



NATIONAL ROMA
CENTRUM

ANNUAL REPORT

2017

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NATIONAL ROMA CENTRUM ANNUAL REPORT 2017



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FOREWARD

Ashmet Elezovski



From the bottom of my soul, it is my pleasure to present the NRC team for the annual report of 2017. Often; from participating in conferences to meeting citizens and organizational representatives, both nationally and internationally, I am asked what I or my colleagues work on what our role is in the NGO sector. During these moments, I often mention small amounts of information. My experience in over 20 years of working in an NGO and my instincts tell me, "Asmet it is best for you to be short and let the work speak for itself, just strive to make this person become a new supporter or colleague".

I, as a Roma person with a Roma family and Roma colleagues, am so happy to work on behalf of the Roma people who have such a positive history. Our history includes war, but overall highlights our ability to overcome and triumph. Above all, NRC is an organization that is open to help all citizens. We fully support the human rights of all people to life, access to justice, the pursuit of happiness and the successful realization of these pursuits. NRC works to create a positive impact and connection between Roma and non-Roma societies for the successfully cooperation of everyone to create a harmonious society.

Devlesa

Jud Nirenberg



It is my pleasure to present the NRC team's annual report of 2017. Often; whether participating in conferences or meeting Roma and Romani organizational leaders, both nationally and internationally, I hear questions about the ideal role of the Romani NGO. I believe that Asmet and the leadership of the NRC have, like me, learned over decades that the question is best addressed by example.

Our history includes war and oppression, but above all is the story of our ability to endure. NRC is an organization committed to building upon Roma resilience; it is an organization that aims to be a resource not only for Roma but for all citizens seeking a more inclusive society. We support the rights of all people to life, access to justice, and the pursuit of happiness. NRC works to create stronger connections between Roma and non-Roma. In 2017, we have continued to have measurable impact towards these ends.

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INTRODUCTION

OUR TEAM



NRC has continued to strengthen its institutional capacities through expanding its network of collaborators – CSOs and human rights activists. A total of 25 volunteers have joined the activities of NRC in 2017. Members of NRC's team have participated in multiple capacity-building activities, with the aim to enhance the organization's internal management and effectiveness in its operations.

NRC's devotedness towards its growth as a responsible, transparent and accountable organization are evident in its continuous work to upgrade and improve its management practices, to ensure effective provision of assistance to the ones that need it the most, and development and adoption of policy solutions that promote full inclusion of Roma and other groups under risk of marginalization in the society.

The National Roma Centrum (NRC) is one of the leading organizations in the Republic of Macedonia for the promotion and protection of Roma rights, actively contributing to the improvement of the living conditions of this group of citizens and other marginalized groups.

This report presents the spheres of action, activities and achievements of the NRC in the year 2017.



The report presents an overview of the capacities of the organization, its strategic priorities, realized projects, and achieved results, adhering to the principles of accountability and transparency in its operations and its relations with its constituents, collaborators and donors. NRC continues to develop productive relationships with multiple governmental and non-governmental stakeholders, and engage in advocacy for the improvement of the overall well-being of the Roma and members of other vulnerable groups in the Republic of Macedonia.

In 2017, NRC invested strong efforts to provide direct assistance and advocate for effective policy solutions in the spheres of housing, health care, access to rights and social inclusion, and greater participation of Roma in the decision-making process that affect their communities. As a result, more than 10,000 rights holders have participated or have supported the actions of NRC.

2017 AT A GLANCE . . .

Attended training organized by FOSM for “Innovative Financing for Civil Society Organizations” in Ohrid

Attended two-day training organized by DETRA Center, supported by USAID in Ohrid

Participated at meeting and training organized by RIO, titled Evaluation on work & the Future of Roma Strategies in Belgrade

Attended the conference promotion of the “Analysis of execution of ECHR ‘s judgements” organized by FOSM

Participated in the working meeting in the Ministry of Labour and Social Policy, debating active measures for employment of Roma in 2018

Participated in the training "Authentic Women Leadership"

Participated in training organized by Inspirit Coaching

Management team participated in project proposals and fundraising training, organized by Pro Effect Skopje

Participated in the second coordination meeting with the Minister without Portfolio

Participation in roundtable meeting “Role and functioning of the Inter-ethnic Commission in the municipality of Kumanovo” organized by local Kumanovo NGO DROM

Participation at the workshop “Measurement and communication of achievements” organized by Macedonian Center for International Cooperation (MCIC).

