



INTERNATIONAL ROMANI UNION

STRATEGIC FRAMEWORK

2019 - 2021



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ABBREVIATIONS

IRU – International Romani Union

EU – European Union

UN – United Nations

EC – European Commission

UNESCO – United Nations
Educational, Scientific and Cultural
Organization

UNICEF - United Nations
International Children's Emergency
Fund

OSCE – Organization for Security
and Co-operation in Europe

VISION and MISSION

The Preamble of the Statute of IRU express the common goals and ideas of the Roma nation whose representatives are actually present and therefore the International Roma Union - IRU is formed.

We as representatives of the Roma people are making efforts to protect the Roma population and future generations from all the non-aggressive phenomena that they faced in the past, in the present and in the future, the Roma people, in all forms of discrimination, hate speech, segregation, intolerance, violence , genocide, and at the same time we are deeply confident in respecting human fundamental rights, equality among all sexes, creating a favorable climate for respecting the rights of respecting the basic democratic principles of liberty, and the standard of living and the elimination of all irregularities, in cooperation with the international institutions in charge of it.

At the same time, the mission is as follows:

- To expand the horizons for the preservation of the Roma culture, tradition, customs and language
- Respecting the fundamental human rights and freedoms, and respecting all the obligations that come with the signing of all agreements of an international character
- To maintain peace and stability in the world
- Develop friendly relations between peoples based on respect, and equal rights among peoples
- Cooperation for solving problems from an economic, social, cultural and humane aspect in relation to Roma
- To strengthen support for equal rights, the basics of freedom, regardless of color, race, sex, language and religion



INTRODUCTION

The number of Roma people living in Europe today is estimated to be between 10 and 12 million people, thus making them one of Europe's largest ethnic minorities. About 70% of them live in central and Eastern Europe, but there are also sizable Roma minorities in Western Europe, especially in Spain (about 800,000), France (about 300,000) and UK (about 300,000). Even though the Roma people have traditionally been inclined towards a nomadic way of life, and many of them still maintain this lifestyle, most of them are now settled.

However, this settlement is far beyond troubling. In almost all European countries, they are one of the most disadvantaged groups, often facing denial of basic human rights such as health care, housing, education and work, often being subjects to discrimination, racist assault and even police ill-treatment. Thousands and even millions of Roma live in isolated slums, often without access to electricity or running water. A research conducted by the European Union Agency for Fundamental Rights (FRA) in 2014, indicated that more than 40% of Roma children live in households struggling with malnutrition or hunger. Thousands and even millions of them receive their education in segregated schools, becoming severely disadvantaged on the labor market. This, in addition to other factors such as discrimination, increases their unemployment rate, which directly affects their general living standards. Indeed, the FRA (2014) reported that more than half of the Europe's Roma population is living in segregated areas, continuously facing prejudice and discrimination, and only about a

third of them have employment, which is often precarious and informal work.

In short, in almost all European countries, the Roma people fall back far beyond the average on every human development indicator. They are the ones with the lowest incomes, the worst housing, the worst health, lowest literacy rates, but also the ones with the highest unemployment and the highest poverty rates.

In an effort to improve these conditions, the European Union and its Member States repeatedly express their public commitment, in addition to using a number of policies, incentives, and projects such as the Decade of Roma Inclusion 2005-2015. In 2014, the 28 EU Member States agreed upon the creation of a legal instrument for the facilitation of Roma in the European society. Apart from the facilitation of access to housing, healthcare, education and employment, European governments also shared a commitment to raise the awareness for the importance of integration among the Roma people. However, despite these efforts, the undertaken measures have not proven to be very effective, as Roma people continue to face discrimination, persecution, hate speech and anti-Roma violence.

Particularly alarming are the issues of discrimination, persecution and hate speech, which persist even today, despite a number of efforts that have been taken to address them. Amnesty International (2008) points out that the situation of the Roma people in many European countries has even worsened recently, as these issues became

more tolerable or excepted in the mainstream society, with far-right political parties that have open anti-Roma agendas being on the rise, and with expression of extreme forms of prejudice without any serious condemnation. Good examples of this are the chanting “We hate Gypsies” and the unfurling of a banner saying “Death to Gypsies” by Romanian football fans on a local match, a French MP saying on camera that “Hitler maybe didn’t kill enough of them (Roma)” in 2014, UKIP’s leader Nigel Farage in Great Britain extensively using anti-Roma discourses to gather political support, the Jobbik party in Hungary characterizing the Roma people as criminals and lazy etc¹.

With the conclusions and the adopted declarations of the 10th IRU Congress in Skopje, one of the key priorities in the coming period is the so-called. Democratic transition. Within the process of its realization, the Commission for Democratic Transition was established on the 10th IRU Congress headed by Mr. Grattan Puxon from Great Britain. He and the other nine (nine) members of the Commission have the task to implement with the possibility of electronic voting on the future composition of IRU in 2020.

With the implementation of the Democratic Transition - electronic voting, progress will be made in the democratic ambience in IRU, where with this type of voting, the next elected composition of IRU will have a wider and invalid mandate.

At the same time, IRU stands for the fight and prevention of the growing wave of anti-Roma sentiment, the realization of the fundamental rights of every person and dignity and the value of human beings is the greatest democratic right, and analogously, it is adopted by every member of the Roma nation everywhere the world, the application of the UN Charter and the decisions of all other European and international organizations that promote goals and plans for making the progress of the Roma nation all the integrative processes by respecting all of our specifics such as language, culture, religion and all other relevant factors.

¹ Project: Local act – Global Impact



LETTER FROM THE PRESIDENT

In order to realize the set strategy, I as the President of the International Roma Union - IRU and at the same time all of our members and delegates who share our goals and ideas together with the Roma nation, make efforts to protect the Roma population and future generations from all non-aggressive phenomena faced in the past, in the present and in the future and the elimination of all forms of discrimination.

In this type of discrimination, among other things, we mean forms such as hate speech, segregation, intolerance, violence, genocide, and at the same time we are deeply convinced that there will be progressive respect for human fundamental rights, equality among all sexes.

The aim of the Strategy itself is to create a favorable climate for respecting the rights of respecting the basic democratic principles of freedom and the standard of living, as well as the elimination of all irregularities, in cooperation with the international institutions in charge of it.

Therefore, I am of the opinion that the implementation of this Strategy will also effect:

- By expanding the horizons to preserve the Roma culture, tradition, customs and language
- Respecting the fundamental human rights and freedoms, and respecting all obligations that will come in consequence by signing all international treaties
- Enhanced support for equal rights, the basics of freedom, regardless of color, race, sex, language and religion



At the same time, IRU stands for the fight and prevention of the growing wave of anti-Roma sentiment, the realization of the fundamental rights of every person and dignity and the value of human beings is the greatest democratic right, and analogously, it is adopted by every member of the Roma nation everywhere world, application of The UN Charter and the decisions of all other European and international organizations that promote goals and plans for greater progress of the Roma nation, all integrative processes by respecting all of our specifics and specificities such as language, culture, religion and all other relevant factors.

As president of the International Roma Union, I believe that we cannot think about the future without going back to our history and recognizing its values together with the countries where the Roma live and helping them with the socio-economic policy and culture of the Roma.

Zoran Dimov

President

International Romani Union





COMMUNICATION AND MEDIA

Content:

1. DEFINITION OF THE COMMUNICATION AND MEDIA WITH THE IRU
2. GOAL OF THE STRATEGY FOR COMMUNICATION WITH MEDIA
3. CHANNELS AND TOOLS FOR COMMUNICATION
4. TARGET GROUP
5. POLICY OF INFORMING INDIVIDUALS AUTHORIZED FOR COMMUNICATION WITH MEDIA
6. ANNOUNCEMENT OF INFORMATION AND DATA
7. OBSERVATION OF THE STRATEGY FOR COMMUNICATION

1. Definition of the communication with the media

The communication with the media represents a promotional function whose goal is to connect the needs and the interests of the International Romani Union - IRU with the interests of the various target groups with which the International Romani Union - IRU must communicate. With this strategy for communication prescribes the way of the realization of the communication with the funds for public informing - the media.

2. Goal of the strategy for communication with media

The strategy has a goal to regulate the ways of communication with the media because of transparent promotion and representation of results from the researches of the IRU and the successful implementation of the recommendations given to the policy makers. Other goals which must be achieved by this strategy are:

- Better understanding of the role and the importance of the International Romani Union - IRU.

- Securing and maintaining the public trust, support and positive attitude towards the IRU, through a two-way flow of information, with a target to strengthen the reputation of the Organization.
- Raise the public awareness for the importance of the economic researches in the area of society, economic, social and policy life of the Romani population throughout the world.

3. Channels and tools for communication

In the external communication, the following channels will be used by the IRU in order to stay connected with the public:

- Printed media - The International Romani Union - IRU collaborates with all daily, weekly and monthly printed media on local, national and international level. Also, they regularly collaborate with thematic magazines in the area of the subjects related to the work of the International Romani Union - IRU.
- Electronic media. The International Romani Union - IRU collaborates with all electronic media (TV and radio) on local, national and international level which work on subjects related with the activities of the IRU.
- Web portals. The International Romani Union - IRU collaborates with the portals in the country where they work on international, national and local level. Part of the regular publications and the analysis are published on appropriately targeted web portals, in accordance with the processed topic.
- Webpage of the International Romani Union - IRU:

<http://iromaniunion.org/>

Also the web portal Roma Times is indirectly connected:

<http://romatimes.news/>



The webpage presents a mirror of the total activity of the IRU. All information connected with the current work, regular publications, project activities and statements are published on the webpage. The developing of the webpage and the constant efforts we put in to make it even more available for the public is one of our main priorities for this strategy.

- Thematic web pages. The International Romani Union - IRU develops, very often in accordance with the project

activities, thematic web pages, which serve to promote the recommendations of the projects, but also as resource centers and/or specific web tools.

