praveni vo razvojot na agrokomplesot, do 2020 godi na se spomenuva deka agrokomplesot vo Makedoni ja }e bi de na preden pl an. Tuka ja gl edame { ansata na mal i i si tni bi zni si, odnosno f ami li jarni bi zni si.

**Ramadan Demi rovski** - Ne slu{ nav nekoj da gi spomna Romi te koi nemaat usovr{ eno obrazo vani e. Vo [ tip 70% od romskata popul acija nema zavr{ eno osnovno obrazovani e. Dali ste razmisli le koi benefici i gi gubat tie lu|e? Dajte da se osvrneme na tie lu|e koi nemaat doof ormeno obrazovani e.

**Zoran Dimov**, pretsedatel na RMCM - Kako Romi te bi sni smeni da gi nadmi nat ti e probl emi? Problemot e vo na{ eto educi rawe. Sakam da im dadam pottik na si te biznismeni da gi prezenti raat ni vni te maki, za da im pomogneme i da im ka`eme kako da uspeat.

**Muhamed Toci**, chairman - We reached the part where a chance to discuss will be given to the others. I have list of people who sign in for discussion. I ask the ones who will discuss not to speak more than 5 minutes and to be precise with the questions and focused with their discus sion, thus each one of us can have a chance to say and to discuss on everything that was presented at the two sessions. If someone wants to redraw his discussion fill free to do that. The representative from FAO has a word.

**Miljazim Sakip**, president of the Party of Democratic Forces of the Roma in Macedonia- ...What we propose within the economic frames is establishing mini facto ries, sections at the territory of Suto Orizari municipali ty, where 80 % of the Roma population lives, and this should be implemented by grants from the international foundations, where the foreign companies would be direct investors...

**Amedov Ibrahim**, bachelor in agro-economy - ...In the conducted researches for the agro-complex develop ment, it is mentioned that until the year of 2020 the agro-complex in Macedonia will be priority. This is where we see the chance for micro and small business es, namely family businesses...

**Ramadan Demirovski** - ... I haven't heard that someone mentioned the Roma who don't have accomplished edu cation. In the town of Stip 70 % of the Roma population haven't finished primary (elementary) school. Have you ever thought about which benefits those people lose? Let's pay attention on the people who haven't finished their education...

**Zoran Dimov**, president of Roma International Center in Macedonia (RICM) - ...How can Roma businessmen transcend those problems? The problem is in our educa tion. I want to encourage all businessmen to bring up their problems, thus we can help them and advise them how to succeed...





**Bajram Berat**, "Roma medika" - But manu{a {uruk-jergje te keren buti te ava an i godi , te dooformina pe thaj praktikujna pe jekhe resarinaja - te na ova pharipa e themake. An o akava vakti tari tehnologija, nane amen niami te roda buti biagorkjerde {kolaja. Apel d`i o r. Pande Lazarevski ko majodorig butikeriba te {aj te del zori barabutne e organizatorencar te dophanen 5-10 Roma u-e edukacija te arakhen love ba{i olengiri majodorig edukacia an o forma sar post-diplomsko studie. Te keren sasto koordinativnikano badani, kancalaria ba{i koordinacia thaj romolo{ko centro kerdo na salde taro Roma , numa sa e dizut-nendar so pkjan an i amende, thaj an i amnde dikhen manu{a kasaja {aj te keren buti an osa o umalja.

**Pande Lazarevski**, direktori taro ISPJR - O majodorig aktivitetia haven pe sar lejbe than e Romen thaj tamikjeriba agjaar vakardi akademikani, politi-ko thaj butikjeribaskiri elita. Ko odova drumo sine dende thaj bahania, formiribaske koordinativnikano badani, kancalaria e programsko koordinaciake thaj ba{o romologikano centro. Asavki buvljaribaskirithaj rodibaskiri jekhin ka funkcionirinel korkorutne jali kotor tari disavi javer institucia jali sar koncepti ko Instituti jali o Univerziteti, {erutne odova nane te ovel nisar izolirimi jekhin kas nane te ovel komunikacia prekal esnafsko linia, thaj na salde etnikani.

**Traj-e Petrov** - direktori ko Bukakoro univerziteti "Van-o Prke" taro [tipi- E bukjakoro univerziteti taro [tip kerel buti dejbaja fundavno {kola e barenge thaj d`iedukcia an o disave struke. O [tip si pend`arutno sar tekstileskiri diz, thaj odoleske ~hinavgje te kera kursi {najderenge, kote sine astarde 35 sime. Akava trening centri nane te ovel salde praktikake, numa inklaribske. Planirina te da buti thaj 15 Romen so ka ovel olen agorkjerdo akava kursi.

**Bajram Berat**, Roma medika - Mnogu lu|e zapo-naa da rabotat na na{eto osvestuvawe, doof ormuvawe, doobu-uvawe so edna edi nstvena cel - da ne bi deme na tovar na dr`avata. Vo ova vreme na tehnologija nemame pravo da barame vrabotuvawe so nezavr{eno obrazovani e. Apel do g. Pande Lazarevski vo ponatamo{ noto rabotewe da se obi dat, zaedno so organizatori te, da vkl u-at 5-10 Romi so vi soko obrazovani e, da se obezbedat sredstva za ni vno natamo{ no obrazovani e vo obl ik na postpdi pl omski studi i. I sto taka da se napravi postojano koordinati vno tel o, kancel ari ja za koordi naci ja i romol o{ ki centar sostaven ne samo od Romi , tuku od si te gra|ani koi ne po~i tuvaat i koi vo nas gl edaat lu|e so koi mo`e da sorabotuvaat na si te pol i-wa.

**Pande Lazarevski**, di rektor na I SPPI - Nata-mo{ ni te akti vnosti podrazbi raat u-estvo na Romi te i gradewe na svoevi dna akademska, pol i-ti ~ka i del ovna eli ta. Vo taa nasoka bea dadeni i predl ozi za f ormi rawe koordi nati vno tel o, za kancel ari ja za programska koordi naci ja i za romol o{ ki ot centar. Takva razvojna i i stra`uva~ka edi ni ca }e f unkcioni ra samostojno ili }e bide del od nekoja druga i nsti tuci ja ili koncept pri I nstituti tot ili Uni verzi tetot, gl -avno toa nema da bi de nekakva izol i rana edi ni -ca vo koja nema da i ma komuni kaci ja po esnaf s-ka li ni ja, a ne samo po etni ~ka.

**Traj-e Petrov** - di rektor na Rabotni ~ki uni-verzi tet "Van-o Prke" od [ tip - Rabotni ~ki ot uni verzi tet od [ tip se zanimava so davawe osnovno obrazovani e na vozrasni te i ostru-uvawe za odredeni zani mawa. [ tip e poznat kako tekstilen grad, pa zatoa se odl u-ivme toa da bide kursot za kroewe i { iewe, so koj bea opf ateni 35 li ca. Ovoj tretning centar nema da slu`i samo za obuka, tuku i za proizvodstvo. Plani rame da vrabotime i 15 Romi koi i maat zavr{eno na{ kurs.

**Bajram Berat**, Roma Medika - ... A lot of people started to work on regaining our consciousness, forming, training with only one goal - for us not to be states' burden. At this time of developed technology we don't have the right to look for an employment with unfinished education. An appeal to Mr. Pande Lazarevski - at their further operating to try, together with the organizers, to engage 5-10 Roma who have university degree, to ensure resources for their further education in form of post-graduated studies. Moreover, to create a permanent coordinative body, coordinative office and romological center composed of not only Roma, rather of all citizens who respect us and who see us as people with whom they can cooperate...

**Pande Lazarevski**, director of ISPJR - ...The further activities imply Roma participation and building kind of academic, political and business elite. In that direction proposals for establishing a coordinative body, office for program coordination and romological center were given. Such development and research unit will function independently or will be part of another institution or concept within the Institute or the University; mainly it will not be an isolated unit...

**Trajce Petrov**, director of Worker's University "Vanco Prke" - Stip - ...The Worker's University from Stip is occupied with providing basic education for adults and specializing for certain occupations. Stip is known as drapery town, so we decided for the tailoring and sewing course, which comprised 35 persons. This training center will not serve only for production. We plan to employ 15 Roma who finished our course...

**Emin Mamudovski**, "Prerodba" - An o Ki-evo fundiringjum d`uvljani organizacia. Prezidenti si mi ~haj. Mi resarin sine te vakerav e agrareskere edukaciake ko Romane d`uvlja. But hari, saste ni hari nane lipardo odoleske.

**Sait Kjani** - Ploitno an i privatno firma "San - Sil komerc" - Savore so sine diskutantia dikhav len sar manu{a so kamen te den arka e Romen thaj olen pativav soske ola avdive ko disavo ~hani kamen te sikaven ko but bukja kote amen o Roma korkoro na dikha. O problemi si soske o Roma na{ti te oven pa{akjerde. [aj dikha amare interesia thaj na[ava baro moldipa, sar an i them thaj buvleste.

**Anita Mi{evska** taro radio "Ternipe" - Mlo bahani si te oven phanle o Roma an o programe ko odola institucie, thaj fondacie thaj legariba odole programenge, soske ola d`anen e Romeskoro sakodives, thaj na te oven Makedoncia. Javer komentari si d`i o makedonikane banke so den disave kreditia. Isi len li plani te iranen pe pobuter ko agrari, thaj kinobikiniba thaj tekstili, thja isi olen majhari dendo an o agrari thaj e kinobikinutnge -korkorutne.

**Zoran Cali**, administrativnikano direktori an o FIOO -Makedonia - Kamav te dav d`iinformacia. Ko phanlipa e Romencar an o fondacie, odova isi amen ko dikhiba. D`i sig vakti sine amen koordinatori e romane programake so sine Rom, thaj o direktori taro Romaveriztas si Rom, thaj o studentia so si odori si Roma. Ko phanlipa taro kreditia, amende isi krediti agrareske. An o fokusi e Romencar zaruri si te dokerele pe buti upri oleste.

**Emi n Mamudovski** - Prerodba - Vo Ki ~evo osnovav `enska organizacija. Pretsedatel e }erka mi. Celta mi be{e da se proiznesam i za poljodel skata edukacija na `enata Romka. Mnogu mal ku, re~i si voop{ to i ne se spomna.

**Sait ]ani** - sopstveni k na pri vatna f i rma San-Sil komerc- Na site izlaga~i gledam kako na oni e { to sakaat da im pomognat na Romi te i gi cenam za{ to tie denes na nekoj na~in sakaat da ni uka`at na mnogu ne{ ta { to nie ne mo`eme sami te Romi da go vidi me. Problemot e zo{ to Romi te ne mo`at da se obedinat. Mo`ebi si gi gledame li~nite interesi, a neznaej}i deka gledaj}i gi li~nite interesi gi gubime pogol emi te vrednosti, kako vo dr`avata taka i po{ i roko.

**Anita Mi{evska** od radi o Terni pe - Moj predlog e da bi dat vku~eni Romi, osobeno vo programi te na sami te i nsti tuci i, odnosno fondaci i i pred se nivno predvodewe na tie programi, za{ to tie go znaat sekojdnevni eto na Romi te, a ne toa da bi dat Makedonci. Drug komentar e do makedonskite banki koi ponudija nekoi vidovi kreditni linii. Dali tie razmi sluvaat ili imaat vo plan da razmi sluvaat deka makedonski ot narod e pove}e naso~en kon proi zvodstvo i zemjodelie, odnosno tekstil i trgovija, a najmal ku imaat ponudeno za zemjodelie i za poedine~ni trgovci.

**Zoran Cali**, admi ni strati ven di rektor na FI OO - Makedonija - Bi sakal da doi nf ormi ram. Vo vrska so vku~uvawe na Romi vo f ondaci i, toa go i mame vo predvi d. Doskoro i mavme koordi nator na romskata programa koj be{ e Rom, isto taka di rektorot na Romaverzi tas e Rom i studenti te koi se tamu se Romi. Vo vrska so kred i tnata l i ni ja, ni e i mame kredi tna l i ni ja za zemjodel i e. Vo f okusot na Romi te toa treba u{ te da se razraboti.

**Emin Mamudovski**, Prerodba - ...I have established women organization in the town of Kicevo. My daughter is the president. My goal was to discuss the agricultural education of the Roma woman. It was mentioned very shortly, almost at all...

**Sait Kani**, owner of the private firm San-Sil komerc - ...It is my opinion that all people here who had exposes want to assist Roma and I respect them as they, today, in a way want to indicate on many things which we, the Roma, are not able to see by ourselves. The problem is that the Roma can not unite. Maybe we just see our own concerns, and by that we lose the major values, within the state and wider...

**Anita Misevska**, Radio Ternipe - My suggestion is that the Roma to be involved, especially in the institutions', foundations' programs and that they should lead these programs, as they are the ones who are the most familiar with the Roma everyday and not to have Macedonians instead at those positions. Another comment addressed to the Macedonian banks which offered several types of credit lines. Are they thinking or do they plan to think about the fact that the Macedonian nation is mainly steered to production and agriculture, that is drapery and trading, and they offer the least for agriculture and vendor-individuals...

**Zoran Cali**, administrative director of FOSI Macedonia - ...I want to provide some more information. Regarding the Roma involvement in foundations - we have that under consideration. Until recently ago we had coordinator of the Roma program, who was Roma, moreover the director of Romaversitas is Roma as well as the students there. Regarding to the credit line - we have credit line for agriculture. It is to elaborated further in the Roma focus...



**Bekirov Sali** - I them na kamel te organizirinel te ova educirime kinobikinutne, thaj te ova la-he ekonomistia. I fundavno phariba zaruri si te legarel pe ko trampe taro bankakere sistemija thaj o kreditia. Te del pe signali d`i o kreditia thaj krediteskoro monetarno sistemi zaruri si trampa thaj te oven pa{e sa e dizutnenge. O kinibikinibaskir ekonomia rodel legalno thaj u`o butikjeriba. Te kergjem buti dive ba{e dive nane progresi ko makedonikano sasoinnija. Te vakjerav thaj ba{i edukacia. Edukacia resela pe ko turlie metodia an o edikaciakoro sistemi. Soske na roda te dikha kobor amare ~have d`an an o fakulteti thaj te da arka olengere finasiribaske ? Odoleske akala ma{kard`ianeskere institucije zaruri si te keren ple programe. Amen o Roma zaruri si te hulava amen kote ka ovel amaro interes an o buvljariba thaj edukacia.

**Remzi Medik** taro Romengoro khedipa "Baireskiri ro{" - Kamava te dav jekh sugestia e Nacr-raporteske , konkretno e Bitolake , thaj e khedinake Bair. Isi hramosardo kote e Bitola nane la problemia e inmfrastrukturaja. . Numa e Baireskere komunake na salde so isi problemia, numa odova problemi si baro. 70% taro droma si bizo asfalti, nane kanalizacia, nasasto pani pijbaske. 150-200 familie df`ivdinen an i akaja komuna kote si naurbanizirimi taro elektrostopanstvo ~hinaven i elektrika. Amen sar khedin kera ko jekh programa buvlibaske akale khedinake. Ko sig vakti ka iljol akciono plani sa e porblemencar so arakhel pe akaja khedin. Ko agor taro masek maj si planirimo te organizirinel pe dfonatorsko konferencia kote ka oven prezentirime odova akciono plani. Akharav sa e zaintieresirime donatoren , institucije thaj khedina te aven an i akaja konferencia kote ka oven prezentirime o akciono plani kote ka dikhen o problemia te arakhel pe akaja khedfin. Kamav te vakjerav kote akaja programa si finansirimi taro Instituti saste khedina taro USAID.

