



**REPUBLIC OF SERBIA**

# **ACTION PLAN**

**FOR THE REALISATION OF THE RIGHTS OF NATIONAL  
MINORITIES**

**-DRAFT-**

**JANUARY 2016**

## **I. INTRODUCTION**

With the adoption of the Action Plan for Negotiation Chapter 23 (hereinafter referred to as: AP NC 23), the Republic of Serbia has set its strategic orientation towards improving the institutional and legislative framework in the field of fundamental human and minority rights and freedoms. AP NC 23 identifies the need to improve the position of national minorities and provides for the creation of a special action plan for the realisation of the rights of national minorities (hereinafter referred to as: Action Plan).

The basic framework for the development of the Action Plan is the Council of Europe Framework Convention for the Protection of National Minorities, the European Charter on Regional and Minority Languages, as well as the Report of the Expert Mission of the European Commission for National Minorities.

Starting from the relevant international legal framework, consisting of the Framework Convention for the Protection of National Minorities and the European Charter for Regional or Minority Languages, the Republic of Serbia has developed a comprehensive constitutional and legislative framework for the protection of rights and freedoms of national minorities. Through periodic reporting cycle of the Advisory Committee on the Framework Convention of the Council of Europe, as well as during the expert mission of European Commission experts, deficiencies in the functioning of the system of the realisation of the rights and freedoms of national minorities have been noted, which need to be eradicated.

The Action Plan is a medium-term strategic document that contains strategic goals set in accordance with the recommendations of the Advisory Committee of the Framework Convention of the Council of Europe, whose implementation is necessary for removing the deficiencies in the realisation of the rights and freedoms of national minorities.

The Action Plan is fully in line with the umbrella strategic document, AP NC 23, as well as with other relevant policy documents: The Strategy for Social Inclusion of Romany Men and Women in the Republic of Serbia for the period from 2016 to 2025, the Action Plan for the Implementation of the Strategy for Prevention and Protection from Discrimination 2014-2018, the Strategy for the Development of Education in Serbia until 2020 with an Action Plan, the Strategy of Public Administration Reform with the Accompanying Action Plan, and the National Strategy for Prosecution of War Crimes for the Period 2016-2020.

## **METHODOLOGY FOR THE DEVELOPMENT OF THE ACTION PLAN**

In order to develop the Action Plan, multi-field working group was formed, composed of relevant state and provincial authorities, representatives of national councils of national minorities, and representatives of the Council of Europe and civil society organisations. The Action Plan was developed through a broad inclusive process in order to ensure the maximum possible level of consensus of all stakeholders and provide opportunities for minorities to, through their representatives, achieve the highest level of participation in the formation of this key document for the realisation of the rights of national minorities. In order to achieve transparency in the work of the Working Group, all meetings were open to representatives of embassies and international organisations.

In order to achieve full coordination between the activities of the negotiating group for NC 23 and work on the Action Plan, the Ministry of Justice took over the coordination of work on this very important strategic document. The Working Group has received support from the Council of Europe, through the engagement of national and international experts.

Starting from the recommendations made in the Third Opinion of the Advisory Committee of the Council of Europe, the *Material Elements of the Action Plan* were developed, which represented the basis for the development of specific strategic objectives and actions for their implementation. The Material Elements

were adopted by consensus of all members of the working group and the written proposal of the Coordination of National Councils of National Minorities was the basis for their creation.

Based on the consensus of the working group, representatives of state authorities, with the support of the local Council of Europe expert, prepared the first draft of the Action Plan, which was then forwarded to the Coordination of National Councils of National Minorities and the Working Group members, for the purpose of obtaining comments and suggestions.

The first draft of the action plan was then, at a series of working group meetings, upgraded in line with the comments and suggestions of the national councils of national minorities. All comments on the first draft were made available to the working group, and the changes to the text of the document were entered on a consensus basis.

The agreed first Draft of the Action Plan was then submitted to an independent international expert of the Council of Europe for the initial opinion.

The Action Plan consists of 11 chapters:

I: Personal status position;

II: Prohibition of discrimination;

III: Area of culture and media;

IV: Freedom of religion;

V: The use of language and script;

VI: Education;

VII: Democratic participation;

VIII: Appropriate representation of national minorities in public sector and public enterprises;

IX: National Councils of National Minorities;

X: Economic status of members of minority communities;

XI International cooperation;

Each chapter contains a brief introduction as part of the review of current situation, presenting the applicable normative framework for a given chapter and a description of the current level of achievement of the rights and freedoms of national minorities.

Each chapter of the Action Plan contains a Strategic Objective, which is largely based on the recommendations of the Advisory Committee of the Framework Convention of the Council of Europe. In addition to the strategic objective, each chapter contains the Overall Result, which follows from the realisation of the whole activity of a given chapter. The overall result is followed by Impact Indicators and Sources of Verification. When presenting the overall results and impact

indicators, their highest possible precision was taken into account, with the purpose of realisation of the maximum measurability of achievement of objectives of the Action Plan.

When it comes to activities, they were sought to be defined in a way that provides clear, precise, and chronological overview of the necessary changes of the normative and institutional framework, improvement of administrative capacity and the need for improving practices and awareness-raising, with the highest possible level of precision at this time. In determining the competent authorities, the maximum degree of precision was sought, to allow the establishment of an effective system of accountability in the process of implementation of the Action Plan. Special attention was given to the definition of indicators of results of activities, in order to provide mechanisms for measuring the impact of activities undertaken, i.e. insight into the degree of achievement of the desired results. It was sought that the indicators, especially the quantitative ones, are set for all activities (or parts thereof) for which it was possible to be done.

When drafting the Action Plan, the proposals of the national councils of national minorities were taken into account in particular, bearing in mind that they can, to the greatest extent, point to the identified needs of national minorities. At the same time, the active participation of representatives of national minorities was foreseen in all working groups that will work on amending legislation which, in whole or in part, relate to national minorities. Representatives of national minorities were also envisaged as partners in a number of activities conducted by state authorities, where they were seen to be able to contribute to better visibility and more efficient implementation. The main objective of the active participation of representatives of national minorities in the development of the Action Plan, implementation of activities, as well as supervision of the implementation of the Action Plan was the achievement of greater visibility of national minorities, as an integral part of Serbian society, and the advancement of social integration as a whole.

The big challenge was the assessment of sufficiently ambitious, yet realistic deadlines, bearing in mind both the logical sequence of reform steps that needed to be respected, and institutional, administrative, and budgetary burden per year. The deadlines were determined per quarters, and activities must be realised with the completion of a particular quarter. Quarters are:

First quarter: 1 January – 31 March of the calendar year;

Second quarter: 1 April – 30 June of the calendar year;

Third quarter: 1 July – 30 September of the calendar year;

Fourth quarter: 1 October – 31 December of the calendar year.

The term “continuously” in the column that sets out the deadlines for the implementation of activities relates to activities that are recurrent or an activity which is realised continuously.

## **FUNDS FOR IMPLEMENTATION OF THE ACTION PLAN**

The Action Plan states the precisely determined bodies in charge of activities to which the funds are allocated, as well as the precise source of funding. The Action Plan contains the assessment of the value of activities, expressed in accordance with the Standard methodology of expressing unit costs for rough estimate of financial resources by activities of the Action Plan.

Funds for implementation of the activities envisaged by the Action Plan will be provided from the budget of the Republic of Serbia, the budget of the Autonomous Province of Vojvodina, the budgets of local governments, donor funds, the IPA pre-accession funds, and bilateral donations.

## MONITORING OF THE IMPLEMENTATION OF THE ACTION PLAN

Monitoring of the implementation of the activities in the Action Plan will be entrusted to the Council for National Minorities, in order to achieve full inclusion of national minorities in the monitoring process, and the full coordination of work of state authorities, and ensure the highest level of support for the implementation of the planned activities. The Council for National Minorities is a working body of the Government of the Republic of Serbia, which includes competent state authorities and the presidents of all national councils of national minorities. The Council for National Minorities shall meet at least four times a year (quarterly).

During the monitoring, the administrative, professional, and technical support to the Council for National Minorities will be provided by the Office for Human and Minority Rights. All bodies in charge of activities will appoint contact persons for reporting on implementation of the Action Plan activities, and submit the necessary information to the Office for Human and Minority Rights.

The Office for Human and Minority Rights will collect quarterly data on the implementation of activities and prepare quarterly reports on the implementation of the Action Plan. The Office for Human and Minority Rights will submit Reports on the implementation of the Action Plan to the Council for National Minorities and Coordination of National Councils of National Minorities. In order to monitor the implementation of the Action Plan in connection with negotiation chapter 23, and to monitor the implementation of the part which substantially overlaps the AP NC 23, the reports will be submitted to the Council for the implementation of the Action Plan for NC 23. Civil society organisations will be involved in the monitoring of the implementation of the Action Plan through meetings of the Negotiating Group for Chapter 23 with the National Convention for Accession to the EU, at which the Action Plan will be one of the topics. In case of identification of a deadlock or delay in the implementation of activities in the Action Plan, the Council for National Minorities will identify the reasons for delays in the implementation, and, using their authority, will provide a way to overcome the challenges of implementation as soon as possible.

### I. PERSONAL STATUS POSITION

#### Current overview:

##### Legal framework:

The Constitution of the Republic of Serbia (“Official Gazette of RS”, No. 98/2006), the Law on Protection of Rights and Freedoms of National Minorities (“Official Gazette of FRY”, No. 11/2002, “Official Gazette of RS”, Nos. 72/2009 – another law, and 97/2013 – Decision of the CC), the Law on Personal Data Protection (“Official Gazette of RS”, Nos. 97/08 and 104/09 – another law), the Law on Citizenship of the Republic of Serbia (“Official Gazette of RS”, Nos. 135/04 and 90/07), the Law on Permanent and Temporary Residence of Citizens (“Official Gazette of RS”, No. 87/11), the Law on Identity Cards (“Official Gazette of RS”, Nos. 62/06 and 36/11), the Law on Registry Books (“Official Gazette of RS”, Nos. 20/09 and 145/14), the Family Law (“Official Gazette of RS”, Nos. 18/05, 72/11 – another law and 6/11), the Law on the Census (“Official Gazette of RS”, Nos. 104/09 and 24/11), and the Law on Official Statistics (“Official Gazette of RS”, No. 104/09).

The concept of national minorities is regulated by law in a manner that is consistent with comparative legal experience. During the 2011 census, significant efforts have been made to ensure that the right to free self-identification is fully guaranteed. The census included completely open questions of ethnicity, language, and religion, without the pre-defined lists, and enumerators were instructed to accurately record the answers given to these questions. Misinterpretation of the Law on Personal Data Protection in practice often results in the disability of collection of statistical data on national minorities. The establishment of the electronic register of bodies and organisations of public administration and employees within the public administration system will provide for the possibility of

voluntary declaration of public administration employees on ethnicity, in order to collect data on the representation of national minorities in public administration bodies, local administration, police, and judiciary. Amendments to the Law on Registers will provide for the entry of data on ethnicity into the civil registry at personal request. Furthermore, improvement of the Special Voters List of national minorities will upgrade the existing application, in order to provide a more accurate data update on members of national minorities that have the right to vote, while respecting the principle of voluntary registration in SVL.

In the Republic of Serbia, there are still attempts to deny certain national minorities and impose identity, despite the fact that the national councils of national minorities, whose particularity is denied, have been formed. There are still debates about the national identity of Bunjevci and Croats, Vlachs, and Romanians. In their activities, the bodies of the Republic of Serbia strictly adhere to the principle of free self-identification, contained in Article 3 of the Framework Convention, and do not arbitrate or favour some parties in such disputes, nor impose national identity on any community. At the same time, the authorities of the Republic of Serbia will endeavour to facilitate a constructive dialogue between different ethnic minorities, within which there are debates on national identity.

One of the biggest problems in the field of personal status is the situation of internally displaced Roma, Egyptians, and Ashkali from Kosovo, who did not have identity documents, and, consequently, were in a state of legal invisibility/de facto statelessness. This situation has prevented them from exercising basic civil rights and the rights of national minorities, bearing in mind that one of the basic criteria for the exercise of the rights of national minorities is citizenship. According to the conclusions of the seminar, “Social inclusion of Romany Men and Women in the Republic of Serbia”, which was held in 2015, significant progress was made relating to identity documents. In exercising the right to enrol in the birth register, the implemented measures in regulatory and organisational terms, as well as the established cooperation of the governmental sector, international organisations, and the non-governmental sector in the framework of the Memorandum of Understanding signed between the Ministry of State Administration and Local Self-Government, the Ombudsman, and the UNHCR, contributed to the substantial decrease in the number of persons who are not enrolled in these records, and further activities aimed at complete overcoming of this problem will be focused on identifying the remaining number of persons who have not been registered in the birth register, and the initiation of appropriate procedures for the registration in accordance with regulations.

Steps have been taken to facilitate the acquisition of Serbian citizenship by persons who were citizens of the former Federal Republic of Yugoslavia, and who meet the criteria specified in the definition of the term “national minority”, contained in Article 2 of the Law on National Minorities. In this regard, in accordance with the provisions of the Law on Citizenship of the Republic of Serbia, registration of citizenship is done in accordance with the new Strategy for the Improvement of Roma Status in the Republic of Serbia, through the Action Plan for the implementation of the Strategy, through the introduction of measures to provide legal assistance to applicants and giving priority to solving procedures for determining the citizenship of the Republic of Serbia. At the same time, the annual report of the Government will continue to monitor the situation in the exercise of the right to subsequent registration of the fact of birth in the birth register and the registration of permanent, i.e. temporary residence, including the number of persons in these registers arising from the procedures prescribed by the Law on Registry Books, the Law Amending the Law on Extra-Judicial Proceedings, and the Law on Permanent and Temporary Residence.

Due to the boycott of the census in 2011, the number of residents in the municipalities of Preševo, Bujanovac, and Medveđa did not provide a realistic picture of the actual situation regarding the number of people in these municipalities in Southern Serbia. With the support of the international community, independent experts have developed a methodology to reach an estimate of the number of inhabitants in these municipalities. Estimates of the number of inhabitants in the municipalities of Preševo, Bujanovac, and Medveđa were made by experts, with the support of the Statistical Office of the Republic of Serbia, in all with respect to the standards of the Republic of Serbia and international standards. The estimate results will be used in all areas, i.e. procedures in which the planning of funds is linked to the statistical data. This methodology was developed in order to collect comprehensive data on population from independent sources, and this data will be used in the future, with a constructive dialogue with representatives of the Albanian national minority.

In the area of the position of national minorities, the Republic of Serbia plans to draft an Action Plan for the realisation of the rights of national minorities. The above-mentioned Action Plan will focus on the implementation of the existing legal framework, which was rated as very good, but with inconsistent levels of implementation. In the creation of the above-mentioned Action Plan, the Republic of Serbia will rely on the relevant recommendations set out in the Advisory Committee's third opinion on Serbia, in the context of the Council of Europe Framework Convention for the Protection of National Minorities. At all stages of the development of this very important strategic document, full significance will be dedicated to full inclusion of all stakeholders, i.e. national councils of national minorities, civil society organisations, and all relevant public authorities. The principle of transparency will be respected in the development, implementation, and monitoring of the implementation of the above-mentioned Action Plan.