2017 AT A GLANCE . . .

Participation at workshop in the UN office in Skopje for UN system, staff from the Legal and Advocacy department

Participation in the MAC VTE Projects workshop organized by RIO,

Participation in the meeting of the Roma Platform

Head of the Legal and Advocacy Department attended the "We Effect Europe" Regional Strategy Meeting in Stockholm, Sweden

Attendance in the Roma Integration 2020 Regional Workshop on Budgeting for Roma Integration Policies

Attended the Training of Trainers for CSO's course

Working meeting organized by Roma Initiatives Office with civil society partners from the region, organized by RCC, RIO, in Vienna,

Workshop on protection from discrimination participated in by staff volunteer from Legal and Advocacy Unit

Attend the launching event of the European Roma Institute for Arts and Culture, in Berlin by the Executive Director.

BCSDN (Balkan Civil Society Development Network) organized a regional conference titled: "The Role of CSOs in Promoting Civic Space", in Skopje, Macedonia.

Attended Workshop for CSO's grantees of the CIVICA Mobilitas,

Attended international commemoration of Nazi victims in Czech Republic

Participation at roundtable meeting "Inclusion of women from ethnic communities at the labour market" organized by NGO Florence Nightingale

Attended training workshop organized by FOSM, "Building national systems for legal community based needs"

Participated in training from the Civil Society Fund for Roma Integration

Participated in Public hearing and debate regarding the amendments of Criminal Code, Law on Family and Law on secondary education, organized by Roma SOS and attended by the Minister without portfolio, Samka Ibraimovski, Minister for Labour and Social Policy, Mila Carovska and Deputy Minister for Justice, Oliver Ristovski

2017 AT A GLANCE . . .

Attended "We Effect Europe" Region Partners Meeting, "We Effect's Europe"'s Programme "EU Alignment and empowerment of civil society organisations" and gender mainstreaming workshop.

Participation in National Conference for poor and excluded people organized by National Platform to Combat Poverty

Attended training workshop organized by NGO Drom and Roma Informative Centre OSI/ Roma Initiatives– Interim Grant Report Form - regarding people without personal documentation

Attended Civil Society event for more than 200 CSO's grantess of CIVICA

NRC staff, field facilitators and volunteers were engaged with one primary school in Kumanovo organizing the school events titled „One Sun for all“, with children from all ethnic communities involved

Seminar for "News and Current Affairs of the Public Revenue Office: Is Tax Reform Needed in the Republic of Macedonia" organized by Institute for Legal - Economic Research and Education

Attended National Conference "Public and Political Participation of Roma women" organized by NGO Daja

Attended meeting on Social Inclusion for Roma in Macedonia organized by the Ministry of Labour and Social Policy NRC on personal documentation, housing and education where NRC's recommendations are part of the final conclusions as results of the working meeting

Attended meeting organized by German Corporation for International Cooperation (GIZ) and the Municipality of Kumanovo titled "Face to face with the returnees -Talking caravan"

Participated in the Civil Society Forum organized by the Friedrich-Ebert-Stiftung in Pristina

2017 AT A GLANCE . . .

Participated in the coordination meeting with the Minister without Portfolio

Participated in the launch event and focus group work "Building stronger local networks for improvement of Roma children protection" organized by Family and Childcare

Participated in the UN Committee on Elimination of Discrimination against Women session in Genève supported by We Effect

Participated at the Regional Forum on Women Rights organized by UN Women in Skopje

NRC OVERVIEW

Established in 2005 by experienced and devoted human rights activists, the NRC has gained a prominent role in advocacy on behalf of the Roma at a national level. Throughout the years, NRC's activities have expanded to all regions of the country, as well as internationally, advocating for Roma issues on a regional level (Western Balkans).