**Bekirov Sali** - Dr`avata ne saka da organizira da bi deme obrazovani trgovci, da bi deme i dobri ekonomisti. I sto taka, osnovnata te`i na treba da se prenaso~i konpromena na bankarski ot sistem i kreditni te linii. Da se dade signal do kreditni te banki i kreditni ot monetaren sistem da se promenat i da bi dat pristapni do si te gra|ani. Pazarnoto stopanstvo bara legalno i uredno rabotewe. Ako ni e raboti me den za den nema da ima progres na makedonskoto op{testvo. Da ka`am ne{to i za edukacija. Edukacija se postignuva so razni metodi vo obrazovni ot sistem. Zo{to ne barame da vi di me kolku na{ i deca odat na fakulteti i zo{to ne gi finansirame tie deca? Zatoa ovie me|unarodni instiucii treba da napravat programi. Ni e Romi te treba da opredelime kade }e bide te`inata vo razvojot i vo edukacijata.

**Remzi Medik** od Zdru`eni eto na Romi te "Bairska svetlina" - Bi sakal da dadam zabe{ka na Nacrt-i zve{tajot, konkretno za Bitola, odnosno za zaedni cata Bair. I ma napi{ano deka Bitola nema problem so infrastrukturata. No, za Bairska op{tina, ne samo {to ima problem, tuku toj problem e golem. 70% od ulicite ne se asfaltirani, ima nesoodvetna kanalizacija, nezdrava voda za piwe, 150-200 familii `iveat vo del od ova op{tina koja e neurbanizirana, od elektrostopanstvo im e ukinat elektricen dovod. Ni e kako zdru`eni e raboti me na edna programa za razvoj na taa zaedni ca. I naskoro }e izleze akci onen plan so si te probl emi so koi se soo~uva taa zaedni ca. Na krajot na mesec maj e plani rano da se organizira donatorska konferencia na koja }e bide prezenteran toj akci onen plan. Gi povi kuvam si te zainteresirani donatori, instiucii i zdru`enija da dojdut na konferencijata na koja }e bide prezenteran toj akci onen plan i kade }e gi vidat potrebite i probl emi te so koi se soo~uva taa zaedni ca. Sakam da ka`am deka ova programa e finansirana od Insti tutot za trajni zaedni ci i od USAID.

**Bekirov Sali** - ...The state doesn't want to organize, thus we can become educated traders, to be good economists as well. Also, the main burden is to be redirected to change of the banking system and the credit lines. To give a signal to the credit banks and the credit monetary system - to make changes, to be more available for all citizens. The market economy requests legally and precisely operating. If we work day by day there isn't going to be any progress of the Macedonian society. I will say something about the education. The education is gained by different methods in the educational system. Why don't we ask for information about how many of our children enter at university and why don't we finance these children? Therefore these international institutions are to develop programs. We the Roma are to destine where the burden in the education development is going to be...

**Remzi Medik**, Roma Association Bairska Svetlina - ...I want to make remarks on the draft-report, namely on the part about the town of Bitola. The draft-report says that Bitola doesn't have infrastructural problems. But for the Bair community I, as part of that community, will say that not just that it has problem, it has a huge problem. 70% of the streets are not asphalted, there is inappropriate sewage, unhealthy drinking water, 150-200 families live at part of that community, at an inurbane settlement and the electricity company quit the electricity there. Our association works on a program for that community's development. A task plan will be announced soon, containing all problems that the community is faced with. At the end of May it is planned to organize a donor conference at which the task plan will be presented. I invite all donors, institutions and associations to participate at the conference, where the task plan will be presented and where they will become aware about the needs and the problems the community is faced with. The program is supported by the Institute for sustainable communities and USAID...



[ emsi [ ainov - diplomirimo ekonomisti - Kamav te vakerav e problemske e nalegalno ekonomiake. Zruri si te arakhel pe ikljoviba , na salde e Romenge numa thaj tari Rad`a. Zruri si te len pe konsekvence save manu{encar ka {aj te chiden pe taro odola kurke, thaj te sikaven olen sar ka suksesirinen te organizirimmen pe ma{kard`ianeskere te legarel pe o biznisi ko pervazia taro kanonia. So legarel pe d`i o kreditia thaj dejebe finasie e bizniseske o problemi si akutno saste popu-laciake an i Makedonia. Te dikhlja i banka kote na{ti iranel pe love oj na deal krediti okolenge so kamen te {urukjeren e biznisea. Khanik akate an o Forumi vak-jergja kote nane but educirime u-e edukacijaj Roma. Numa esapinav kaj isi potenciali an i romani popula-cia , so si u-e educirime, isi len d`anlipa an i odoja bran{a, numa nane but anga`irime thaj e Romendar ko ma{kard`ianeskere institucije te keren buti an o akava problemi. Te kera lafi odoleske ma te na{ava vakti ko javer naimportantno bukj, numa saste thaj koncizno te definirina o problemia , te rodel pe faisali te {unel pe o hango e Romengoro.

**Pece Jovevski** - regionalno koordinatori taro Karitas, filiala Skopje.

But hari ja nane proektia taro pretpriemni{tvo thaj pakjav kote tumen da odova gndinen kote {aj si klidi-mo butikjeriba e eemancipaciake save te ovel individ-ua.

Kana tegani jekh preperutno tari romani khedin ka ikljol ko agor e lavirentea anavkjerdo biznis? Soske si zaruri te kerel buti e ma{kard`ianeskiri khedin thaj o kherutne institucije.? Zaruri si programe tari eduka-cia, sociala, pretpriemni{tvo, thaj arka taro birad`a-koro sektori. Isi ~hani sar e jekva{educirime dizut-nenge te sikaven pe o avgo piro taro finasie thaj mar-keting. menad`menti. Isi manu{a so odova {ukar d`anen thaj {aj te sikaven e javere ko fundavno kate-gorie e kurkeskere ekonomiake.

Zruri si te sa o faktoria, ma{kard`ianeskere khedina tari amari politikakiri jali themakiri garnitura te ini-cirinen harnevakteskere metodia telokjeribaske taro prtepriemni{tvo, biznis e romane populiaciake numa paralelno te kerel pe lungovakteskiri strategija so si sar konsekvence.

[ emsi [ ainov - di pl omi ran ekonomist - Sakam da uka`am na probl emot so si vata ekonomija. Treba da se najde i zlez, ne samo od Romi te tuku i od Vl adata. Treba da prezemat soodvetni merki so koi tie lu|e, koi }e gi otstranat od toj siv pazar, }e im uka`at kako da uspeat da se organizi raat me|u sebe i da vodat bi zni s vo ramki te na pravni te normi. [ to se odnesuva do kredi tni te li ni i i raspol o` li vosta na f i nansi ski te sredstva za f i nansi rawe na bi zni si , probl emot e akuten za cel ata popul aci ja vo Makedo-nija. Ako bankata gl eda deka ne mo` e da si gi povra-ti sredstvata, voop{ to ne dava kredi ti na oni e { to sakaat da otpo~nat bi zni s. Neko j na ovoj Forum spomna deka nema dovol no vi soko obrazovani Romi . No, smetam deka i ma dovol en potenci jal vo romska-ta popul acija koi se vi sokoobrazovani , i maat i skustvo vo ova pole, no ne se dovol no anga` i rani od sami te Romi , od me|unarodni te i nsi ti tuci i koi se zani mavaat so toj probl em. Da se usredi me na toa, da ne gubi me sili na neva`ni raboti, tuku jasno i konci zno da se def i ni raat probl emi te, da se baraat re{ eni ja i da se sl u{ a gl asot na Romi te.

**Pece Jovevski** - regi onal en koordi nator od Kari tas pretstavni { tvo Skopje - Mnogu mal ku ili voop{ to ne postojat proekti od obl asta na pretpri emni { t-vo, a veruvam, }e se sogl asi te, deka e toa mo` ebi kl-u~na rabota za emanci paci ja na koja bi lo i ndi vi dua. Kako toga{ eden prose~en pri padni k na romskata zaedni ca }e se spravi so l avi ri ntot nare~en bi zni s? Za { to treba da razmi sl uva me|unarodnata zaedni ca ili na{ ite nadle`ni institucii? Potrebni se posebni programi od obl asta na obrazovani e, soci-jala, pretpri emni { tvo, potrebna e pomo{ od nevl a-di ni ot sektor. Postojat na~i ni kako i na pol upi s-meno naseleni e da mu se poka`at prvi te ~ekori od obl asta na f i nansi i i marketi ngot, menaxmentot. I ma lu|e { to tie metodi dobro gi znaat i koi treba da gi nau~at drugite na osnovni te kategorii na pazarno stopani suvawe.

Potrebno e od strana na koj bilo faktor, me|unarodna zaedni ca, od na{ ata politi ~ka ili dr`avna garnitura da se ini ciraat kratkoro~ni merki za poddr{ ka od obl asta na pretpri emni { -tvoto, bi zni sot so romskata zaedni ca, no paral el no so toa da se napravi dol goro~na strategi ja { to }e zna~at merki .

**Semsi Sainov**, bachelor in economy - ...I want to point on the problem of the gray economy. A way out has to be find, not only by the Roma but by the Government as well. Appropriate steps has to be undertaken, which will assist the people who will be taken away from the gray market in terms to indicate how to succeed, to organize among them and to run businesses within the legislation frames. Concerning the credit lines and the availability of the financial means for financing businesses - it is an acute problem for the general population in Macedonia. If it is the bank's opinion that it will not be able to recl-aim the resources, it will not approve a credit at all to the ones who plan to launch a business. Someone at this Forum mentioned that there isn't enough Roma who fin-ished university. But, it is my opinion that there the Roma population has enough potential, there are Roma who fin-ished universities, who have experience in the area, but are not engaged enough by the Roma themselves, the international institutions who are dealing with that prob-lem. Let's focus on that, let's not lose energy on insignif-icant issues, rather precisely and concisely to define the problems, to seek for solutions and to listen to the Roma voice...

**Pece Jovevski**, regional coordinator of Caritas office in Skopje - There are very few, or there aren't at all projects covering the entrepreneurship area, and I believe you'll agree, that it is maybe the key issues for any individual's emancipation.

How than, one average Roma representative can deal wi-th the maze entitled as business? What should the inter-national community or our authorized institutions think about? Special programs are necessary covering the edu-cation, social, entrepreneurship areas, NGO assistance is necessary. There are ways how to show the basic steps in the sphere of finances and marketing, management to half-literate population. There are people who know these methods well and who should teach the others on the basic categories market economy.

It is necessary that any of the factors, the international community or the state authorities, to initiate short-term steps for support of the entrepreneurship, the business with the Roma community, but parallel with that to build a long-term strategy what the steps imply.



**Miljaim Karimi** - Isi man konkretno pu-iba d`i o fondacie. Organizirime si kursia taro turlie aspektia, numa na taro ekonomikano aspekti. kote ka oven phanle o terne roma kote palo o agor odole kuseske ka ovel olen sar majla-ho avutnipa.

**[ aban Saliu** - niamari - O ekonomikano faktori thaj i edukacia si phanle thaj na{ti jekh bizo javerea. Na{ti naeducirimo manu{ te legarel ekonomia thaj irame. I edukacia thaj praktika an i ekonomikani sfera si but importantno. I romani populacia trujal so na educirimi oj si maj-oroli. I inspekcia an them kerel bari represia upral o tikne biznismenia. Esapinav kote disave regionia kote ka dominirinen o roma zaruris i te notirinen pe sar tromale ekonomikane zone thaj te ovel olen disave beneficie.

**Aleksandar Kr`alovski**, koordinatori e programa make MCMS - Majnagljal ka iranav man an i diskusia taro r. Ramadan Demirovski e praktikake e barenge jali te kjeran pe an o d`anlipa sa okova so pomukhle d`i akana te educirinen pe. Isi asavke praktike sar egzampli an o [ tip. O r. Traj-e Petrov lipargja egzampli taro [ ti, kote asavko keral ep o manu{a educirinen pe an i tekstileskiri industria thaj isi len kamlipa te arakhen e manu{enge buti. Dujto, zoralili i gnd ko okola so na educiringje pe d`i akana thaj te na keren odova so ola kergje pe ~haven thaj keren zori te agorkjeren te na , salde fundavno {kola. Okova so sine mange bila-he sine o pu-iba - Save beneficie ka arkhen pe okole manu{enge so si bizi edukacia? Odova si so kamav te vakerav, nane zaruripa taro beneficie thaj humanitarno arka, socialno arka numa te gndinen sar te nakhen odola problema te [aj te den korkro peske arka. O komentari lobiribasketaro MCMS te teloikjerel e lobi grupa Roma 2002 ber{ kaskiri funkcia si te arakhel mehanizmia taro barabutno lejbe than anglal o institucie taro sistemi , thaj lobi aktiviteti. Odova si majpakjavutne an i linia okole vakeribaja taro r. Pande lazarevski so dengja kote akava REF ka ukomponirinel odole grupa te bahamkjerel te kerel odoja buti.

**Miljaim Karimi** - I mam konkretno pra{ awe do fondaci i te. Organizirani se kursevi od raznoviden aspekt, no ne i kursevi od ekonomski aspekt, kade { to } e bi dat vkl u-eni ml adi te Romi na koi zavr{ uvaweto na toj kurs } e i m posl u` i za podobra i dni na.

**[ aban Saliu** - advokat - Ekonomski ot faktor i obrazovani eto se vo tesna vrska, ne mo` at edno bez drugo. Ne mo` e nepi smen ~ovek da vodi ekonomija i obratno. Obukata, odnosno obrazovani eto za ekonomskata sfera e mnogu bitna. Romskata zaednica, osven { to e najneobrazovana e i najsi roma{ na. I nspekcijata vo dr`avata vr{ i golema represija vrz mal i te bi sni smeni. Smetam deka odredeni zoni , kade { to domini ra romskoto nasel eni e, treba da se proglasat kako mal i sl obodni ekonomski zoni i da i maat odredeni benef i ci i .

**Aleksandar Kr`alovski**, koordinator na programa od MCMS - Prvo bi se osvrnal na di skusi jata na g. Ramadan Demirovski za obukata na vozrasni te, odnosno kako da se osposobat ti e { to propu{ tile da go zavr{ at obrazovani eto. I ma takva obuka, na primer vo [ tip. I sto taka i g. Traj-e Petrov spomna primer od [ tip deka takvo ne{ to se pravi, lu{eto se osposobuvaat vo tekstil nata i ndustrija i deka i maat namera da gi vrabotat. Vtoro, verojatno e ve} e zajaknata svesta kaj ti e { to i maat propu{ te no obrazovani e deka nema da ja napravat i stata gre{ ka so svoi te deca i deka } e i m obezbedat da zavr{ at barem osnovno obrazovani e. Ona { to mi pre~e { e be{ e pra{ aweto - Kakvi benef i ci i da se obezbedat za ovi e lu{e { to ne go zavr{ ile obrazovani eto? Toa e ona { to sakam da go i staknam, ne treba da se razmi sl uva za benef i ci i , za humani tarna pomo{ , za soci jal na pomo{ , tuku da se razmi sl uva kako da se nadmi nat ti e sostojbi , kako da si pomognat sami te na sebesi da ja nadmi nat taa sostojba. Za komentarot za lobi rawe, MCMS poddr` a edna lobi grupa Roma 2002 g., ~ija f unkcija e da obezbedi mehani zam za zaedni ~ki nastap pred i nsti tucii te na sistemot, zna~i za lobi akti vnosti . I verojatno e toa vo li ni ja so onaa preporaka { to g. Lazarevski ja dade, a toa e ovoj REF da se ukomponi ra so taa grupa { to postoi , da prodol ` at da rabotat na takvi akti vnos ti .