- Profiles on social media (Facebook, LinkedIn and Twitter). The International Romani Union - IRU uses the social media for regular communication with the target groups. All of the information connected with the current work, the regular publications, project activities and announcements are published on the webpage. The social media are used to share short analysis of current daily topics related to the IRU activities in the region and the world, relevant for the target groups. Besides the local and national media, the International Romani Union - IRU is prepared to communicate with the international media. The International Romani Union - IRU will use the following tools for communication with the media:

- Announcements and notifications. The International Romani Union - IRU, for their work (regular publications and results of the reports), regularly inform the public through announcements. The announcements are delivered to the target groups through electronic mail and/or written form, and are published on the webpage of the International Romani Union - IRU.
- Statements and interviews. Their views for the current subjects, the International Romani Union –

IRU is expressing through regular short statements and interviews for the written and the electronic media. The team of the International Romani Union - IRU nurtures the constant collaboration and communication with the journalists, with no discrimination and selective approach.

- Press Conferences. All of the public events organized by the International Romani Union - IRU (Parliamentary Assemblies, Congresses, Conferences, Round Tables, Workshops, Debates, Meetings and etc) are followed by a press conference for the media. All media and their representatives have the right to attend in conferences in accordance with their needs. During a press conference for the media, only the responsible persons and members of the IRU and other collaborators can speak, after a previously prepared and approved agenda.

- Promotional videos and campaigns. The International Romani Union - IRU for the targets of certain (projects) activities can prepare promotional videos and campaigns. Within the campaign they can prepare, flyers, newsletters, booklets and other similar printed materials.

4. Target group

The used channels of communication should conduct the information from the International Romani Union - IRU to the following target groups:

- Government and bodies of the state administration
- Local Government
- Public
- Non-Governmental institutions
- Business sector
- International institutions and organizations. Institute for research and politics.



The Government and the bodies of the state administration and the Local Government, as holders of politics in the country and in foreign lands, are a primary target group which must hear the results and the recommendations from the researches and to act on changes in a particular segment from the society. Besides their direct participation and attendance on events where they represent the recommendations, the media serve as a channel to transfer this information from the International Romani Union - IRU to this target group.

In order to increase the information and awareness of the public for the role and the importance of the International Romani Union - IRU, use a large number of the above mentioned media, mostly social media, web portals and printed media. The NGO institutions and the business sector, through the media gain information for the work of the International Romani Union - IRU, which opens opportunities for future collaboration with appropriate institutions from these two sectors. Besides national media, the International Romani Union - IRU successfully collaborates with the regional and international media, with a goal to promote the International Romani Union - IRU in the world and to establish a collaboration with international institutions and organizations.

5. Policy of informing and individuals authorized for communication with media

An officially authorized individual for communication with the media is the President of the IRU, the Delegates and Members have the right to give statements in a written or in an electronic media, or to attend in shows on radio or TV, and to talk about IRU activities, only by a previously agreement

from the President of the IRU, the Delegates and Members of the IRU should avoid to come out with their own personal statements, opinions, discoveries and similar information in the media which are not formally approved by the Presidency of the IRU. If a Delegate or a member of the IRU gives an opinion to the public and is not authorized to do so, he/she should explicitly give a clear and an unambiguous statement/disclaimer that this is a personal opinion which does not necessarily coincide with the views of the IRU. Which is not affiliated with the official policy of the IRU.

6. Announcement of information and data

All information which if delivered could have negative consequences and could damage the confidentiality, cannot be a subject of communication with the media and the public. Also, they cannot be exposed to the public or any other data which are treated as personal data, financial data, or any other strictly confidential, classified and any other type of data which in accordance with the positive regulations cannot be a subject of communication with the media or/ and the wider public.

7. Observation of the strategy for communication

To follow the success in the implementation of this strategy, a mechanism will be established in order to follow and estimate its implementation. The IRU also follows the visiting traffic of the IRU webpage, representation in the media, attendance of journalists at the events organized by the IRU, the number of the publications after the events (press clipping), the number of the likes and impressions on Facebook, and based on those observations will make analysis on the achieved results regarding the realization of the targets of this strategy.



ROMANI KRIS

Content:

1. DEFINITION OF THE ROMANI KRIS
3. TARGET GROUP
4. GOAL OF THE STRATEGY FOR THE ROMANI KRIS

1. Definition of the Institution

The function of the Romani Kris is to deal with the estimation and further development of the moral quality amongst the Roma as a community, by solving internal problems in the Romani community.

The Kris is an old Romani tradition which exists for many centuries and it is more in the form of tribal Court of Justice. Within its activities the IRU Kris takes the task of monitoring the behavior of the moral code of all the members and delegates of the IRU.

It acts according to statutory provisions of the IRU, which most described in the statute in Chapter 7 of the IRU State. Credentials are only inside the IRU hierarchy which with close cooperation can enable the communication and consultation with the Commission of Justice of the IRU, but only in respect of the tasks which are internal to the IRU.

The Kris has no greater rights in making decisions relating to institutions, laws, etc. with external Civilian judicial and legal institutions.

IRU Roma Kris, if a violation of the rights of the members and delegates of the IRU, make recommendations to the authorities of the IRU (Presidency, Parliament, Congress, Cabinet) to take steps to revise these conditions to establish the facts and finding proper solution within the Roma tradition justice.

Target Group

The IRU Kris could work on the field to conduct and solve arousing conflicts and misunderstandings in the Romani community itself (family patriarchal misunderstandings and making a right decision and solutions within the Romani tradition and Romani spirit). Also, the IRU Traditional Romani Kris has the task to establish order in the misunderstandings with members of the Romani community, and even members of the Romani community with some members from a non-Romani community which could be solved with internal confrontation, without getting out of the credentials of the Romani tradition for Justice, were after that those credentials of the Justice Commission which will collaborate with the outer international, national court institutions.

The IRU Traditional Romani Kris has its sights on the relations amongst the members and delegates of the IRU. The work of the IRU Traditional Romani Kris is open and transparent. The Kris has 8 members, one chief and 7 other members from various countries

2. Goal of the Strategy of the IRU Kris

Protecting and promoting the Romani identity and the old family values such as the culture and the tradition. Indirectly protects the minority rights as part of the global regime of the Human Rights which are crucial to enable good life of the members of the minority groups. The values which lead the work of the IRU Traditional Romani Kris, internally and externally must be projected in front of all relevant factors to preserve the Romani identity.

Cherishing of the team spirit and mutual respect helps to promote the diversity. The work of this body will enable a good base ground to solve some problems which could happen in the future. Also the IRU Romani Traditional



Kris will have the task in the below mentioned segments such as:

- Active role in the development and promotion of the social, economic and cultural rights.
- Respect towards the cultural and traditional values of the Romani community
- Preservation of the Romani Identity and Tradition

All of this acts as a Sublimate which has the face that true identity and true perception of the Roma as a nation which survives for thousands of years. To create true family values and promotion of the preservation of the family values. With this we will strengthen our way of living and the Roma to be forever defined as a specific but an important factor in the map of the nations and nationalities and the map of the whole world.



CULTURE AND TRADITION

Content:

1. DEFINITION OF THE CULTURE AND TRADITION STRATEGY
2. GOAL OF THE STRATEGY FOR CULTURE AND TRADITION
3. ACTIVITIES OF THE COMMISSION FOR CULTURE AND TRADITION

1. DEFINITION OF THE STRATEGY FOR CULTURE AND TRADITION

Under the term culture and tradition, we understand a part of appearances and creations where the human being creates with his material and spiritual activity. That means that, the culture and tradition is a part of the structure of society and a part of every community and individual. In the past times the scientific separation of the material and spiritual culture was very solid. Up until this day the Roma face a large number of cultural elements which unequivocally witness for their ethnic identity in the area of the spiritual culture, including the customs, tradition, habits, laws, language and symbols. All of this is a starting point in view of facing the cultural values of the Romani people from an aspect of acting and task in the work of the Commission of the Culture of the IRU.

2. GOAL OF THE STRATEGY FOR CULTURE AND TRADITION

In context of the goal of the strategy for culture and tradition, the Commission itself has an intention to carry out several activities, to strengthen the cultural element of the Culture and Tradition at the Roma and Sinti. The goal of this strategy is to preserve the important elements which picture the identity of the Roma and Sinti such as the societal status, ethic, wedding traditions, beliefs, folklore, music, literature, language, old beliefs and religion.

By developing and facing those elements the identity of the Roma and Sinti will be faced as a nation. The goal is that, by preserving the roots and tradition, we will be easily identified on the cultural map of all nations throughout the world. Amongst other things, the Commission for Culture and Tradition of the IRU in its Strategy will use all its available capacities and mechanisms in order to affirm this strategy all over the world.

2. ACTIVITY OF THE CULTURE AND TRADITION COMMISSION

a) Culture

To affirm and present the Culture and Tradition of the Roma and Sinti, the Commission itself sets its plans for affirmative action on this field. In short words, the Commission will make efforts to organize:



Festival for Romani Culture such as:

- Music Festivals
- Film Festivals
- Festivals and Fairs for food and Roma dishes
- Festival of traditional Romani costumes and folklore
- Poetic, literature and drama festivals
- Art Festivals

Within the Strategy for Culture and Tradition the Commission will organize round tables, workshops to preserve the old and ancient customs such as crafts of our people such as crafting tools, and products from textile, plastic, stone, glass, metal and other materials. Also within the frames of activities of the Commission for Culture and Tradition it is predicted to organize a

ROMA CARAVAN:

A bus which will travel and will present the Romani Culture, Tradition, Literature and Music.

b) Tradition

Autochthonic communities amongst whom are the Roma and the Sinti play an important role in preserving and enriching their traditional values. It's an historic fact that the Sinti, and especially the Roma during their centuries of migration lost a part of their tradition, and soaked in the tradition of the place where they went. This is mostly seen from a religious aspect. Also by losing those traditional values which is increasing in this time when the young generation is forgetting the old Roma customs, from every character.

But still, the Commission has the task to preserve the old traditional values and also to make and even eliminate of some traditionally rooted habits, which don't participate in this modern society. This is about the elimination of minor marriages, agreed marriages concluded by interest, and similar things, so we can eliminate those types of prejudices which the other nations have towards the Roma and the Sinti. Also, the Commission for Culture and Tradition will have the close collaboration and relationship with the Traditional Roma Kris regarding the solution of some important moments when an opportunity for that will open.