NRC staff members are dedicated to lifelong learning processes and strengthening their skills and capacities for further development in relevant field to NRC building efficient teams for civil society engagement, project proposal writing and project cycle management, public speaking as well.

All trainings and workshops resulted in better administration management and advocacy, better work practices and productivity improvements. The Executive office following and supervising the trainings is demonstrating that NRC values its workforce and is investing in the staff improving loyalty and staff retention. For NRC training is essential for knowledge transfer, and NRC staff after trainings and seminars is sharing knowledge among staff at regular staff meetings. NRC do hope that this good practice will continue among staff members increasing skills, knowledge and practices thus giving opportunity for NRC to be capable, motivated, efficient and competitive in front of its constituents, beneficiaries, stakeholders and donors.

Administrative and finance assistance, Fatima Ramadanovska, engaged with employment contract since 2016 on a EUD funded projects as admin and finance assistant, has enrolled at business and administration university since September 2017, besides having more than 10 years gap in education, since she finished the secondary education. She finished the first year at University successfully. At the end of December 2017 NRC executive team decided to promote Irsan Jasharevski from field facilitator to project coordinator of IPA project, he previously was field assistant engaged as staff in social inclusion center and volunteer before that.

During 2017, petty cash assistant, Ljatif Demirovski, has validated his secondary education and obtained secondary education degree. Irfan Martez, who was engaged in NRC work as education mediator with and as field facilitator on several projects, in 2017 was contracted and promoted to Project Manager of EUD project which was approved and started in 2017.

VALUES OF NRC

- Rights-based advocacy for the powerless, poor, discriminated, regardless of their ethnicity, religion or gender;
- Policy and decision-making for better TODAY and enjoyment of rights by all people;
- Listening to and respecting each other and our constituents, while working together to achieve mutually beneficial results;
- Diversity means power and strength that brings us together;
- Work with enthusiasm, appreciation and constructively, without prejudice toward anyone;
- NRC is transparent, inclusive, responsible and accountable organization, that acts with integrity towards its constituents and its stakeholders in general;
- Quality, excellence and honesty are the traits by which NRC and its staff are recognized
- Learning, coaching, mentoring and professional growth are highly valued by the NRC team

NRC HAS SUCCEEDED TO ESTABLISH ITSELF AS A SERIOUS ORGANIZATION, AND BASED ON ITS CREDIBILITY THE ORGANIZATION IS A MEMBER OF SEVERAL INTERNATIONAL NETWORKS:

- Roma Virtual Network ■Roma Youth Initiative
- European Alliance for Public Health Care ■Decade Watch Network
- Access to Justice – Macedonian Legal Network ■EGAM ■Fare Network
- FERY ■RTF ■UNITED ■East Meets West Youth Network

ORGANIZATIONAL STRUCTURE

Assembly

The highest decision-making body in the organization is the **Assembly**. In May 2016 NRC Assembly meeting was held. Assembly members discussed and adopted the 2015 annual narrative report; 2015 annual financial report; amendments of the Statute of the organization; and discussed the Management Board report. At the meeting, Assembly members also discussed the review of the annual work program and the implemented results, as well as risk mitigation planning and bringing gender perspective in the management structure.

Management Board

The **Management Board** of NRC, is composed of 5 members, of which one is a female. The Management Board works in close coordination with the executive bodies of the organization, and represents a conjunction between the Assembly and the Executive Office. The Management Board held two meetings during 2016 related to overseeing the management of the organization, and ensuring that NRC operates in line with its internal rules, procedures and strategic priorities, protecting and upholding the values and standards of the organization and constituents.

Executive Director

The **Executive Director** is responsible for the direct management and the everyday, operational functioning of the organization. The Executive Director manages the organizational structure, ensures the implementation of the organizational objectives and results.