**Miljaim Karimi** - ...I have a precise question to the foundations. Courses covering different aspects have been organized, but not courses covering the economic aspect, which will involve young Roma for whom the finished course will mean possibility for better future...

**Saban Saliu**, attorney - ...The economic factor and the education are closely connected, they can not be one without the other. An illiterate person can not run an economy and the other way around. The training, namely the education on the economic sphere is very important. The Roma community, beside the fact that is the most uneducated one is the poorest one. The supervision in the state makes an enormous pressure on the small businessmen. In my opinion that certain zones, are to be pronounced as small free economic zones and to enjoy certain benefits...

**Aleksandar Krzalovski**, program coordinator at MCIC - ...First, I will pay attention on Mr. Ramadan Demirovski's discussion about the trainings for adult, namely how to qualify the ones that didn't finished their education. There is such training, for example in the town of Stip. Moreover, Mr. Trajce Petrov mentioned an example from the town of Stip that there is such thing going on there, the people are trained in the drapery industry and that they intend to employ them. Second, probably the consciousness among the ones who didn't finished their education is already strengthen, thus they will not make the same mistake with their children and will assure that they will finish at least the primary (elementary) school. What I minded at the question was - What benefits are to be assured for the ones who haven't finished their education? This is what I want to highlight, no privileges, humanitarian aid, social aid are to be considered; how to transcend that situations, how can they help to their selves for transcending that situation are the issues that are to be considered. On the comment for lobbying - MCIC supported a lobby group - Roma 2002, which is to ensure mechanism for common outbreak in front of the system institutions, namely for lobby activities. And this is probably in accordance with Mr. Lazarevski's recommendation, and that is that the REF should affiliate with that group, to continue working on such activities...



**Martinovski Zupan** FAO - O agrari sar jekh taro {erutne sektoria an i ekonomia an i RM nane phanlo. Isi but karane soske o Roma na dikhen pe an o akava sektori so {aj te anel ekonomikano lejbe love. FAO akava ber{ sisi le proektia an o 4 thema, kote bila~Hipaske i Makedonia nane phanli, kote del pe arka e Romenge so kamen te len than an o agrareskoro artikliriba thaj odolea te keren peske egzistencija. An o momenti o FAO na{ti te lel inicijativa te na rodingje e rad`akere ofisia. Avgo prioriteta si i identifikacia taro [asjadfipa e romane dizutenge an o ruralno thana.

**Dilbera Kamberovska**, prezidenti taro RO@M "Daja" - Ud`arav taro akava Forumo but, alem bare takatea kote gndingjem kaj isi kaske te vakera amare problemia. Gndingjum kaj avdive ka dikhav man e manu{encar kote si o klidi ko olengere vasta. Odolerske nane karana ba{i i diskusia, na{avgjem o moraliko sa. But dengja pe zori an o Forumi, ud`argjem kaj ka ovel bare rezultatia, kak kera disavi trampa thaj ka ovel amen teloikjeriba. Kamav te vakerav kote na siem diskriminirime, numa o avdisutno dive sikavel kote o Roma si ~a~e diskriminirime.

**Fanija Ivanovska**, grupa "Feliks" tari Bitola - Isi programe e bukjarnne adaptaciake e Romenge, numa kamav te pu~av kote si o phanlipa e bzinis sektorea?. Odoleske so et kamle te reflektirinen sa okova so siklile, prekal o praktike zaruri si te ovel phanlipa ma{kar olende, thaj te phanel pe odoja rota. Amen sar birad`akiri organizacia isi amen phanlipa e Ofisea bukjarnibaske numa zaruri si amenge phanlipa e multipliciribaja te {aj te dikhen pe o rezultatia. Ko dujto dive taro Forumi ( 26.03.2004 ) avgo tema sine "Buvljariba e tikne thaj ma{karutne firmenge thaj o {ajsarina ko arakhiba buti e Romenge an i Makedonia" thaj dujto tema sine : "Ekonomikano {ajdipa e romane d`uvlengje an i Makedonia". Trujal akava kotor ka dikha o diskusie taro okola so lele than an o Forumi

**Martinovski Zupan**, FAO - Zemjodelieto kako eden od glavnite sektori vo ekonomijata vo Republika Makedonija ne e vkluno. Ima ni za objektiivni pri~ini zo{ to Romite ne glodaat na ovoj sektor od koj bi mo`el da ostvari nekoja ekonomska zarabotka. FAO ovaa godina ima proekt vo 4 zemji, vo koj za `al ne e vkluna Makedonija, so koj im se pomaga na Romite koi se zainteresirani da u~estvuvaat vo zemjodelsko proizvodstvo i na toj na~in da ostvaruvaat egzistencija. I vo momentot FAO ne mo`e da prezeme inicijativa ako vladini organi ne pobaraat toa. A prvi prioriteti se identifikacija na mo`nosti te na romskoto naselenie vo ruralnite sredini.

**Dilbera Kamberovska**, pretsedatel na RO@M "Daja" - O~ekuvavme od ovoj Forum mnogu, dojdovme so golema energija mislej{i deka }e imame na kogo da se po`alime. Mislevme deka denes }e se sretname so luje vo ~i i race e kluno. Zatoa nema pri~ina za diskusija, se izgubi moralot kaj si te pri~in. Mnogu se vlo`i trud vo Forumot, mnogu vreme, mnogu pari se potro{ija, o~ekuvaj{i deka }e ima rezultati, deka }e napravi me nekoja promena i deka }e imame poddr{ka. Posakuvam da ka`am deka ne sme di skrimi ni rani, no dene{ nata sredba poka`uva deka Romite se navistina di skrimi ni rani.

**Fanija Ivanovska**, grupa "Feliks" od Bitola - Postojat programi za rabotno osposobuvawe na Romite, no sakam da pra{ am kade se vrskite so bzinis sektorot? Zatoa { to za da go reflektiraat seto ona { to go nau~ile preku tie obuki mora da postojat vrski pome|univ, odnosno da se zatvori toj krug. Ni e kako nevladi na organizacija vospostavi vme vrska so Zavodot za vrabotuvawe, no potrebno e tie vrski da se multiplificiraat za da ima vidlivi rezultati. Na vtoriot den od Forumot (26.03.2004) prvata tema be{ e Razvoj na mali i sredni pretprijatija i mo`nosti te za vrabotuvawe na Romite vo Makedonija, a vtorata tema be{ e Ekonomskite mo`nosti za romskite `eni vo Makedonija. I vo ovoj del }e gi prosl edime di skrisite na u~esnicite na Forumot.

**Zupan Martinovski**, FAO - ...The agriculture as one of the main sectors in the economy of Republic of Macedonia is not included. There are many objective reasons why Roma don't find this sector as one out of which they can make an economic income. This year FAO has 4 projects, in which unfortunately Macedonia is not involved, and which support the Roma who are interested into participation in the agricultural production and that way assist them to realize existence. And at the present time FAO can not undertake initiative if the government departments do not request that. First priorities are identification of the Roma population possibilities in the rural areas...

**Dilbera Kamberovska**, president of ROWM Daja - ... We anticipated from this Forum a lot, we come full with energy, as we were under the impression that we will be able to address our complains to somebody. We thought that today we will meet people who hold the key. Therefore, there is no reason for discussion, the moral among all present is lost. A lot of efforts were put in the Forum, much time; a lot of money was spent, expecting that there will be results, that we will make a change and that we will have support. I wish to say that we are not discriminated, but the today's meeting shows that the Roma are really discriminated...

**Fanija Ivanovska**, group Feliks - Bitola - ...There are programs for working qualification of the Roma, but I want to ask - where are the links with the business sector? This due to the reason that if they are to reflect the things they learned during the trainings, there has to be links between them, namely to close the circle. We, as a NGO, have established a reference with the Bureau for employment, but it is necessary to multiply the references, thus there will be visible results.





[ **emsi** [ **ainov** Angleder te {urukjera e diskusienar ko interes e vakteske sa okova so kerel presia upral o Roma, ekstra ba{ o biznis sektopri ka tindalav e diskutanten te diskutuinen ko 5 minutia te prezentirinen sa okova so kamen te {aj o problemia kolea arakhena tumen te oven koncizno thaj saste vakerde. Keren zori te vakeren o tumaro buti keriba thaj o la-he riga te {aj odova te istemalkjerel pe. Trujal akava keren zori te vakeren tumare vizie thaj {ajsarina tumare butikeribaske, den solucie tari tumari rig. Ka tindalav e donatoren te {unen o hango e Romengoro te {aj te arakhel pe ikliovibaskiri faisal asvorenge. Thaj te kera plani an o nacionalno thaj na proektno nivo.

**Zoran Dimov** - Kamav te dav vazdipa e romane biznismenge so si akate te vakerav i resarin akale Forumeske, koro majodorig, so {aj te al, thaj te na{ava. Amen khan-i na{ava. Ka vakerav jekhe metaforaja. Amen siem saR tikni pujori so ka formirinel pe ko ba{no, kote pe hangoja ka vazdel e Romen thaj ka vakerel sar te keren buti. Akava si vakerdo sar an i metafora, numa si i resarin e Forumeskiri -te kera barvale e Romen e ekonomikane d`anlipaja. Kamav te {ukrikerav e manu{enge taro banke thaj o ministeriumia. Akana te {una o diskusie amare manu{engere soske kobor isi amen informacie buteder odova si majla-he. Thaj pakjav kote odola informacie ka istemalkjera savore.

**Ra{idov Usein** - kinobikinitno jekhutno - Gndinav kaj o Roma zaruri si korkoro te keren peske o bukja-trnipa kote ka phraven tikne thaj ma{karutne firme arkaja taro kreditia, numa gndinav kote o kreditia so den o banke si u-e kamataja. Buteder Roma an i Makedonia d`ivdinen tari sociala. Zaruri si te kera sar te nakhava akava problemi. Zaruri si tari inicijativa te arakhel pe buti e Romenge ko themakere administracie, birad`akere organizacie thaj privatnikia.

[ **emsi** [ **ainov**, Pred da po~neme so di skusi ja, vo i interes na vremeto i na seto ona { to gi pri-ti ska Romi te, osobeno vo bi zni s sektorot, bi gi zamol il di skutanti te vo vreme od 5 mi nuti da go prezenti raat se ona { to gi ma~i, da gi ka` at problemi te so koi se sudruvaat i toa da bide koncizno i jasno iska` ano. Obidete se da gi iska` ete prednostite vo va{ eto rabotewe, se ona { to mo` e da se iskoristi. Osven ovie iska` uvawa obidete se da gi ka` ete svoite vizii i mo` nosti za va{ eto rabotewe, dajte solucii od va{ a strana. I sto taka bi gi zamol il donatori te da go slu{ nat gl asot na Romi te, za da se najde i zl ezno re{ eni e za si te. I da razmi s-l uvame na naci onal no, a ne na proektno ni vo.

**Zoran Dimov** - Sakam da gi potti knam bi zni smeni te Romi koi se tuka i da ka` am koja e cel ta na Forumot, kade ponatamu, { to dobi vame a { to gubi me. Vsu{ nost nie ni { to ne gubi me. ] e se izrazam metaf ori ~no. Nie sme sega kako edno pile koe se of ormuva vo petel, koj so svojot gl as } e gi budi Romi te i } e im uka` uva kako da rabo-tat i { to da rabotat. Ova e metaf ori ~no ka` ano, no toa e cel ta na Forumot - da gi zboga-time Romi te so ekonomski znaewa. Bi sakal da im se zabl agodaram na lu|eto od banki te i od mi ni sterstvoto. A sega da gi slu{ neme di skusi -ite na na{ ite lule, zatoa { to kolku pove} e i nf ormaci i dobi eme, toa podobro. I veruvam deka ti e i nf ormaci i } e ni kori stat na si te nas.

**Ra{ idov Usein** - trgovec-poedi nec - Mi sl am deka Romi te sami treba da si go obezbedat vrabotuvaweto so otvorawe na mal i i sredni pretpri-jatija, so pomo{ na kredi ti, i ako mi sl am deka krediti te { to gi nudat banki te se so vi soka kamatna stapka. Pove}eto Romi vo Makedoni ja ` i veat od socijal na pomo{ . Treba da razmi s-l ime kako da se nadmi ne toj problem. Treba da postoi i ni ci jati va za vrabotuvawe na Romi te vo dr` avni admi ni straci i, nevl adi ni organi zaci i i vo pri vatni pretpri jatija.

**Semsi Sainov**, Prior to the discussion beginning, in interest of the time and in all what burdens Roma, especially in the business sector, I will ask the ones who will discuss to present everything that burdens them in 5 minute period, to present the problems they are faced with and to make it concisely and explicitly stated. Try to present the advantages of your working, provide your solutions. Moreover, I ask the donors to hear the Roma voice, thus a solution for everybody can be found. And let's consider the national, not the project level.

**Zoran Dimov** - I want to encourage the Roma businessmen who are here today and to state the goal of the Forum, where further, what do we gain, and what do we lose. Actually we lose nothing. I will say this metaphorically. We are now as one small chicken which grows up to a rooster, which with its voice will wake up the Roma and will signify how to work and what to work on. This is metaphorically speaking, but that is the goal of the Forum - to enrich the Roma with knowledge in economy. My gratitude to representatives from the banks and from the Ministry. And now let's hear our people's discussions, because the more information we get, the better. And I believe that all of us will benefit from that information.

**Usein Rusidov**, vendor-individual - ...It is in my opinion that the Roma on their own are to ensure their employment thru establishing micro and medium businesses, assisted by credits, though I think that the credits provided by the banks are with high interest rates. Most of the Roma in Macedonia live on social aid. We have to consider - how to transcend that problem. There has to be an initiative for Roma employment in the state administrations, NGOs and in private enterprises...

**Rami Veliov** - tari privatnikani firma "Armani" - Me sium d`eno- tari privatnikani firma "Armani" taro Ko-ani. Anglal 1,5 masek arakhljam amen jekhe problemea an o kurko ko [tipi. Bute der Romenge bizo anglohavljariba lendi si i roba, soske buteder olendar nane registririme firmaja. Vakeren kote taro 1 april ka anel pe nevo kanoni. So d`i tegani. O manu{a daran te d`asn an o kurke, te na len pe olendar i roba. Zaruri si te informirinen pe odola manu{a.

**Ru`di Ibrahimov**, diplomirimo niamari - O p~u-iba so si pu~lo ko phanlipa e nalegalno keribaja buti sar kinobikinutno si saste regulirimo e agorutne Kanonea ba{o kinobikiniba. Akate si dende o direktive e kurkeskere inspektorateske te {aj te len o artiklia taro manu{ so nane registririmo sar kinobikinutno -korkorutno jali kdeipa so isi ano Kanoni e kinobikinibaske. Savo si o~hani kote {aj te keren buti? Jekhutno ~hani te keren odoja buti si akale ande kanonea resele ape te keren pe prevziale niamia te ipe ko sa o procesia taro niamro butikeriba e themake -thaj ola te registririnen pe.