STRATEGIC OBJECTIVE			OVERALL RESULT		IMPACT INDICATOR	SOURCE OF VERIFICATION
Application of the personal principle in the application of legal rules on the position of national minorities, as well as the implementation of the principle of autonomous determination of the identity of members of minority communities. Improving mechanisms of enumeration of members of minority communities and the protection of personal data of members of minority communities.			The free expression of national identity on a voluntary basis is respected.		Statistical data of the competent authorities on the number of persons belonging to national minorities in the Republic of Serbia.  Consistent application of personal principle in relation to the position of national minorities and observance of the principle of autonomous determination of the identity of members of minority communities.	Register of organs and organisations of public administration and employees in the public administration system.
			The policy of neutrality in respect of identity issues of minority communities is implemented.			Periodic opinion of the Advisory Committee of CoE on the implementation of the Framework Convention for the Protection of National Minorities.
			Data on the number of persons belonging to national minorities available to the competent authorities for the purpose of monitoring and analysing the degree of realisation of minority rights, including the protection of this data as particularly sensitive data, based on regulations on personal data protection.			Independent studies relating to the collection of data on national minorities.
ACTIVITIES		PRINCIPAL IMPLEMENTING BODY	DEADLINE	FINANCIAL RESOURCES	RESULT INDICATORS	ACTIVITY IMPLEMENTATION STATUS
1.1.	Alterations and amendments to the Law on the Protection of the Rights and Freedoms of National Minorities to regulate the right to enter data on the	- The Ministry responsible for public administration	For adoption:  II quarter of 2016	Budget of the Republic of Serbia –	The adopted alterations and amendments to the Law on Protection of Rights and Freedoms of	

	nationality of members of national minorities in public documents, official records, and collections of personal data, in accordance with the constitutional principle of free expression of ethnicity.	and local self-government  - National Assembly  Partners – National councils of national minorities	For implementation:  Continuously, starting from entry into force.	<b>48.900 EUR in 2016</b>	National Minorities.	
<b>1.2.</b>	Amendments to the Law on Registry Books to regulate the manner of entry of data on ethnicity into birth registry.	- The ministry responsible for state administration - National Assembly  Partners – National councils of national minorities	IV quarter of 2016	<b>Budget of the Republic of Serbia – 48.900 EUR in 2016</b>	The Law Amending the Law on Registry Books adopted.	
<b>1.3.</b>	Alterations and amendments to the bylaws adopted on the basis of the Law on Registry Books, for the purpose of compliance with amendments to the Law and ensuring the conditions for the application of regulations governing the entry of data on ethnicity into birth registry.	The ministry responsible for state administration	IV quarter of 2017	<b>Budget of the Republic of Serbia – 426 EUR in 2017</b>	Instruction on alterations and amendments to the Instruction on keeping the registry books and registry book forms adopted, and the implementation started.  Upgrade of the system for keeping the registry books completed, in order to secure registration of data on ethnicity into birth registry.	



<b>1.4.</b>	Improvement of the Special Voters List of national minorities, in terms of upgrading and improving the existing applications as regards the SVL, in order to provide more accurate data updates while ensuring the confidentiality of the same.	The ministry responsible for public administration and local self-government	IV quarter of 2015	<b>Budget of the Republic of Serbia – 37,951 EUR in 2016</b>	Special Voters List of national minorities improved and updated, and the protection of this data as particularly sensitive data, based on regulations on personal data protection.	
<b>1.5.</b>	Training of employees in local self-government units, which manage the Special Voters List of national minorities as a delegated job in order to update the data, and the protection of this data as particularly sensitive data, based on regulations on personal data protection.	The ministry responsible for public administration and local self-government.	IV quarter of 2016	<b>Budget of the Republic of Serbia</b>  - Per training: 300 EUR  *Total amount depends on the number of units of local self-government to be entrusted with the job	Number of conducted trainings. Percentage of employees in local self-government units at each of the training sessions held.	
<b>1.6.</b>	Ensuring the full realisation of the activities related to the implementation of the Memorandum of Understanding, signed between the Ministry of State Administration and Local Self-Government, the Ombudsman, and the United Nations High Commissioner for Refugees – Branch Office in Serbia, especially in the part related to the full implementation of the regulations governing the entry of facts and figures in the registry books, and the provision of assistance to persons in a variety of procedures in the area of civil status.	- The ministry responsible for state administration  -Ombudsman  -UNHCR  - The Ministry responsible for internal affairs - The Ministry	IV quarter of 2016	<b>UNHCR Connection with AP 23 Activity 3.8.1.27</b>  <b>UNHCR – 21,900 EUR in total and Activity 3.8.2.11</b>  <b>BRS – regular</b>	The Plan of Activities of the Steering Committee in 2015 and 2016 realised.	

	- Connections with the Operational conclusions from the seminar on social inclusion of Roma.	responsible for labour, veterans' and social issues		<b>activity and connection:</b> <b>AP 23 3.7.1.3.</b> <b>– Provision of assistance in line with the Law on FLA</b>		
<b>1.7.</b>	Development and implementation of electronic procedures for the exchange of information and documents between the registrar and other bodies and institutions involved in the process of birth fact registration in the birth registry, to ensure lawful and effective exercise of the right to register the fact of birth in the birth registry within the prescribed deadline for the registration of that fact.  - Connections with the Operational conclusions from the seminar on social inclusion of Roma.	<ul style="list-style-type: none"> <li>- The Ministry responsible for state administration</li> <li>- The Ministry responsible for internal affairs</li> <li>- The Ministry responsible for labour, veterans' and social issues</li> </ul> <ul style="list-style-type: none"> <li>- The Ministry in charge of health</li> </ul>	IV quarter of 2017	<b>Budget of the Republic of Serbia – 94.2018 EUR</b>  <b>Connection with AP 23 Activity: 3.8.2.12.</b>	<p>The system for the exchange of electronic documents and data on the basis of which the entry in the birth registry is established.</p> <p>Electronic administrative procedures for the registration of the fact of birth in the birth registry established.</p> <p>Instructions for directing the organisation of work and authorities' working procedures, related to registration of the fact of birth in the birth registry, prepared and submitted to the city and municipal governments.</p>	

<b>1.8.</b>	<p>Monitoring of the situation in the exercise of the right to register the fact of birth in the birth registry.</p> <p>- Connections with the Operational conclusions from the seminar on social inclusion of Roma.</p>	<p>- The Ministry responsible for state administration</p> <p>-Administrative Inspectorate</p>	Continuously	<p><b>Budget of the Republic of Serbia – regular activity</b></p> <p><b>Connection with AP 23 Activity: 3.8.1.26.</b></p>	<p>Number of carried out cases of supervision over the work of the municipal and city administration in the delegated tasks of keeping the registry books.</p> <p>Number of ordered measures.</p> <p>Number of realised measures.</p> <p>Number of completed birth fact registration in the birth registry in the procedure of subsequent registration and the procedure for determining the time and place of birth in relation to the total number of entries in the birth registry annually.</p>	
<b>1.9.</b>	<p>Continue with the provision of information to Roma, Egyptians, and Ashkali on their rights related to the regulation of personal status, and continue with the provision of free legal assistance to members of the above-mentioned communities in these procedures by the competent authorities and civil society organisations dealing with the protection of human and minority rights.</p>	<p>- Local self-government units</p> <p>-The Ministry responsible for internal affairs</p> <p>- The Ministry in charge of justice</p> <p>- Civil society organisations</p>	<p>Providing legal assistance by the competent authorities and civil society organisations: Continuously.</p> <p>Providing legal assistance in</p>	<p><b>Budget of the Republic of Serbia</b></p> <p>Connection with AP 23 Activity: 3.8.2.9 and Activity 3.7.1.3.</p> <p>Providing</p>	<p>Competent authorities and civil society organisations dealing with the protection of human and minority rights regularly inform Roma about their rights related to the regulation of personal status, and provide free legal</p>	

	Strengthen access to free legal assistance in accordance with the Law on Free Legal Assistance, and ensure full access rights to members of the Romany, Egyptian, and Ashkali community.		accordance with the Law on FLA:  Continuously, starting from I quarter of 2017.	assistance in accordance with the Law on FLA	assistance to members of the Romany, Egyptian, and Ashkali community in these procedures.  Adoption and implementation of the Law on Free Legal Assistance.	
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## II PROHIBITION OF DISCRIMINATION

### Current overview:

#### Legal framework:

The Constitution of the Republic of Serbia (*“Official Gazette of RS”, No. 98/2006*), the Law on Ratification of the European Convention for the Protection of Human Rights and Fundamental Freedoms (*“Official Gazette of SM – International Treaties”, Nos. 9/2003, 5/2005, and 7/2005 – corr. and “Official Gazette of RS – International Treaties”, Nos. 12/2010 and 10/2015*), the Law on Ratification of the International Covenant on Civil and Political Rights (*“Official Gazette of SFRY”, No. 7/71*), Anti-Discrimination Law (*“Official Gazette of RS”, No. 22/2009*), the Law on Protection of Rights and Freedoms of National Minorities (*“Official Gazette of FRY”, No. 11/2002, “Official Gazette of SM”, No. 1/2003 – Constitutional Charter and “Official Gazette of RS”, No. 72/2009 – another law and 97/2013 – Decision of the CC*), the Criminal Code (*“Official Gazette of RS”, Nos. 85/2005, 88/2005 – corr., 107/2005 – corr., 72/2009, 111/2009, 121/2012, 104/2013, and 108/2014*).

The Serbian government adopted an Action Plan for the implementation of the Strategy of prevention and protection against discrimination for the period from 2014 to 2018, and its consistent application and monitoring will lead to the improvement of the position of the most vulnerable social groups, among which national minorities are specifically recognised. The Council for the monitoring of the realisation of the Action Plan for the implementation of the Strategy of prevention and protection from discrimination has been established. Adoption and entry into force of the Anti-Discrimination Law of 2009 significantly strengthened the legal framework regarding the promotion of equality and protection from discrimination, among other things, on the basis of ethnicity. The Commissioner for the protection of equality, as a central national body specialised in the fight against all types and forms of discrimination, has been established by the mentioned law. The training of judges, public prosecutors, and police officers will improve their knowledge and skills, necessary for effective prosecution of hate crimes, and the development and distribution of educational materials, organisation of annual debates, and implementation of active media campaigns will bring about a higher level of tolerance, necessary for successful hate crime prevention.

The Government of the Republic of Serbia is aware that war crimes are *delicta contra juris gentium*, and that their prosecution falls within the concern of the international community as a whole, not just the national judiciary. The Government’s attitude is that all severe, widespread, and systematic war crimes must be investigated and the perpetrators punished in accordance with international standards, regardless of national, ethnic, and religious affiliation or status of the perpetrator and the victim. The Government of the Republic of Serbia firmly believes that domestic trials for war crimes committed during the armed conflict of the nineties are one of the most important steps in the reconciliation process, the development of good neighbourly relations and lasting peace in the region of

former Yugoslavia. Effective war crime trials are also a prerequisite to full democratisation of society through the affirmation of the rule of law and respect for the principles of humanitarian law, as achievements of modern humanity. For effective prosecution purposes, the Government of the Republic of Serbia adopted the National Strategy for prosecution of war crimes for the period 2016-2020.

STRATEGIC OBJECTIVE	OVERALL RESULT	IMPACT INDICATOR	SOURCE OF VERIFICATION
<p><b>To ensure the exercise of the rights and freedoms of national minorities under equal conditions, on the entire territory of the Republic of Serbia, the development of tolerance, and prevention of discrimination.</b></p>	<p>The level of acquired rights preserved and the exercise of the rights and freedoms of national minorities under equal conditions ensured on the entire territory of the Republic of Serbia.</p> <p>Active measures aimed at preventing discrimination in all relevant spheres of social life taken.</p> <p>Full compliance with the recommendations of the Ombudsman, the Provincial Ombudsman, and the Commissioner for the Protection of Equality.</p>	<p>- Number of minutes at public broadcasters/number of printed brochures and other printed materials dedicated to raising awareness of the rights of national minorities;</p> <p>- Number of trainings held for civil servants at all levels;</p> <p>- Number of trainings aimed at strengthening the awareness of all stakeholders of the criminal justice system about the importance of prosecuting hate crimes;</p>	<p>- Report of the Council for the monitoring of implementation of the Action Plan for the implementation of the Strategy of prevention and protection from discrimination;</p> <p>- Periodic opinion of the Advisory Committee of CoE on the implementation of the Framework Convention for the Protection of National Minorities.</p> <p>- Report of the European Commission Against Racism and Intolerance (ECRI)</p> <p>- Report of the Ombudsman.</p> <p>- Report of the Provincial Ombudsman.</p> <p>- Report of the Commissioner for the Protection of Equality.</p>

ACTIVITIES		PRINCIPAL IMPLEMENTING BODY	DEADLINE	FINANCIAL RESOURCES	RESULT INDICATORS	ACTIVITY IMPLEMENTATION STATUS
2.1.	Fast and detailed response to the findings and recommendations of the Ombudsman, the Provincial Ombudsman, and the Commissioner for the Protection of Equality in all cases affecting the rights of national minorities, and ensuring adequate support to these institutions to ensure the efficient processing of the submitted complaints, and to make it available to members of national minorities.	-Controlled authority -Ombudsman -Provincial Ombudsman -Commissioner for the Protection of Equality	Continuously	<b>Budget of the Republic of Serbia – 159,563 EUR</b>  <b>2014-2018 per 31,913 EUR</b>  <b>Connection with AP 23 3.2.1.6. Activity (Ombudsman)</b>  <b>Controlling authority-regular activity</b>	Number of recommendations of the Ombudsman to public authorities/number of recommendations which public authorities fully implemented.  Report on measures undertaken to provide adequate support to these institutions, to ensure the efficient processing of the submitted complaints.  Continuously provided access of national minorities to findings and recommendations of the Ombudsman, the Provincial Ombudsman, and the Commissioner for the Protection of Equality.  Number of proceedings initiated before other authorities	

2.2.	<p>Raising awareness among the general public, members of national minorities, and officials and employees in public authorities at all levels of the existence of national minorities in the country, their rights, and the rights to affirmative measures where they are necessary.</p>	<ul style="list-style-type: none"> <li>- The Office of Human and Minority Rights</li> <li>- The Ministry competent for state administration</li> <li>- Human Resources Management Department</li> <li>-Public broadcasters</li> <li>-Partners:</li> <li>National councils of national minorities</li> </ul>	Continuously	<p>Trainings and public debates:  <b>Budget of the Republic of Serbia – 28,000 EUR</b></p> <p><b>2015-2018 per 7,000 EUR</b></p> <p>-For activities of raising awareness of the rights of national minorities: <i>IPA 2016</i></p> <p>Apply for <i>IPA 2016</i></p> <p>Apply for bilateral assistance</p>	<p>Number of minutes at public broadcasters, dedicated to raising awareness of the rights of national minorities in general and in central news in Serbian.</p> <p>Surveys of citizens on satisfaction with the quality of the programme on public media service, dedicated to raising awareness of the rights of national minorities.</p> <p>Number of trainings held for officials and employees in public authorities at all levels and number of training participants.</p> <p>The number of public debates, printed brochures, posters, infographics, and other materials, aimed at promoting the rights of national minorities, distributed to public authorities and national councils of national minorities.</p>	
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<b>2.3.</b>	<p>Suppression of hate speech in the media and social networks.</p> <p>Connection to the measure 3.2.3 of the Action plan for Anti-discrimination</p>	<ul style="list-style-type: none"> <li>- Regulatory body for electronic media</li> <li>- Associations of journalists</li> <li>- Press Council</li> </ul>	Continuously	<p><b>The budget of the Regulatory body for electronic media</b></p> <p><b>Donors</b></p> <p><b>Connection with the measure 3.2.3 with AP for anti-discrimination 2016 – 800,000 RSD</b></p>	<p>Number of measures taken to prevent the spread of hate speech in the media and social networks, and the number of cases of hate speech in the media and social networks reduced</p> <p>The number of reports in the media denouncing hate speech increased.</p> <p>Independent analyses/studies confirm that the number of cases of spreading of hate speech in the media and social networks has been reduced.</p>	
<b>2.4.</b>	Initiating the process of protection from hate speech	-National councils of national minorities	Continuously	<b>Budgets of the national councils of national minorities – regular activity</b>	The number of processes initiated by the national councils of national minorities.	
<b>2.5.</b>	Implementation of training aimed at strengthening the awareness of all stakeholders of the criminal justice system about the importance of prosecuting hate crimes.	<ul style="list-style-type: none"> <li>- The Ministry responsible for internal affairs</li> <li>- Republic Public Prosecutor's Office</li> <li>- Judicial</li> </ul>	Continuously	<p><b>Budget of the Republic of Serbia – 4,076,500 EUR</b></p> <p><b>Donations</b></p> <p><b>Connection with 3.10.1.3.</b></p>	Number of trainings aimed at strengthening the awareness of all stakeholders of the criminal justice system about the importance of prosecuting hate crimes conducted and number of participants.	