ORGANIZATIONAL STRUCTURE



The **Executive Office** of the organization is composed of: the **Head of the Legal Program and Advocacy**, and the **Head of Finance and Administration**.

**Executive
Office**



The Organizational Unit for Legal Programme and Advocacy is responsible for programme work securing quality assurance and managing the design and implementation of strategic priorities, HR policy; fundraising and proposal writing. The Legal and Advocacy Program composed of project teams (manager, coordinator) and field assistants and engaged volunteers supervised by the Head of Legal Programme and Advocacy.

Head of the
Legal Program
and Advocacy



The Organizational Unit for Finance and Administration has profiles that are responsible for accurate, efficient and effective administrative, financial and supplementary technical functioning, web maintenance of the organization on a daily basis supervised by the Head of Finance and Administration.

Head
of Finance and
Administration

STRATEGIC PRIOTITIES

THE STRATEGIC PRIORITIES OF NRC FOR THE PERIOD OF 2015 - 2018 ARE:

Decent home and living conditions;

**Access to high quality health
service information;**

**Equal opportunity, access to
justice and rule of law.**

These priorities are embedded in the annual program of the organization and ongoing projects. They aim to provide growth in the quality of living, access to rights and equal treatment of Roma in the Macedonian society.

REALIZED PROJECTS AND ACTIVITIES IN 2017



PROJECT **Access To Justice**

Donor: European Union

Period of Implementation: 02.01.2016–30.06.2017

OBJECTIVES:

- Providing free legal aid
- Requests for free legal assistance
- Participation in coordination meetings
- Participation in training
- Participation and organization of the PLE session
- Participation in a focus group for research on the legal needs of Roma
- Participation and organization of a briefing with journalists
- Participate in a press conference
- Monitoring of court hearings for cases for which a free legal framework is approved help
- Participation in the closing conference of the project
- Data entry to free legal aid applicants in a data base

450

Legal Aid Applicants
in the database

During 2016 and 2017, over 400 citizens of different ethnic background requested free legal aid in NRC, some of them on the basis of protection of children, solving property and legal problems, social protection as well as information in the procedure for obtaining personal documentation. Only two of the submitted free legal aid applications have approved free legal aid, and have a lawyer representing them. Taking into consideration the ignorance of the citizens we appeal, organizing a long-term campaign of the Ministry of Justice for the promotion of free legal aid and measuring their effectiveness. Also, given the seriousness of the perceived legal problems, we call upon the competent institutions for cooperation and finding efficient solutions and mechanisms in order to facilitate the citizens' realization of their rights.

PROJECT **Let's Talk About Discrimination**

Donor: European Union

Period of Implementation: 01.07.2017-31.12.2017

RESULTS:

10 suggestions:

1. Access to education for all young people
2. Program for enriching and realization of the life of young people in the city of Kumanovo
3. Construction of residential housing for youth
4. Municipality of Kumanovo to provide scholarships for students
5. The Mayor of Kumanovo municipality to propose an annual program for a celebration of the days of children's rights and youth rights,
6. The Municipality of Kumanovo in cooperation with the schools to organize visits to the historical cultural heritage of the city of Kumanovo
7. In cooperation with schools to plan and organize an Olympiad for knowledge of the world languages and the languages spoken in the city of Kumanovo
8. Providing a youth cultural center
9. Joint celebration and solemnizing of the national days of the ethnic communities in Kumanovo
10. To implement preventive measures in preventing discrimination against the Roma community

6

Different Ethnicities
participated

These proposals came from the realized forums with the participation of students, professors, media, Ambassador - His Excellency Mr. Christian Thimonier, the Ombudsman of Macedonia - Mr. Ixhet Memeti, Ministry of Education and Science - Mr. Milutin Stancic, Director of the Directorate for Development and Promotion of Education in the Languages of the Members of the Communities, Deputy Ombudsman Vaska Bajramovska Mustafa and the Executive Director of the National Roma Centrum Mr. Ashmet Elezovski, representative of the municipality of Kumanovo - Mr. Ibrahim Ajdini section for Education and Mr. Coki Ristevski - coordinator of equal opportunities and coordinator of the coordinative body for protection against discrimination.