**Pece Jovanovski**, regionalno koordinatori taro Caritas, filiala Skopje  
Lipargjum kote o ekonomikane kanonia ko sako subjekti pretpriemniko so ka iklol an o kurko si zorale. Akate {aj te den le arka programia thaj proektia sar misal konsekvencia taro monitoring, konsalting thaj javer. [aj li realno ekstra buvljaribaskere programe ba{o o pretpriemni{tvoe romane khedinake? Akate dikhav ikljoviba e prose~no Romeske jali Rome so isi pretpriemni~ko potenciali.

**Hasan Sali**, kinobikinibaskiri firma "Romano" - Isi li akale Forume be{ipa an i diz jali avrial taro Skopje, kote ka {aj te vakera amare zruripa thaj te la ekonomikane jali niamale dizia te {aj majodorig te egzistirina? Bahamkerav te ovel Roma -ekonomistia so ka legaren e firmen. Dujto pu~ina legarela pe dejbaske kreditia thaj buvljariba e tikne ekonomiake.

**Rami Veliov** - od privatna firma "Armani" - Jas sum pretstavnik na privatna firma "Armani" od Ko~ani. Pred 1,5 mesec se soo~ivme so eden problem na pazari te vo [tip. Na dosta Romi, bez ni kakvo predupreduvawe, im be{ e odzemena robata, bidej{i nekoj od niv nema registrirana firma. Ka`uvate deka od 1 april }e se donese nov zakon. [to dotoga{? Lu|eto se pla{at da odat na pazari te, da ne im bide odzemena robata. Treba da se inf ormi raat tie lu|e.

**Ru`di Ibrahimov**, diplomiran pravnik - Pra{aweto {to se postavi vo vrska so neovlasteno vr{ewe na trgovija e jasno regulirano vo posledni ot Zakon za trgovija. Tuka se dadeni ovlastuvawa na dr`avni te pazarni inspektori da mo`at da ja odzemat stokata na liceto koe ne e registri rano kako trgovec poedi nec ili nekoe drugo dru{tvo predvideno vo Zakonot za trgovski dru{tva. Koj e na~inot da mo`at tie da vr{at dejnost? Edinstven na~in da vr{at trgovija - i zatoa e donesen toj zakon so cel da se sozdade pravna ramka i da se ispo~ituvaat site procesi na pravnoto deluvawe na dr`avata - e tie da se registri raat.

**Pece Jovevski**, regionalen koordinator od Caritas pretstavni{tvo Skopje - Spomenav deka ekonomski te zakoni tosti za sekoj subjekt, pretpriemnik, koj }e se pojavi na pazarot se nemilosrdni. Tuka mo`e da mu pomognat proekti i programi samo vo smisl a na merki na monitori ng, konstalting i sl. Dal i se mo`ni i realni posebni razvojni programi za razvoj na pretpriemni {tvoto kaj romskata zaednica? Tuka e izlezot za prose~ni ot Rom ili za Rom koj i ma pretpriemni ~ki potenciali.

**Hasan Sali** - trgovsko pretprijate Romano - Dal i ovoj Forum i ma sedi {te, vo gradot ili von Skopje, kade {to }e mo`eme da gi istaknuvame na{ite potrebi i da dobi vame ekonomska i pravna pomo{za da mo`eme ponatamu da egzi stira me? Predl agam da i ma ekonomisti Romi {to }e gi vodat firmi te. Vtoro pra{awe se odnesuva za davaweto kredit za razvi vawe na mal oto stopanstvoto.

**Rami Veliov**, private enterprise Armani - ...I am representative from the enterprise Armani from the town of Kocani. A month and a half ago we were faced with a problem at the markets in the town of Stip. The merchandises were dispossessed from many Roma, without any warning, because some of them didn't have registered enterprise. You say that starting from April 1 a new law will be effective. What until then? The people are afraid to go at the markets, as they are scared that their merchandises might be dispossessed. The people are to be informed...

**Ruzdi Ibrahimov**, bachelor in law - ...The raised issue regarding the unauthorized trading is precisely regulated with the last Law for trading. Herewith authorizations are given to the state market supervisors to dispossess merchandises from an individual who is not registered as vendor-individual or other kind of enterprise as postulated with the Law for enterprises. In which way can they operate? The only way they can practice trading - that is why the law was adopted, with aim to create legislation and to respect all processes of the state's legislation - is to register.

**Pece Jovevski**, regional coordinator of Caritas office in Skopje - ...I mentioned that the economic legislation for each subject, enterpriser, which will appear at the market are merciless. The legislation doesn't recognize nationalities. The average Roma who intends to run an entrepreneurship has to fight for and obtain own place in the market. Herewith, project and programs can be of assistance but only in terms of monitoring, consulting etc. Are specific development programs for entrepreneurship development within the Roma community real and possible? Here is the way out for the average Roma or for the Roma who have entrepreneurship potentials.

**Hasan Sali**, trading enterprise Romano - ... Does this Forum has headquarters in the city, or out of Skopje, where we will be able to annotate our needs and to get economic and juridical assistance, thus we will be able to exist further? I suggest having Roma economists who will run the firms. The second question is for providing credits for development of the small economy.



**[ emsi [ ainov** - Panda nane kancelaria, numa pakjav ka formirinepe thaj ka kerel sevd`a e koordinaciake ko pobuter aktivitetia, ka kerel buti na salde e romane pu-ibaja thaj romano biznis, numa ko pu-ibata tari sociala, ekonomia, informacia thaj javer. La-he si so dengjam pu-iba ko dizidejbaskere problemia. Mande interesirinel kobor romane biznismenia rodengje konsultativno rodipa? Odova si la-he thaj i sama zaruri si te irana la ko konsultantia te oven Roma ka den teloikeriba e tikne sektoreske. Kamav te iranav i sama taro donatoria thaj o Ministeriumi ba{i ekonomia te gndinen ko odova drumo.

**Ahmet Ja{arovski** - CRZ "Drom" - Dikhlem kote i ekonomia si bari problematika. Kamav te vakerav kote o banke thaj olengere kreditia. Zaruri si pohravde te diskutirina thaj te kerel pe programa e Romenge sar te aven d`i o finansie. Isi li bro{ure e kreditencar sar te lel pe krediti jali ka keren pe javer programia e Romenge? Interesirinel man ba{fo o monitoring thaj kolsalting isi li firme so den asavko butikjeriba? REF {aj te organizirinel asavki firma so ka khedel e manu{en, ka kerel buti e biznisea kaste isi tikne thaj ma{karutne firme, jali kinobikinutne - jekhutne.

**Miljaim Kariman** - Isi ki{lo love e studentenge. Isi li ko avutnipa desavo planirimo krediti e Romane studentenge, kote palo agor taro studiriba ka arakhen buti thaj ka iranen o love?

**Sa{fo [indilovski** - Akale ber{eske ko programe teloikjeribaske e pretpriemni{tvske sisi stipendie okola so ka d`an ko postdiplomske sar pretpriema-ia. Isi {aj sarin akava ber{ okola so kamen te educirinen pe te len stipendie.

**[ emsi [ ainov** - Se u{ te nema kancelarija, no se nadevam deka }e se oformi }e se gri`i za koordinacite vo pove}e aktivnosti, }e se zani mava ne samo so romskoto pra{awe i romskot biznis, tuku i so pra{awata od socialata, ekonomijata, informacite itn. Dobro e {to pottiknavte problem za sovetodavni uslugi. Mene me interesi ra kolku od romskite biznismeni i maat koristeno konsultantski uslugi? Toa e ubavo razmi sluvawe i vni manieto treba da se naso~i kon toa sami te konsultanti da bi dat Romi, koi }e davaat poddr{ka na maliot sektor. Bi sakal da go predizvikam vni manieto na donatorite i na Ministerstvoto za ekonomija da razmi sluva i vo taa nasoka.

**Ahmet Ja{arovski** - CRZ "Drom" - Uvi dovme deka ekonomijata e dosta golema problematika. Bi sakal samo da uka`am na bankite za ni vni te kreditni linii. ]e treba pootvoreno da se diskutira i da se napravi posebna programa na Romite kako da dojdut do tie finansii. Dal i postojat posebni bro{uri za kreditnite linii, kako da se dojde do tie krediti ili dali mo`e da se napravat posebni programi za Romite? Me interesi ra i za monitoringot i konsaltingot - dali postojat firmi {to davaat takvi uslugi? REF mo`e da organizira ta takvi firmi kade {to }e mo`at da se sobiraat lu|e, koi se zani mavaat so biznis, koi imaat mali i sredni pretprijati-ja, ili trgovci-poedinci.

**Miqim Kariman** - I ma slab priliv na sredstva za studenti te. Dali vo idni na nekoja od bankite planira da obezbedi krediti za Romite studenti, koi po svoeto zavr{uvawe na studii i vrabotuvawe bi gi vratile tie pari?

**Sa{fo [indilovski** - Za ovaa godi na vo programata za poddr{ka na pretpriemni {to imame predvideno stipendii za tie {to }e odat na postdiplomski studii za pretpriemni {tvo. I ma mo`nost u{te ovaa godi na za tie {to sakaat da se educiraat da dobjat stipendii.

**Semsi Sainov** - ... It doesn't have an office yet, but I hope that one will be established and it will work on coordination of many activities, not only regarding the Roma issue and the Roma business, rather the social, economy, information etc. It is good that you raised the consultative services issue. What I want to know is how many of the Roma businessmen have utilized consultative services? It is a good consideration and the attention is to be paid that the consultants to be Roma, who will support the micro sector. I want to draw the donors' and the Ministry for economy attention on thinking in that direction.

**Ahmet Jasarovski, CRA Drom** - ...We noticed that the economy is quite an issue. I just want to indicate to the banks on their credit lines. More open discussion is necessary and a special program for the Roma is to be built in order to be able to gain that finances. Are there any special brochures for the credit lines; or how to get the credits or is it possible to prepare special programs in the sphere of the Roma? I am interested into the monitoring and the consulting - are there firms which provide such services? REF can organize ones, thus the people running business, who have micro or medium enterprises, or vendor-individuals, be gathered at one place where they can get such services.

**Miljaim Kariman** - ...There is low influx of resources for the students. Do any of the banks plan in the future to provide credits for the Roma students who after their graduation and employment will repay the money?

**Saso Sindilovski** - For the current year with the program for entrepreneurship support we have planned scholarships for the ones who plan to have post graduated studies in entrepreneurship. There is possibility, even this year, for the ones who want to educate themselves to get a scholarship.



**Miljazim Sakip** - PDTRM Amen sar politikani partia bahamkera o REF te formirinel timi so pend`aren i ekonomia. O Roma isi olen asavko kadar thaj ov {aj ko tung butikjeriba akale donatorencar, fondacie so finansirinen proektia tari ekonomia, so si pa`e e Romenge biznismenia thaj ka den olen sar konsultativno thaj javer arka olenge.

[ emsi [ ainov - Na {ungjum o problema ~a-e ko Roma. Pobuter diskutirinel pe sine e socialno strukturake thaj edukacia. Na vakergjen so isi tumen problema ko tumaro butikjeriba. -si li soske nane tumen aparatura, informacie, menad`ment te legaren pe o firme.

**Sali Kjani** - Gndinav kote si phare te paririna e bare biznismenge so sis olen milionsko love an o kurko tari ekonomia. Esapinav kote amare diplomirime ekonomistia {aj te oven manu{a so ka den amen dizia kote ka {aj o roma te ovel olen javer drumo tari gnd bizniseske, thaj te na kera asavke tikne biznisia.

**Branko Dimov**, HSKA "Romani -Topaana" - Amari organizacia lel than ko asavke proektia putribaja tikne biznisia kote sine i edukacia, implementacia, buvljarin thaj transferi. E REF-ea ka sikava duj parametria taro proekti: te kerel pe thaj implementirinel pe te ovel finansie. Akale proektea dela pe {ajdipa savorenge.

[ emsi [ ainov - Sar konkluzia akalestar ikljol sa okola nukte so zaruri si olenge bari sama. Jekh olen-dar sar lokheste d`i o olove, lokheste d`i o sektor-biznis eRomenge, d`i o kreditia olengere biznis aktiviteteske. Dikhjem kote o banke sar institucie arakhen pe kreditia. Numa isi javer ~hane sar d`i o love.

Dujto problemi si olengiri niamengiri regulativa na salde e romane biznismenge numa an i sasti Makedonia savorenge.

**Miqazim Sakip** - PDSRM - Nie kako politi~ka partija predlagame REF da formira tim od poznavaci na ekonomijata. Romite imaat takov kadar i toj bi mo`el da bide vo tesna sorabotka so oni e donatori, fondacii koi finansiraat proekti od ekonomijata, koi bi bile dostapni do Romite biznismeni i bi im daval e konsultantska i druga pomo{ potrebna za niv.

[ emsi [ ainov - Ne gi slu{ nav su{ tinski te problemi kaj Romite. Pove}e se diskutira za socialna struktura, obrazovani eto. Ne rekovte { to ve ma-i vo va{ eto rabotewe - dali e toa nedostig na oprema, informacii, menaxmiski sposobnosti za upravuvawe vo firmata.

**Sali Kani** - Mislam deka e te{ ko da im parirame na golemite biznismeni so milionski sumi vo pazarot na ekonomijata. Smetam deka na{ i diplomirani ekonomisti bi mo`ele da ni bidat sovetnici kako bi mo`ela romskata populacija da ima eden drug terk na razmi sluvawe na biznisot, da ne se vpu{ tame na takvi mali sitni biznisi.

**Branko Dimov**, HSKA Romani - Topaana - Na{ organizacija u-estvuva vo sli~en proekt za otvoraawe na mali pretprijatija kade { to stoe{ e edukacija, implementacija, razvoj i transfer. So REF se ostvaruvaat dva parametra od proektot: ostvaruvawe i da se implementira da se imafinansiski sredstva. So ovoj proekt se dava mo`nost za site.

[ emsi [ ainov - Kako zaklu~ok od seto ova proizleguvaat slednite to~ki koi bi trebalo da se obrne posebno vnimanie. Edna od nive kako pol esno do finansiski sredstva, pol esen pristap na biznissektorot na Romite, do finansiski sredstva za krediti rawe na nivni te biznisi aktivnosti. Vidome deka banki te se inistitucii koi gi osiguruvaat svoite krediti. No postojat i drugi na~ini za obezbeduvawe na finansiski sredstva.

Vtori ot problem e pravната regulativa ne samo za romskite biznismeni tuku i voop{ to vo Makedonija.

**Miljazim Sakip**, PDFRM - ...We, as a political party, suggest that REF forms a team of experts in economy. The Roma have such staff, which might be in close cooperation with the donors, foundations that finance economy projects, which will be provided for the Roma businessmen and would provide them consultative and other assistance they might need.

**Semi Sainov** - ...I haven't heard about the essential of the Roma. The social structure, the education is discussed more. You didn't say anything about the problems you are faced with in your operating - if it is the lack of equipment, information, management abilities for running the firm...

**Sali Kani** - I think that it is difficult to keep up with the big businessmen with millions at the economy market. I believe that our bachelor economists can be our consultants, thus the Roma population might have another point of view on the business, not to get involved in such small micro businesses.

**Branko Dimov**, HSKA Romani-Topaana - Our organization participates in a similar project for establishing micro enterprises, which predicted education, implementation, development, transfer. With REF two parameters are accomplished: realization and to implement it, to have financial resources. This project provides possibilities for everybody.