All these activities of the Commission for Culture and Tradition of the IRU will organize under the leadership of the IRU, with pervious plan and annual program, so that the IRU and its Commission for Culture and Tradition will find sources and funds to hold all of the above mentioned activities.



ECONOMY AND SOCIAL ISSUES

Content:

1. DEFINITION FOR THE STRATEGY FOR ECONOMY AND SOCIAL ISSUES
2. TARGET GROUPS
3. ACTIVITIES
4. GOALS
5. EVALUATION OF STRATEGY

1. Definition of the Strategy for Economy and Social Issues

The Strategy for Economy and Social Issues is concerned with developing business plans and looking at ways to self-fund the Organization, and by doing so, creating employment opportunities and better accommodation prospects.

Also working on business plans for the members of the Roma community in order to help entrepreneurs within the community to become self-employed and also as a result of this, provide employment opportunities and better employment prospects.

The Strategy will also look at finding ways to provide education that will lead to gaining access to universities and higher education. This will in turn give a greater number of people with the skills and qualifications, from within the community, to continue this process. It will also lead to greater employment opportunities for the members of the Roma community.

2. Target groups

International Organizations and National Governments

The Strategy will seek to work with both International Organizations and local authorities, National governments and their departments who are concerned with the promotion of business development as well as increasing employment opportunities and raising standards of living among population of their respective countries. In the terms of EU, this would have a Europe wide outlook.

The Public

The strategy aims to raise the socio economic status of the Roma community by assisting in creating opportunities for self-employment, and thereby giving employment opportunities for others.

NGOs

The Strategy for Economy and Social Issues look to work with NGOs that have the same strategies and goals, in a collaborative or supportive manner, in order to raise the socio economic status of Roma.

Internally

The Strategy will work to bring together the local offices in their respective countries in order to develop business plans for self-funding of the International Romani Union, so as to give the organization the means to carry out its work.



3. Activities

The Strategy will look to bringing together regional member offices throughout the various countries in which they are located, to get an insight into what is happening at the local level, since each member state will have its own political makeup and socio economic situation. From this needs and opportunities will be assessed.

In collaboration with the local offices, business plans will be developed with the aim of raising the socio economic status of the Roma population there, as well as to find means of self-funding for IRU.

Opportunities to be looked at varies, and can include land banking, accommodation, manufacturing etc.

A focus will be on the setting up of import and export programs utilizing the wide network of IRU, as well as the wide international network that the Roma community provides globally.

Support and find means of furthering the education and skills level within the Roma community, in order to raise these and provide a skills basis within the Roma community, that can further this strategy.

4. Goals

The goals of the strategy are to:

- raise the Socio Economic Status of the Roma population globally.
- to provide a means of self-funding for IRU in order for IRU to be able to work for, and achieve its other goals.

5. Evaluation of the Strategy

The success of the various programs with the communities will be monitored throughout by having a project plan in place,

whereby at the end of any given stage an evaluation can be

done on as to the extent the project plan has been followed.

In terms of programs relating to the self-funding of IRU, stringent processes and financial controls will be put in place.

Full financial accounts will be presented in a transparent manner by the Strategy in relation to these programs.



EDUCATION, SCIENCE and LANGUAGE

Content:

1. EDUCATION: RATIONALE and GOALS
2. LANGUAGE AND SCIENCE: RATIONALE and GOALS
3. TARGET GROUPS
4. TYPE OF ACTIVITIES
5. MONITORING AND EVALUATION OF THE STRATEGY

1. EDUCATION

Rationale

Education, in addition to being a human right, is a necessary precondition for the fulfilment of other human rights. Roma children and adults face numerous difficulties in exercising right to quality education. Lack of education is recognized as one of the predominant problem of the Roma worldwide. Despite policies and measures implemented, Roma still don't have full access to education, face with discrimination and receive lower quality of education comparing with peers in respected countries. In order to achieve significant progress, mainstream education systems should become more inclusive and more tailored to the needs of Roma.

Importance of quality early childhood education and care is now broadly recognised for all children especially those who live in deprived environment, as Roma. It requires multidisciplinary approach and cooperation between education, health protection and social welfare systems. Enabling the access to inclusive quality mainstream education (preschool, primary and secondary), and reducing the number of Roma early school leavers is seeing as condition to get out of poverty by building competencies, knowledge and skills for a more competitive positioning in the

labour market, emancipation and full social inclusion of Roma. Different policies and practice are developed in order to prevent misplacement of Roma children in special education, segregation and discrimination in education. Making mainstream education systems more inclusive for all, including Roma, is changing the old fashion approach that those who receive education should fit to the institution. Public policies should be part of a comprehensive policy of multiculturalism/interculturalism that ensures preservation of ethnic and cultural identity of the Roma women and men.

There is still tension in understanding education on Romany as mother tongue and bilingual education as minority right in education, and segregation within educational system.

On international, EU and national level in many countries, improvement of education is defined as one of the priorities in the process of improvement the status and social inclusion of Roma. Strategic documents and related action plans put focus on:

- Access to quality preschool education of Roma children to provide opportunities for early development and learning, and preparation for compulsory education
- Full inclusion of Roma children and youth in quality primary and secondary education
- Greater coverage of Roma men and women in the student population as well as providing education for Roma experts
- Life-long learning for Roma adults
- Elimination of negative stereotypes about Roma that appear in school curricula and textbooks, and creating conditions for expressing identity, cultivating the language, fostering the culture and exercising all the minority rights of the Roma



Different measures are developed and implemented to support enrolment, regular attendance, completion and achievements of Roma children, youth and adults: Introduction of effective and efficient mechanisms to prevent and combat prejudice, discrimination and violence against Roma; Prevention of segregation of Roma children in education in segregated schools or classes; Prevention of early school leaving and provision of support to the education of youth and adults who have not attended school or have dropped out, so that they can receive primary and secondary education and acquire professional qualifications; Mainstream and targeted measures (as affirmative action) and different types of support to Roma, to overcome obstacles in accessing and practising rights in the field of education.

Goals

- Advocate for the right to education of all children, youth and adults and to place education at the top of the political agenda.
- Promote access to quality, safe, and relevant education
- Influence international, EU and national education policies
- Dissemination of good policies and practices
- Monitoring and reacting on major violations of child rights or human rights / both on the level of policy or practice in education

2. LANGUAGE AND SCIENCE

Rationale

The child's first language is critical to his or her identity. Maintaining this language helps the child value his or her culture and sacred heritage from their ancestors, which contributes to a positive self-concept. (Bokhorst-Heng, 1999; Baker, 2008).

Some think that language is their identity, their culture, and their traditional values, which are handed down from their parents, and ancestors. They have to keep this sacred heritage unblemished and handed down to their children, children's children. If they lose their language, they will lose themselves in terms of honor, hope, self-esteem, and self-pride (Fishman, 1994; Garrett, 2005a).

The language we speak is part of who we are. It gives us a powerful sense of belonging with those who speak like us, and an equally powerful sense of difference from those who don't. Language is a central element and of key importance in the preservation of personal and group identity.

UNESCO: urged the use of books and textbooks in minority languages to support education in mother tongues; said translation into and promotion of local languages supports linguistic and cultural diversity and serves as the foundation for all social, economic and cultural life; cites the need for education in minority languages, as well as their use in public life, media, public administration and judicial fields, among others.

Language is particularly important to Roma being a minority seeking to maintain cultural identity under conditions of marginalization, exclusion and discrimination.



STRATEGIC FRAMEWORK 2019-2021

Goals

- Influence international, EU and national related policies
- Promote importance of learning Romany language within Roma
- Developing and disseminating material that promote and support learning of Romany (for children, parents, teachers, Roma activists)
- Support and initiate scientific research on Romany language
- Providing support to schooling and professional development of Roma linguistic scientists, researchers and experts

3. TARGET GROUPS

- Policy makers and bearers of responsibility on international, EU, national and local level
- Experts, professionals and paraprofessionals (caregivers, teachers, psychologists, pedagogues, assistants, mediators, students, principals, advisors, inspectors...)
- Roma and other NGO activists
- Roma youth and adults
- Wider public audience
- Media

4. TYPE OF ACTIVITIES

- Participating in work of relevant international bodies
- Presenting on related international and national events and media
- Supporting and providing quantitative and qualitative research, analyses, assessments, evaluation and case studies on specific topics related to education and language:
- Publishing and dissemination of evidence and recommendation through networks
- Preparation and dissemination of materials (documents, statements, fact sheets)
- Initiate awareness-raising campaigns

- Monitoring implementation of strategy documents on international, EU and national level
- Sharing good policy and practice between bearers of responsibility, experts and Roma

5. MONITORING AND EVALUATION OF THE STRATEGY

IRU will develop indicators and mechanisms for the monitoring and evaluating of this Strategy, on the level of:

- Implementation of IRU activities defined in this document
- Situation in education of Roma (access, attendance, completion, drop-out, achievements...)
- Situation related to promotion and learning of Romany language

IRU will put an effort to enhance the capacity and accountability of delegates to effectively oversee the implementation and protection of the Roma citizens' rights in area of education

Report based on analyses of data gathered will be published and used as a tool for further planning and advocacy.



FINANCIAL ISSUES AND FUNDING

Content:

1. DEFINITION OF THE STRATEGY FOR FINANCIAL ISSUES AND FUNDING
2. GOALS
3. TARGET GROUPS
4. SOURCES OF FUNDING
5. EVALUATION

Financial Reporting.

The Commission will ensure that external financial reporting (annual) is realized within the legal framework and deadline.

Additionally, the Commission will ensure comparative internal reporting of the planned and realized budget and income for the given time.