Consideration and acceptance for the realization of these proposals is expected in 2018.

PROJECT

Structural support for Civic Associations at the European Level**Donor:** European Union (EACEA Program - Education, Audiovisual and Culture Executive Agency)**Period of Implementation:** 01.01.2017-31.12.2017**RESULTS:**

12

Employees Assessed

6

Cities Impacted

3

Documentary Campaigns

Capacity assessment of NRC staff

A review of the work of the NRC and the Management Board Meeting

General Assembly for the implementation of the Strategy 2015-2018

Two-day capacity building for small associations focusing on visibility, media and CRC platform

Campaign Enough - Overcome Prejudices, Meet the Roma - October 27, 2017

Campaign Enough - Overcome Prejudices, Get to Know the Roma, Second Event - 10/28/2017

Campaign Enough - Overcome Prejudices, Get to Know the Roma, Final Event - 10/28/2017

Berevo Camp for Romani Girls - August 2017

Promotion of 3 documentaries from the camp

Forum "Let's talk about discrimination" - September 2017

Participation in the international commemoration for the victims of the Holocaust in Lethia, Czech Republic, organized by the European Anti-racism Movement EGAM - June 23 - June 25, 2017

Participation at the Open Heart Festival in Bulgaria, June 9-11, 2017

Capacity assessment consisted of 12 employees, 5 freelance employees and 5 Board members by an external expert has been carried out. Several key points will be taken into account by NRC in their further work: capacity building of staff who is not in managerial positions, complementing financial policies and operations, improving commitments and approach to fundraising, improving communication and coordination, introducing innovative measures to advocate and measure advocacy efforts.

A review of the NRC's work and the Management Board Meeting - an evaluation of the NRC Strategy for 2015-2018, the Advocacy Strategy, and consideration of the possibilities for effective communication and training of the employees in accordance with the recommendations from the assessment.

PROJECT

Social Inclusion of Citizens and Roma Migrants Returnees in Macedonia

Donor: We Effect

Period of Implementation: 01.06.2016-31.12.2018

RESULTS:

Operational and financial support for the operation of 6 local service centers;

Strengthened capacities of 12 employees through 3 trainings for institutional strengthening of associations, writing project applications, strengthening the sustainability of associations and maintaining web pages

118 Roma citizens participated in training on strengthening access to basic fundamental rights

Organized competition for 30 first graders for the best drawing

Organized 5 fairs of Roma food for the general public

76 Roma citizens received legal advice and general legal information on access to fundamental rights

153 Roma received legal representation from a lawyer in administrative procedures for object legalization and privatization

69 Roma from 6 cities have been strengthened by developing business plans

20 Roma have acquired skills, knowledge, competencies and verified hairdressing or sewing diplomas

11 Roma received support in equipment for starting a business or small economic initiatives

195 Roma participated in an administrative program and assistance in providing documentation for inclusion

- excerpts and enrollment in MKR,
- citizenship,
- appeals and administrative disputes in social protection procedures,
- legalization of buildings,
- privatization of land,
- extracts from detailed and general urban plans etc...

200 sets of necessary care and care for newborns were distributed along with over 600 sets for the beginning of the school year of first-graders

Prepared and put on a documentary on social inclusion;

Posted 5 short videos for promoting social inclusion, gender equality and entrepreneurship