**Semi Sainov** - As conclusion out of this, two issues arises which are to be treated with special attention. One of them is how to make it easier to get financial resources, easier approach of the Roma business sector to financial resources for crediting of their business operations. We saw that the banks are institutions which insure their credits. But, there are other ways for obtaining financial resources.

The second issue is the legislation, not only regarding the Roma businessmen, rather generally in Macedonia.

Trinto problemi si o treningo komponenta kote ktor taro biznismenia kamen te educirinen pe pobuter thaj si odoleske gogjaver. Ko odola trening komponente zaruri si te trenirinen pe o Roma so den disave usluge e romane biznismenege. Majbaro nani-pa si i nformacia. Kana nane informacie so sisi ko biznisi thaj sar si zruri te kerel pe buti. Kokova so nane ko romano pretpriemna{tvo si o monitoringo. Te anel pe monitoring thaj evaluacia ko {uru te arakhen pe faisalia ko sa o pu-iba. odoleske o ministeriumia, o ma{kard`ianeskere organizacie thaj o donatoria te vakjeren pli idea jali faisali, ana salde ka ovel prezentirimo kote hazrkeren pe garantno {eme. Apel d`i sa olende te den akcenti e Romenge sar ekstra grupa kaste si zaruri taro ekstra tretmani, te na salde ko {uru taro olengoro biznisi.

**Safo [indilovski** - O ministeriumi ba{i ekonomia si tamikjerel institucia so teloikjerel o tikno biznisi thaj na kamel te faisarel o problemi programski, numa te kerel institucie savakteskere ka sevd`inel te den arka e tikne biniseske, sar te educirinel pe te bajraren ple menad`ersko aktivviteti. Ka hulavav o problemia ko trin kategorie kote so legaraja o proektia thaj programe terne pretpriemnitenge so {urukeren te khu-ven pe e problemea odoleske so isi len buvlo biznis numa kamen te buvljaren majbut. Ka tamikera savakteskere institucie numa na proektno. Sar egzempli an i tumari komuna {aj te formirinel pe centri te vazdel pe o pretpriemni{tvo kote ka ovel bukjarne manu{a so si ko kontakt okolencar so kamen te {urukjeren biznis thaj ka den informacie so si zaruri te legaren o biznis.

Treti ot problem e trening komponentata vo koj del bi znismeni te bi sakale da se usovr{at, da se svesni za svoi te potrebi. I sto taka vo taa tren-ing komponenta treba da se vni mava da se obu-at i Romi za davawe uslugi na bi znismeni te Romi. Najgol emiot nedostatok e informacijata. Nedostigaat informacii okolu toa {to se slu-uva vo biznis sektorot i kako treba da se raboti. Ona {to nedosti ga{e vo obl asta na rom-skoto pretpriemni {tvo e monitoring. Da se vovede monitoring i evaluacija na sami ot po-etok, da se najdat re{eni ja vo vrska so si te ovi e pra{awa. Zatoa pretstavni ci te od mi ni sterstvata, me|unarodni te organizacii i donatori treba da ka`at svoi razmisluvawa ili re{eni ja, osven ona {to be{e prezenti rano deka se podgotvuvaat garantni {emi. Apel do si te ni v da se dade poseben akcent na Romi te kako posebna grupa na lu|e koi treba da i maat poseben tretman, barem vo po-etokot na razvojot na nivni te bi znisi.

**Safo [indilovski** - Mi ni sterstvoto za ekonomija so toa {to gradi insti tucii za poddr{ka na mali ot biznis ne saka da go re{ava problemot programski, tuku saka da napravi insti tucii koi trajno }e se gri`at za toa da go pomagaat mali ot biznis, mesta na koi lu|eto }e otidati }e se inf ormi raat kako do mali ot biznis, kako da se educi raat, kako da gi zgol emat svoi te menaxerski sposobnosti. Bi gi podelil problemite na 3 nivoa, spored koi bi gi naso-uvale proekti te i programi te kaj pretpri emni ci te: za po-etni ci koi sakaat da po~nat so rabota; za mladi pret-pri emni ci {to po~nale i se sudruvaat so po~etni ~ki problemi i: za oni e {to i maat razvi en bi znis, no bi sakale u{te pove}e da go razvijat. Zna-i, }e gradi me trajni insti tucii, a ne proektno. Na primer, vo va{ata op{tina mo`e da se f ormi ra centar za potti knuvawe na pretpri emni {tvoto kade {to postojano }e rabotat lu|e koi }e bidat vo kontakt so oni e {to }e sakaat da po~nat so biznis i koi }e davaat informacii potrebni za vodewe na bi znisi sot.

The third issue is the training component, in which part would the businessmen want to refine, to be aware about their needs. Moreover, regarding the training component it has to be taken in mind that Roma are to be trained for providing services to the Roma businessmen. The major lack is the information. The lack of information regarding what is going on in the business sector and how to operate. What was missing in the sphere of the Roma entrepreneurship is the monitoring. To initiate monitoring and evaluation at the very beginning, to find solutions regarding these issues. Therefore, the representatives from the Ministries, the international organizations and the donors should declare their opinions or solutions, apart from what was presented, that guarantee schemes are in preparation. Appeal to all of them - to give a special accent on the Roma as separate group of people who should have separate treatment, at least at the beginning of their business development.

**Saso Sindilovski** - The Ministry for economy by building institutions for micro business support, doesn't want to resolve the problem programmatically, but wants to built institutions which permanently be engaged in assisting the small business, how to educate themselves, how to improve their management abilities. I will divide the problems in 3 levels, according to which the projects and the programs for the enterprisers will be addressed: for beginners who wish to start working; for young enterprisers which have started working and are faced with beginner's problems; and for those who have developed business, but want to develop it further. So, we will build permanent institutions, and not by projects. For example, at your municipality a center for encouraging the entrepreneurship can be established where constantly people will work, will be in contact with those who want to launch a business and who will provide information necessary for running the business.

**Zoran Dimov** - Soske si pharo te lel pe krediti ?

Sa{ko Manakovski - An o avgo plani i banka lel o proekti. Te sine o proekti {ukar, i banka rodel na salde o stati-no imoti, thaj i nastati-no sar hipoteka. O u-ipa taro stati-no imoti sukcesirinel i banka prekal ple manu{a. Odoleske o Ministeriumi chidel taro odova te garantirinel fondi kote kotor taro garancie ka oven u-harde e garanto fondea. Konkretno sako banak isi la plo manu{ so kerel o moldipa e imoteske thaj kerel moldipa. Ko turlie banke isi turlie moldi taro o objektia so si telal i hipoteka. Numa majimportantno si o proekti. Dujto buti si o banke so trampinen i filozofia e ~haneske tari gnd thaj o dejebe e krediteskoro. D`i erati sine importantno te finansirinel pe salde o inklariba, numa akana den pe kreditia ko usluge, {kole, jaband`isko {koler, so anel profiti, d`i kote o proekti ~aljarel o ekonomikan e pefomanse.

**Zoran Dimov:** [aj li so ka lel pe o krediti te garantirinel pe odole lende opremaja?

**Sa{ko Manakovski** - I Makedonikani banka ba{o buvljariba sis la trampe taro anglder. O arakhiba [aj te ovel turlia, tghaj kombinirimo. Tari hipoteka ko stati-no imoti thaj i porema so lena laTelel hipoteka [aj te ~hivel pe o objekti so tamikjerel pe. Baro numero taro akala informacie nane vakerde. Odoleske organizirinel pe akava karavani so lipargjum ole.

**Roman Papadimitrov** taro UNDP - O UNDP an o momenti sis le pilot proekti so teloikjerel duj komune (Ki~evo thaj [tip) phrajbaja neve centria ko lokalno ekonomia kote o biznismenia thaj pretpriema-ia ka [aj te den pe idee, te keren lafi, thaj ko odova centria {aj te del pe arka olenge majodorig legariba d`i o institucie, donatoria thaj banke. Odova si i idea taro akava pilot proekti kas isi tendencia te buvljol thaj an o javer komune. O Komune ka[aj te participirinen ki kreacia pe politikake thaj strategija avutne buvljaribaske. Okote kote i them na{ti te del arka, zaruri si te keren o dizutne an i komuna kote so d`ivdinen.

**Zoran Dimov** - Zo{ to e te{ ko da se dobi e krediti ?

Sa{ko Manakovski - Vo prv plan bankata go zemam proektot. Ako proektot e dobar toga{ bankata mo`e da zeme ne samo nedvi`en, tuku i dvi`en i mot kako zalog. Vrednosta na nedvi`en i mot ja procenuva bankata preku svoi te procenitel i. Zatoa, Mi ni sterstvoto trgnuva od toa da se napravi garanten fond pri { to del od tie garanci i }e bi dat pokrieni so toj garanten fond. Konkretno, sekoja banka si ima svoj procenitel koj vr{ i procenka na i motot. Vo razli~ni banki imate razli~na cena na ~inewe na objekt { to go davate pod hi poteka. No se pak bi tna rabota e sami ot proekt. Vtora zna~ajna rabota e { to po banki te se menuva filozofijata na na~i not na razmisluvawe i namenata za krediti rawe. Do v~era be{ e va`no da se fi nansi ra samo proi zvodstvoto, no od sega se davaat krediti i za uslu`ni dejnosti, {koli, stranski {koli, se { to nosi profit, dokol ku proektot gi zadovoluva ekonomski te perf ormansi .

**Zoran Dimov:** Dal i zemawe na kredit mo`e da se garanti ra so opremata { to }e se zeme?

**Sa{ko Manakovski** - Makedonska banka za razvoj i ma promeni od porano. Obezbeduvaweto mo`e da bide raznovi dno, pa duri i kombi ni rano. Od hi poteka na nedvi`en i mot i od zalog na oprema { to ja nabavuvate. I sto taka mo`e da se stavi vo hi poteka i objekt vo gradba. Golem broj od ovie informacii ne se rasprostraneti. Zatoa i go organi zi rame ovoj karvan { to ve}e go spomenav.

**Roman Papadimitrov** od UNDP - UNDP vo momentot ima pilot proekt koj poddr`uva dve op{tini (Ki~evo i [tip) so otvorawe na centri za lokalno ekonomski razvoj, vo koi bi zni smeni te i pretpri emni ci te }e mo`at da gi pretstavuvaat svoi te i dei, da razgovaraat, a istite centri }e mo`at da pomognat vo ni vnoto natamo{ no prosl eduvawe do nadle`ni te i insti tucii, donatori te, banki te. Toa e idejata na ovoj pi lot proekt, koj i ma tendencija da se pro{iri i na drugi op{tini. Sami te op{tini }e mo`e da parti cipiraat vo kreiraweto na svojata poli tika i strategija za idni ot razvoj. Onamu kade { to dr`avata ne mo`e da pomogne, treba da go napravat sami te gra|ani vo op{tini te kade { to `i veat.

**Zoran Dimov** - Why is it difficult to obtain a credit?

Sasko Manakovski - First of all, the bank takes the project. If it is a good project, the bank can take not only real estate property as a mortgage, but movable property as well. The real estate property value is estimated by the bank's estimators. Therefore, the Ministry plans to make a guarantee fund, and part of the guarantees will be covered by that guarantee fund. Precisely, each bank has own estimator who estimates the property. At different banks there are different values of a property which is put under mortgage. But, still the important thing is the project. Second important issue is that the banks are changing the philosophy of the way of thinking and the purpose of the credit. Since yesterday it was important to finance only production, while now credits are approved for serviceable activities, schools, foreign schools, everything that makes profit, if the project satisfies the economic performances.

**Zoran Dimov** - Can the equipment purchased by a credit can be mortgage for the credit?

**Sasko Manakovski** - The Macedonian bank for development made some changes compared with before. The insurance can be various, even combined. From mortgage on a real estate property and from pawn on the equipment you purchase. Moreover a facility in construction can be put as mortgage. Many of this information are not spread. Therefore we organize the caravan I mentioned previously.

**Roman Papadimitrov**, UNDP - UNDP at the present time has a pilot project which supports two municipalities (Kicevo and Stip) with establishing centers for local economic development, in which the businessmen and the enterprisers will be able to present their ideas, to discuss, and the centers will be able to assist their further proceeding to the authorized institutions. The municipalities will be able to participate in building own policy and strategy for the further development. Where the state can not assist, it is on the citizens to assist themselves within the municipalities they live in.





**Jovan Ananiev** - O rajo [indilovski lipargja kote ka formirinel pe centria e lokalno thaj ekonomikane buvljaribsake ko konetksti e neve kanonea taro lokalno krorolegaripa. Sevda e lokalno buvljaribska preperel an o komune. [ungjem taro d`eno taro UNDP kaj ka formirinel pe duj asavke centria sar pilot proektia. pu-iba d`i o r.[indilovski si: Ko ka fundirinel akal centria thaj kastar ka formirinen pe? Dujto pu-iba si: Si li ko akal centria ka oven phanle d`ene tari them, tari komuna nthaj o biznis thaj civilno sektori?

**Sa{ko [indilovski** - Akala lokalno buvljaribsakere centria an o komune ka oven kotor taro o d`ovaplipa e lokalno ekonomikane buvljaribaske thaj ka ovel e komunakere. An o momenti o pilot proekti isi len resarin te sikaven sar si zaruri te funkcionirinen. Okova so si majinteresno amenge sar o Ministeriumi e ekonomiake akal centria so ka oven an o networko ka oven p[hanle e neve agencija telokjeribaske tikne thaj ma{karutne firme thaj phanli prekal o euroinfo korespodentno centria te ikljon an o europakoro thaj lumiakoro kurko. Akala centria ka {aj te fundirinen pe tari komuna soske olake ka keren buti.

**[ emsi [ainov** - I avutni sesia si o romane d`uvlja an i Makedonia, legarutni si i Filis Demirova

**Filis Demirova** - Pakjavalen rajonalen, thaj rajonen. Majanglal te {ukrikerav tumare lejbaske than akate. An o ni-e si i diskusia trujal o ekonomikane {ajdipa e romane d`uvljake, sar problemi kote ola arakhena pe.

**Zekir Abdulov** - O pu-iba si tari grupa dizutne taro purabalo regioni jali ~a-ipaske taro komune, Vinica, Del~evo, Makedonsko Kamenica, Peh~evo thaj Berovo, komune so nane astarde tari i programa "Horizonti" thaj odova si: Kana odola komune ka khuyen an i programa soske isi interes e kreditenge so del i Mikrokrediteskiri linia "Horizonti"?

**Jovan Ananiev** - Gospodin [ indilovski spomena deka }e se f ormi raat centri za lokal en i ekonomski razvoj vo sogl asnost so novi ot zakon za lokal na samouprava. Gri`ata za lokal ni ot razvoj preo|a na op{tinite. Slu{navme od pretstavni kot na UNDP deka se f ormi rani dva vakvi centri kako pilot proekti. Pra{awe do g. [ indilovski e: Koj }e bi de osnova~ na vakvi centri i od kogo bi bile f ormi rani? Vtoro pra{awe e: Dal i vo ovi e centri }e bi dat vклу~eni pretstavni ci na dr`avata, na op{tinita i na biznis i civi lni ot sektor?