		Academy  -Partner: National councils of national minorities				
<b>2.6.</b>	Strengthening awareness of citizens about the causes and consequences of hate crimes and zero tolerance to such acts.	- The Office of Human and Minority Rights  - The Ministry responsible for internal affairs  - Republic Public Prosecutor's Office  -Public media service  Partner: National councils of national minorities	Continuously	<b>Connection with AP 23 3.10.1.4.</b>  <b>IPA 2013 – 203,440 EUR</b>  <b>2015-2018 per 50,860 EUR</b>	Number of minutes at the public media aimed at raising awareness about the causes and consequences of hate crimes and zero tolerance to such acts annually, in general and in central news in Serbian.  The number of acts of violence and hate speech against national minorities reduced.  The work of competent state authorities and other institutions presented.	
<b>2.7.</b>	Implementation of effective investigation, adequate qualification, and efficient prosecution of perpetrators of offences with the features of national hatred and intolerance, and racial, religious, and other discrimination, including offences committed via the Internet, social networks, and public appearances.  Improving the investigation and	- Republic Public Prosecutor's Office  - The Ministry responsible for internal affairs  -Supreme Court of Cassation	Continuously	<b>Budget of the Republic of Serbia – 4,085 EUR</b>  Regular budget resources  Connection with AP 23 3.8.1.15.	Actions to be taken in the criminal justice system (number of ongoing investigations, number of actions taken by the prosecutor's office) in order to prosecute hate crimes confirm that hate crime is adequately	

	prosecution of perpetrators of offences with the features of national hatred and intolerance and racial, religious, and other discrimination, including offences committed via the Internet, social networks, and public appearances, by increasing the efficiency of procedures, keeping separate records, and conducting training				suppressed.  Number of indictments raised.  Number and structure of final judgments.	
2.8.	Consider amending the Constitution in the part referring to the use of affirmative action in order to eliminate possible ambiguities and harmonising provisions	Working group for amending the Constitution	IV quarter 2017	<b>Budget of the Republic of Serbia 560,543 EUR</b>  <b>*Total budgeted funds include the costs of activities in connection with the Constitution, reported in the period 2015-2017 individually</b>	The new Constitution contains clear rules on the application of affirmative measures	

### III AREA OF CULTURE AND MEDIA

#### Current overview:

##### Legal framework:

The Constitution of the Republic of Serbia (*“Official Gazette of RS”*, No. 98/2006), the Law on Protection of Rights and Freedoms of National Minorities (*“Official Gazette of FRY”*, No. 11/2002, *“Official Gazette of RS”*, No. 72/2009 – another law and 97/2013 – Decision of the CC), the Law on National Councils of National Minorities (*“Official Gazette of RS”*, Nos. 72/09, 20/14 – Decision of the CC and 55/14), the Law on Public Information and Media (*“Official Gazette of RS”*, No. 83/2014), the Law on Electronic Media (*“Official Gazette of RS”*, No. 83/2014) and the Law on Public Media Broadcasters (*“Official Gazette of RS”*, No. 83/2014), the Law on Culture (*“Official Gazette of RS”*, No. 72/09), the Law on Cultural Property (*“Official Gazette of RS”*, Nos. 71/94, 52/11 other laws and 99/2011 – another Law), Law on Free Access to Information of Public Importance (*“Official Gazette of RS”*, No. 120/04), Law on Advertising (*“Official Gazette of RS”*, No. 79/2005), Law on Electronic Communications (*“Official Gazette of RS”*, No. 44/10), Law on Local Self-Government (*“Official Gazette of RS”*, Nos. 129/2007 and 83/2014 and another Law), Law on Library and Information Activity (*“Official Gazette of RS”*, No. 52/11), Law

on Old and Rare Library Holdings (“Official Gazette of RS”, No. 52/11), Law on Ratification of the Convention for the Safeguarding of the Intangible Cultural Heritage (“Official Gazette of RS” – International treaties 1/10) and Law on Cinematography (“Official Gazette of RS”, Nos. 99/2011, 2/2012 – corr. and 46/2014 – Decision of the CC). Law on Compulsory Copy of the Publication (“Official Gazette of RS”, No. 52/11), Law on Issuing Publications (“Official Gazette of RS”, Nos. 37/91, 53/93 – another law, 67/93 – another law, 48/94 – another law, 135/04 and 101/05 – another law).

The financing of National Councils for conducting activities in the field of culture, education, information, and use of language and script shall be regulated by the Law on National Councils of National Minorities. Media regulations, starting from the Constitutional guarantees and the strategic orientation of the country, contain norms which provide for the right to information of members of national minorities. In accordance with the new media laws, when it comes to the media founded by national councils of national minorities, it is envisaged that the national councils may indirectly (through institutions, foundations, and companies which they establish) be the media founders. The Law on Public Information and Media stipulates that media privatisation is done in a manner that ensures continuity in the production of media content of public interest, for a period of five years from the date of conclusion of the contract on the sale of capital. The continuity in the production of media content includes the obligation to maintain the share of programme time in certain languages of national minorities, i.e. the share of informative, educational, scientific, cultural, artistic, children's, entertainment, sports, and other programmes of public interest in certain minority languages, in accordance with the programme schedule, which was valid for a period of twelve months prior to the date of entry into force of the Law on Public Information and the Media. Then, the Laws establish the obligation of the Republic of Serbia, autonomous province, and local self-governments to co-finance projects and programmes in the languages of national minorities. For projects to be submitted in order to raise the quality of information of persons belonging to national minorities, it is obligatory to obtain an opinion of the relevant national council of national minority, which is to be submitted to the selection committee. There is still not a significant number of established community media, and the existing ones are not sufficiently supported financially. There is an open space for further improvement of factual relationships concerning the distribution of the funds for the co-financing of projects in this field.

Public support is provided to a large number of minority language media in AP Vojvodina, while in the part of the territory of the Republic of Serbia outside APV, there is not the same level of support provided.

In the process of privatisation of the media that publish content in the languages of national minorities, one group of media has been successfully privatised, another group of media still awaits the completion of the privatisation process by transferring capital to employees without compensation, while in the case of the third group of media, privatisation has been suspended.

The participation of national minorities is provided by the Law on Electronic Media, which stipulates that one member of the Council of the regulatory body for the electronic media will be the representative of the national councils of national minorities. Through the law, the Republic of Serbia has established two public media services, the public media institution “Radio Television of Serbia”, and the public media institution “Radio Television of Vojvodina”. The Republic of Serbia guarantees by law and provides sufficient and stable source of funding for public media services. It is the obligation of public media services to make the content of their programmes generate public interest, which includes, among other things, meeting the needs of citizens for programme content that ensures the preservation and expression of cultural identity of both Serbian people and national minorities, taking into account that national minorities follow certain programme segments in their native language and script. General Director of the public broadcaster shall obtain the opinion of national councils of national minorities on the candidates for the managing editor of programs in the minority language before submitting a proposal for their appointment to the management board.

Within the current legislative framework, there is a possibility that all the books in the languages of national minorities, regardless of the domicile of the publisher, obtain adequate cataloguing in publication (CIP) record, the appropriate standardisation number, and participate in the bidding for the purchase of publications for the libraries on the territory of RS, through an authorised dealer registered for that activity in the Republic of Serbia.

STRATEGIC OBJECTIVE	OVERALL RESULT	IMPACT INDICATOR	SOURCE OF VERIFICATION
<p><b>Improving the situation in the media and development of media content of interest for members of minority communities through the provision of qualitative, quantitative, geographically accessible, and, with the obligation of the state, financially viable information in the languages of national minorities. The development of the minority community culture and intercultural dialogue. In relation to the current situation, ensure the continuity of financing of the media in the languages of national minorities in APV, in accordance with the law, and raise the level of funding of media in the languages of national minorities in the rest of the RS, in order to reduce the differences in relation to the current level of funding.</b></p>	<p>A sustainable system of information in the languages of national minorities established, which qualitatively, quantitatively, and geographically matches the needs of persons belonging to national minorities.</p> <p>Special attention paid to national minorities in the media with national coverage.</p> <p>Protection of cultural goods and elements of intangible cultural heritage ensured, of special importance for the national minority.</p> <p>Culture of mutual respect and understanding, suppression of prejudices and segregation improved, especially in multi-ethnic communities and the relationship between young people.</p>	<p>Media content in minority languages available, in accordance with the needs of national minorities.</p> <p>Public media services sufficiently provide media content and news programmes in the languages of national minorities.</p> <p>Calls for the allocation of funds for the development of culture and arts of national minorities are regularly announced.</p>	<p>Periodic opinion of the Advisory Committee of CoE on the implementation of the Framework Convention for the Protection of National Minorities</p> <p>The annual report of the Ombudsman of the Republic of Serbia</p> <p>Annual Report of the Provincial Ombudsman;</p> <p>Reports of competent state authorities on the funding of the media in languages of national minorities and the realised calls for co-financing of media projects in the languages of national minorities.</p> <p>Reports of national councils of national minorities on the quantity of media content in languages of national minorities in the media.</p> <p>Calls in the field of</p>

						cultural heritage (calls for, among other things, for the granting of funds for the protection of immovable, movable, and intangible heritage and the development of library-information activity, of special importance for the national minority) are regularly announced.
ACTIVITIES		PRINCIPAL IMPLEMENTING BODY	DEADLINE	FINANCIAL RESOURCES	RESULT INDICATORS	ACTIVITY IMPLEMENTATION STATUS
3.1.	<p>Ensuring the application of Articles 6 and 9 of the Framework Convention and Article 11 of the European Charter through the identification of the appropriate model among the different modalities, such as:</p> <ul style="list-style-type: none"> <li>- Improvement of project co-financing, especially in relation to the role of national councils of national minorities.</li> <li>- Programme financing of the media, whose founders/editors are national councils of national minorities.</li> <li>- The exclusion of the media owned by the national councils of national minorities from the privatisation process.</li> <li>- Increased amount of content in the languages of national minorities at the Public Broadcasting Services (RTS/RTV) by declaring the broadcast</li> </ul>	<ul style="list-style-type: none"> <li>- The Ministry in charge of information</li> <li>- Ministry in charge of state administration</li> <li>- Regulatory Authority for Electronic Media</li> <li>- National Councils of national minorities</li> <li>- Public media services</li> </ul>	I-II quarter of 2016	<p><b>TAIEX – 2,250 EUR</b></p> <p><b>in 2016</b></p>	Suitable model that ensures financial sustainability of media in minority languages and the preservation of the current level of achievement of the right to information in minority languages, identified through an inclusive process, in consultation with national minorities.	

	<p>of such content as the satisfaction of public interest.</p> <p>- Connecting the media privatisation with the conditional licencing by RAEM, with the obligation to broadcast a certain amount of programmes in minority languages.</p> <p>At the same time, analysis of the impact of the effects of privatisation and digitalisation on the media that broadcast content in minority languages, in consultation with national minorities,</p> <p>in order to ensure the financial sustainability of media in minority languages, through an inclusive process with representatives of national minorities, to ensure the maintenance of the existing level of achievement of the right to information in minority languages.</p>					
3.2.	<p>Ensuring the sustainability of the media, including the production of media content, whose founders are indirectly national councils of national minorities in the transitional period until the entry into force of the new Law on National Councils of National Minorities.</p>	<p>-Government of the Republic of Serbia</p>	<p>From the I quarter of 2016 to the entry into force of the new Law on national councils of national minorities</p>	<p><b>Budget of the Republic of Serbia – 200,000 EUR</b></p> <p><b>in 2016</b></p> <p><b>Apply for the EU programmes:</b></p> <p>-Creative Europe</p>	<p>Number of the media/production whose founders are national councils of national minorities</p> <p>Amount of funds</p>	

				-Media call  <b>Bilateral donations</b>  <b>Apply for IPA</b>		
<b>3.3.</b>	Ensuring the sustainability of the media, including the production of media content, whose founders are indirectly national councils of national minorities in the transitional period until the entry into force of the new Law regulating activities of National Councils of National Minorities	-Ministry of public administration and local self-government	II quarter of 2017	<b>Budget of the Republic of Serbia –</b> through the Budget fund for national minorities  <b>Budget of the Autonomous Province of Vojvodina</b>  <b>Budget of the units of the local self-government</b>  <b>Donations</b>  <b>-The amount and structure of funds depends on the solutions envisaged by the new Law</b>	Number of the media whose founders are national councils of national minorities  Amount of funds	

3.4.	<p>To ensure sufficient and stable funding that guarantees the sustainability of media in minority languages, through:</p> <ul style="list-style-type: none"> <li>- Improvement of by-laws in respect of the project co-financing, especially in relation to the role of national councils of national minorities, providing stable and continuous financing of media content production, of importance for the members of national minorities.</li> <li>- Programme financing of the media content whose founders/editors are national councils of national minorities</li> <li>- Continued budgetary support for the media owned by the national councils of national minorities;</li> <li>- Exclusion of media owned by the national councils from the privatisation in accordance with the Law on Public Information and Media;</li> <li>-Public call for the co-financing of media content in the languages of national minorities with full respect for opinions of the national councils on the manner of allocation of funds;</li> <li>- Ensuring the co-financing of media in the languages of national minorities;</li> <li>- Ensuring the participation of the councils of national minorities in the work of the council of the regulatory</li> </ul>	<ul style="list-style-type: none"> <li>-The Ministry in charge of information</li> <li>- The Office of Human and Minority Rights</li> <li>- The Ministry competent for state administration</li> <li>- The Province Secretariat responsible for information</li> <li>- Local self-government units</li> <li>- Regulatory authority for electronic media</li> </ul>	Continuously	<ul style="list-style-type: none"> <li>- <b>Budget fund for national minorities</b> – the funds will be determined on an annual basis from the moment of its operationalisation</li> <li>- <b>Budget of the Republic of Serbia</b> – regular activity</li> <li>- <b>Budgets of local self-government units</b> - costs borne by local self-government units</li> <li>- <b>Budget of the Autonomous Province of Vojvodina</b> - costs borne by the Government of the Autonomous</li> </ul>	<ul style="list-style-type: none"> <li>- Amount of the budget fund for the support to the media owned by the national councils of national minorities continued.</li> <li>- Media owned by the national councils exempted from privatisation, in accordance with the Law on Public Information and the Media.</li> <li>-Changed by-laws specifying and amending the funding mechanism</li> <li>- Number and amount of funds granted at calls for the co-financing of media content in minority languages are regularly announced, with full consideration of opinions of the national councils on the manner of allocation of funds;</li> <li>- Number and structure of the accepted opinions of national councils;</li> <li>- Amount of the ensured funds for the co-financing of the media in</li> </ul>	
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	authority for electronic media, based on clear selection criteria.			Province of Vojvodina  <b>Connection with AP 23 3.8.1.4.</b>	the languages of national minorities;  - Councils of national minorities participate in the work of the council of the regulatory authority for electronic media.	
<b>3.5.</b>	Raising public awareness about the rights of national minorities and respect for cultural and linguistic diversity by supporting the production of media content in order to achieve equal rights and further strengthen the understanding of the culture of national minorities as an integral part of society as a whole.	<ul style="list-style-type: none"> <li>- The Ministry in charge of information</li> <li>- Public radio and television service</li> <li>- Provincial administration</li> <li>- Units of local self-government</li> </ul>	Continuously, by organising annual calls	<b>Budget of the Republic of Serbia – 654,222 EUR</b>  <b>2014-2016 per 218,074 EUR</b>  <b>2017-2018 – unknown at this moment</b>  <b>Budget of the Autonomous Province of Vojvodina – Costs shall be borne by the Government of the Autonomous Province of Vojvodina</b>  <b>Budgets of units of local self-government – Costs shall be borne by</b>	Increased media reports relating to the awareness-raising about the national minorities and cultural and linguistic diversity.  Number of minutes in central news in public media service, focused on raising awareness of the rights of national minorities and the promotion of cultural and linguistic diversity and promotion of a culture of tolerance.  Special attention is given to the proposals and opinions of the councils of national minorities in the process of allocation of funds for media content on the rights of national minorities and the promotion of cultural and linguistic differences and culture of tolerance.	