1. Definition

The Strategy for Financial Issues and Funding concerns the below:

Financial Planning and Sourcing of Income

The Commission working with financial issues and funding should agree a budget which will set out IRU's planned expenditure and its expected income to be raised. Moreover, agreeing and monitoring the budget is key to ensure that IRU's income and assets are used to further the organization's mission. In addition to an annual planned budget, a longer term plan or strategy will build the organizations' strength, in which the Commission will set out how to diversify its sources of income.

Financial Controls

The Commission ensures proper controls are in place for accounting and not misusing the organizations' funds and assets. This will include, but is not limited to, procedures for authorizing expenditure, ethics and investment policies etc.

2. Goals

To strengthen IRU financially, in order to strengthen it operationally by providing it (IRU) with the financial means to operate fully, which will in turn increase the organization's impact and bring benefit to the Roma community globally.

3. Target Groups

The Commission working with Financial Issues and Funding will aim to source funding through:

- Gifts and donations from individuals, public and private sector.
- Membership fees from delegates and organizations within the network.
- Commercial agreements (contracts) for delivering products or services.
- Grant funding by charitable trusts and foundations, public or private.



4. Sources of Funding

Appeal to individuals, public and private sector for gifts, donations and sponsorship to and for IRU.

Establish and agreed upon membership fee.

Inclusion of IRU, within limits and possibilities, in the activities of its members, by subcontracting the organization, for delivery of products or services.

Source funding from grants, from the below:

- Public bodies – national and local government and bodies.
- Foreign embassies.
- Private sector's social corporate responsibility.
- European Commission's funding programmes that relate to the work carried out by IRU.

5. Monitoring and Evaluation

Financial Controls will be put in place for accounting, and monitoring so as to prevent any misuse of the organizations' funds and assets. Procedures will be put in place for authorizing expenditure and investment policies etc., as well as a code of ethics.



HOLOCAUST

Content:

1. DEFINING OF THE HOLOCAUST STRATEGY
2. GOAL OF THE HOLOCAUST STRATEGY
3. TARGET GROUP
4. POLICY OF REALIZATION OF THE HOLOCAUST ACTIVITIES
5. MONITORING OF THE HOLOCAUST STRATEGY

1. Defining the Holocaust Strategy

The Holocaust as a branch whose goal is to connect the interests of the International Romani Union - IRU with the interests of various target groups with whom the International Romani Union should establish contacts. Through this Holocaust Strategy, the way of the tasks is determined and where the International Romani Union - IRU should act.

2. Goal of the Holocaust Strategy

The Strategy has a goal to regulate the ways of transparent promoting and presentation of the results from the IRU researches and the successful implementation of the recommendations given to the policy makers. The other goals which should be achieved with this strategy are:

- To better understand the weight which the Holocaust brings for the Roma and Sinti.
- To raise the public awareness for the meaning of the Holocaust in the area of the societal, economic, social and political life of the Romani population throughout the world.

3. Target Group

The IRU in its activity regarding the work on the fields of the Holocaust should especially conduct all their analysis, researches, evidence, facts and all of this should be composed into a collaboration and as a target group:

- Government and bodies of the state administration
- Local administration
- Public
- Non-governmental institutions
- International Institutions and organizations Institute for research and politics of the Holocaust

The Government and the bodies of the state administration and the local administration, as policy makers in the country and foreign lands, are primary target group which should hear the results and the recommendations from the researches and to act changes in certain segments of the society.

Despite their direct participation and attendance of events where the recommendations are presented. To raise the informing and awareness of the public for the role and the meaning of the Holocaust, it is necessary that the IRU and this Commission to raise the level of activities for an even wider affirmation of the Holocaust issue.

The NGO institute should collaborate with the International Romani Union - IRU, in co-relation with the Holocaust, which opens an opportunity for future collaboration with appropriate institutions of these two sectors. The International Romani Union - IRU in the world and establishing of the collaboration with international institutions and organizations.



4. Politics for realization of the Holocaust activities

The fact that the IRU since 2009 fought to mark the day of remembrance of the Holocaust victims called as „Porajmos“ and also the IRU is required to make a further strategy on how they could make a wider base of activity regarding the Holocaust.

A priority for the Holocaust Commission is to pull several questions and an even wider activity. One of the political relations with the IRU activities is to engage to organize a Scientific Symposium, where several evidence could be found as well as to present anything new regarding the Holocaust on the Sinti and Roma. Also the IRU will be active in order to establish connections with the state archives which have documents and evidence for the Holocaust, which later those documents can be recorded in their archives.

The IRU Holocaust Strategy is actually directed towards the forming of the IRU Holocaust library and archive, where there will be archived, appointed and preserved all important documents and other similar things from the time of the Holocaust towards the Roma and the Sinti.

The IRU Holocaust Commission will activate all their delegates and members, to form the national Holocaust archive and library, and then all those documents will be directed towards the Central IRU archive and library of the Holocaust.

In the same time, let us mention that all realizations regarding the activities of the Holocaust Commission, will require active participation and application of projects regarding the Holocaust, in order to secure funds to realize the plans and activities. The budget is an important moment, to realize the plans. That is why this needs greater mobility and activity, and also to follow all actions which are related with the Holocaust.

5. Observation of the strategy of the Holocaust

To monitor the success in the conduction of this strategy will establish mechanisms to observe and evaluate its implementation. The IRU Holocaust Commission in regards to realize the goals of this strategy, will make efforts through the IRU Base to sign a Memorandum and take participation in a large number of institutions and foundations which work with the Holocaust such as the EVZ, IOM, Government, and NGO's which are closely related with the work and activity in the field of the Holocaust.



HUMAN RIGHTS

Content:

1. DEFINITION OF THE STRATEGY FOR HUMAN RIGHTS
2. TARGET GROUPS
3. METHOD OF WORKING
4. GOALS OF THE STRATEGY FOR HUMAN RIGHTS
5. EVALUATION

1. Definition of the strategy for Human Rights

The Commission working with Human Rights will endeavor to ensure that the Universal Declaration of Human Rights is followed and implemented in regards to the Roma community globally. It will monitor the current Human Rights situation amongst the Roma community and identify situations where Human Rights of Roma are being violated, like rights to adequate housing, rights to education etc. Mapping of the overall Roma Human Rights Situation will be done. In addition to this will be working towards the rectification of such situations and the prevention of further Human Rights breaches in the future.

2. Target Groups

National Governments and Local Authorities and bodies

The Commission working with Human Rights will address National Governments and Local Authorities and bodies in their work, both to demand that the Human Rights of Roma are fully respected and in cases where the approach of the authorities themselves, is to rectify such breaches, then cooperation will be sought with them in regards to this work.

International organizations as well as national organizations and local Non-Governmental organizations.

International and National organizations as well as local Non-Governmental organizations will also be reached out to either demand, that action is taken by them in regards to Human Rights breaches against Roma, or to seek their cooperation in the work carried out by the Commission.

Corporations, local communities and individuals.

In situations where corporations and individuals or local communities are involved, these will be addressed.

Media and the General Public.

Media and the general public will be addressed so that awareness is created about the Human Rights situation of Roma globally. This will be done through the IRU media department.

Museums, exhibitions etc.

The IRU Commission working with Human Rights will also endeavor to have information on Roma Human Rights available for use in exhibitions, museums, schools etc. upon request.

3. Methods of working

Information to gathered on the overall Human Rights situation of Roma globally as well as immediate breaches of Human Rights towards Roma communities or individuals, from:

- IRU delegates and members in their respective countries.
- Media
- Organizations working with Human Rights
- Grass roots organizations from the Roma communities
- Conferences and joint workgroups



Information will be used to map the Human Right situation of Roma, in order to:

- Identify the most pressing issues
- To set long term goals, where a long term involvement is necessary, in individual situations.
- To be able to work towards the long term goal of the general improvement of the Human Rights situation of Roma.
- Documentation for future reference to current situation, to be available in coming years and for future generations.

Lobbying:

Lobbying national authorities and institutions so as for them to take action to rectify the situation in cases where Human Rights abuses have been found to take place within, or from their own institutions.

In addition, lobbying supportive authorities to step in, in cases of Human Right breaches towards the Roma population, having been identified within their area of authority.

Lobbying international organizations to take more action in putting pressure on national governments and authorities to work to improve the Human Rights situation of Roma population in their respective countries.

Co-operation with other organizations working with Human Rights:

Co-operating with other Roma and non Roma led grass roots organizations that share the same goals as IRU in relation to Human Rights, to improve the situation of Human Rights among Roma.

4. Goals of the strategy for Human Rights.

- To influence EU and national government's policies in regards to the Human Rights situation of Roma.
- Improve the overall Human Rights situation of Roma globally.
- Drawing attention to Human Rights against Roma in order make it known to authorities, organizations/ parties and individuals behind these abuses, that the situation is being monitored and that this will be followed up, and in this way reduce the number of Human Right breaches against Roma.

5. Evaluation

Full reports will be presented on activities that have been completed and their outcomes will be presented. Statistical data will be used to present the reported Human Rights breaches that have taken place over periods of time, in regions where work has been done to improve the Human Rights situation.



INTERVENTIONS

Content:

1. DEFINITION OF THE INTERVENTIONS
2. GOAL OF THE INTERVENTION STRATEGY
3. INFORMING CHANNELS
4. COLLABORATION TO SOLVE THE INTERVENTIONS
5. COLLABORATION OF THE COMMISSION FOR INTERVENTION WITH THE OTHER RELEVANT FACTORS

1. DEFINITION OF THE INTERVENTION STRATEGY

Commission on Intervention is formed as the initiative while maintaining a Parliament session in July 2016 in Skopje. It will operate from the mobile aspect. Nowadays when the greater swing of anti-Roma sentiment worldwide, Commission interventions will have the task of Observer - scorer of resolving a given problem so they can react at any given moment if they violation of the basic principles of human rights, and recording of physical or psychological attacks on the Roma nation as an individual and collective level.

3. GOAL OF THE INTERVENTION STRATEGY

The goal of the Commission for Intervention is to react a timely and preventively in every given moment when someone will notice all forms of discrimination, attacks or devaluation of the Roma and the Sinti as a nation.