6

Members of Our Roma Civil
Society Organization
Network

1557

Direct Roma Beneficiaries

6

Cities Involved



PROJECT

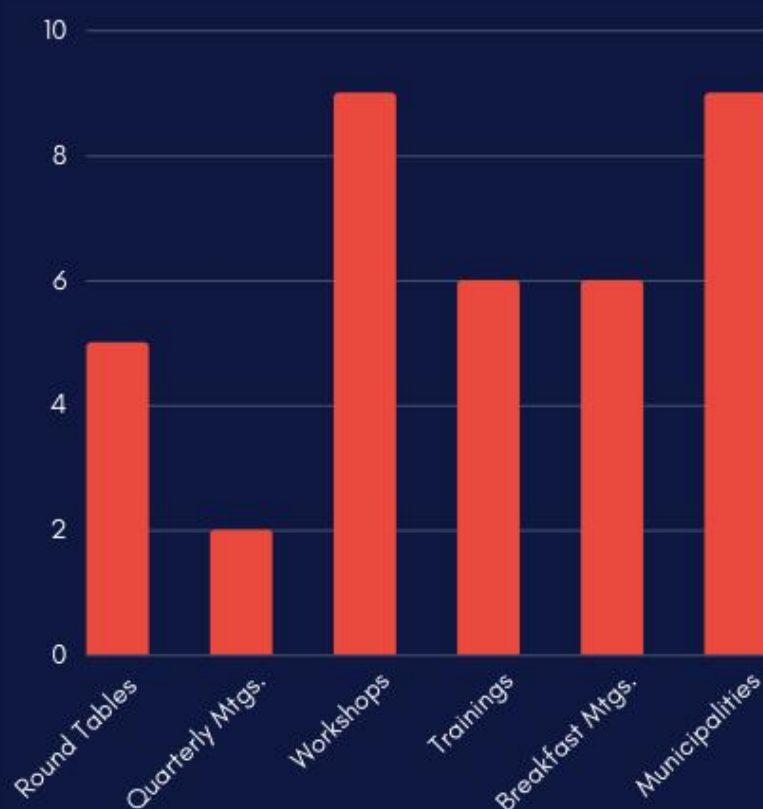
Improving the participation of (small) communities
at the local level**Donor:** Delegation of the European Union**Period of Implementation:** 04.01.2017-30.09.2017

RESULTS

More than 1000 users were included at round tables, quarterly meetings and the CRC Platform.

1349 beneficiaries were involved and strengthened their capacities and skills in 9 workshops, 3 regional trainings and 3 sub-grantee trainings.

Within the framework of the project activities, 5 Strategies with an Action Plan and Work Programs for Improving the Participation of the Smaller Communities at Local Level were prepared, 2 of which were adopted at the Council of the Municipality of Prilep and the Council of the Municipality of Tetova.





RESULTS:

More than 10,000 users were impacted world wide

60 pupils and 12 teachers from elementary and high schools in Kumanovo, educated on the significance of stereotypes, prejudices and discrimination.

750 beneficiaries strengthened their capacities and skills

Professional development of NRC's team through nine capacity building trainings

Participation and support of NRC's activities from at least 10,000 rights holders

Provided support and legal representation in over 600 administrative procedures

Over 50 completed procedures for legalization

Over 70 Roma women received training for small business startups

Over 10 Roma women awarded with VET certificates



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To:
The Management of
National Roma Centrum,
Kumanovo

INDEPENDENT AUDITOR'S REPORT (Continued)

Auditor's opinion

In our opinion, the financial statements of the National Roma Centrum, Kumanovo, give a true and fair view, in all material aspects, of the financial position of the Association as of 31 December 2017, as well as the operating results and the changes in the funds for the year than ended, in accordance with the Accounting Law for Non-profit Organizations and standards for reporting under the cash basis of accounting.

Other matter paragraph

The Financial Statements of the Association for the year ended 31 December 2016 are audited by another auditor who in the Auditor's Report as of 18 July 2017 has expressed an unqualified opinion.

Certified Auditor, Partner

Darko Kalin

Director

Darko Kalin

27 August 2018



A handwritten signature in blue ink, likely belonging to Darko Kalin, the Director.