				<b>units of local self-government</b>  <b>Connection with AP 23 3.8.1.5.</b>		
<b>3.6.</b>	<p>Providing support to organisations of national minorities in the preparation of project documentation for participation in calls for the co-financing of media content in the languages of national minorities.</p>	<p>- The Ministry in charge of information</p> <p>-Provincial secretariat for culture and information</p> <p>-Partners:</p> <p>- Civil society organisations</p> <p>- National councils of national minorities</p>	Continuously, starting from I quarter of 2016	<b>Donations</b>  <b>*Value of the donation depends on the number of organisations of national minorities that will apply for the participation in the call</b>	<p>Increased capacity of organisations of national minorities for the preparation of project documentation for participation in calls for the co-financing of media content in the languages of national minorities.</p> <p>Number of approved project proposals by organisations of national minorities.</p>	
<b>3.7.</b>	<p>Increase of the amount of content in the languages of national minorities at the Public Broadcasting Service (RTS), in accordance with Article 7 of the Law on Public Media Services, and Article 17 of the Law on the Protection of the Rights and Freedoms of National Minorities, in order to acquire the right to full and objective information in the language national minorities through:</p> <p>- Establishment of the editorial board</p>	<p>- Radio Television of Serbia/Radio Television of Vojvodina</p> <p>- Regulatory authority for electronic media</p>	Continuously, starting from I quarter of 2016	<b>Budget of the Radio Television of Serbia – Costs shall be borne by the Radio Television of Serbia</b>  <b>Budget of the Radio Television of</b>	<p>Editorial board for the programme in minority languages established.</p> <p>The number of news reports in minority languages increased.</p> <p>The number of minutes at the RTS in different minority languages.</p>	

	<p>for the programme in the languages of national minorities;</p> <ul style="list-style-type: none"> <li>- Provision of informative content in the languages of national minorities (news or newscast in minority languages);</li> <li>- Broadcasting of cultural and educational programmes in minority languages;</li> <li>- Expansion of cooperation with public media services of countries that have national minorities in Serbia.</li> </ul> <p>Establish cooperation with independent minority productions, in accordance with the legal obligation of publication of programme content of independent productions, to obtain content in minority languages</p>			<b>Vojvodina – Costs shall be borne by the Radio Television of Vojvodina</b>		
<b>3.8.</b>	Ensuring visibility of programmes of public television services on the whole territory of RS within the system of cable operators	<p>-Regulatory authority for electronic media</p> <p>-Ministry in charge of information</p>	I quarter of 2016	<p><b>Budget of the Regulatory authority for electronic media – Costs shall be borne by the Regulatory authority for electronic media</b></p> <p><b>*Regular activity that is carried out by employees within their regular duties, which are within their standard</b></p>	Visibility of programmes of public television services on the whole territory of RS within the system of cable operators provided	

				salaries		
<b>3.9.</b>	Exercising the participation of national minorities in the election of members of the RAEM Council and the appointment of editor of the programmes in languages of national minorities.	<p>- Radio Television of Serbia/Radio Television of Vojvodina</p> <p>- Regulatory authority for electronic media</p>	Continuously	<p><b>The budget of the Radio Television of Serbia – regular activity</b></p> <p><b>The budget of the Regulatory authority for electronic media – regular activity</b></p> <p><b>Activity with negligible costs</b></p>	<p>A representative of the national councils of national minorities elected member of RAEM.</p> <p>A common view of the national councils of national minorities on the choice of programme editors in the language of national minorities obtained.</p>	
<b>3.10.</b>	<p>Public calls for the allocation of funds for development of culture and arts of national minorities.</p> <p>Call for financing and co-financing of projects in the field of cultural heritage protection, in the areas of:</p> <ul style="list-style-type: none"> <li>- Library and information activity;</li> <li>- Protection, conservation, and presentation of archaeological heritage;</li> <li>- Protection, conservation, and</li> </ul>	- The ministry responsible for culture	Continuously, by organising annual calls	<p><b>Budget of the Republic of Serbia – 5,470,620 EUR</b></p> <p><b>2016-2018 per 1,823,540 EUR</b></p>	<p>Number of public calls for the allocation of funds for development of culture and arts of national minorities are announced annually.</p> <p>Number of projects concerning national minorities supported at calls for co-financing of</p>	

	<p>presentation of archival materials;</p> <ul style="list-style-type: none"> <li>- Protection, conservation, and presentation of museum heritage;</li> <li>- Protection, conservation, and presentation of intangible cultural heritage;</li> <li>- Protection, conservation, and presentation of immovable cultural heritage;</li> <li>- Protection, conservation and presentation of old and rare library materials</li> </ul>				<p>projects in the field of culture</p> <p>Amount of funds per areas and amount of funds in a given area per national minority</p>	
<b>3.11.</b>	Encouraging the procurement of books in languages of national minorities in the field of contemporary creativity	<ul style="list-style-type: none"> <li>-National councils of national minorities</li> <li>-Commission made by the Ministry in charge of culture</li> <li>-National library</li> </ul>	Continuously	<b>Budget of the Republic of Serbia – regular activity</b>	Number of purchased publications in languages of national minorities	
<b>3.12.</b>	Professional training of journalists and other media professionals with the aim of improving the media reporting on minority issues and encouraging balanced and objective reporting	<ul style="list-style-type: none"> <li>-Associations of journalists</li> <li>-Civil society organisations</li> <li>-National councils of national minorities</li> </ul>	Continuously, starting from I quarter of 2017	<b>Donations</b>  <b>*Value of donation depends on the number of participants</b>	<p>Number and structure of trainings</p> <p>Number of participants</p>	
<b>3.13.</b>	Conducting analysis of the costs of potential introduction of translation of programmes in the languages of national minorities into Serbian, in order to improve the access of all citizens to media content in the languages of national minorities, including:	<ul style="list-style-type: none"> <li>-Radio-Television of Serbia/Radio-Television of Vojvodina</li> </ul>	Starting from the I quarter of 2017	<b>Budget of the Republic of Serbia</b>  <b>8,642 EUR in 2017</b>	<p>Cost analysis conducted</p> <p>Special areas/topics identified</p>	

	-special areas/topics -sustainability -benefits of social integration and development of multi-cultural society as a whole					
<b>IV FREEDOM OF RELIGION</b>						
<b>Current overview:</b>						
<p>Legal framework:          The Constitution of the Republic of Serbia ("Official Gazette of RS", No. 98/2006), the Law on Protection of Rights and Freedoms of National Minorities ("Official Gazette of FRY", No. 11/2002, "Official Gazette of RS", Nos. 72/2009 – another law and 97/2013 – Decision of the CC), the Law on Churches and Religious Communities ("Official Gazette of RS", No. 36/06).</p> <p>In the area of freedom of thought, conscience, and religion, starting from the idea proclaimed in the Constitution of the Republic of Serbia, stating that the churches and religious communities are equal and free to organise independently their internal structure, religious matters, to publicly perform religious rites, and bearing in mind the specificities of European legal traditions in this domain, and cultural characteristics of the region to which Serbia belongs, it is necessary to conduct a thorough comparative analysis of the legal status of churches and religious communities. The backbone of this analysis will be the countries with which the Republic of Serbia borders, which have already met the criteria for EU membership. The above-mentioned approach is based on the cultural similarities of the countries in the region, and the fact that the same religious communities are present in these countries, but also the fact that it is necessary to use the lessons of countries that have already gone through the integration process. Upon the conducted analysis, all measures necessary to implement the recommendations of analysis will be taken, with the purpose of full harmonisation with the identified standards and best practices. Dialogue with the Serbian Orthodox Church will be launched, in order to encourage the use of minority languages in rituals, in accordance with possibilities and needs, guided by the principle of state neutrality with respect to religious issues, to ensure that there are no unjustified restrictions in access of national minority members to religious ceremonies in their native language. Authorities of the Republic of Serbia shall, in the course of this dialogue, inform the representatives of national minorities through periodic meetings and public announcements, ensuring in this way the active participation of representatives of national minorities and the possibility that their specific needs are taken into account.</p>						
<b>STRATEGIC OBJECTIVE</b>			<b>OVERALL RESULT</b>		<b>IMPACT INDICATOR</b>	<b>SOURCE OF VERIFICATION</b>

<b>Respect for religious freedom in the context of the establishment and registration of religious organisations, based on the principle of state neutrality, i.e. separation of state and religious communities.</b>		Freedom of religion is guaranteed in legislation and implemented in practice, in the context of the establishment and registration of religious organisations, based on the principle of state neutrality, i.e. separation of state and religious communities.		Number of churches and religious communities and their organisational units in the Republic of Serbia, in which service is performed in the language of the national minority.		Periodic opinion of the Advisory Committee of CoE on the implementation of the Framework Convention for the Protection of National Minorities	
		Pragmatic solution to facilitate access of national minorities to religious services in minority languages/speech found, through dialogue between churches.		The inter-religious dialogue established, in order to promote certain aspects of freedom of religion.		Report of the Ombudsman;	
						Report of the Commissioner for the Protection of Equality.	
ACTIVITIES		PRINCIPAL IMPLEMENTING BODY	DEADLINE	FINANCIAL RESOURCES	RESULT INDICATORS	ACTIVITY IMPLEMENTATION STATUS	
4.1.	Conducting comparative legal expert analysis, in terms of regulating the status of churches and religious communities in order to establish the specific criteria based on best practices of the member states of the European Union in the region (for example, Romania, Croatia, Slovenia, Hungary) and application of solutions adopted in the region.	- Office for cooperation with churches and religious communities	IV quarter of 2015	<b>Budget of the Republic of Serbia – 9,574 EUR</b>  <b>Connection with AP23 3.4.1.1.</b>	A comparative analysis of best practices of EU member states in the region conducted, in terms of regulating the status of churches and religious communities.		
4.2.	Implementation of the recommendations resulting from the analysis of best practices of EU member states in the region, in terms of regulating the status of churches and religious communities.	- Office for cooperation with churches and religious communities -Government of the Republic of Serbia -National Assembly	Continuously, starting from IV quarter of 2015	<b>Budget of the Republic of Serbia</b>	The implemented recommendations resulted from the analysis of best practices of EU member states in the region, in terms of regulating the status of churches and religious communities.		

<b>4.3.</b>	Encouraging intensive dialogue, respecting the principle of separation of church and state, between representatives of the Serbian Orthodox Church and the Romanian Orthodox Church, in order to find pragmatic solutions which will facilitate the access of national minority to religious services in minority languages.	-Government of the Republic of Serbia	Continuously, starting from IV quarter of 2015	<b>Budget of the Republic of Serbia – Activity with negligible costs</b>	A pragmatic solution that will facilitate the access of national minorities to religious services in minority languages found, through dialogue between churches.	
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## V THE USE OF LANGUAGE AND SCRIPT

### Current overview:

Legal framework: The Constitution of the Republic of Serbia (“Official Gazette of RS”, No. 98/2006); The Law on the Official Use of Languages and Scripts (“Official Gazette of RS”, Nos. 45/91, 53/93, 67/93, 48/94, 101/2005, and 30/2010); The Law on Protection of Rights and Freedoms of National Minorities (“Official Gazette of FRY”, No. 11/2002, “Official Gazette of SM”, No. 1/2003 – Constitutional Charter and “Official Gazette of RS”, Nos. 72/2009 – another law and 97/2013 – Decision of the CC); The Law on National Councils of National Minorities (“Official Gazette of RS”, Nos. 72/2009, 20/2014 – Decision of the CC and 55/2014);

Regulations, which, through some articles, regulate the official use of languages and scripts:

Law Establishing the Jurisdiction of the Autonomous Province of Vojvodina (“Official Gazette of RS”, Nos. 99/2009 and 67/2012 – Decision of the CC); Law on the Local Self-Government (“Official Gazette of RS”, No. 129/07); Law on Registry Books (“Official Gazette of RS”, No. 20/2009); Family Law (“Official Gazette of RS”, Nos. 18/2005 and 72/2011 – another law); Law on Identity Cards (“Official Gazette of RS”, Nos. 62/2006 and 36/2011); Law on Travel Documents (“Official Gazette of RS”, Nos. 90/2007, 116/2008, 104/2009, 76/2010, and 62/2014); The Law on General Administrative Procedure (“Official Gazette of FRY”, Nos. 33/97 and 31/2001, “Official Gazette of RS”, No. 30/2010); The Law on Civil Procedure (“Official Gazette of RS”, Nos. 72/2011, 49/2013 – Decision of the CC, 74/2013 – Decision of the CC and 55/2014); Law on Extra-Judicial Proceedings (“Official Gazette of SRS”, Nos. 25/82 and 48/88 and “Official Gazette of RS”, Nos. 46/95 – another law, 18/2005 – another law, 85/2012, 45/2013 – another law and 55/2014); The Law on Criminal Procedure (“Official Gazette of RS”, Nos. 72/2011, 101/2011, 121/2012, 32/2013, 45/2013, and 55/2014); The Law on Minor Offences (“Official Gazette of RS”, No. 65/2013); The Law on Public Notaries (“Official Gazette of RS”, Nos. 31/2011, 85/2012, 19/2013, 55/2014 – another law, 93/2014 – another law, 121/2014 and 6/2015), the Law on Election of Deputies (“Official Gazette of RS”, Nos. 35/2000, 57/2003 – Decision of the CC of RS, 72/2003 – another law, 75/2003 – corr. of another law, 18/2004, 101/2005 – another law, 85/2005 – another law, 28/2011 – Decision of the CC, 36/2011 and 104/2009 – another law); The Law on Local Elections (“Official Gazette of RS”, Nos. 129/2007, 34/2010 – Decision of the CC and 54/2011), the Law on the Seal of State and Other Agencies (“Official Gazette of RS”, No. 101/07); The Law on the Constitutional Court (“Official Gazette of RS”, Nos. 109/2007, 99/2011, and 18/2013 – Decision of the CC).

Alterations and amendments to the Law on the Official Use of Languages and Scripts of 2010 achieved a harmony between this law and the Law on National Councils of National Minorities, after which a large number of additional municipalities or settlements within a municipality introduced minority languages into official use (together with the Serbian language and Cyrillic script in official use in the entire Serbia). The law stipulates that local self-governments are obliged



to, through their statutes, bring into equal official use the language and script of a national minority if the percentage of that national minority in the total population on its territory reaches 15% according to the last census. In addition to these obligations, Paragraph 1 of Article 11 of the Law states that on the territory of the local self-government unit, where persons belonging to national minorities traditionally live, their language and script can be in equal official use. However, the implementation of the right to use of minority languages in contacts with the public authorities is somewhat uneven in the whole of Serbia. In this regard, there is a need to ensure uniform application of regulations on the official use of languages and scripts, which will be achieved by providing the necessary resources available, raising awareness of both civil servants and members of national minorities, in order to ensure the effective exercise of rights in this area, as well as through the engagement of civil servants at the local level who are experts in the relevant languages.