The goal can be achieved only with good and timely communication with all relevant sources which will notice this trend or moment, and with their members of the Intervention Commission for a timely action or reaction. Under the title „relevant sources,, it's understood as all those who have a valid evidence for the deed, such as a photo, video, audio or any type of evidence or fact.

It is very important that every source to present the violation and to alarm the case as soon as possible.

3. INFORMING CHANNELS

The Intervention Commission besides the above mentioned informative sources, will base on findings and information from the data bases of the International, national or local mass media such as the TV stations, radio stations, printed media, internet, web portals and social media. Also, the daily or often communication with Governmental, National and NGO organizations will act as informing channels, the direct membership of the IRU as well as other factors. In often and daily communication the problem will be easily detected and with that a timelier and correct taken action from the Interventions Commission.



4. COLLABORATION TO SOLVE THE INTERVENTIONS

For a timely and mobile solving of the problems, the Interventions Commissions is required to have the full support from all factors which are in the IRU and out of it. This requires a close collaboration with most of the IRU Commissions such as the: Commission for Communication and Media, Human Rights Commission, Justice Commission, IRU Kris and other. It has to be mentioned that the Interventions Commission after taking first steps of action to solve the possible problem, in the further procedure will require a close collaboration with the Justice Commission and the Human and Gender Rights Commission.

5. COLLABORATION OF THE INTERVENTIONS COMMISSION WITH THE OTHER RELEVANT FACTORS

Within its activities, the Interventions Commission of the IRU requires to insist collaboration with the state institutions which work with solving violation, violence discrimination upon the Roma and the Sinti. If collaboration cannot be achieved, the Interventions Commission will have to use all legal and other instruments for documenting and publishing this event through all factors and also in collaboration with the other Commission to conduct this problem institutionally to all relevant subjects for its conduction during the further procedure such as the EU, EC, UN, UNESCO, UNICEF, OSCE, The Court of Justice, Helsinki Committee and others. Accepting and taking responsibility, respecting the human rights under international standards and within the accepted Convention on Human Rights in the UN, are important moments to confirm the democratic orientation of the signatory states. The signatory states are obliged to respect the law. According to it, they have to respect the collaboration with the Interventions Commission and is within the legal findings of solutions and within the collaboration with the above mentioned international institutions.



JUSTICE

Content:

1. DEFINITION OF THE INSTITUTION FOR JUSTICE
2. OMBUDSMAN
3. TARGET GROUP
4. GOAL OF THE STRATEGY FOR JUSTICE

1. Definition of the Institution

A Justice and Governance cluster is concerned with the evaluation and further development of legal standards that may assist in consolidating democratic governance on the basis of ethnic diversity and human rights. Other thematic clusters include Politics and Civil Society focusing on minority politics, especially the ability of minorities to participate both through public office and civil society functions.

A Conflict and Security cluster focuses on constructive conflict-management and addresses conflicts with an ethno-political dimension in the wider Europe. A Culture and Diversity cluster addresses the cultural issues of minority existence, in particular language and education but is also concerned with the access of minorities to the media. A Citizenship and Ethics cluster focuses on both legal and socio-political aspects of membership in mainstream society, including ethical issues of toleration, respect and contribution.

The IRU Institution of Justice, if it determines violation of rights, issues recommendation to competent organs to undertake measures to restore human rights violation or poor functioning of administration. The Institution also provides assistance to members of IRU how to use the most adequate legal remedies or advises them which institution to address.

The Institution cannot change decisions of organs of IRU, neither take over the role of appeal organs.

The Institution may not interfere with decision-making process of courts. The Institution cannot represent complainants before public organs; neither can it write objections or complaints on behalf of complainants.

2. Ombudsman

The Ombudsman of IRU is an independent and neutral member dealing with protection of rights of natural persons and legal entities in accordance with the Constitution of IRU and international human rights instruments appended thereto. The ombudsman provides options for people with concerns, including whistleblowers, who seek to bring their concerns forward safely and effectively. Additionally, an organizational ombudsman offers coaching on ethics and other issues, provides mediation to facilitate conflict resolution, helps enable safe upward feedback, assists those who feel harassed and discriminated against. Overall, the organizational ombudsman helps members navigate bureaucracy and deal with concerns and complaints.



4. Target group

The IRU Institution of Justice and the Ombudsman of IRU may be addressed by each member of IRU, natural person or legal entity that has legitimate interests, regardless of citizenship, race, gender, religious affiliation or ethnic origin. Complaint filed with the Institution shall not cause any criminal, disciplinary or any other sanctions in disfavor of complainant. Complaint is filed in writings, by mail, fax, e-mail or through personal contact. Complaint should contain brief description of events, facts or decisions that led to filing of complaint. Complaint must be signed by complainant or authorized proxy. Provision of copies of complaint supporting documentation together with the complaint is desirable, if such documentation exists. The Institution may refuse to review anonymous complaints for which it considers that they are malicious, ill-founded, those in which there is not actual complaint, those that would make damage to third parties or those that are filed more than 12 months following event, facts or decision subject to complaint.

5. Goal of Strategy for Justice

Protection and promotion of Roma national minority cultures is the moral goal that drives our work as institution, researchers and human beings. Minority rights as part of the global human rights regime are essential to providing a good life for members of minority groups. To promote such values, our work ethic requires excellence and dedication.

The values that guide our work internally and externally must therefore be projected to our partners, potential partners and the wider world in an accessible manner. Fostering a healthy and dynamic team-spirit where all members of staff feel pride in setting and pursuing common goals is essential to IRU Institution. This requires a transparent and socializing working environment that values all colleagues as equal partners, where innovation, ambition and curiosity are appreciated and where responsible and self-critical individual development is valued.

Valuing team-spirit and respect helps promote diversity. Diversity in team composition as well as in approaches enriches any process, organization or co-operation. Institution of Justice has been blessed with a multicultural and multinational staff composition since its beginning. It makes for an exciting working environment and enrichment of our lives. During the reframing period, this Institution of IRU will seek to foster a work ethic that lays out a good foundation for the future by emphasizing.

The Association is an independent non-profit organisation. Its aims are:

1. To propagate and promote the ombudsman concept;
2. To deal in a scientific manner with and conduct research on issues relating to human rights, civil rights protection and ombudsman activities;
3. To provide scientific support to local, regional, national and international ombudsman institutions



4. To promote the exchange of experience on a national, European and international level;
5. To play an active role in the development and promotion of social, economic and cultural rights;
6. To cooperate with local, regional, national and international institutions sharing the same or similar goals;
7. To cooperate with the UN-High Commissioner of Human Rights, the Human Rights Commissioner of the Council of Europe, the European Ombudsman and other international institutions
8. with the goal of promoting and protecting human rights.

Promoting high-quality research, policy-relevant analysis, training, and co-operation in the minority field, the IRU institution of Justice seeks to bridge the gaps between theory and practice, research and politics, mainstream politicians and minority activists as well as between different academic traditions.

This is pursued through interdisciplinary theoretical and empirical studies that improve the understanding of the dynamics of minority issues and promote new agendas in research and public debates.

Drawing on the synergy between standards, research and action, the IRU is Europe's leading institution to implement the roadmap for Roma minority protection and empowerment because we believe Roma minorities matter.

The Graz Recommendations on Access to Justice and National Minorities² states:

1. Access to justice for persons belonging to national minorities should be underpinned by the principles of the rule of law, non-discrimination and equality, including gender equality, the right to a fair hearing within a reasonable time by an independent and impartial body established by law, the right to legal assistance and the right to an effective remedy.
2. Measures to guarantee access to justice for national minorities should be broader than providing access to courts. States should establish, strengthen and fund independent human rights institutions that can secure effective remedies for all complainants, including persons belonging to national minorities.

² <https://www.osce.org/hcnm/graz-recommendations?download=true>



3. States should ensure that when persons belonging to national minorities engage with judicial and national human rights institutions and take part in proceedings, they are able to do so in a language they understand, and preferably in their language, as well as in an environment that is respectful of their identity.
4. States should make legal assistance available to national minorities in a way that addresses the obstacles they face in accessing justice.
5. The composition of courts, tribunals, prosecution offices, law-enforcement agencies, correctional services, enforcement agencies (or bailiffs) and human rights institutions, should aim to reflect the diversity of the population at all levels.
6. To facilitate access to justice for national minorities, States should ensure that law-enforcement agencies work to build trust with minority communities and enforce the law in an impartial and non-discriminatory manner, free of prejudice and gender bias.
7. Victim support services and witness protection measures should be sensitive to the needs of persons belonging to national minorities, and of minority women in particular.
8. States should ensure that court orders and judgments affecting persons belonging to national minorities are executed effectively, impartially and within a reasonable time.
9. States should ensure that persons belonging to national minorities held in detention or imprisoned are treated with humanity and respect for their identity.
10. States should, as a matter of urgency, provide effective redress to persons belonging to national minorities who have suffered serious human rights violations as a result of inter-ethnic conflict.



PROGRAM FOR REALIZATION OF THE DEMOCRATIC TRANSITIONS

Instruction

In the initial phase, commencing in August 2015, a small team of four persons, including an IT technician/expert, set up an Electronic Voting system suitable for up-scaling for any size required. It can be adopted by organisations, large and small.

This system was demonstrated at the 10th World Romani Congress and its use endorsed for the purpose of carrying through the Democratic Transition by delegates unanimously.

The purpose of transition planning is to layout the tasks and activities that need to take place to efficiently deliver an IRU project from the development or pilot environment to the production, operations and maintenance environment.

The transition plan identifies the transition team, its organization and its responsibilities. The plan also identifies the tools, techniques, and methodologies that are needed to perform an efficient and effective transition. Special attention is given to contingency planning and risk mitigation. An impact statement will be produced outlining the potential impact of the transition to the existing infrastructure, operations and support staff and to the member community.

The transition plan is used in conjunction with the Project Charter, Business Requirements, Reporting Requirements, and Technical Design documents and is not intended to repeat information already found in those documents. Any changes to those documents should be made and recorded accordingly.