**Sa{ o [ indilovski** - Ovie lokalni razvojni centri se centri na op{tinita, bi dej}i del od odgovornosta za lokal ni ot ekonomski razvoj }e go ima op{tinita i }e i slu`i nejze. Vo momentot pilot proekti te imaat za cel da poka`at kako toa treba da funkcionira. Ona {to e pointeresno za nas kako Mi ni sterstvo za ekonomija e ovi e centri da bi dat vo mre`a, da bi dat povrzani so novata agencija za poddr{ka na mali te i sredni biznisi, da bi de povrzana so euroinf o korespodentni centri niz Evropa, koj na pretpri emni ci te }e im poka`e kako da izlezat na evropski ot, pa i na svetski ot pazar. Ovie centri mora da bi dat osnovani od op{tinita bi dej}i nejze }e i slu`at.

**[ emsi [ainov** - Slednata sesija e za romskite `eni vo Makedonija. Pretsedava~ e Filis Demirova.

**Filis Demirova** - Po-ituvani dami i gospoda. Najnapred da vi se zabl agodaram za va{eto prisustvo ovde. Na red e di skusi jata okol u ekonomski te mo`nosti na romskata `ena, kako i problemi te so koi tie se soo~uvaat.

**Zekir Abdulov** - Pra{aweto e od grupa gra|ani koi se od isto~ni ot region, poto~no od op{tinita i Vinica, Del~evo, Makedonska Kamenica, Peh~evo i Berovo, op{tini koi ne se opf ateni so programata na Horizonti, a toa e: Dal i i koga bi mo`ele tie op{tini da vlezat vo programata za{to se zai nteresi rani za kredi tni te linii {to gi nudi Mikrokrediti nata l i ni ja Hori zonti?

**Jovan Ananiev** - Mr. Sindilovski mentioned that centers for local and economic development are to be established in accordance with the new Law for municipalities. The care over the local development is transferred to the municipalities. We heard from the UNDP's representative that two such centers are established as pilot projects. Question to Mr. Sindilovski: Who will be the establisher of these centers and by whom will they be formed? The second question: If these centers are going to involve state representatives, municipality ones and ones of the business and the civil sector?

**Saso Sindilovski** - These local development centers are municipality centers, as part of the responsibility fro the local economic development will have the municipality and will serve to it. At the moment the pilot projects aim to show how should it function. What is more interesting for us as Ministry for economy, is that these center to be in a network, to be related with the new agency for support of the micro and medium businesses, to be related with Euroinfo correspondents centers all over Europe, which will show to the enterprisers how to enter the European, even the World market. These centers have to be established by the municipality because they will serve to it.

**Semsi Sainov** - The next session is about the Roma women in Macedonia. The chairwoman is Filis Demirova.

**Filis Demirova** - Honorable ladies and gentlemen. Thank you for your presence here. Next is the discussion on the economic possibilities of the Roma woman, and the problems she is faced with.

**Zekir Abdulov** - The question is on the behalf of group of citizens who are from the eastern region, namely from the municipalities of Vinica, Delcevo, Makedonska Kamenica, Pehcevo and Berovo, municipalities which are not comprehended with the Horizonti's program, and the question is: If and when could eventually these communities get comprehended by the program, as they are interested into the credit lines offered by the Micro-credit line Horizonti?

**Aldijana Bajramovikj** - "Horizonti" - O Horizonti del kredita e d`uvljenge so isi len plo biznis thaj an o pervazia tari [tipeskiri filiala so isi len lejbe thaj an o Ko~ani. [tip thaj an o Radovi{. Odova si kote o Horizonti nane te a~hol salde ko akala dizja. Amen ka thavda majodorig so athinel taro interes so ka sikaven akala dizja.

**Mumaed Aloski** - d`eno taro HDZR "Mese~ina" - An o Ki~evo isi 4 organizacie so legaren e ternensar tye koordinirinen o butikjeriba thaj den drumo ko majodorig butikjeriba e romane dizutnencar, {erutne d`uvlja, dikhibaja taro na~ali digra edukacia ko d`uvlja Romanja., ki{lo interes ba{o pretpriemni{tvo, nanipa informacie thaj javer. Inicirina te {urukjera zojrariba taro d`uvljano lobi an o birad`akoro sektori te lel pe i edukacia sar pretpriema~ia ko potencialno kadari so sisi te vazdel pe odole pretpriemni{ko karakteri. Kergjem analiza taro {artia kom {ajdipako odola kotora phanlipaja e d`uvljen an o rikno biznisi. Odova {aj si kinobikiniba thaj usluge tikno inklariba thaj famili biznis, thaj agrari sar ekonomikano sektori ko arakhiba zarzavatia thaj agrarno kulture. Ka liparav i tekstileskiri industria, kotor taro kherutnipa {aj te legarel pe ko tikno biznis, jali famili biznis - odova si inklariba kherutno marmaladi, thaj gudle ple istemalkjeribaske, thaj odova phravel {ajsarinba{o familio biznis. Artikliriba thaj blan{iriba kukumreng (pe~urke) ~aj taro ve{engere ka{ta, agrareskoro kulture. E vastengoro tkaiba thaj vasteskere unikatno kjerde {ea, jali nosie. Zaruri si korkorokritikane te irana amen so si o d`anlipa ko Romane d`uvlja te phanen pe ko odova biznis te tikjnaren o socialno tenzie.

**Gjulizar D`eljadin** - O khedipa e d`uvljenge Romanja "Esma" - Kamav te vakerav taro o aspekti e Romane d`uvljake, so si diskriminirime. Soske si odova agjaar? Isi amen but educirime d`uvlja agorkjerde fakultetencar.

**Aldijana Baramovi}** - Horizonti - Horizonti dodeluva krediti za `eni koi imaat sopstven biznisi vo ramki te na {tipeskiri filiala pri stap do sami te krediti imaat i Ko~ani, [tip, no isto taka i Radovi{. [to zna~i Horizonti ne bi zastanale samo na ovoj grad. Bi prodol`ile i ponatamu, {to zavisi od interesot {to }e se projavi vo ovie gradovi.

**Muamed Aloski** - pretstavnik od HDZR Mese~ina - Vo Ki~evo postojat 4 organizacie koi gi naso~uvaat mladi te kako da ja koordiniraat rabotata i da davaat nasoki vo ponatamo{ni ot razvoj na romskoto naselene, glavno za `enite, zemaj}i go predvid nezadovolni ot stepen na obrazovane kaj `enite Romki, slabi ot interes za pretpriemni{tvo, nedostig od informacii i sli~no. Iniciravme da se zapo~ne prvo so zajaknuvawe na `enskoto lobi vo nevladini ot sektor, so prezemawe na edukacija za pretpriemni{tvo na potencialen mo`en kadar {to go imame i podignuvawe na tie pretpriemni~ki sposobnosti. Napravime analiza na uslovi te imo`nosti te za razvoj vo koi oblasti bi se vkl u~ile `enite so mali biznisi. Toa mo`e da bi dat trgovi~ia i uslugi, mal o proi zvodstvo i semen biznis, a isto taka i zemjodelstvoto kako edna i spostavena stopanska granaka za odgl eduvawe na gradinarski i poljodelski kulturni. Bi gi spomenali tekstilnata i industrija, del od doma{instvoto mo`e da se naso~i na maloto proi zvodstvo, odnosno semen biznis - a toa e proi zvodstvo na doma{en marmalad i slatko za sopstveni potrebi, a pak toa otvora mo`nosti za mali i semejni biznisi. Proi zvodstvo i blan{irawe na pe~urki, proi zvodstvo na ~aevi od {umski rastenija, proi zvodstvo i odgl eduvawe na poljodelski kulturni. I ra~noto tkaewe i proi zvodstvo na unikatni obleki, odnosno nosii. Treba samokriti~ki da se osvrneme koi se sposobnosti na `enata Romka da se vkl u~i vo toj biznis za namaluvawe na tie socijalni tenzi i.

**Gjulizar Xeqadin** - Zdru`eni e na `eni Romki Esma - Bi sakala da zboruvam od aspekt na `eni Romki, koi se mnogu di skrimi ni rani. Zo{to e toa taka? A imame mnogu obrazovani `eni, pa duri i so zavr{en fakultet.

**Aldijana Bajramovikj**, Horizonti - Horizonti approves credits for women who have own business and within the frames of the branch-office in the town of Stip, the credits are available for Kocani, Stip, as well as Radovis, which means that Horizonti wouldn't stop only on this town. We would continue further, which depends on the interest that will appear in these towns. We will have this under consideration and it will be reviewed.

**Muamed Aloski**, representative from HDZR Mesecina - There are 4 organizations in the town of Kicevo which are directing the youngsters on how to coordinate the work an to be able to give directions in the further development of the Roma population, mainly for the women, considering the unsatisfactory education level among the Roma women, the low interest in entrepreneurship, the lack of information etc. We initiated to start with strengthening of the women's lobby in the NGO sector, thru education in entrepreneurship of potentially possible staff we have and improving the entrepreneurship abilities. We made analyzes of the conditions and the possibilities for development in which areas the women with small businesses would be involved. These can be trading and services, micro production and family business, as well as the agriculture as one economic branch for growing vegetables and other cultures. I would mention the drapery industry - part of the households may be directed to micro production, namely family business - and that is production of home made marmalade and jam for own needs, and that opens possibilities for small and family businesses. The production and the mushroom cultivation, production of forest plants teas, production and growing agricultural cultures. The manual weaving and production of unique clothes, namely attires. We have to be self-critical and to pay attention on the Roma woman abilities to get involved in the business for reducing the social tensions.

**Gjulizar Dzeljadin**, Roma women association Esma - I would like to talk from an aspect of Roma women who are much discriminated. Why is that so? We have many educated women, even ones who finished university.



**Edije Ali** tari Humanitarno thaj kulturakiri asociacia e Romengir tari Bitola - Akcenti zaruri si te del pe e analfabeti d'uvljenge. Zaruri si praktika odole jeringere jekhinake so si pomukhli tari romani populacia. Sar imoportantno si kana o Romanja ka integririnen pe ko sasoinnipa. Apel d'io relevantno faktoria so den proektia ekstra akcentea e d'uvljane populaciake, thaj praktika jeringere jekhipaske kote ka {unel pe kaj si i d'uvli kotor tari sasoinnipa.

**Sa{ko [indilovski:** O d'uvljano pretpriemni{tvo sar resarinakiri grupa nane bisterdo. Akava ber{ khuvlja an i programa ko teloikeriba e d'uvljane pretpriemni{tvo ske sar resarinakiri grupa ka oven astarde o prastike so ka oven kerde.

**Filis Demirova** -Taro o d'iakanutno vakeriba {ungjem kaj i Romani d'uvli kerel zori te involvirinel pe an o sa o sfere taro d'ivdipa thaj akcentea tari ekonomia. Tari i prezentacia taro Horizonti dikhlem kote den mikrokrediteskere linie so finansirinen salde d'uvlen, thaj odolea {aj te keren faisaliba e problemea ko olengoro biznisi thaj la~hariba e d'ivdipaskere standardeske.. Ka dav lafi e r. Zoran Domiv

**Zoran Dimov**- Isi amen panda trin diskutantia: Senar Emir, Ru{an Bajramovski thaj Memedi Ismail, so si zanatie, kinobikutne. Sa d'io kote si akate e rad`akrer d`ene thaj o d`ene taro banke, te mukha olenge akale trin diskutatenge te den pe pu-iba thaj te da konkluzia e saste konferenciake.

**Senar Emir** - Sosoke na del pe {ajsarin ko than taro o kanoni bitikjeriba sar zanaetd`ia te anavkjerel pe sar kanoni ba{o butikjeriba ko ekonomia taro matikni rota, kote gndinav ka arakhel pe majlokho ~hani te kerel pe buti bizo baro anga`mani e lovenge ki registracia.

**Edije Ali**, od Humanitarna i kulturna asociacija na Romi od Bitola - Poseben akcent treba da se naglasi na pismenosta na `enata. Potrebni se obuki za taa rodova ednakvost koja e zapostavena vo romskata populacija. Plod na seto ova e `eni te Romki da se integri raat vo op{ testvoto. Apel do relevantni faktori koi na nekoj na~in nudat proekti poseben akcent da dadat na `enska ta populacija, odnosno za obuka za rodova ednakvost kade }e se sl u{ ne deka i `enata e del od op{ testvoto.

**Sa{ o [ indilovski:** @enskoto pretpriemni { tvo kako cel na grupa ne e zaboraveno. I ova godi na e vl ezno vo programata za poddr{ ka na `enskoto pretpriemni { tvo i kako cel na grupa }e bi dat opf ateni vo obuki te { to }e bi dat sproveduvani .

**Filis Demirova** - Od dosega{ nite izlagawa sl u{ navme deka `enata Romka pravi napori da se involvira vo site sfere od `ivotot, a poseben akcent stava na ekonomijata. Isto taka, od prezenti raweto na Horizonti vidovme deka tie nudat mikrokreditni linii koi finansi raat i sklu~ivo `eni, so toa { to mo`at da pri donesat za re{ avaweto na probl emi vo ni vni ot bi znisi i za podobruvawe na `ivotni ot standard. Bi mu dal a zbor na g. Zoran Dimov.

**Zoran Dimov** - I mame u{ te trojca diskutanti: Senar Emir, Ru{an Bajramovski i Memedi Ismail, koi se bi znis zanaet~i i, trgovci. Dodeka se tuka vl adini pretstavni ci, kako i pretstavni ci od bankite, da im dozvolime na ovie trojca diskutanti da postavat pra{ awa i potoa da ja zaklu~ime cel ata ova konf erenci ja.

**Senar Emir** - Zo{ to ne se dava mo`nost namesto postojni ot zakon za vr{ ewe zanaet~i ska dejnost da se narekuva zakon za vr{ ewe stopanski dejnosti od pomal obem, so koj mi sl am deka }e se obezbedi polesen na~in za vr{ ewe site dejnosti bez pogol emo anga`i rawe na sredstvata za regi straci ja.

**Edije Ali**, Humanitarian and cultural Roma association from Bitola - Special accent is to be put on the literacy of the woman. Trainings are necessary regarding the gender equality which is neglected among the Roma population. An outcome from all that is Roma women to be integrated in the society. Appeal to the relevant factors which provide projects to put a special accent on the female population, namely trainings on the gender equality where it will be presented that the woman as well is part of the society.

**Saso Sindilovski** - The women's entrepreneurship as a target group is not forgot. This year too under the program for support of the women's entrepreneurship as a target group will be comprehended with the trainings which will be conducted.

**Filis Demirova** - We have heard in the discussions that the Roma woman makes efforts to get involved in all life spheres, and special accent puts on the economy. Further, from the Horizonti's presentation we heard that they provide micro-credit lines designed only for women, and thru that they can contribute for resolving the problems in their business and for improving the living standard.

**Zoran Dimov** - We have three more discussions from: Senar Emir, Rusan Bajramovski and Memedi Ismail, who are business handicrafts, traders. While the government representatives and the representatives from the banks are present, let's give them a chance to these three people to ask questions and afterwards to conclude the whole conference.

**Senar Emir** - Why a possibility is not offered that instead of the existing Law for handicrafts, to name it Law for running economic operations of smaller range, which in my opinion will ensure easier way for conducting all activities without major engagement of the registration payments?