National Roma Centrum, Kumanovo

STATEMENT OF REVENUES AND EXPENSES
For the Year Ended 31 December 2017 and 2016
In MKD thousands

	Notes	2017	2016
Granted donations	4	29.635	36.330
Other revenues	5	1.757	18
Transferred surplus of revenue from the previous year		15.113	1.485
TOTAL REVENUES		46.505	37.833
Operating expenses	6	(5.549)	(4.651)
Expenses for employees	7	(9.611)	(7.778)
Capital expenses	8	(712)	(1.699)
Other services	9	(14.360)	(8.872)
TOTAL EXPENSES		(30.232)	(23.000)
Surplus of revenues over expenses before taxes		16.273	14.833
Income Tax	10	(11)	(5)
Surplus of revenues over expenses after taxation		16.262	14.828

The accompanying notes form an integral part of these financial statements.

The accompanying financial statements were authorised for issue by the management of the Association and were signed on its behalf by:

Asmet Elezovski

President

National Roma Centrum, Kumanovo

BALANCE SHEET

As of 31 December 2017 and 2016

In MKD thousands

	Notes	31 December 2017	31 December 2016
ASSETS			
NON-CURRENT ASSETS			
Property, plant and equipment	11	1.494	1.684
		1.494	1.684
CURRENT ASSETS			
Cash and cash equivalents	12	16.268	15.320
Prepayments	13	143	493
		16.411	15.813
TOTAL ASSETS		17.905	17.497
LIABILITIES AND OPERATING FUND			
OPERATING FUND			
Operating Fund		1.481	1.684
Reserve		13	-
Surplus of revenues over expenses after taxation		16.262	14.828
	14	17.756	16.512
CURRENT LIABILITIES			
Accounts payable	15	144	980
Other current liabilities	16	5	5
		149	985
TOTAL LIABILITIES AND FUNDS		17.905	17.497

National Roma Centrum, Kumanovo

STATEMENT OF CHANGES IN OPERATING FUND
For the Year Ended 31 December 2017 and 31 December 2016
In MKD thousands

	Operating Fund	Surplus of revenues over expenses	TOTAL
Balance as of 1 January 2016	161	1.485	1.646
Transferred surplus of revenues over expenses from previous year	-	(1.485)	-
Additions	1.699	-	1.699
Depreciation for the year	(176)	-	(176)
Surplus of revenues over expenses	-	14.828	14.828
Balance as of 31 December 2016	1.684	14.828	16.512
Transferred surplus of revenues over expenses from previous year	-	(14.828)	(14.828)
Additions	140	-	447
Revaluation of assets	20	-	20
Depreciation for the year	(343)	-	(215)
Revaluation of depreciation	(7)	-	(7)
Surplus of revenues over expenses	-	16.262	16.262
Balance as of 31 December 2017	1.494	16.262	17.756

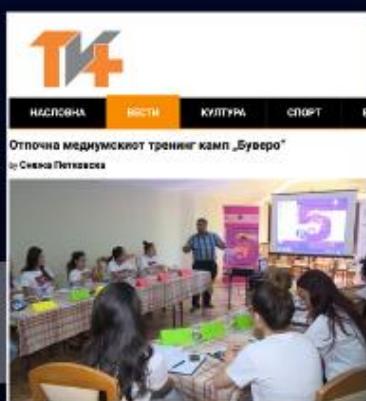
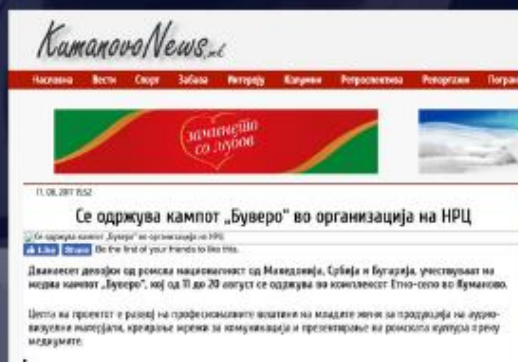
The accompanying notes form an integral part of these financial statements.