1. Scope

1.1 Electronic Voting system

1.2 Project Description – overview of project.

1.3 Project Documentation – (such as diagrams, flow charts, etc).

2. Strategies

This section identifies the transition strategies and tools to be used as part of the Transition Plan. Identify all the options for moving into production/operations. These options could include:

- a) incremental implementation or phased approach,
- b) parallel execution, and/or
- c) one-time conversion and switchover.

2.1 Phase One : First year.

A Democratic Transition Commission has subsequently been set up and is in process of increasing the number of its members.

In the first phase, it is envisaged that members will encourage and promote the creation of Local Voter Lists (in their own communities and localities), in conjunction with other IRU programs and activities.

It is intended to stimulate participatory democracy.

Small-scale referenda on various topics and issues will be conducted (a test referendum has proved successful).



2.2 Phase Two: Second year.

In the second phase, it is proposed that the voting franchise be broadened to include any, or all, of those organizations linked to the IRU through its Partnership in the European Roma Forum.

It will be necessary to hold consultations with those groups and organizations (in as many as 44 countries) who wish to participate. Skype and zoom.us will be utilized.

As above, the creation of Local and State-wide Voter Lists will be commenced, and in combination with other community and inter-state activities, many related we would expect to existing and future EU schemes.

2.3 Phase Three: Third Year

In the third phase, by which time it is envisaged that the IRU Secretariat and Chief Commissioner roles will have been able to expand their capacity, the Voter Lists from Phase One and Two, will be centralized for scrutiny and adoption to the scaled-up Electronic Voting system.

Big scale referenda will be possible in this phase.

Preparations for Delegate Elections and Direct Officer Elections in connection with the Scheduled 11 World Romani Congress in 2020 will now take place.

The target for Voter Registration is between 50,000 and 100,000.

3. Transition Schedule, Tasks and Activities

- 3.1 Preparations for Delegate Elections and Direct Officer Elections in connection with the Scheduled 11 World Romani Congress in 2020 will now take place. That target is a comparatively modest total on the way towards building a recognizable Roma Nation Mandate that will increase the legitimacy, accountability and political influence of Roma representation.
- 3.2 Logical work breakdown, key milestones and dependencies during transition.
- 3.3 Testing and verification activities, including testing of related/impacted projects, software, and hardware.
- 3.4 Contingency plans and work-around(s) in the event problems arise.
- 3.5 Specific activities related to new and/or existing equipment, including roles and responsibilities of external vendors and internal resources.
- 3.6 Systems and/or data back-up(s), conversion plans, etc.
- 3.7 Transition review to assess and document results of the transition, defects found, correction actions to be taken, work-around(s) to be implemented, etc.



4. Transition Resources

4.1 Software

Software names, identification numbers, version numbers, release numbers and configurations as applicable.

4.2 Hardware

Hardware and associated documentation needed to support the delivered project.

4.3 Personnel

Staff and vendor responsibility for each transition task identified above.

4.4 Facilities

Facilities during transition phase as well as facilities required to maintain the delivered project.

4.5 Other (Special) Resources

5. Reporting and Communication Procedures

Identified during the performance of these evaluations.

6. Management Controls

To Ensure each transition task is successfully executed and completed based on the approved acceptance criteria. This section should include procedures for progress control, quality control, change control, version control, and issue management during the transition process.



WOMEN

Content:

1. DEFINITION OF STRATEGY FOR WOMEN
2. TARGET GROUPS
3. ACTIVITIES
4. EVALUATION

EU

IRU will seek to work with EU in improving Roma Women's situation, both as in collaborating with EU in the programmes, and to seek funding from EU.

1. Definition of the Strategy for Women

The Strategy for Women will cover all aspects of Roma Women's wellbeing and therefore looking at Roma Women's wellbeing, from several angles, including amongst others, Health, Accommodation, Education, Economy and Social perspectives.

The Strategy will broadly be speaking, work to get an Overall view of the status of Roma Women's wellbeing, and seek to improve this.

More specifically, this strategy will be carried out on a Country to country basis and the strategy will be tailored the needs and the situation.

2. Target Groups

Roma Women globally

Even though work will also be done with organizations (International, national and local), utmost effort will be made so that information gathered about the situation of Roma Women, comes from Roma Women themselves and that work done for the improvement of Roma Women's situation, should be done with and for Roma Women.

International Organizations

IRU will also look to work with International Organizations, like UN, who are working with women's rights, in general, and those that have specific involvement with working with Roma women. Again, both collaborative work as well as applying for funding from these organizations for work carried out by IRU.

National Governments/policy makers.

Efforts will be made to encourage National Governments and policy makers, to implement policies that will result in real improvement in Roma Women's situation.

National and Local Organizations.

IRU is looking to work with both National and Local Organisations that are working to improve the lives of Roma Women. This can be both in form of collaboration and in the form of IRU providing support/ guidance.

Authorities and Departments

IRU will look to engage with those authorities and departments that are directly involved with Roma Women, for an example Educational and Health.



3. Activities

Research

IRU will conduct research into the situation of Roma Women in different countries, on a country to country basis and produce reports on the situation of Roma Women in these countries.

IRU Programmes

Based on reports produced by IRU, and also others, programmes will be developed tailored to the specific situation in each country. Programmes will as far as possible, have a multi angle approach involving different perspectives like Educational, Socio-Economical, Accommodation etc, with a focus where the need is more pressing.

Programmes will be working with Roma Women not seeing them in isolation, but as part of a potentially healthy community as a whole. This means that although programmes will be targeted towards, and for Roma Women, it will be done with a holistic and inclusive outlook, considering the family as a whole.

Collaborative Programmes

These will be carried out together with International and National Organizations, Governments and other Authorities

that seek to work with the Improvement of the lives of Roma

Women. Work will be of a collaborative nature, where IRU, as representing Roma, will work WITH the relevant organizations/ authorities to reach common goal of the Improvement in the lives of Roma Women. The nature of this collaboration should not be that of IRU merely being a means for organizations/ authorities to reach out to Roma to reach their goals.

Support/ Guidance

This will be given to smaller grass roots organizations sharing

IRU's vision for improvement in the lives of Roma Women.

These can be both Roma led, and led by non Roma, but the

focus will be on supporting Roma led organizations in order

to assist empowerment of the Roma communities themselves.

4. Evaluation of the Strategy

IRU will develop measurable indicators by which statistical

data can be gathered and presented as part of reports that will be produced for programs carried out by IRU.



YOUTH and SPORT

Content:

1. YOUTH: RATIONALE and GOALS
2. SPORT: RATIONALE and GOALS
3. TARGET GROUPS
4. TYPE OF ACTIVITIES
5. MONITORING AND EVALUATION OF THE STRATEGY

YOUTH

Rationale

The concept “youth” refers to the stage of life between childhood and adulthood. The definition of youth varies in different societies around the world. Therefore, IRU acknowledges all existing definitions of youth used in the countries of its delegates.

Young people are considered to be the drivers of social change in every society or even the world at large as they bring new ideas, energy and enthusiasm.

They represent the future of every society. However, there is relatively low attention in international, EU and national policies to the specific problems of the Roma adolescents, which makes it extremely challenging for Roma adolescents to effectively engage in and become agents of change in their societies. Roma adolescents face profound discrimination and structural barriers to their economic and social advancement. For this reason, IRU recognizes and supports further development of the capacities of the young Roma, seeing them as having a potential to become the force of positive change. In addition to this, specific interventions aimed at the school-to-work transition are necessary so that the next generation of Roma adolescents can

benefit from the policies and programs designed to assist them.

Furthermore, youth participation is one of the most important areas in every international, EU and national strategy. IRU considers that systematic, organized and permanent support to Roma adolescents is necessary in order to achieve their meaningful participation in decision-making processes that directly influence the quality of their lives and the development of Roma societies.

The goals of this strategy are:

- To influence international, EU and national policies in regard to specific problems of Roma adolescents
- To encourage young Roma to participate actively in their societies, national and international organisations
- To ensure meaningful participation of Roma youth in IRU's bodies
- To empower next generation of young Roma leaders
- To promote young Roma as role models, agents of change and development of Roma communities
- To disseminate the extraordinary results and achievements of young Roma in different areas
- To provide opportunities for networking and exchange of knowledge and experience amongst young Roma worldwide



SPORT

Rationale

Sport activities are important for ensuring that young people are able to enjoy better physical and mental wellbeing. Physical activities contribute to reducing the risk of a range of medical conditions, including cancer, dementia, strokes, heart disease, diabetes and depression. They also lead to development of healthy life styles and prevention of drug abuse. Furthermore, sport can help build stronger communities by bringing people together, improve community links and cohesion and build social capital.

The goals of this strategy are:

- To improve the possibilities of Roma youth to spend quality leisure time
- To improve the conditions for a healthy life for young Roma
- To promote healthy life styles among young Roma
- To promote young Roma who are successful in various sports

TARGET GROUPS

- Policy makers and bearers of responsibility on international, EU, national and local level
- Roma and other NGO activists
- Roma youth and adults
- Wider public audience
- The Media

TYPE OF ACTIVITIES

- Analyzing and providing ways for improvement of the strategic documents on international, EU and national level in relation to Roma youth
- Encouraging Roma youth for participation in relevant international, EU and national organization
- Ensuring meaningful participation of Roma youth in IRU's bodies
- Developing and conducting empowerment programs for Roma youth on various topics, such as: human rights and antidiscrimination, leadership, community mobilization, the media literacy, advocacy, communication and presentation skills, etc.
- Promoting Roma who are successful in different walks of profession on related international and national events and the media
- Preparing and disseminating materials (short movies, documents, statements, fact sheets) about successful Roma adolescents, as role models and agents of change
- Organizing conferences, trainings and utilizing internet (Facebook page, mailing list, IRU website, etc.) with the purpose of informing and liaising young Roma leaders worldwide
- Sharing good policy and practice between bearers of responsibility, experts and Roma
- Organizing winter camps and summer schools on sport activities
- Providing support to young Roma who are successful in sport and their promotion in the media

MONITORING AND EVALUATION OF THE STRATEGY

IRU will develop indicators and mechanisms for the monitoring and evaluating of this Strategy.