**Safo [indilovski** - Asavko jekh kanoni sine d`i o 1998 ber{. Odova sine kanoni ko butikjeriba plesutne butikjeribaja. Anibaja e Kanoneske taro kinobikini-baskere khedipa, kote hulavgje savebutikjeriba ka harmosaren pe thaj ko savo registri, jekhutne kanonea keribaske buti odova plesutne butikjeribaske propelo. Soske nane kanoni ko butikjeriba taro majtikni rota ? Akava si interesno pu-iba kaste isi gndiba thaj amre ministeriume te bahamkjerel pe anibaske asavko kanoni. Akava kanoni ka asatrel sa e butikjeribaskere segmentia so kerel pe ko tikno rota, phanlipaja thaj o zanaetia.

**Rusan Bajramovski** - biznismeni taro Ki-evo. Tari d`iakanutni diskusia trujal e kreditenge so den o banke avel pe d`i i konkluziakaj te len kreditia o Roma d`al but pharo. odoleske isi man apeli te arakhel pe disavo prioriteteskoru strategija amenge e Romenge. Sa si an o aktiviba, nane khan-i konkretno thaj an o kotor taro zanaetia.

**Memed Ismail** taro zanatsko dukjani "Rasko - M" Lo{alo sium so d`eno tari Rad`avakjergja kote ka anel pe asavko kanoni e zanatlienge. But familie egzistirinen taro akal tikne zanatia. Numa sium ki gnd kote i Rad`a zaruri si te iranel majbari sama e specifikane zanaetenge kote pohari meren jali preperen. Ekstra e kova-eskere zanateske kote si deficitarno. Ud`arav akale kanonea te la-harel pe o statusi odole kova-enge so a-hile. Te na javer, i Rad`a te kerel odola zanatia te a-hon thaj te oven sureta e ~ar{iake.

**Zoran Dimov** - Isi li tari Rad`a thaj o banke te vakeren khan-i? Na. O Organizaciono komiteti taro akava forumi angja jekh deklaracia thaj konkluzia, kote ka ovel drabardi tari rig e portparolekse taro REF.

**Safo [indilovski** - Vakov eden zakon i ma{ e do 1998 g. Toa be{ e zakon za vr{ ewe na dejnosti so li~en trud. So donesuvawe Zakon za trgovski dru{ tva, koi razgrani~ija koi dejnosti kade }e se zapi{ uvaat i vo koj registar, ednostavno zakonot za vr{ ewe dejnosti so li~en trud otpadna. Zo{ to nema eden zakon za vr{ ewe na stopanski dejnosti od pomal obem? Ova e interesno pra{ awe za koe i ma razmi sluvawe i vo na{ eto Ministerstvo da se predlo`i donesuvawe na eden vakov zakon. Ovoj zakon }e gi opf ati si te dejnosti koi se vr{ at vo pomal obem, vkl u-uvaj}i gi i zanaet~i ski te.

**Rusan Bajramovski** - bi zni smen od Ki~evo. Od seta dosega{ na diskusija okolu kreditni te linii { to gi nudat banki te se doa|a do eden zakl u~ok deka dobi vaweto kredi t za Romi te odi mnogu te{ ko. Zatoa bi apeli ral da se i znajdat nekoj pri ori tetni strategii za nas Romi te. Se e vo postapka, nema ni{ to konkretno, pa i vo del ot na zanaet~i stvoto.

**Memed I smail** od zanaet~i ski du} an Rasko - Me raduva { to pretstavni k od Vl adata re~e deka }e se donese zakon za zanaet~i i te. Mnogu f ami li i egzisti raat od tie si tni zanaet~i i. No mi sl am deka treba Vl adata da obrne vni mani e na nekoj specifi~ni zanaeti koi se na izumi rawe ili se propadnati. Posebno za kova~ki ot zanaet koj e deficitaren. O~ekuvame so ovoj zakon da se podobri statutot na tie zaostanati kova~i. Ako ni{ to drugo, Vl adata neka napravi tie zanaeti i ponatamu da opstojuvaat i da bi dat slika na ~ar{ ijata.

**Zoran Dimov** - Dal i nekoj od Vl adata i od banki - te sakaat ne{ to da ka` at? Ne. Organi zaci oni ot komi tet na ovoj Forum donese edna dekl aracija i zakl u~ok, koi }e se pro~i taat od strana na portparol ot na REF.

**Saso Sindilovski** - There was such Law until the year of 1998. It was a Law for running operations with personal efforts. With the adoption of the Law for trading companies, which marked off which operations will be registered at which register, simply the Law for running operations with personal efforts was dropped off. Why there isn't a Law for running economic operations of smaller range? This is an interesting question about which there are considerations within our Ministry for proposing adoption of such Law. This Law will comprehend all operations which are run in smaller range, including the handicrafts.

**Rusan Bajramovski**, businessman from the town of Kicevo - Based on the discussions regarding the credit lines offered by the banks a conclusion can be made that obtaining a credit for the Roma is very difficult. Therefore, I would appeal to find some priority strategies for us the Roma. Everything is in procedure, there isn't anything concrete, even in the handicrafts part.

**Memed Ismail**, handicrafts store Rasko - I am happy that the Government representative said that a Law for the craftsmen will be adopted. Many families exist on those small craftsmen. But I think that the Government has to pay attention on some specific handicrafts which are in extinction or are declining. Especially regarding the blacksmith handicraft which is scarce. We expect that with this Law the status of the backward blacksmiths will be improved. If nothing else, the Government should make these handicrafts to exist further and to be an image of the old town.

**Zoran Dimov** - Does someone from the Government or from the banks wish to say something? No. The organizational committee of this Forum fetched a declaration and a conclusion, which are to be read by the REF spokesman.



### Muarem Ramu{ - Konkluzikare dikhiba

1. O REF si sikavin sabarbutne napenge tari Romani khedin thaj eminentno d`enendar (organizacie thaj jekhutne) an i RM te nakhaven pe o problemia kolea oj arakhela pe thaj akharel ko jekhipa sar anglovak-jerin sukceseske.

2. O REF konstatingja kote o problemia an i Romani khedin trujal so ikljon taro but angleder vakteskere lende problemia, nane izolirime tari sasto hali an i them, numa majzorale reflektirinen pe ma{kar olende.

3. REF sikavel ki nanakhli thaj but importantnorolja e themake, akharinaja ki kreacia tari konzistentno nacionalno politika te legaren pe anglal o hali e Romencar an i RM

4. O REF akharel te kerel pe koordinacia ma{kar o institucie an i Republika Makedonia an i realizacia ko aktiviteti ko anglallegaripa e haleske tari romani khedin an i RM.

5. REF konstatingja kote isi u-i digra tari diskriminacia mujal o Roma an i RM ko olengoro rodiba buti thaj sabarabutno tretmani tari rig e legarutne rad`vipaske thaj mediumia thaj roden te chidel pe akava problemi.

6. REF rodel zoralo anga`mani tari rig e rad`ake te arakhel socialno, penziakoro thaj sastipaskoro siguriteti e Romenge sar akcentirimi socialno teleperav-di populacia.

### Muarem Ramu{ - Zaklu-ni sogleduvawa:

1. REF e i zraz na vkupni te napori na Romskata zaedni ca i eminentni te nejzini pretstavni ci (organi zaci i i poedinci) vo RM za nadmi nuvawe na probl emi te so koi taa se soo~uva i povi kuva na edinstvo kako pretpostavka za uspeh

2. REF konstatingja deka probl emi te vo Romskata zaedni ca i ako se dol`at na redi ca nasledni okol nosti, sepak ne se izol orani od sevkupnata sostojba vo zemjata, tuku samo najsil no se reflektiraaat me|u ni v.

3. REF ukavaj}i na neodmi nli vata i izvo-nredno va`nata ul oga na dr`avata, povi kuva na krei rawe konzistentna naci onal na poli ti ka za unapreduvawe na sostojbata na Romi te vo RM.

4. REF povi kuva da se vospostavi koordi nacija me|u nadle`ni te institucii vo Republi ka Makedonija vo realizacija na aktiviteti te za unapreduvawe na sostojbata na romskata zaedni -ca vo RM.

5. REF konstatingja deka postoi vi sok stepen na diskriminacija sprema Romi te vo RM pri ni vnoto vrabotuvawe i vkupen tretman od strana na nadle`ni te vlasti i medi umi te i bara nadmi nuvawe na ovoj probl em.

6. REF bara zasilen anga`man od strana na dr`avata za da se obezbedi soci jal no, penzi sko i zdravstveno osi guruvawe na Romi te kako nagl a-seno soci jal no zagrozena popul aci ja.

### Ramus Muarem - Final conclusions:

1. REF is an expression of the entire Roma community's efforts and its eminent representatives (organizations and individuals) in Republic of Macedonia for transcending the problems it is faced with and appeals for unity as a precondition for success.

2. REF states that regardless of the fact that the problems within the Roma community are due to series hereditary circumstances, still are not isolated from the general situation in the country, but are just the most reflected among them.

3. REF, pointing on the unavoidable and primary important role of the state, appeals for creating consistent national policy for improving the Roma situation in Republic of Macedonia.

4. REF appeals for establishing coordination between the authorized institutions in Republic of Macedonia in terms of implementing activities for improving the Roma situation in Republic of Macedonia.

5. REF states that there is a high level of discrimination against the Roma in Republic of Macedonia regarding their employment and general treatment by the competent authorities and media and requests transcending of this problem.

6. REF requests enforced state engagement for ensuring social, retirement and health insurance for the Roma as an emphatically endangered population.

7. REF ka anga`irinel pe formiribaja ekstra Fondi ko teloikjeriba e edukaciake e Romen kolea ka stipendirinen pe o sikle thaj studentia kaskere jeria nane an i {ajsarin te u-haren lovencar olengoro educiriba.

8. O Organizaciono legaripa taro REF ka bajrol ko Sakano koordinativnikano badani e romane khedinake an i RM (Romano Forumi ba{o Buvljaripa - RFB) pand` klidime sektorencar ko aktiviteti: ekonomia, sociala, sastipa, edukacia thaj kultura.

9. O REF formirinel Kancalaria ba{i koordinacia e programenge, proektia thaj donacie ko legaripa e romane kheidnake an i RM

10. O REFka kerel te formirinel Romologikano centro sar rodipaskiri thaj buvljaripaskiri organizacia (sar korkorutni organizaciaj jali an o pervaxia taro Univerziteti Sv Kiril thaj Metodij) resarinaja te buvljaren thaj zojraren i romani akademikani kadrovsko baza thaj teloikjeriba e barabutne buvljaripaksre napia an i akaja khedin.

**Zoran Dimov:** [aj li te akreditirinel pe akaja deklaracia? Nane mujal khan-i. [aj te teloikjerel pe akaja deklaracia. Akava ka ovel distribuirimo d`i o sa relevantno institucie, thaj savore so keren buti e ekonomiaja thaj romane pu-ibaja.

Panda jekh bari {ukrikerin d`i o donatoria taro REF thaj sa o organizacie so a-hile ko ~ekat atro akava Organizaciono komiteti. Bari {ukrikerin d`i savorende so sien sine ko asavko numero thaj a-hilen d`i o agor akale Forumeske. Phana akava Forumi thaj akharav kote o dujto ka ovel ko agor akale ber{eske.

7. REF }e se anga`ira na f ormi rawe poseben Fond za pottiknuvawe na obrazovani eto na Romi te, a so koj }e se sti pendi raat u~enci i studenti ~ii roditeli ne se vo mo`nost da gi pokrijat tro{ oci te za ni vnoto obrazovani e.

8. Organi zaci oni ot odbor na REF }e prerasne vo Postojano koordi nati vno tel o na romskata zaedni ca vo RM (Romski F orum za Razvoj - RFR) so pet kl u~ni sektori za akti vnost: ekonomija, soci jal a, zdravstvo, obrazovani e i kul tura.

9. REF da f ormi ra Kancel ari ja za koordi naci ja na programi, proekti i donaci i za unapreduvawe na romskata zaedni ca vo RM

10. REF da pristapi kon f ormi rawe Romolo { ki centar kako i stra` uva~ka i razvojna organizacija (kako samostojan organizacija ili vo ramki te na Uni verzi tetot Sv Ki ri l i Metodi j) so cel razvi vawe i jaknawe na romskata akademiska kadrovska baza i poddr{ ka na vkupni te razvojni napori na ovaa zaedni ca.

**Zoran Dimov:** Dali mo`e da se usvoi ovaa dekl araci ja? Nema ni koj proti v. Zna~i, mo`e da se poddr` i ovaa dekl araci ja. Ova }e bide di stri bui rano do si te relevantni insti tuci i, do si te koi se zani mavaat so ekonomija i so romskoto pra{ awe.

U{ te edna{ golema blagodarnost do donatori te za REF i na si te organizaci i koi zastanele na ~elo na ovoj Organizaci onen komi tet. Golema blagodarnost do si te vas { to bevte vo tol kav broj i { to bevte do kraj na ovoj Forum. Go zatvorame ovoj f orum i ve povi kuvame na vtori ot koj }e bide kon krajot na ovaa godi na.

7. REF will get engaged into establishing separate Fund for encouraging the education of the Roma, thru which scholarships for pupils and students whose parents are not in position to cover the expanses for their education will be granted.

8. The REF Organizational Committee will outgrow to Permanent coordinative body of the Roma community in Republic of Macedonia (Roma Forum for Development-RFD) with five key activity sectors: economic, social, health, education and culture.

9. RFD is to establish Coordinative Office of programs, projects and donations, for improving the Roma community in Republic of Macedonia.

10. RFD is to establish Romological Center as a research and development organization (as an independent organization or within the frames of the St. Kiril and Metodi University) with aim to develop and strength the Roma academic staff base and to support the general development efforts of this community.

**Zoran Dimov** - Can we adopt this declaration? There isn't anybody against. So, the declaration can be supported. This will be distributed to all relevant institutions, to everybody who are engaged with economic issues and with the Roma issue.

Once again, great gratitude to the donors who supported the organization of REF and to the organizations that the Organizational Committee is consisted of. Great gratitude to all of you present here in such big number and for staying here to the end of this Forum. We close the Forum and we invite you to the second one which will take place about at the end of this year.