NRC IN THE MEDIA



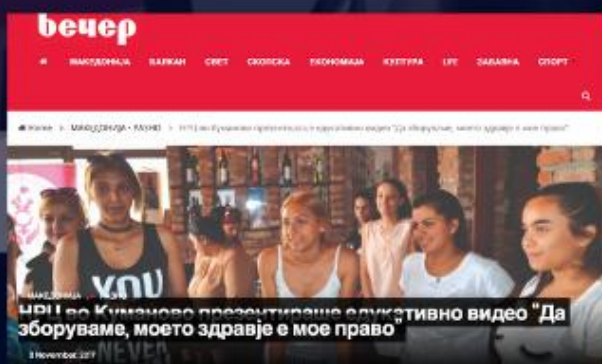
NRC IN THE MEDIA

National Roma Centrum promoted documentaries made at the summer camp "Bevero"



NRC IN THE MEDIA

NRC in Kumanovo presented an educational video "Let's talk, my health is my right"



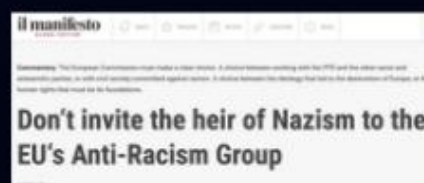
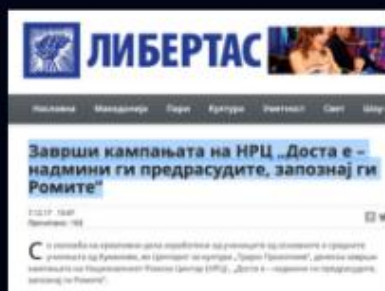
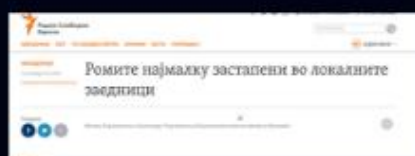
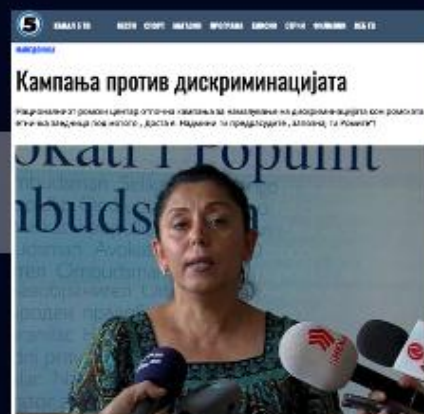
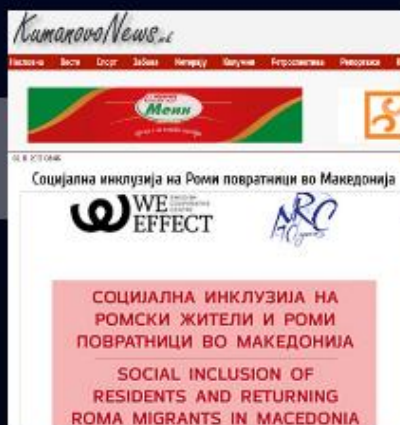
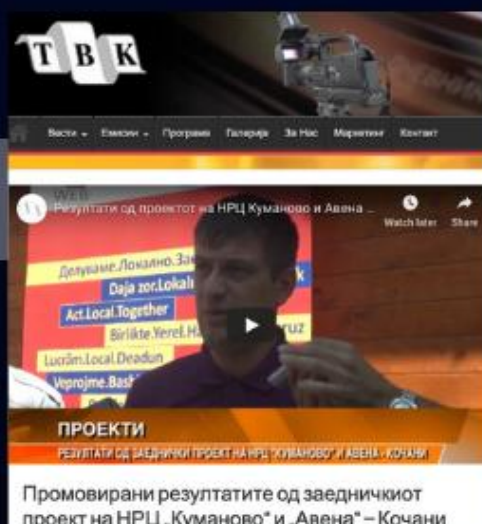
NRC IN THE MEDIA

National Roma Centrum works for the Protection of Roma Children

Спречување на дискриминација кон ромските деца, проект на НРЦ и Народниот правобранител



Anti-Discrimination Activism



Thank you to all of our
supporters, friends, colleagues
and donors

Devlesa



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