RELIGIOUS RELATIONS

Content:

1. DEFINITION OF A STRATEGY FOR RELIGION
2. THE OBJECTIVE OF THE RELIGION STRATEGY
3. CHANNELS FOR INFORMATION
4. THE FORM OF COOPERATION OF THE COMMISSION FOR RELIGION WITH YOUR RELIGIOUS COMPONENTS

1. DEFINITION OF A STRATEGY FOR RELIGION
The Commission for Religion is formed on the initiative during the Parliamentary Assembly in July 2016 in Skopje. It will function from a mobile point of view. Starting from the fact that religion means, it can be concluded that Religion is one of the most comprehensive and comprehensive activities of man because with it, a person wants to make sense of life itself, that is, it is a reaction of the human quest for meaning. Religion lies at the core of all cultures and civilizations. Knowing these facts, therefore, the direction of goals and the realization of the strategy for Religion will focus on the coverage of the following essential elements:

- a) Cohesive function - religion connects people to one moral community;
- b) Integrative function - religion helps for easier integration (incorporation)
- c) Collective awareness - religion unites people with the help of morality and moral rules
- d) Religion gives the value system of a society and gives meaning and purpose to human life.

2. THE OBJECTIVE OF THE RELIGION STRATEGY

The purpose of the Religious Commission is to establish a greater number of co-operation with various religious components of different religions such as Associations, Associations, Councils of various religious aspects, to make a multi-religious component that will help much in further mutual cooperation and actions undertaken. The importance of this mutual cooperation between IRU and other religious factors consists in the fact that many times before in the previous activities between IRU and other religious factors have made a huge contribution to the development of the movement and activities when it comes to Roma as a people.

In the past 500 years, when the Roma were forced into genocides and slavery precisely through the connection between the Christian Romani revival, and among Protestants and Catholics, they were initiators of the creation of a new Roma policy.

3. CHANNELS FOR INFORMATION

The Committee on Religion, apart from the above mentioned aspects, will also be based on knowledge and information from the databases of the international, national or local religious centers.

At the same time as an information channel, there will be daily or frequent communication with those religious factors, with the immediate membership of IRU as well as other factors.

In frequent communication, it is easier to get to the knowledge and information and thus to take timely and proper action taken by the Commission for Religion

5. THE FORM OF COOPERATION OF THE COMMISSION FOR RELIGION WITH YOUR RELIGIOUS COMPONENTS

It should be noted that the IRU will stand firm on the principle of religious freedom for all, including other religions such as the need for interfaith dialogue. IRU also has its own Roma members - of different religious backgrounds (Christians, Catholics, Muslims, Baptists, Methodists, Jehovah's Witnesses, and Roma supporters of Hindu religion and others.)



This intricate, multi-source, moral vision is the key to dealing with the greatest challenge of belief in human moral capacity.

Therefore, the IRU and other religious factors will agree to be collaborators for joint coordinated action. It implies from several aspects such as social,

humanitarian, economic, and other aspect. To show the humane aspect of a dignified life for all, regardless of its ethnicity.

1. They will organize the so-called. "Week of Humanity" by collecting charitable contributions (material, financial, logistical), where IRU is assisted in coordination and targeting of priorities.
2. At any moment be seen ready to assist in crisis regions that are affected, both from the aspect of discrimination, intolerance, genocide, extinction, etc.
3. In crisis regions that are covered by natural and elemental disasters, refugee crisis, and without elementary and basic living conditions.

4. To react in a timely manner and to send collective delegations to the regions where that moment is observed. It involves joint coordination and additional information for timely reaction and taking appropriate actions.

5. Joint meetings periodically during the year between IRU and other religious factors, and drafting of a plan and strategies.



INDIAN DIASPORA

The Roma community is present in over 30 countries in the five continents, and also tries to prove their identity and roots and with that the direct connection with their motherland India.

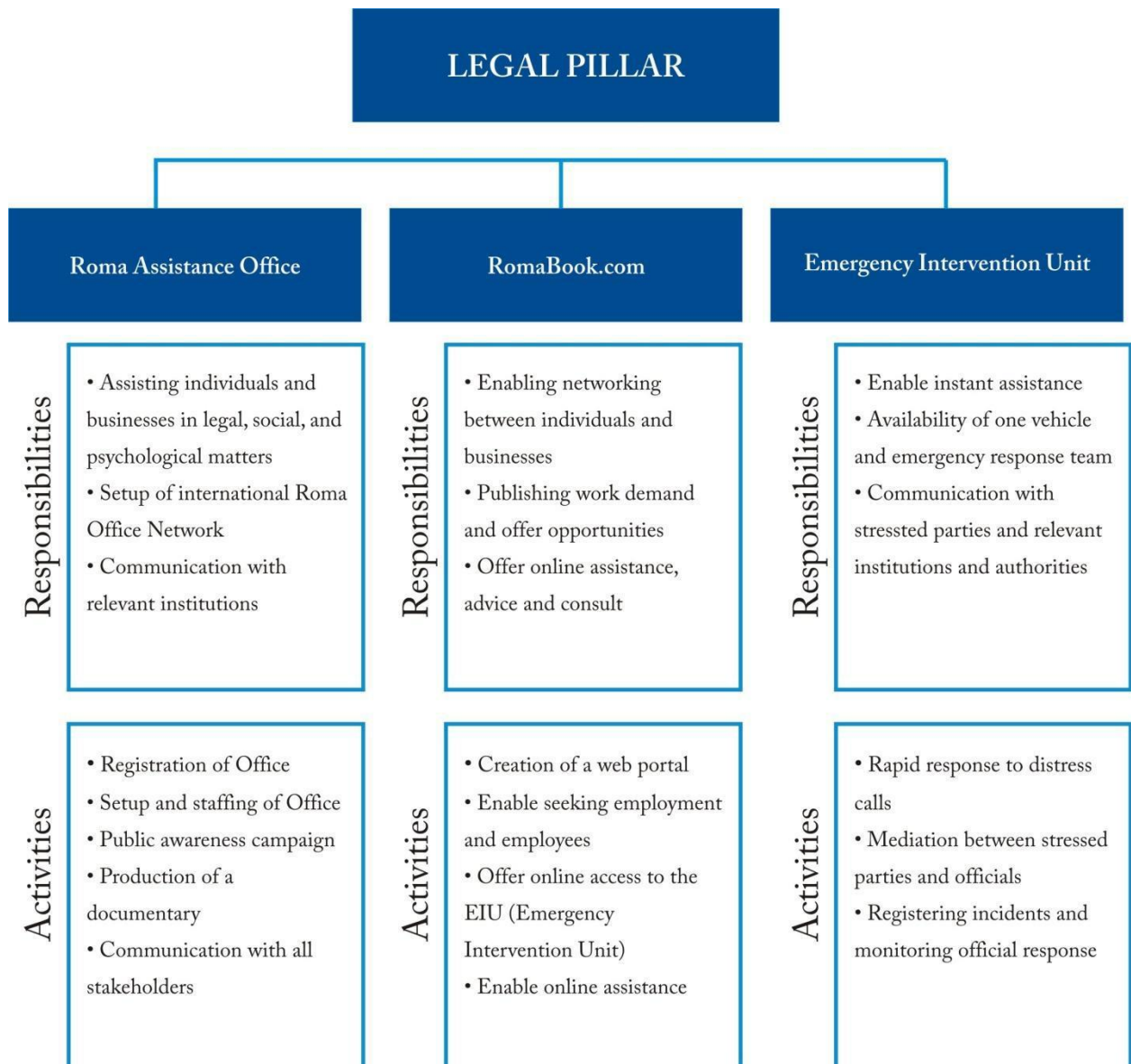
In that correlation and function of the International Romani Union - IRU with its Diaspora Commission headed by Mr. Veerandra Rishi make all the efforts for its acknowledgement and unity.

At the last meeting of the Commissions of the IRU in Stockholm, Sweden Rishi himself pointed out this moment, with optimism that already India headed by the Prime Minister Nerandra Modi announces those moments of inclusion and recognition of the Roma as a part of the Indian Diaspora. The activities of the IRU headed by the President Zoran Dimov are moving in that Context together with the Chief of all of the IRU Commissions Rosita Gronfors, as well as the Head of the Diaspora Commission himself Veerandra Rishi.

That is expected from this organization which in the meantime in their office will deliver an official demand to the Ministry for foreign affairs of India and to the Minister Svaraj for cultural and social collaboration with the Roma the people from India which will result in realization and recognition of the Diaspora