STRATEGIC OBJECTIVE	OVERALL RESULT	IMPACT INDICATOR	SOURCE OF VERIFICATION
<p><b>Full respect for the rights to use the minority language/speech and script, with a flexible application of the introduction of minority language/speech into official use, in accordance with ratified international agreements, and the provision of funds from the budget.</b></p>	<p>Ensured exercise of the right to free choice and use of personal names of persons belonging to national minorities, and entry of these personal names in all public documents, official records, and collections of personal data in the language and orthography of the national minority.</p> <p>The practice of flexible introduction of language and script of national minorities into official use continued.</p> <p>Funds for the realisation of the right to official use of languages and scripts provided.</p>	<p>Number of entered personal names in all public documents, official records, and collections of personal data, and issuance of documents with the registered data on personal name in the language and script of national minorities in accordance with the regulations;</p> <p>Increased percentage of prepared and set up boards with names of municipal bodies and organisations, settlements, and other geographical names at roads, streets, and squares, as well as other information and warnings to the public in languages of national minorities that are in official use, and for</p>	<p>- Reports of the Administrative Inspectorate;</p> <p>- Periodic opinion of the Advisory Committee of CoE on the implementation of the Framework Convention for the Protection of National Minorities</p> <p>- Report of the Ombudsman;</p>

					<p>printing of bilingual or multilingual forms;</p> <p>Number of cases processed in the languages of national minorities;</p> <p>Increased percentage of funding activities aimed at promoting the realisation of the right to official use of languages and scripts of national minorities through public calls.</p>	
ACTIVITIES		PRINCIPAL IMPLEMENTING BODY	DEADLINE	FINANCIAL RESOURCES	RESULT INDICATORS	ACTIVITY IMPLEMENTATION STATUS
5.1.	Improving the work of authorities of local self-government units on the entire territory of the Republic of Serbia (municipal and city governments) in discharging the tasks of entry of certain personal names in registry books in the languages and scripts of national minorities in accordance with the law.	- The Ministry competent for state administration	Development: IV quarter of 2015	<p><b>Budget of the Republic of Serbia – 681 EUR</b></p> <p><b>2015-2017 per 170 EUR</b></p> <p><b>2018 – 171 EUR</b></p> <p><b>Connection with AP23 3.8.1.25</b></p>	<p><b>Instruction which directs the organisation of work and mode of work of the registrar and deputy registrar, in connection with exercising the right of entry of a name in the registry books in the languages and scripts of national minorities, prepared and submitted to the municipal and city administrations</b></p>	

5.2.	Training of the registrar and the deputy registrar in connection with the implementation of laws and regulations governing the registration of personal names of persons belonging to national minorities in the registry books in the languages and scripts of national minorities.	- The Ministry competent for state administration	IV quarter of 2015	<b>UNHCR 21,900 EUR</b>  <b>Connection with AP23 3.8.1.27</b>	Number of trainings held  Number of registrars and deputy registrars per each of the training sessions held	
5.3.	Intensified supervision of the implementation of the rights of national minorities in relation to the entry of a name in the language and script of a national minority in the registry books.	- The Ministry competent for state administration  - Administration Inspectorate	Continuous activity	<b>Budget of the Republic of Serbia – Regular activity conducted by employees within their regular duties within the framework of their standard salaries</b>	Number of carried out cases of supervision over the work of the municipal and city administrations in the delegated tasks of keeping the registry books, especially in the part that refers to the way of registration of personal names of members of national minorities in the registry books  Number of ordered measures  Number of measures realised	
5.4.	Provision and distribution of additional funding to bodies and organisations on the territory of the local self-governments in which there is the official use of at least one language of a national minority, in order to improve the realisation of the right to official use of languages and scripts, in the RS budget for local self-governments out of AP Vojvodina, and the AP	- Ministry of Finance  - APV – Province Secretariat of Finance  - The Ministry of Public	For calls: Continuously, starting from 2017  For direct budget funds: from 2017	<b>Connection with 3.8.1.34.</b>  <b>Budget of the Autonomous Province of Vojvodina – 87,230 EUR</b>	Amount of direct budget funds  Calls for the allocation of additional budgetary funds are announced annually.  Number of realised calls.	

	Vojvodina budget for local self-governments in Vojvodina, as well as in the budgets of local self-governments for their territory, through direct allocation of budget funds and the announcement and implementation of the call.	Administration and Local Self-Government;  - The Province Secretariat for Education, Administration, and National Minorities – national communities.  -Units of local self-government		<b>Budget of the Republic of Serbia – Costs currently unknown</b>  –*Costs depend on the number of units of local self-government that apply	The control of purposeful expenditure of allocated funds executed;  Increased percentage of funding activities aimed at promoting the realisation of the right to official use of language and script of national minorities through calls;	
5.5.	Encouraging the flexible application of introduction of minority languages into official use in areas traditionally inhabited by national minorities, in accordance with Paragraph 1 of Article 11 of the Law on the Official Use of Language and Script, and the provision of funds to finance these activities from the budget.	- Local self-government units - Councils for interethnic relations	Continuously	<b>Budget of the Republic of Serbia</b>  <b>Budget of units of local self-governments – Costs shall be borne by units of local self-governments</b>	Increased number of local self-governments that have introduced a minority language into official use.  Number of units of local self-governments where there is minority language in official use	
5.6.	Alterations and amendments to the Law on protection of rights and freedoms of national minorities, i.e. the Law on the official use of languages and scripts, in order to allow in some inhabited places on the territory of the local government unit, where a certain minority language is not in official use, the printing of topographical signs and other markings in language/speech of a national minority, if the percentage of that national minority in the total population	-Republic secretariat for legislation  -Ministry of public administration and local self-government  -Partner: Representatives	I quarter of 2017	<b>Budget of the Republic of Serbia – 48,900 EUR</b>	Alterations and amendments of the Law on the protection of rights and freedoms of national minorities, i.e. the Law on the official use of languages and scripts adopted	

	on the territory of the inhabited place reaches 15% according to the last census	of national councils of national minorities				
<b>5.7.</b>	<p>Raising awareness of national minorities, as regards the exercise of the right to use minority languages in contacts with local authorities and other competent public authorities in areas where national minorities live, through:</p> <ul style="list-style-type: none"> <li>- The duty of the competent authority to inform the party of the right to use the language and script of a national minority;</li> <li>- Publication on the bulletin board of the information on the right to use the language and script of the national minority;</li> <li>- Implementation of the campaign on the right to use the language and script of the national minority.</li> </ul>	<ul style="list-style-type: none"> <li>- Local self-government units</li> <li>- Public authorities</li> <li>- Councils for interethnic relations</li> </ul>	Continuously	<b>Budget of the Republic of Serbia – Regular activity conducted by employees within their regular duties within their standard salaries</b>	<p>Increased number of persons belonging to national minorities who exercise the right to use the language and script of a national minority in contacts with the authorities.</p> <p>Number of printed and distributed posters, brochures, and other printed materials in public authorities where minority languages are in official use</p>	
<b>5.8.</b>	Enabling the recording of court proceedings in accordance with the Action Plan for the Implementation of the National Judicial Reform Strategy, to motivate national minorities to request the conducting of proceedings in minority languages in official use	<ul style="list-style-type: none"> <li>- Ministry in charge of justice</li> <li>- Supreme Court of Cassation</li> </ul>	<p>Amendment of the Law – IV quarter of 2016</p> <p>Application: Quarterly reporting on the impact of legislative</p>	<p><b>Budget of the Republic of Serbia – 71,136 EUR</b></p> <p><b>Connection with AP23 1.3.6.1.</b></p>	Enabling the recording of court proceedings increased efficiency of proceedings in which, in addition to Serbian, minority language is used	

	Connection with Activity 1.3.6.1 in the Action Plan for Chapter 23		changes: starting from the I quarter of 2017			
<b>5.9.</b>	Providing translation in the local self-government units for the languages of national minorities in official use based on the territorial principle (for the territory of one or more connected LSGU).	<ul style="list-style-type: none"> <li>- Ministry responsible for local self-government</li> <li>- Local self-government units</li> <li>-E-Government</li> <li>-Partner: National councils of national minorities</li> </ul>	Continuously, starting from I quarter of 2017	<b>Budget of the Republic of Serbia – Regular activity conducted by employees in their regular duties within their standard salaries</b>	The function of translation for languages of national minorities that are in official use is provided in the local self-government units	
<b>5.10.</b>	Provision of electronic information, services, and documents on the E-Government Portal in the languages of national minorities in units of self-government where these languages are in official administration	-Directorate for Electronic Government	Continuously, starting from the I quarter of 2017	<b>Budget of the Republic of Serbia – Budgeted through AP of the development of electronic administratio</b>	The functional system for the exchange of electronic information, services, and documents on the E-Government Portal in the languages of national minorities established, in units of self-government where	

				<b>n, which gives detailed specification of plans for each level of government</b>	these languages are the official administration	
<b>5.11.</b>	Analysis of the normative framework regulating the official use of language and script in judicial and administrative proceedings in order to enable wider use of languages and scripts of national minorities	-Ministry of Justice  -Ministry responsible for public administration  -Republic Secretariat for Legislation  -Provincial Secretariat	I quarter of 2017	<b>Budget of the Republic of Serbia – 8,642 EUR in 2017</b>	The analysis of the normative framework regulating the official use of language and script in judicial and administrative proceedings conducted  Recommendations that would enable wider use of languages and scripts of national minorities in judicial and administrative proceedings made	
<b>5.12.</b>	Strengthening the preventive role of fines through precise regulation of offences for which the fine is established and more effective punishment of violation of the provisions of the Law on official use of languages and scripts	-Republic Secretariat for Legislation  -Ministry in charge of public administration  -Ministry of justice  -Other ministries	I quarter of 2017	<b>Budget of the Republic of Serbia – 8,642 EUR in 2017</b>	Number of fines imposed for violations of the provisions of the Law on official use of languages and scripts	

		that supervise the implementation of the law				
<b>5.13.</b>	The publication of the regulations in the languages of national minorities in accordance with the Council of Europe Convention on Regional and Minority Languages	-Republic Secretariat for Legislation  -Ministry in charge of public administration	I quarter of 2017	<b>Budget of the Republic of Serbia – Unknown at this moment</b>  <b>*The value of this activity depends on the number of pages, size of the document, and the number of languages in which the document will be published</b>	Number of laws published in the languages of national minorities in accordance with the Council of Europe Convention on Regional and Minority Languages	
<b>5.14.</b>	Reviewing court network for the improvement of access of members of national minorities to the courts in the areas where a greater number of members of national minorities live, in accordance with the regulations on the official use of languages and scripts	-Ministry of justice	2018, in accordance with judicial reform	<b>Budget of the Republic of Serbia – 8,642 EUR in 2018</b>	Analyses of the court network conducted	
<b>VI EDUCATION</b>						



## Current overview:

### Legal framework:

Constitution of the Republic of Serbia ("Official Gazette of RS", No. 98/2006), Serbian Education Development Strategy 2020+ ("Official Gazette of RS", No. 107/12), the Action Plan for the Education Development Strategy, the Law on the Foundations of Education ("Official Gazette of RS" Nos. 72/09, 52/11, and 55/13, 35/15 – authentic interpretation and 68/15), the Law on Textbooks ("Official Gazette of RS", No. 68/15), the Law on Primary Education ("Official Gazette of RS", No. 55/13), the Law on Secondary Education ("Official Gazette of RS", No. 55/13), the Law on Higher Education ("Official Gazette of RS", Nos. 76/05, 100/07 – authentic interpretation, 97/08, 44/10, 93/12, 89/13, 99/14, 45/15 – authentic interpretation and 68/15), the Law on Pre-School Education ("Official Gazette of RS", No. 18/10), the Law on Pupil and Student Standard ("Official Gazette of RS", Nos. 18/10 and 55/13), the Law on the Protection of Rights and Freedoms of National Minorities ("Official Gazette of FRY", No. 11/2002, "Official Gazette of SM", No.1/2003 – Constitutional Charter and "Official Gazette of RS", No. 72/2009 – another law and 97/2013 – Decision of CC), the Law on National Councils of National Minorities ("Official Gazette of RS", Nos. 72/2009, 20/2014 – Decision of CC and 55/2014).

Education is conducted through two models of teaching in the languages of national minorities: a) All teaching in the languages of national minorities (8 languages), b) Implementation of the optional subject Mother tongue/speech with elements of national culture. In terms of teaching staff, there are differences in quality, depending on national minorities. Professional training is not specifically earmarked for teachers in minority languages, and it is noticeable that there is insufficient knowledge of the Serbian language of one part of the teaching staff. The availability of textbooks in the languages of national minorities is one of the main barriers to access to education in minority languages. There are missing textbooks in some languages of national minorities, or textbooks are not of sufficient quality, which is primarily related to secondary education, while the quality of translation of textbooks is not appropriate in all cases. To overcome these obstacles, in July 2015, a new Law on Textbooks was adopted. The new Law on Textbooks should provide appropriate solutions that enable the availability of textbooks in all the languages of national minorities, for pre-school, primary, and secondary education, and introduce several modalities of textbooks in the languages of national minorities (Article 3). Finally, the need has arisen to improve the knowledge of the Serbian language. Due to insufficient knowledge of the Serbian language after the completion of secondary education among students of different ethnic minorities, the introduction of appropriate models of learning Serbian as a second language is planned.

After the analysis of the legal framework, it can be concluded that the problem lies in insufficient implementation of regulations. Specifically, factual problem is the application in practice, as well as the existence of the need for additional regulation of specific issues arising in this area.

STRATEGIC OBJECTIVE	OVERALL RESULT	IMPACT INDICATOR	SOURCE OF VERIFICATION
<b>Improving the position and encouraging realisation of the rights of minority groups in the sphere of education.</b>	<p>A larger number of education models in the languages of national minorities introduced, which will enable greater access to education in the mother tongue;</p> <p>All forms of teaching in the languages of national minorities are conducted by teaching staff of appropriate quality;</p>	<p>A number of different models of education in the languages of national minorities which are being applied.</p> <p>Number of students/classes/schools included in some of the</p>	<p>Interim report of the Advisory Committee of Ministers of CoE on the implementation of the Framework Convention for the Protection of National Minorities</p> <p>Official Gazette</p> <p>Registry of teachers and students (information</p>

		<p>The good conditions for teaching in minority languages are achieved;</p> <p>Long-term cooperation with the countries whose national minorities have the education in Serbia and vice versa established;</p> <p>Improved language competence of students who attend classes in one of the languages of national minorities with the aim to facilitate integration into the labour market or continue education.</p> <p>Provided textbooks for the classes in languages of national minorities.</p>		<p>models of education in minority languages.</p> <p>Percentage of teaching staff, capable of holding classes in languages of national minorities</p> <p>Number of textbooks in the languages of national minorities.</p> <p>The number of countries that signed the bilateral agreement in the field of education.</p> <p>Number of activities based on bilateral agreements in the field of education.</p> <p>Percentage of students at certain levels of knowledge of the Serbian language.</p> <p>A number of different programmes that encourage learning Serbian as a second language.</p>		<p>systems)</p> <p>Registry of textbooks (information systems)</p> <p>Registry of schools (information systems)</p> <p>Signed agreements adopted by the Government of RS</p> <p>Annual reports on international cooperation of MESTD</p> <p>Report of the Province Secretariat for Education</p> <p>Catalogue of approved textbooks</p>	
		<b>ACTIVITIES</b>	<b>PRINCIPAL IMPLEMENTING BODY</b>	<b>DEADLINE</b>	<b>FINANCIAL RESOURCES</b>	<b>RESULT INDICATORS</b>	<b>ACTIVITY IMPLEMENTATION STATUS</b>