***ANEKS 5  
DEKLARACIA***

***ANEKS 5  
DEKLARACIJA***

***ANNEX 5  
DECLARATION***

**DEKLARACIJA  
taro Romano Ekonomikano Forumi (REF)**

**Konkluziakere dikhiba:**

1. REF si sikavbibe taro saste napija tari Romani khedin thaj o eminentna lakere prezententija (organizacije thaj hulavde sime) ki RM ba{ o nakhavkeribe e problemengje savencar oj resarela pes thaj akharela ko jekhipe sar gndipe ba{ o sukcesi.
2. REF konstatirinela so o problemija ki Romani khedin ma{kar odova so ikerena pes ko but a-hovutne trujalipa, palem naje izolirime taro sasto hali, palem naje izolirime taro sasto hali kiphuv, numa salde majzurale reflektirinela pes ma{kar lende.
3. REF sikavindo ki binakhavdi thaj importantno rolja tari ra{tra, akharela ki but{ukar importantno rolja e ra{trakiri, akharela ko kreiribe konzistentno nacionalno politika ba{ o anglakeribe e Romengjere haleske ki RM
4. REF akharela te kerel pes koordinacija ma{kar o oficijalna institucije ki Republika Makedonija ki realizacija e aktivitetengje ba{ o anglakeribe e haleske e romane khedinake ki RM
5. REF konstatirinela so isi u-o digri tari diskriminacija prekal o Roma ki RM ko lengoro bukjar-darnipe thaj sasto tretmani tari i rige oficijalno vaslegarutnengje thaj e mediumengje thaj rodela nakhavkeribe akale problemeske
6. REF rodela zurarkerdo anga`mani tari rig e ra{trake thaj te arakhel pes socijalno, penzijakoro, thaj saskjaribnaskoro siguriteti e Romengje sar rigarkerdi socijalno zijanikerdi populacija

**DEKLARACIJA  
na Romski Ekonomski Forum (REF)**

**Zaklu~ni sogl eduvawa:**

1. REF e i zraz na vkupni te naponi na Romskata zaedni ca i eminentni te nejzi ni pretstavni ci (organizacii i poedinci) vo RM za nadmi nuvawe na problemi te so koi taa se soo~uva i povi kuva na edinstvo kako pretpostavka za uspeh.
2. REF konstatira deka problemi te vo Romskata zaedni ca i ako se dol`at na redi ca nasledni okolnosti, sepa ne se izolirani od sevkupnata sostojba vo zemjata, tuku samo najsilno se reflektiraat me|u ni v
3. REF ukavajji na neodminlivata i izvonedno v`nata uloga na dr`avata, povi kuva na krei rawe konzistentna nacionalna politika za unapreduvawe na sostojbata na Romi te vo RM
4. REF povi kuva da se vospostavi koordinacija me|u nadle`nite institucii vo Republika Makedonija vo realizacija na aktivnostite za unapreduvawe na sostojbata na romskata zaedni ca vo RM
5. REF konstatira deka postoi visok stepen na diskriminacija sprema Romi te vo RM pri nivnoto vrabotuvawe i vkupen tretman od strana na nadle`nite vlasti i medijume i baranadmi nuvawe na ovoj problem
6. REF bara zasilen anga`man od strana na dr`avata za da se obezbedi socijalno, penzijsko i zdravstveno osiguruvawe na Romi te kako naglaseno socijalno zagrozena populacija

**DECLARATION  
of the Roma Economic Forum (REF)**

**Final conclusions:**

1. REF is an expression of the entire Roma community's efforts and its eminent representatives (organizations and individuals) in Republic of Macedonia for transcending the problems it is faced with and appeals for unity as a precondition for success.
2. REF states that regardless of the fact that the problems within the Roma community are due to series hereditary circumstances, still are not isolated from the general situation in the country, but are just the most reflected among them.
3. REF, pointing on the unavoidable and primary important role of the state, appeals for creating consistent national policy for improving the Roma situation in Republic of Macedonia.
4. REF appeals for establishing coordination between the authorized institutions in Republic of Macedonia in terms of implementing activities for improving the Roma situation in Republic of Macedonia.
5. REF states that there is a high level of discrimination against the Roma in Republic of Macedonia regarding their employment and general treatment by the competent authorities and media and requests transcending of this problem.
6. REF requests enforced state engagement for ensuring social, retirement and health insurance for the Roma as an emphatically endangered population.



7. REF ka anga`irinel pes ko formiribe hulavdo Fondi ba{o vazdipe e dukacijeke ko Roma, a saveja ka stipendirinen pes sikle thaj studentija kaskere jerija naje ko {ajdipe te u~haren o hard`ina ba{o lengoro educiribe.

8. E Organizacijakoro odbori taro REF ka bajrovel ko *A-hutno koordinativno badani tari romani khedin ki RM (Romano Forumi ba{o Bajrovipe-RFB)* pand`e klidengjere sektorencar ba{o aktivitetija:ekonomija, socijala, saskjaribe, edukacija thaj kultura.

9. REF te formirinel *Kancelarija ba{i koordinacija* programengje, proektija, thaj donacie ba{o anglu-nipe e romane khedinake ki RM

10. REF te khuvel ko formiribe *Romolo{ko centru-mi* sar rodljaribnaskiri thaj bajrovibnaskiri organizacija (sar korkorutni organizacija ja ko pervazija e Univerziteteske Sv Kiril thaj Metodij)resaribnaja ba{o bajrovibe thaj zurarkeribe e romane akademijakere kadrovsko bazake thaj teloikeribe e saste bajrovipnaskere napengje ki akaja khedin.

7. REF }e se anga`ira na f ormi rawe poseben Fond za pottiknuvawe na obrazovani eto na Romi te, a so koj }e se sti pendi raat u~enici i studenti ~ii roditeli ne se vo mo`nost da gi pokrijat tro{ oci te za ni vnoto obrazovani e

8. Organi zaci oni ot odbor na REF }e prerasne vo *Post ojano koordinat ivno t elo na romskata zaedni ca vo RM (Rromski Forum za Razvoj -RFR)* so pet klu~ni sektori za aktivnost: ekonomija, socijala, zdravstvo, obrazovani e i kul tura.

9. REF da f ormi ra *Kancelarija za koordina-cija* na programi, proekti i donaci i za unapreduvawe na romskata zaedni ca vo RM.

10. REF da pristapi kon f ormi rawe *Romolo{ ki cent ar* kako i stra`uva~ka i razvojnja organi zaci ja (kako samostojan organi zaci ja ili vo ramki te na Uni verzi tetot Sv. Ki ril`i Metodij) so cel razvi vawe i jaknewe na romskata akademska kadrovska baza i podr{ ka na vkupni te razvojani napori na ovaa zaedni ca.

7. REF will get engaged into establishing separate Fund for encouraging the education of the Roma, thru which scholarships for pupils and students whose parents are not in position to cover the expanses for their education will be granted.

8. The REF Organizational Committee will outgrow to *Permanent coordinative body of the Roma community in Republic of Macedonia (Roma Forum for Development-RFD)* with five key activity sectors: economy, social, health, education and culture.

9. RFD is to establish *Coordinative Office* of programs, projects and donations, for improving the Roma community in Republic of Macedonia.

10. RFD is to establish *Romological Center* as a research and development organization (as an independent organization or within the frames of the St. Kiril and Metodi University) with aim to develop and strength the Roma academic staff base and to support the general development efforts of this community.



***ANEKS 6  
FINANSIAKORO RAPORTO***

***ANEKS 6  
FINANSIJSKI IZVEŠTAJ***

***ANNEX 6  
FINANCIAL REPORT***

	Dende love ba{i realizacia e proeteske / Tro{oci za realizacija na proektot / Expanses for project realization	U-hardo taro fonatoria/ Pokri eno od donatori / Covered by donors							Love taro RMCM / Sredstva na RMCM / RICM contribution	Barabutne u-hardo/ Vkupno pokri eno/ Total covered
		UNHCR	Swiss Embassy	FOSI Macedonia	MRFP	British Embassy	MCIC	US Embassy		
Personali/ Personal / Personnel	\$3.463,73	\$3.000,00	\$463,73							\$3.463,73
Ofiseskoro materijali Kancelarijski materijali Office materials	\$2.737,69		\$1.085,78					\$500,00	\$1.151,91	\$2.737,69
Dromeskere love / Patni tro{oci / Travel expanses	\$1.097,71		\$782,27						\$315,44	\$1.097,71
Forumskiri organizacia / Organizacija na Forumot / Forum organization	\$14.816,22		\$2.228,22		\$5.880,00	\$4.880,00	\$1.828,00			\$14.816,22
Publikacia / Publikacija / Publication	\$7.124,00			\$5.000,00			\$1.124,00	\$1.000,00		\$7.124,00
<b>BARABUTNE/ VKUPNO / TOTAL</b>	<b>\$29.239,35</b>	<b>\$3.000,00</b>	<b>\$4.560,00</b>	<b>\$5.000,00</b>	<b>\$5.880,00</b>	<b>\$4.880,00</b>	<b>\$2.952,00</b>	<b>\$1.500,00</b>	<b>\$1.467,35</b>	<b>\$29.239,35</b>

**DEKLARACIJA**  
**taro Romano Ekonomikano Forumi (REF)**

**Konkluziakere dikhiba:**

1. REF si sikavbibe taro saste napija tari Romani khedin thaj o eminentna lakere prezententija (organizacije thaj hulavdesime) ki RM ba{o nakhavkeribe e problemengje savencar oj resarela pes thaj akharela ko jekhipe sar gndipe ba{o sukcesi.
2. REF konstatirinela so o problemija ki Romani khedin ma{kar odova so ikerena pes ko but a-hovutne trujalipa, palem naje izolirime taro sasto hali, palem naje izolirime taro sasto hali ki phuv, numa salde majzurale reflektirinela pes ma{kar lende.
3. REF sikavindo ki binakhavdi thaj importantno rolja tari ra{tra, akharela ki but{ukar importantno rolja e ra{trakiri, akharela ko kreiribe konzistentno nacionalno politika ba{o anglakeribe e Romengjere haleske ki RM
4. REF akharela te kerel pes koordinacija ma{kar o oficijalna institucije ki Republika Makedonija ki realizacija e aktivitetengje ba{o anglakeribe e haleske e romane khedinake ki RM
5. REF konstatirinela so isi u-o digri tari diskriminacija prekal o Roma ki RM ko lengoro bukjadarnipe thaj sasto tretmani tari i rige oficijalno vaslegarutnengje thaj e mediumengje thaj rodela nakhavkeribe akale problemeske
6. REF rodela zurarkedo anga`mani tari rig e ra{trake thaj te arakhel pes socialno, penzijakoro, thaj saskjaribnaskoro siguriteti e Romengje sar rigarkerdi socialno zijanikerdi populacija
7. REF ka anga`irinel pes ko formiribe hulavdo Fondi ba{o vazdipe e dukacije ko Roma, a saveja ka stipendirinen pes sikle thaj studentija kaskere jerija naje ko {ajdipe te u-haren o hard`ina ba{o lengoro educiribe.
8. E Organizacijakoro odbori taro REF ka bajrovel ko **A-hutno koordinativno badani tari romani khedin ki RM (Romano Forumi ba{o Bajrovipe-RFB)** pand`e klidengjere sektorencar ba{o aktivitetija: ekonomija, socijala, saskjaribe, edukacija thaj kultura.
9. REF te formirinel **Kancelarija ba{i koordinacija** programengje, proektija, thaj donacie ba{o anglunipe e romane khedinake ki RM
10. REF te khovel ko formiribe **Romolo{ko centrumi** sar rodljaribnaskiri thaj bajrovibnaskiri organizacija (sar korkorutni organizacija ja ko pervazija e Univerziteteske Sv Kiril thaj Metodij) resaribnaja ba{o bajrovibe thaj zurarkeribe e romane akademijakere kadrovsko bazake thaj teloikeribe e saste bajrovipnaskere napenge ki akaja khedin.

**DEKLARACIJA**  
**na Romski Ekonomski Forum (REF)**

**Zaklu-ni sogleduvava:**

1. REF e i zraz na vkupni te naponi na Romskata zaedni ca i eminentni te nejzi ni pretstavni ci (organizacii i poednici) vo RM za nadmi nuvawe na problemi te so koi taa se soo-uvava i povi kuva na edinstvo kako pretpostavka za uspeh.
2. REF konstatira deka probl emi te vo Romskata zaedni ca i ako se dol`at na redi ca nasledni okol nosti, sepak ne se izolirani od sevkupnata sostojba vo zemjata, tuku samo najsil no se reflektiraat me|u niv
3. REF ukauvaji na neodmi nivata i izvonredno v`nata uloga na dr`avata, povi kuva na kreirawe konzistentna nacionalna politika za unapreduvawe na sostojbata na Romi te vo RM
4. REF povi kuva da se vospostavi koordinacija me|u nadle`ni te insti tucii vo Republi ka Makedonija vo realizacija na akti vnosti te za unapreduvawe na sostojbata na romskata zaedni ca vo RM
5. REF konstatira deka postoji visok stepen na diskriminacija sprema Romi te vo RM pri nivnoto vrabotuvawe i vkupen tretman od strana na nadle`ni te vlasti i mediumi te i bara nadmi nuvawe na ovoj problem
6. REF bara zasil en anga`man od strana na dr`avata za da se obezbedi socialno, penzisko i zdravstveno osiguruvawe na Romi te kako naglaseno socialno zagrozena populacija
7. REF je se anga`ira na formirawe poseben Fond za potiknuvawe na obrazovani eto na Romi te, a so koj je se stipendi raat u-enic i studenti`ii roditeli ne se vo mo`nost da gi pokri jat tro{oci te za nivnoto obrazovani e
8. Organizacijoni ot odbor na REF je prerasne vo **Postojano koordinativno telo na romskata zaedni ca vo RM (Romski Forum za Razvoj - RFR)** so pet kl u-ni sektori za akti vnost: ekonomija, socijala, zdravstvo, obrazovani e i kultura.
9. REF da formira **Kancelarija za koordinacija** na programi, proekti i donacii za unapreduvawe na romskata zaedni ca vo RM.
10. REF da pristapi kon formirawe **Romolo{ki centar** kako istra`uva-ka i razvojna organizacija (kako samostojan organizacija ili vo ramkite na Univerzitetot Sv. Kiril i Metodij) so cel razvivawe i jaknewe na romskata akademska kadrovska baza i podr{ka na vkupni te razvojnani napori na ovaa zaedni ca.

**DECLARATION**  
**of the Roma Economic Forum (REF)**

**Final conclusions:**

1. REF is an expression of the entire Roma community's efforts and its eminent representatives (organizations and individuals) in Republic of Macedonia for transcending the problems it is faced with and appeals for unity as a precondition for success.
2. REF states that regardless of the fact that the problems within the Roma community are due to series hereditary circumstances, still are not isolated from the general situation in the country, but are just the most reflected among them.
3. REF, pointing on the unavoidable and primary important role of the state, appeals for creating consistent national policy for improving the Roma situation in Republic of Macedonia.
4. REF appeals for establishing coordination between the authorized institutions in Republic of Macedonia in terms of implementing activities for improving the Roma situation in Republic of Macedonia.
5. REF states that there is a high level of discrimination against the Roma in Republic of Macedonia regarding their employment and general treatment by the competent authorities and media and requests transcending of this problem.
6. REF requests enforced state engagement for ensuring social, retirement and health insurance for the Roma as an emphatically endangered population.
7. REF will get engaged into establishing separate Fund for encouraging the education of the Roma, thru which scholarships for pupils and students whose parents are not in position to cover the expenses for their education will be granted.
8. The REF Organizational Committee will outgrow to **Permanent coordinative body of the Roma community in Republic of Macedonia (Roma Forum for Development-RFD)** with five key activity sectors: economy, social, health, education and culture.
9. RFD is to establish **Coordinative Office** of programs, projects and donations, for improving the Roma community in Republic of Macedonia.
10. RFD is to establish **Romological Center** as a research and development organization (as an independent organization or within the frames of the St. Kiril and Metodij University) with aim to develop and strength the Roma academic staff base and to support the general development efforts of this community.

E Britaniakiri ambasada ano Skopje finansienca dengja dumo ba{o ikeribe taro Romano Ekonomikano Forumo. Pale, o gndipa ano publikacie si gndipa taro avtori /avtoria so thaj naobligaciono reflektirinela o gndipa thaj poze tari Britaniakiri ambasada.

Bri tanskata ambasada vo Skopje finansijski go pomogna odr`uvaweto na Romski ot Ekonomski Forum. Sepak navedeni te mislewa vo priloeni te publikacii se mislewa na avtorot/i te i nezadol`itelno gi reflektiraat mislewata i stavovite na Bri tanskata ambasada.

*The British Embassy in Skopje supports the Roma Economic Forum. However, the conclusions and opinions presented on the Forum do not necessarily reflect the position or the opinions of the British Embassy.*