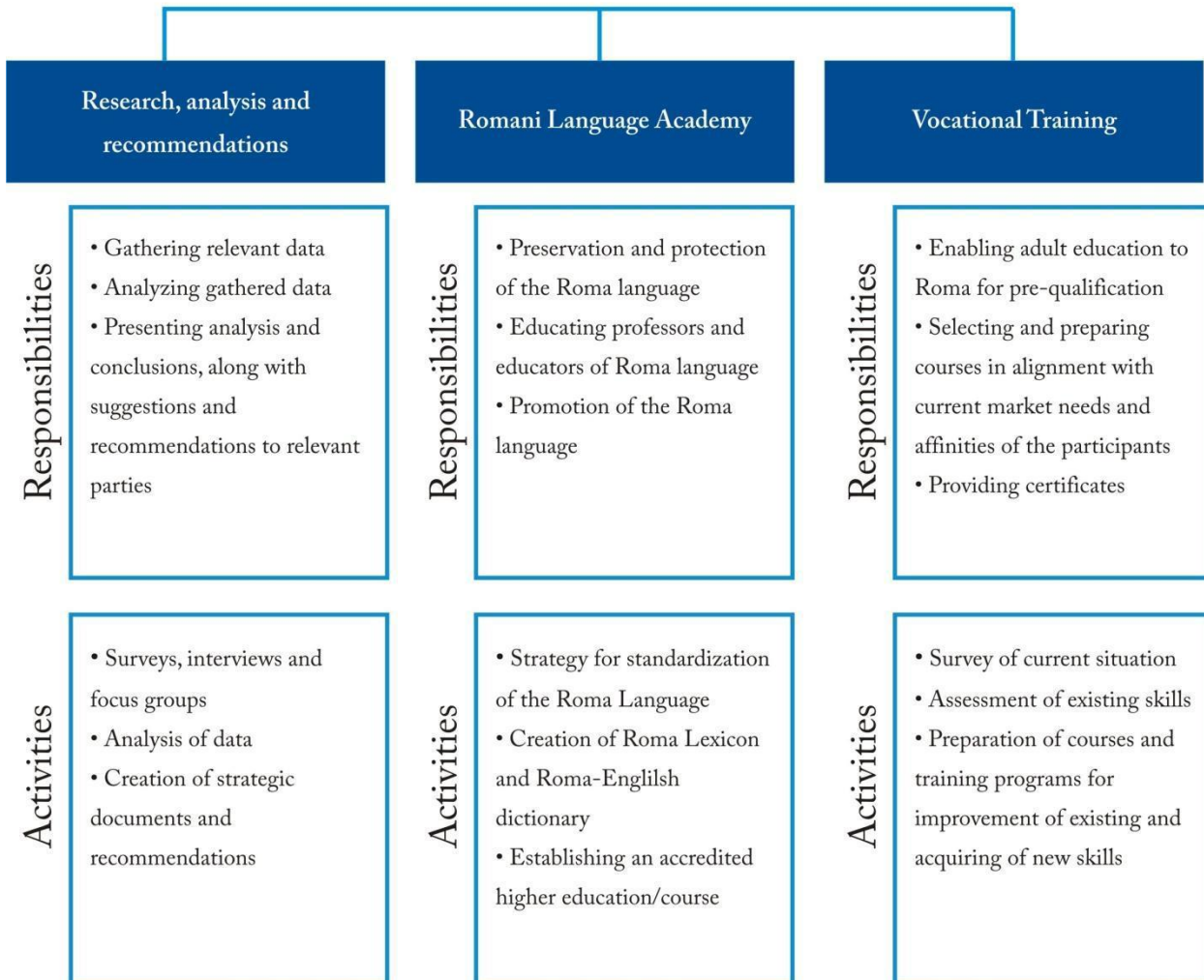
PLANNED ACTIVITIES FOR THE NEXT 3 YEARS





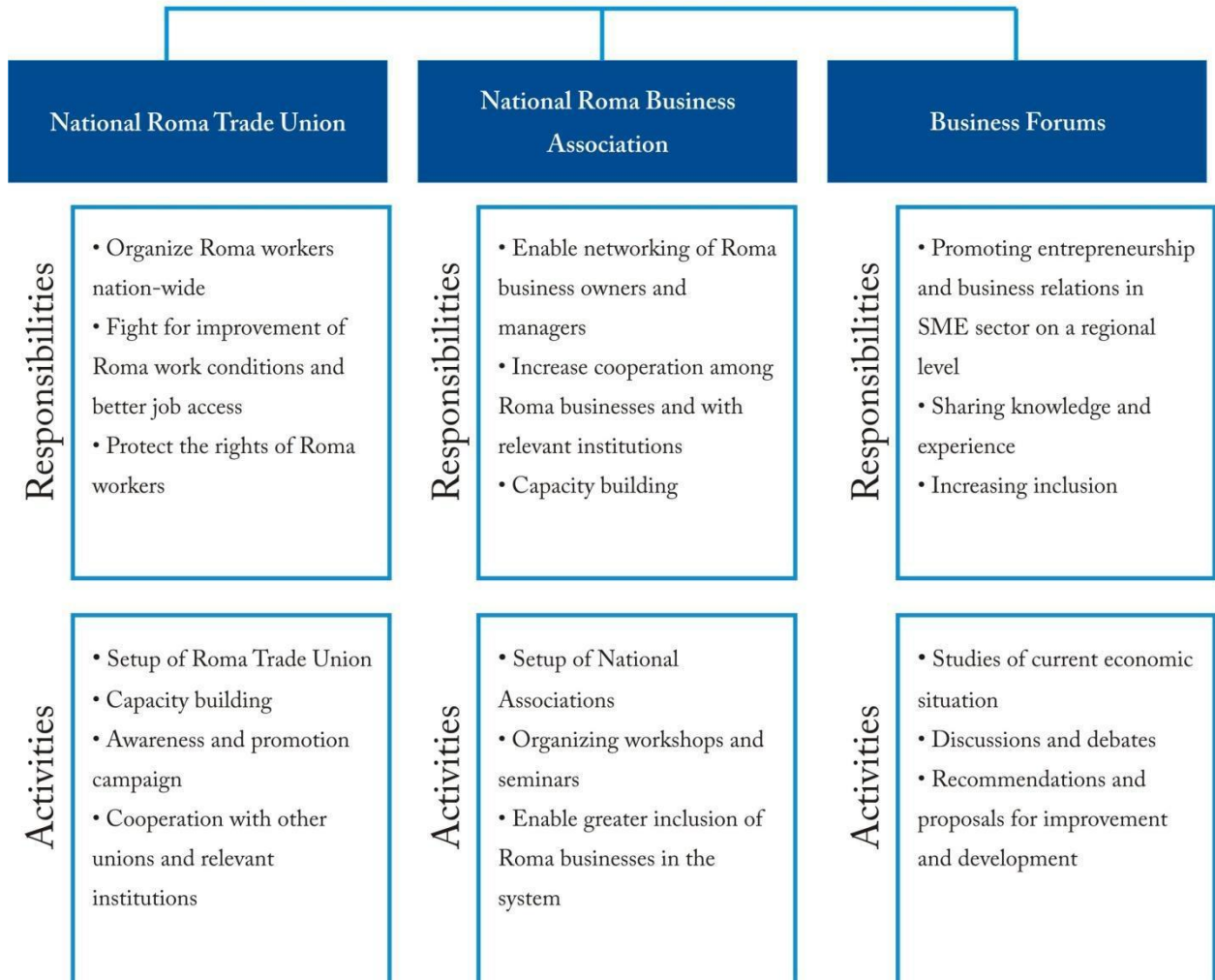
LEGAL PILLAR

EDUCATIONAL PILLAR





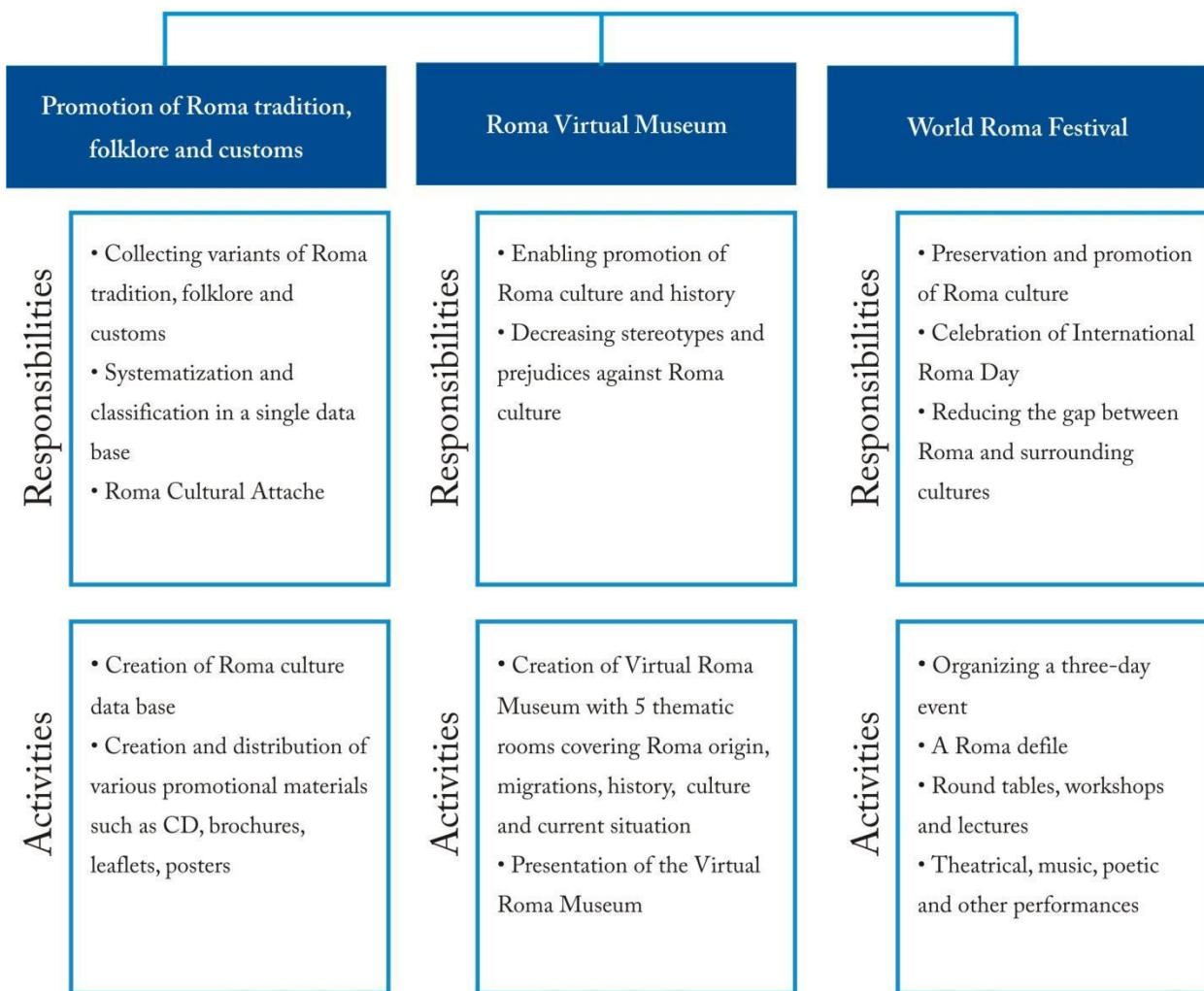
SOCIO-ECONOMIC PILLAR





CULTURAL PILLAR

CULTURAL PILLAR





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