<b>6.1.</b>	<p>Conduct of analysis that includes:</p> <ul style="list-style-type: none"> <li>- Comparative legal analysis of models of education in minority languages in the EU;</li> <li>- Analysis of the current situation in the Republic of Serbia; and</li> <li>- Recommendations for the introduction of new models.</li> </ul>	<ul style="list-style-type: none"> <li>- The Ministry responsible for education</li> <li>- National Education Council</li> <li>- The Institute for the Advancement of Education</li> <li>-Province Secretariat for Education</li> <li>-Pedagogical Institute of Vojvodina</li> <li>Partner:</li> <li>-National councils of national minorities</li> </ul>	Until III quarter of 2016	<b>Budget of the Republic of Serbia – 8,642 EUR in 2016</b>	<p>Analysis of the models of education in minority languages in the EU and the current situation in the Republic of Serbia conducted.</p> <p>Recommendations for the introduction of new models made.</p>	
<b>6.2.</b>	Establishment of the group within the National Education Council to deal with education in languages of national minorities	-National Education Council	I quarter of 2016	<b>Budget of the Republic of Serbia – 82,966 EUR in 2016</b>	Group within the National Education Council formed, to deal with education in languages of national minorities	
<b>6.3.</b>	The development and application of models of education in minority languages, through amendments to the legislative framework.	<ul style="list-style-type: none"> <li>- The Ministry responsible for education</li> <li>- National Education Council</li> <li>- The Institute for the Advancement of Education</li> </ul>	III – IV quarter of 2016	<b>Budget of the Republic of Serbia – 48,900 EUR in 2016</b>	<p>The amendments to the legislative framework adopted.</p> <p>Different models of education in the languages of national minorities as of the 2016/2017 school year introduced.</p>	

		-Province Secretariat for Education -Pedagogical Institute of Vojvodina				
<b>6.4.</b>	Monitoring the quality of education in minority languages.	- The Ministry responsible for education - Institute for Evaluation of Education Quality -Province Secretariat for Education -Pedagogical Institute of Vojvodina	Continuously	<b>Budget of the Republic of Serbia – 6,127 EUR</b>  <b>2016 – 2042 EUR</b> <b>2017 – 2042 EUR</b> <b>2018 – 2043 EUR</b>	Reports on student achievement in the final examination  Number of developed instruments of linguistic competence of students  Results of surveys on satisfaction of students and parents with teaching	
<b>6.5.</b>	Strengthening the initial teacher education, which provides competence in the minority language and Serbian language.  Provision of professional staff for working in minority languages, in accordance with the Education Development Strategy in the Republic of Serbia by 2020 and the accompanying Action Plan	- The Ministry responsible for education - National Council for Higher Education -Higher education institutions -Province Secretariat for Education	Until III quarter of 2017	<b>Budget of the Republic of Serbia</b>  Connection with the Education Development Strategy in the Republic of Serbia by 2020 and the accompanying Action Plan, in accordance with action PD-ON01 and PD-ON07	A model for initial teacher education, which provides competence in the minority language and Serbian language, developed  The standards for accreditation of study programmes amended.  Number of teachers' faculties that implement a new model of education, i.e. the number of faculties that realise cooperation with faculties from the	

					country of residence of the national minority.  The rules for obtaining scholarships for students.	
<b>6.6.</b>	Further development of professional training programmes of teachers and associates who teach in the languages of national minorities.	<ul style="list-style-type: none"> <li>- The Ministry responsible for education</li> <li>- The Institute for Evaluation of Education Quality</li> <li>- The Institute for the Advancement of Education</li> <li>- Higher education institutions</li> <li>- Pedagogical Institute of Vojvodina</li> </ul>	Continuously	<b>Budget of the Republic of Serbia</b>  Connection with the Education Development Strategy in the Republic of Serbia by 2020 and the accompanying Action Plan, in accordance with action PD-ON04	Number of professional development programmes, of importance for teachers and associates who teach in the languages of national minorities -  The percentage of teachers who attended the relevant programmes	
<b>6.7.</b>	Improving the education of teachers as regards the Serbian language as a second language, through: <ul style="list-style-type: none"> <li>- Analysis of the needs and current situation</li> <li>- Enrolment of teachers in HEIs in accordance with identified needs</li> </ul>	<ul style="list-style-type: none"> <li>- The Ministry responsible for education</li> <li>- The Institute for Evaluation of Education Quality</li> <li>- National Education Council</li> <li>- Higher education institutions</li> </ul>	For the analysis: until the end of II quarter of 2016  For enrolment: In accordance with the dynamics of enrolment in HEIs	<b>Budget of the Republic of Serbia – 8,642 EUR in 2016</b>	Report on the needs and the quality of the current situation created.  Harmonised enrolment in HEIs in accordance with the identified needs.	

<b>6.8.</b>	Development of standards for Serbian as a second language, and implementation of the new curriculum of Serbian as a second language for primary and secondary school, taking into account the initial understanding of Serbian	<ul style="list-style-type: none"> <li>- The Ministry responsible for education</li> <li>- The Institute for the Advancement of Education</li> <li>- The Institute for Evaluation of Education Quality</li> <li>-Province Secretariat for Education</li> <li>-Pedagogical Institute of Vojvodina</li> <li>- National Education Council</li> </ul>	III quarter of 2017	<b>Budget of the Republic of Serbia</b>  <b>Connection with the Education Development Strategy in the Republic of Serbia by 2020 and the accompanying Action Plan, in accordance with action PU-OŠ02</b>	<p>The standards for Serbian as a second language adopted.</p> <p>The plan and programme for Serbian as a second language adopted.</p> <p>The textbooks for the subject prepared.</p>	
<b>6.9.</b>	Implementation of programmes within curricular and extracurricular activities that encourage learning Serbian as a second language.	<ul style="list-style-type: none"> <li>- The Ministry responsible for education</li> <li>- The Institute for Evaluation of Education Quality</li> <li>-School institutions</li> </ul>	IV quarter of 2017	<b>Budget of the Republic of Serbia</b>  <b>Connection with the Education Development Strategy in the Republic of Serbia by 2020 and the accompanying Action Plan, in accordance with action PU-OŠ06 and PU-OŠ07</b>	<p>Instruments for assessing knowledge of the Serbian language developed.</p> <p>Organisation of teaching Serbian as a second language aligned with the needs of each student.</p> <p>Number of extracurricular activities that encourage learning Serbian as a second language.</p>	

<b>6.10.</b>	<p>Recognition of foreign higher education qualifications through the establishment of the Enic-Naric Centre for evaluation of foreign study programmes.</p>	The Ministry responsible for education (Enic-Naric Centre)	<p>For establishment: IV quarter of 2015</p> <p>For recognition of diplomas: continuously, starting from the establishment of the Centre</p>	<p><b>Establishment : Enic-Naric Centre for the valuation of foreign study programmes has been established</b></p> <p><b>Diploma recognition:</b></p> <p><b>Budget of the Republic of Serbia – 30,638 EUR</b></p> <p><b>2016-2018 – per 10,212 EUR</b></p>	<p>The recognition of diplomas through Enic-Naric Centre aligned with the Lisbon Convention.</p> <p>The number of recognised diplomas of subject teachers.</p>	
<b>6.11.</b>	<p>The provision of all textbooks and teaching aids, envisaged in the textbook plan, through:</p> <ul style="list-style-type: none"> <li>- Full implementation of the new Law on Textbooks;</li> <li>- Provision of a sufficient number of textbooks in the languages/speech of national minorities;</li> <li>- Establishment of a system for providing high-quality translation.</li> </ul> <p>Connection with AP 23 Activity 3.8.1.6.</p>	<ul style="list-style-type: none"> <li>- The Ministry responsible for education</li> <li>- The Institute for the Advancement of Education</li> <li>- National Education Council</li> <li>- The National Council of National Minorities</li> <li>- The Institute for Textbooks</li> </ul>	<p>For the approval of textbooks: III quarter of 2016</p> <p>For the approval of textbooks for primary school: III quarter of 2016</p> <p>IV quarter of 2017</p>	<p><b>Budget of the Republic of Serbia – 1,138,211 EUR in 2016</b></p>	<p>Report on the current state of the quality and availability of textbooks per national minorities.</p> <p>Number of published textbooks in the languages/speech of national minorities per national minorities.</p> <p>Number of published national annexes in accordance with the adopted plan and programme per national</p>	

					<p>minorities.</p> <p>The establishment of the system for providing high-quality translation.</p> <p>Number of available textbooks in relation to the number of needed textbooks for each national minority</p>	
<b>6.12.</b>	Strengthening the linguistic capacity and learning of professional terminology for students belonging to national minorities in the minority language in order to access the labour market and ensure professional development	<p>-Higher education institutions</p> <p>-Ministry responsible for education</p>	Continuously, starting from I quarter of 2016	<p><b>Budget of the Republic of Serbia – standard per lecturer: 6,127 EUR</b></p> <p><b>The total amount depends on the number of higher education institutions that will introduce learning of professional terminology in the language of national minorities</b></p> <p><b>European programmes: CEPUS, ERASMUS PLUS, and</b></p>	<p>Number of courses and modules</p> <p>Number and structure of teaching aids</p>	



				others <b>Apply for IPA</b>		
<b>6.13.</b>	<p>Optimisation of the network of schools and classes where teaching is carried out in the languages of national minorities, in accordance with the Education Development Strategy by 2020 and the accompanying Action Plan and the specifics of each local community in a way that:</p> <p>-Criteria are established for the network of pre-school, primary, and secondary schools, which provide members of national minorities with the opportunities to exercise their right to education in their mother tongue</p> <p>- Specific criteria are defined for the opening of classes in the languages of national minorities in accordance with the principle of ensuring affirmative actions</p>	<p>- The Ministry responsible for education</p> <p>-Province Secretariat for Education</p> <p>- Local self-governments</p> <p>-Councils for Interethnic Relations</p>	IV quarter of 2018	<p><b>Budget of the Republic of Serbia</b></p> <p><b>Connection with the Education Development Strategy in the Republic of Serbia by 2020 and the accompanying Action Plan, in accordance with action PU-OŠ03 and PU-SO03</b></p>	<p>Report on the prices of education of each model created.</p> <p>The needs analysis conducted.</p> <p>Optimisation plan of the network of schools and classes prepared.</p> <p>Number of opened classes in accordance with affirmative measures and specific criteria for the opening of classes in languages of national minorities</p> <p>Conclusions of the Council for Interethnic Relations</p>	
<b>6.14.</b>	Strengthening the capacity of professional and inspection services	<p>- The Ministry responsible for education</p> <p>- Local self-governments</p>	IV quarter of 2017	<p><b>Budget of the Republic of Serbia</b></p> <p><b>Connection with the Education Development Strategy in</b></p>	<p>The number of education advisors for classes in languages/speech of national minorities per each national minority.</p> <p>The number of inspectors who monitor</p>	

				<p><b>the Republic of Serbia by 2020 and the accompanying Action Plan, in accordance with action PD-ON03</b></p> <p><b>Budget of the local self-governments – Costs shall be borne by units of local self-government</b></p>	the work in the languages of national minorities.	
<b>6.15.</b>	<p>Enhancing the educational role of schools by developing tolerance and preventing segregation, through:</p> <ul style="list-style-type: none"> <li>- Development of extracurricular activity programmes that encourage tolerance;</li> <li>- Development of programmes to encourage multiculturalism.</li> </ul>	<ul style="list-style-type: none"> <li>- The Ministry responsible for education</li> <li>- The Institute for the Advancement of Education</li> <li>- National Education Council</li> <li>- The National Council of National Minorities</li> <li>- Councils for Interethnic Relations</li> </ul>	Continuously	<p><b>Budget of the Republic of Serbia Connection with the Education Development Strategy in the Republic of Serbia by 2020 and the accompanying Action Plan, in accordance with action PU-OŠ06</b></p>	<p>Extracurricular activity programmes that encourage tolerance developed and applied.</p> <p>By-law that prohibits segregation adopted.</p> <p>The analysis conducted and programmes revised to encourage multiculturalism.</p>	

<b>6.16.</b>	The signing of agreements with countries whose national minorities have the education in Serbia.	<ul style="list-style-type: none"> <li>- The Ministry responsible for education</li> <li>- Ministry of Foreign Affairs</li> </ul>	II quarter of 2016	<b>Budget of the Republic of Serbia – Activity with negligible costs</b>	<p>Number of prepared agreements.</p> <p>Number of signed agreements.</p>	
<b>6.17.</b>	Establishment of cooperation in the field of initial teacher education	<ul style="list-style-type: none"> <li>- The Ministry responsible for education</li> <li>- Higher education institutions</li> </ul>	II quarter of 2018	<b>Budget of the Republic of Serbia – unknown at this moment</b>	<p>Number of agreements through which initial teacher education is provided</p> <p>The number of students who are educated in accordance with the agreements.</p>	
<b>6.18.</b>	<p>Establishment of cooperation in the field of professional development of teachers, with the purpose of:</p> <ul style="list-style-type: none"> <li>- Provision of training of teachers in the profession and knowledge of minority languages, exchange and stay in the home country, in accordance with the concluded agreements</li> <li>- Conclusion of agreements on recognition of accredited professional trainings from home countries of ethnic minorities</li> </ul>	<ul style="list-style-type: none"> <li>- The Ministry responsible for education</li> <li>- The Institute for the Advancement of Education</li> <li>-Province Secretariat for Education</li> </ul>	II quarter of 2017	<b>Budget of the Republic of Serbia – unknown at this moment</b>	<p>Number of offered agreements with the purpose of providing the professional trainings of teachers</p> <p>Number of signed agreements through which professional development of teachers is provided.</p> <p>Number of realised programmes.</p>	

<b>6.19.</b>	Establishment of cooperation in the field of providing quality textbooks and teaching aids	<ul style="list-style-type: none"> <li>- The Ministry responsible for education</li> <li>- The Institute for the Advancement of Education</li> <li>-The Institute for Textbooks</li> </ul>	II quarter of 2017	<b>Budget of the Republic of Serbia – 8,642 EUR in 2017</b>	Number of agreements through which the inclusion of other countries in the field of translation and analysis of the quality of textbooks and teaching aids is ensured.	
<b>6.20.</b>	Improving the opportunities for learning the mother tongue/speech and elements of national culture in schools, while maintaining the status of elective subjects, and developing optional and other extracurricular activities, as well as providing resources for the execution of optional extracurricular activities	<ul style="list-style-type: none"> <li>- The ministry responsible for education</li> <li>- The Institute for the Advancement of Education</li> <li>- Pedagogical Institute of Vojvodina</li> <li>- National Education Council</li> <li>- Local self-government units</li> <li>- Primary and secondary schools</li> </ul>	I quarter of 2017	<p><b>Budget of the Republic of Serbia – standard per teacher, per school: 4,085 EUR</b></p> <p><b>Budget of the Autonomous Province of Vojvodina – Costs shall be borne by the Government of APV</b></p> <p><b>Budget of the local self-government units – Costs shall be borne by local self-government units</b></p>	<p>Defining different models of learning</p> <p>Realisation of predefined different models of learning</p> <p>Transparency of surveys</p> <p>The number of interested students</p> <p>The number of students per different learning models and the school year, beginning from the academic year 2015/2016</p>	

				<p><b>*Apply for EU funds</b></p> <p><b>Donations</b></p>		
<b>6.21.</b>	<p>Promotion/campaign of different models of education of students belonging to national minorities:</p> <ul style="list-style-type: none"> <li>- by organising group and individual meetings with parents</li> <li>- by printing and distribution of publications (e.g. brochures, posters...)</li> <li>- by involvement of print media, electronic media, radio and TV stations</li> <li>- by posting informative posters in schools and kindergartens as well as distribution of information leaflets</li> </ul>	<p>Authority in charge:</p> <ul style="list-style-type: none"> <li>- Office for Human and Minority Rights Partners:</li> <li>-Ministry of Education</li> <li>-Province Secretariat for Education</li> <li>-National councils of national minorities</li> <li>- Local self-government units</li> <li>-Primary and secondary schools</li> <li>-Media</li> </ul>	Continuously, starting from the end of II quarter of 2016	<p><b>Budget of the Republic of Serbia</b></p> <p><b>Donations</b></p> <p><b>Budget of APV – Costs shall be borne by the Government of APV</b></p> <p><b>Budgets of local self-government units – Costs shall be borne by local self-governments</b></p> <p><b>Standard = 1,140 EUR</b></p> <p><b>*(Costs of brochures</b></p>	<p>Number of group and individual meetings</p> <p>Number of printed and distributed publications and posters, etc.</p> <p>Number of schools and kindergartens and number of posted posters and information leaflets to parents with information on education in the mother tongue.</p> <p>Number of minutes in the electronic media, particularly public media service</p>	

				<p>and posters include costs of royalties and IT design)</p> <p><b>**The total amount depends on the number of schools that will be involved in the campaign</b></p>		
<b>6.22.</b>	Developing and providing learning opportunities of community language (language/speech of national minority) in schools	<ul style="list-style-type: none"> <li>- Ministry responsible for education</li> <li>- The Institute for the Advancement of Education</li> <li>- Pedagogical Institute of Vojvodina</li> <li>- National Education Council</li> <li>- Primary and secondary schools</li> </ul>	III quarter of 2018	<b>Budget of the Republic of Serbia – Budgeted in Activity 6.12</b>	<p>Development of a model of learning community language (language/speech of national minority)</p> <p>Number of interested schools/students</p> <p>Number of joint activities of students who use/do not use the language of a national minority</p> <p>Connection with Activity 6.12</p>	
<b>VII DEMOCRATIC PARTICIPATION</b>						

**Current overview:****Legal framework:**

The Constitution of the Republic of Serbia ("Official Gazette of RS", No. 98/2006), the Law on the Election of Deputies ("Official Gazette of RS", No. 35/2000, 57/2003 – Decision of the CC of RS, 72/2003 – another law, 75/2003 – correction of another law, 18/2004, 101/2005 – another law, 85/2005 – another law, 28/2011 – Decision of the CC, and 36/2011 and 104/2009 – another law), the Law on Local Elections ("Official Gazette of RS", Nos. 129/2007, 34/2010 – Decision of the CC and 54/2011), the Provincial Assembly Decision on the Election of Deputies to the Assembly of the Autonomous Province of Vojvodina ("Official Gazette of AP Vojvodina", No. 23/2014).

Serbian legislation contains provisions that promote national minority representation in the elected bodies at the national, provincial, and local levels. On the basis of the Law on Political Parties of 2009, the necessary number of founders for the establishment of the party consisting of representatives of national minorities is 1,000, while the number as regards other political parties is 10,000. The Law on the Election of Deputies, however, stipulates the required number of 10,000 certified signatures for the participation of national minority parties in the elections, the same as for other political parties, as well as 3,000 certified signatures for parties of national minorities, compared to 6,000 for other parties, based on the provincial Decision on elections. The Law on Local Elections was amended in 2011, so that the local self-governments, where the population is ethnically mixed, could take into account the representation of national minority political parties in the local parliament during the election of members of local electoral committees (polling station committees).

At the same time, it is necessary to consider the existing provisions concerning the election of representatives, in order to avoid abuse of more flexible provisions on national minority parties, and to ensure more effective participation of the few national minorities in electoral bodies at all levels. As the National Assembly formed the Action Team for the change of the political system, it is necessary to undertake an assessment of best practices in the EU, in terms of democratic participation of national minorities in electoral bodies, and to submit relevant proposals to amend the Constitution in this area for consideration.

STRATEGIC OBJECTIVE	OVERALL RESULT	IMPACT INDICATOR	SOURCE OF VERIFICATION
<b>Developing effective mechanisms of democratic participation of national minorities.</b>	Effective participation of national minorities in the electoral process achieved.  Adequate representation of national minorities in elected bodies at national, provincial, and local levels achieved.	The identified models of democratic participation of national minorities in the electoral process and the adequate representation of national minorities in elected bodies at national, provincial, and local levels referred to the working group for amending the Constitution.	The new Constitution of the Republic of Serbia  Periodic opinion of the Advisory Committee of CoE on the implementation of the Framework Convention for the Protection of National Minorities

ACTIVITIES		PRINCIPAL IMPLEMENTING BODY	DEADLINE	FINANCIAL RESOURCES	RESULT INDICATORS	ACTIVITY IMPLEMENTATION STATUS
7.1.	Conducting comparative legal analysis of the practice of EU member states in the region, in order to identify best practices and appropriate models of participation of national minorities in the electoral process and the adequate representation of national minorities in elected bodies at national, provincial, and local levels.	<ul style="list-style-type: none"> <li>- Multi-field group appointed by the Ministry responsible for judicial affairs and the ministry responsible for state administration</li> <li>- Coordination of national councils of national minorities</li> </ul>	<p>-IV quarter of 2015:</p> <p>For the formation of multi-field group</p> <p>- For the analysis: II quarter of 2016</p>	<b>Budget of the Republic of Serbia – 8642 EUR in 2016</b>	-The comparative legal analysis of the practice of EU member states in the region conducted, in order to identify best practices and appropriate models of participation of national minorities in the electoral process and the adequate representation of national minorities in elected bodies at national, provincial, and local levels.	
7.2.	Based on the analysis and comparative legal practice, identify potential models of democratic participation of national minorities in the electoral process, including numerically smaller national minorities, provided with adequate representation of national minorities in elected bodies at national, provincial, and local levels, taking into account the prevention of potential misuse of more flexible provision regarding the parties of national minorities.	<ul style="list-style-type: none"> <li>- Coordination of national councils of national minorities</li> <li>- Multi-field group appointed by the Ministry responsible for the judicial affairs and the Ministry in charge of public administration</li> </ul>	II quarter of 2016	<b>Budget of the Republic of Serbia – Depends on the results of the analysis conducted within Activity 7.1.</b>	The identified models of democratic participation of national minorities in the electoral process, including numerically smaller national minorities, provided with adequate representation of national minorities in elected bodies at national, provincial, and local levels referred to the working group for amending the Constitution.	



<b>7.3.</b>	Taking measures for the purpose of changing the normative framework in accordance with the identified model	- Ministry in charge of public administration	IV quarter of 2016	<b>Budget of the Republic of Serbia – 48,900 EUR in 2016</b>	Normative framework changed in accordance with the identified model	
<b>7.4.</b>	By applying the new normative framework, adequate representation of national minorities in elected bodies at republic, provincial, and local levels was achieved, including the numerically smaller national minorities	- Ministry in charge of public administration - National Assembly	2018	<b>Budget of the Republic of Serbia – Unknown at this moment</b>	Periodic opinion of the Advisory Committee of CoE on the implementation of the Framework Convention for the Protection of National Minorities, noting that adequate representation of national minorities in elected bodies at republic, provincial and local levels was achieved, including the numerically smaller national minorities	

## VIII APPROPRIATE REPRESENTATION OF THE REPRESENTATIVES OF NATIONAL MINORITIES IN PUBLIC SECTOR AND PUBLIC ENTERPRISES

### Current overview:

#### Legal framework:

The Constitution of the Republic of Serbia (“Official Gazette of RS”, No. 98/2006), the Law on Civil Servants (“Official Gazette of RS”, Nos. 79/2005, 81/2005 – corr., 83/2005 – corr., 64 / 2007, 67/2007 – corr., 116/2008, 104/2009, and 99/2014), the Law on Organisation of Courts (“Official Gazette of RS”, Nos. 116/2008, 104/2009, 101/2010, 31/2011 – another law, 78/2011 – another law, 101/2011 and 101/2013), the Law on Judges (“Official Gazette of RS”, No. 116/2008, 58/2009 – Decision of the CC, 104/2009, 101/2010, 8/2012 – Decision of the CC, 121/2012, 124/2012 – Decision of the CC, 101/2013, 111/2014 – Decision of the CC, 117/2014, 40/2015, and 63/2015 – Decision of the CC); The Law on Public Prosecutor’s Office (“Official Gazette of RS”, Nos. 116/2008, 104/2009, 101/2010, 78/2011 – another law, 101/2011, 38/2012 – Decision of the CC, 121/2012, 101/2013, 111/2014 – Decision of the CC and 117/2014); The Law on Public Notaries (“Official Gazette of RS”, Nos. 31/2011, 85/2012, 19/2013, 55/2014 – another law, 93/2014 – another law, 121/2014 and 6/2015), the Law on Enforcement and Security (“Official Gazette of RS”, No. 31/2011, 99/2011 – another law, 109/2013 – Decision of the CC, 55/2014 and 139/2014); Anti-Discrimination Law (“Official Gazette of RS”, No. 22/2009); the Law on the Register of Employed, Elected, Nominated, Appointed, and Persons Engaged with

Public Funds Beneficiaries (*“Official Gazette of RS”, No. 68/15*), the Law on Police (*“Official Gazette of RS”, Nos. 101/2005, 63/2009 – Decision of CC, 92/2011, and 64/2015*).

The right to adequate representation of the representatives of national minorities in the public sector and public enterprises is based on Article 77 of the Constitution of the Republic of Serbia, which guarantees the right of national minorities to, in the employment in state bodies, public services, bodies of autonomous province and local self-governments, have the ethnic composition of the population and adequate representation of persons belonging to national minorities taken into account. Paragraph 4 of Article 21 of the Constitution provides that special measures which the Republic of Serbia may introduce to achieve equality of individuals or group of individuals in a substantially unequal position compared to other citizens shall not be considered discrimination. Article 14 of the Anti-Discrimination Law also prescribes that special measures introduced to achieve full equality, protection, and advancement of persons or groups of persons who are in an unequal position are not considered discrimination.

Bearing in mind that there is no relevant data on the representation of national minorities in the public sector and public enterprises, it is necessary to establish a system for collecting data on the level of representation of national minorities, respecting the principle of voluntariness and regulations on the protection of personal data. The adoption of the Law on the Register of Employed, Elected, Nominated, Appointed, and Persons Engaged with Public Funds Beneficiaries has created the conditions for the collection of data on the level of national minority representation in the public sector and public enterprises. Collecting the relevant data on the representation of national minorities creates the preconditions for taking the necessary measures for the realisation of appropriate representation of national minorities.

STRATEGIC OBJECTIVE	OVERALL RESULT	IMPACT INDICATOR	SOURCE OF VERIFICATION
Take measures to collect comprehensive information on the representation of national minorities in public sector and public enterprises at all levels, in full respect of international standards in the field of protection of personal data, and implement decisive measures in order to achieve adequate representation of national minorities in public sector and public enterprises.	<p>Measures taken to collect comprehensive information on the representation of national minorities in public administration at all levels, in full respect of international standards in the field of protection of personal data.</p> <p>The appropriate/proportional representation of national minorities in public administration at all levels realised.</p>	Gradual increase in the representation of national minorities in public administration at all levels, to achieve appropriate/proportional structure of employees.	<p>- Report of the Ministry of State Administration and Local Self-Government on the basis of the Register of Employed, Elected, Nominated, Appointed, and Persons Engaged with Public Funds Beneficiaries</p> <p>- Periodic opinion of the Advisory Committee of CoE on the implementation of the Framework Convention for the Protection of National Minorities;</p>

ACTIVITIES		PRINCIPAL IMPLEMENTING BODY	DEADLINE	FINANCIAL RESOURCES	RESULT INDICATORS	ACTIVITY IMPLEMENTATION STATUS
8.1.	Alterations and amendments to the Law on Protection of Rights and Freedoms of National Minorities in order to create a basis for prescribing the affirmative measures as regards national minorities, through the introduction of provisions in special laws regulating employment and legal status of employees in the public sector, which will enable the preference to national minorities in employment/dismissal under the same conditions, and to achieve an appropriate structure of public sector employees at all levels of territorial organisation.	<ul style="list-style-type: none"> <li>- The Ministry of Public Administration and Local Self-Government;</li> <li>-Partner: Representatives of national minorities</li> <li>-National Assembly</li> </ul>	II quarter of 2016	<b>Budget of the Republic of Serbia – Budgeted within Activity 1.1.</b>	Alterations to the Law on Protection of Rights and Freedoms of National Minorities adopted, which created the basis for the regulation of affirmative measures as regards national minorities, through the introduction of the provisions of the special laws governing the employment and legal status of employees in the public sector, which will give priority to national minorities in employment/dismissal under the same conditions, and to achieve an appropriate structure of public sector employees at all levels of territorial organisation	
8.2	<p>Analysis of the situation in order to determine the criteria and standards for prescribing adequate representation of national minorities in certain parts of the public sector, through:</p> <ul style="list-style-type: none"> <li>- Analysis of comparative legal practice in the EU countries in the region</li> <li>- Analysis of positive regulations</li> </ul>	Ministry of State Administration and Local Self-Government, in cooperation with the Ministry of Labour, Employment, Veterans' and Social Issues,	I quarter of 2017	<b>Budget of the Republic of Serbia – 30,878 EUR in 2017</b>	An analysis of the situation in order to determine the criteria and standards for prescribing adequate representation of national minorities in certain parts of the public sector conducted.	

	<p>governing the employment and legal status of employees in the public sector</p> <p>- Analysis of the necessary conditions for carrying out activities in certain parts of the public sector, according to the functions performed by the public sector, which have an impact on the rights of national minorities to communicate in a language which is in official use</p>	<p>Ministry of Interior, Ministry of Defence, Ministry of Finance, and the ministries responsible for certain public services, Ministry of Justice (in connection with public notaries and bailiffs)</p> <p>-For the submission of comments for analysis:</p> <p>Representatives of national minorities</p>			<p>Proposals of representatives of national minorities taken into account in the analysis.</p>	
8.3.	<p>Harmonisation of laws and other regulations governing the employment and legal status in accordance with the alterations and amendments of the Law on the Protection of Rights and Freedoms of National Minorities and results of the analysis of the situation, laying down the criteria and standards for prescribing adequate representation of national minorities in certain parts of the public sector</p>	<p>Ministry of State Administration and Local Self-Government, Ministry of Labour, Employment, Veterans' and Social Issues, Ministry of Interior, Ministry of Defence,</p>	<p>I quarter of 2018</p>	<p><b>Budget of the Republic of Serbia – Depends on the results of the analysis conducted within Activity 8.2.</b></p>	<p>Regulations governing the employment and legal status in accordance with the alterations and amendments of the Law on the Protection of Rights and Freedoms of National Minorities and results of the analysis of the situation, laying down the criteria and standards for prescribing</p>	

		Ministry of Finance, and the ministries responsible for certain public services			adequate representation of national minorities in certain parts of the public sector agreed.  Effective participation of representatives of national minorities provided, through the availability of information on the legislative process, participation in the public debate, and direct discussions within which specific needs of national minorities can be expressed.	
<b>8.4.</b>	<p>The adoption and implementation of the Law on employment in autonomous provinces and local self-governments, governing:</p> <p>-The principle of equal access to jobs, and providing that, in the recruitment, it must be taken into account that, among other criteria, the ethnic composition reflects, to the greatest extent possible, the structure of the population;</p> <p>- Keeping personnel records with the employer, including information on education in minority languages.</p>	<p>-Ministry responsible for public administration and local self-government</p> <p>-National Assembly of RS</p>	IV quarter of 2015	<p><b>Budget of the Republic of Serbia – 17,285 EUR</b></p> <p><b>Budgeted within Activity AP23 3.8.1.32.</b></p>	Law on employment in autonomous provinces and local self-governments adopted and effectively applied.	
<b>8.5.</b>	Adoption and implementation of the Regulation which, among other things, regulates the knowledge of languages and scripts of national minorities, as a special condition for performing operations within individual jobs, for the full realisation of the rights of	- The Ministry responsible for public administration and local self-government	45 days from the date of entry into force of the Law on employees in autonomous provinces and	<p><b>Budget of the Republic of Serbia – 8,642 EUR</b></p> <p><b>Budgeted within</b></p>	Regulation which, among other things, regulates the knowledge of languages and scripts of national minorities, as a special condition for performing operations	

	persons belonging to national minorities to communicate in the language of a national minority which is in official use in local self-government	- Councils for interethnic relations	local self-government	<b>Activity AP23 3.8.1.33.</b>	within individual jobs, for the full realisation of the rights of persons belonging to national minorities to communicate in the language of a national minority which is in official use in local self-government -Conclusions of the Council for interethnic relations on the implementation of the Law in local self-governments -Reports of local ombudsmen -Report of the Provincial ombudsman	
<b>8.6</b>	<p>Analysis of the situation in the public prosecutors' offices and courts in areas inhabited by persons belonging to national minorities, in terms of:</p> <ul style="list-style-type: none"> <li>- Representation of members of national minorities as holders of judicial and public prosecution offices;</li> <li>- Representation of members of national minorities as judicial and prosecutorial staff (judicial and prosecutorial assistants and employees);</li> <li>- Knowledge of languages of national minorities.</li> </ul>	<p>-State Prosecutorial Council</p> <p>- High Judicial Council</p>	IV quarter of 2015	<p><b>Budget of the Republic of Serbia – 255 EUR</b></p> <p><b>Budgeted within Activity AP23 3.8.1.16.</b></p>	Analysis of the situation in public prosecutors' offices and courts in areas inhabited by ethnic minorities conducted, and representation of ethnic minorities established.	

	Link with AP PG23 measure					
8.7.	<p>The development and adoption of the Rulebook on the criteria and standards for the assessment of qualification, competence, and worthiness for nomination and election of candidates for the holders of public prosecutorial functions, including the provisions relating to the application of Article 82 of the Law on Public Prosecutor's Office, which stipulates that, in the nomination and election of public prosecutors and deputy public prosecutors, the ethnic composition of the population, adequate representation of national minorities, and knowledge of professional legal terminology in minority languages in official use in court must be taken into account.</p> <p>Link with AP PG23 measure</p>	-State Prosecutorial Council	IV quarter of 2015 – I quarter of 2016	<p><b>(- Budget of the Republic of Serbia – 8,642 EUR</b></p> <p><b>- IPA 2013-</b> Strengthening the capacities of the HJC and SPC, the <i>Twinning</i> contract - 2,000,000 EUR)</p>	<p>Rulebook on the criteria and standards for the assessment of qualification, competence, and worthiness for nomination and election of candidates for the holders of public prosecutorial functions, including the provisions relating to the application of Article 82 of the Law on Public Prosecutor's Office, which stipulates that, in the nomination and election of public prosecutors and deputy public prosecutors, the ethnic composition of the population, adequate representation of national minorities, and knowledge of professional legal terminology in minority languages in official use in court must be taken into account, adopted, and implemented.</p>	

8.8.	<p>The development and adoption of the Rulebook on the criteria and standards for the assessment of qualification, competence, and worthiness for nomination and election of judges and presidents of courts, including the provisions relating to the application of Article 46 of the Law on Judges, which stipulates that, in the nomination and election of judges, the ethnic composition of the population, adequate representation of national minorities, and knowledge of professional legal terminology in minority languages in official use in court must be taken into account.</p> <p>Link with AP PG23 measure</p>	-High Judicial Council	IV quarter of 2015 – I quarter of 2016	<p>(- <b>Budget of the Republic of Serbia</b> – 8,642 EUR</p> <p>- <i>IPA 2013</i>- Strengthening the capacities of the HJC and SPC, the <i>Twinning</i> contract - 2,000,000 EUR)</p>	<p>Rulebook on the criteria and standards for the assessment of qualification, competence, and worthiness for nomination and election of judges and presidents of courts, including the provisions relating to the application of Article 46 of the Law on Judges, which stipulates that, in the nomination and election of judges, the ethnic composition of the population, adequate representation of national minorities, and knowledge of professional legal terminology in minority languages in official use in court must be taken into account, adopted, and implemented.</p>	
8.9.	<p>The establishment of a joint working group with the High Judicial Council for the assessment of access of national minorities to the judicial system.</p> <p>Link with AP PG23 measure</p>	<p>- State Prosecutorial Council</p> <p>- High Judicial Council</p>	II quarter of 2016	<p>(<i>IPA 2013</i>- Strengthening the capacities of the HJC and SPC, the <i>Twinning</i> contract - 2,000,000</p>	<p>The joint working group with the High Judicial Council for the assessment of access of national minorities to the judicial system established.</p>	



				EUR)		
<b>8.10.</b>	<p>Organisation of a joint workshop on access of national minorities to legal aid for the State Prosecutorial Council, the High Judicial Council, civil society organisations, and representatives of national minorities.</p> <p>Link with AP PG23 measure</p>	<ul style="list-style-type: none"> <li>- State Prosecutorial Council</li> <li>- High Judicial Council</li> <li>- Civil society organisations</li> <li>- Representatives of national minorities</li> <li>- Local self-governments</li> <li>- Faculties of Law – legal clinics</li> </ul>	II quarter of 2016	(IPA 2013- Strengthening the capacities of the HJC and SPC, the <i>Twinning</i> contract - 2,000,000 EUR)	<p>The joint workshop on access of national minorities to legal aid for the State Prosecutorial Council, the High Judicial Council, civil society organisations, and representatives of national minorities held.</p> <p>Number of workshop participants</p>	
<b>8.11.</b>	<p>Organisation of the round-table discussion for the adoption of the final recommendations for Component 3, Objective 1 of IPA 2013 project “Strengthening the capacity of the HJC and SPC”, which refers to the improvement of relations with civil society organisations and activities related to the access of national</p>	<ul style="list-style-type: none"> <li>- State Prosecutorial Council</li> <li>- High Judicial Council</li> <li>- Civil society organisations</li> </ul>	III quarter of 2016	( IPA 2013- Strengthening the capacities of the HJC and SPC, the <i>Twinning</i> contract - 2,000,000 EUR)	<p>The round-table discussion for the adoption of the final recommendations for Component 3, Objective 1 of IPA 2013 project “Strengthening the capacity of the HJC and SPC”, which refers to</p>	

	<p>minorities to the judicial system.</p> <p>Link with AP PG23 measure</p>	- Representatives of national minorities			the improvement of relations with civil society organisations and activities related to the access of national minorities to the judicial system held.	
<b>8.12.</b>	<p>Implementation of training of judges on international documents and standards in the field of protection against discrimination of national minorities and ECtHR practice.</p> <p>Link with AP PG23 measure</p>	-Judicial Academy	Continuously	<p><b>Budget of the Republic of Serbia – 4,076,500 EUR</b></p> <p><b>Budgeted within Activity AP23 3.8.1.21.</b></p>	Number of trainings of judges on international documents and standards in the field of protection against discrimination of national minorities and ECtHR practice implemented.	
<b>8.13.</b>	Implementation of promotional campaigns among national minorities in order to strengthen confidence in the police and encourage the application of members of national minorities for basic police training competition.	- Ministry of Internal Affairs	Continuously, according to the dynamics of announcing the competition	<p><b>Budget of the Republic of Serbia Standard:</b></p> <p><b>-round table: 1000 EUR</b></p> <p><b>-video: 38*30 sec = 1140</b></p> <p><b>-poster: 12*4=48</b></p> <p><b>-costs of poster publication: 0.10*4=0.4 EUR</b></p> <p><b>*Total amount depends on the number of LSGU to</b></p>	<p>Number of conducted campaigns</p> <p>Number of organised meetings, debates, round-table discussions, and other joint activities</p>	

				<b>participate in the promotion</b>		
<b>8.14.</b>	Promotion of the profession of a police officer, Ministry of Interior, and the Centre for Basic Police Training; information about the training, activities of the Centre, the conditions for reception and public competitions announced through the website and social networks.	- Ministry of Internal Affairs	Continuously	<b>Budget of the Republic of Serbia – 12,254 EUR</b>  <b>2016 – 4,084 EUR</b> <b>2017 – 4,084 EUR</b> <b>2018 – 4,086 EUR</b>	Visits to webpage  Report on communication made by e-mail  Number of visits to Facebook page	
<b>8.15.</b>	Organisation of promotional debates for basic police training in areas where there are members of national minorities mostly present.	- Ministry of Internal Affairs	Continuously, two months before the announcement of the competition for a particular PD.	<b>Budget of the Republic of Serbia – 3,000 EUR</b>  <b>2016-2018 per 1,000 EUR</b>  <b>Donations</b>	Number of participants  The number of candidates in the entrance examination who were at the debate.  Current situation: 287 participants, of which 34 persons belonging to national minorities. Target: 10% of all participants are members of ethnic minorities by 2017.	

<b>8.16.</b>	Promotional workshops for basic police training to better prepare potential candidates for the entrance examination (psychological test, a test of general knowledge, and Serbian language)	- Ministry of Internal Affairs	Continuously, half a year before the announcement of the competition for a particular PD	<b>Budget of the Republic of Serbia – 1,000 EUR</b>  <b>*Total amount depends on the number of LSGU where it will be necessary to organise trainings</b>  <b>Donations</b>	Number of participants  The number of candidates in the entrance examination who were at the workshop  Current situation: 287 participants, of which 34 persons belonging to national minorities. Target: 10% of all participants are members of ethnic minorities by 2017.	
<b>8.17.</b>	Continuation of activities carried out within the project of Support to greater inclusion of national minorities in the police service of the Republic of Serbia	- Ministry of Internal Affairs	Continuously	<b>Donations – Costs unknown at the moment</b>	Number of activities carried out with the purpose of greater inclusion of national minorities in the police service of the Republic of Serbia  Fulfilment of project indicators  Number of printed distributed materials	
<b>8.18.</b>	Serbian language classes for students of basic police training from the ranks of national minorities in order to enable them to more easily follow the training	- Ministry of Internal Affairs	Continuously, in accordance with the identified needs	<b>Budget of the Republic of Serbia Standard per lecturer: 12,254 EUR</b>  <b>*Total amount depends on the number of</b>	The number of classes.  The number of participants.	

				<p><b>participants, based on which the required number of lecturers will be determined</b></p> <p><b>Donations</b></p>		
<b>8.19.</b>	Classes/courses of languages of national minorities as the language of the area, with an emphasis on official communication in the communities in which national minorities are represented in a larger number	- Ministry of Internal Affairs	Continuously, in accordance with the identified needs	<p><b>Budget of the Republic of Serbia Standard per lecturer: 12,254 EUR</b></p> <p><b>*Total amount depends on the number of participants, based on which the required number of lecturers will be determined</b></p> <p><b>Donations</b></p>	<p>Number of classes</p> <p>Number of participants</p>	
<b>8.20.</b>	Full implementation of the law governing the keeping of registry of employees in the public sector and public enterprises, through the fulfilment of the obligation to register the language in which the employee has completed their primary and secondary education, i.e. ethnicity, in accordance	- Ministry of Public Administration and Local Self-Government	IV quarter of 2017	<p><b>Budget of the Republic of Serbia – Regular activity conducted by employees within their</b></p>	Credible data on the representation of ethnic minorities in the central registry of employees in the public sector and public enterprises established.	

	with the Constitution of the RS and regulations governing the protection of personal data, thus ensuring credible data on national minority representation.			<b>regular duties within their standard salaries</b>		
<b>8.21.</b>	Development of the four-year plan of employment of members of national minorities, based on the collected comprehensive information on the representation of national minorities, in accordance with the adopted affirmative measures, to achieve appropriate structure of employees in the public sector and public enterprises, according to data from the central register of employees in the public sector and public enterprises.	- Government of the Republic of Serbia	2 quarters after the establishment of the registry	<b>Budget of the Republic of Serbia – 30,878 EUR in 2018</b>	Plan for employment for the achievement of the appropriate structure of employees, members of national minorities, developed and continuously implemented.  The appropriate structure of employees, members of national minorities, is gradually achieved, in accordance with the plan.	

## IX NATIONAL COUNCILS OF NATIONAL MINORITIES

### Current overview:

#### Legal framework:

The Constitution of the Republic of Serbia (“Official Gazette of RS”, No. 98/2006), the Law on National Councils of National Minorities (“Official Gazette of RS”, Nos. 72/2009, 20/2014 – CC and 55/2014), the Law on the Protection of The rights and Freedoms of National Minorities (“Official Gazette of FRY”, No. 11/2002, “Official Gazette of SM”, No. 1/2003 – Constitutional Charter and “Official Gazette of RS”, Nos. 72/2009 – another law and 97/2013 – CC).

The Law on National Councils of National Minorities (“Official Gazette of RS”, Nos. 72/09, 20/14 CC, and 55/14) regulates the three basic groups of issues, which are necessary for exercising the right to minority self-government, guaranteed by the Constitution of the Republic of Serbia (“Official Gazette of RS”, No. 98/06) and the Law on Protection of Rights and Freedoms of National Minorities (“Official Gazette of FRY”, No. 11/02, “Official Gazette of SM”, No. 1/03 and “Official Gazette of RS”, No. 72/09 – another law). These are: powers of national councils of national minorities, the procedure for the election of members of the national council and the manner of financing of activities of the national council. The realisation of the powers of the council, as a form of minority self-government, which are reflected in decision-making and participation in decision-making in certain areas, such as education, culture, information, and official use of languages and scripts, shall be regulated by special laws. Decision of the Constitutional Court of 2014 found that certain provisions of the Law on National Councils of National Minorities are not in conformity with the Constitution, and that the law enforcement faces a number of difficulties due to non-compliance with other regulations. Therefore, in order to remove all obstacles to the effective implementation of this law, it is necessary to adopt a new law, or amendment to

the existing Law on National Councils of National Minorities, which will be coordinated with other regulations in the legal system.

Law on the Protection of Rights and Freedoms of National Minorities has established the Fund for national minorities for the promotion of social, economic, cultural, and general development of national minorities. The Law on National Councils of National Minorities stipulates that the national councils of national minorities may be the beneficiaries of funds from the Fund. As the by-law necessary for the operation of the Fund for National Minorities has never been adopted, the preparation of this by-law is essential, with the aim of full operationalisation of the Fund.

STRATEGIC OBJECTIVE		OVERALL RESULT		IMPACT INDICATOR	SOURCE OF VERIFICATION
Improving the status and operation of the national councils of national minorities.		The status of national councils of national minorities is defined by a harmonised legislative framework, which provides for the smooth functioning of the national councils of national minorities in order to acquire an effective minority self-government.		The proper harmonised legal framework for the smooth functioning of the national councils of national minorities established.	<ul style="list-style-type: none"> <li>- Periodic opinion of the Advisory Committee of CoE on the implementation of the Framework Convention for the Protection of National Minorities;</li> <li>- Official Gazette;</li> <li>- Report on the allocation of funds from the Budget Fund for National Minorities;</li> <li>- Report of the Ombudsman of the Republic of Serbia;</li> <li>- The annual report of the Provincial Ombudsman.</li> </ul>
		Funds for realising the powers of the national councils of national minorities have been provided.		<ul style="list-style-type: none"> <li>Budget fund for national minorities operationalised.</li> <li>Increased number of councils for interethnic relations in ethnically mixed municipalities.</li> </ul>	
ACTIVITIES	PRINCIPAL IMPLEMENTING BODY	DEADLINE	FINANCIAL RESOURCES	RESULT INDICATORS	ACTIVITY IMPLEMENTATION STATUS

<b>9.1.</b>	<p>Analysis of the normative framework regulating the rights of national minorities in the Republic of Serbia, with special emphasis on the financial aspects of these regulations at all three levels of government (national, provincial, and local)</p>	<p>- The Ministry in charge of public administration and local self-government</p>	<p>IV quarter of 2015 – I quarter of 2016</p>	<p><b>Budget of the Republic of Serbia – 17,285 EUR in 2016</b></p>	<p>Analysis of the normative framework regulating the rights of national minorities in the Republic of Serbia, with special emphasis on the financial aspects of these regulations at all three levels of government conducted</p>	
<b>9.2.</b>	<p>Organisation of the round-table discussion with representatives of national councils of national minorities, the interested expert community, as well as non-governmental organisations, where the following will be considered:</p> <p>- Contentious issues in the implementation of the Law on National Councils of National Minorities</p> <p>- Recommendations given.</p> <p>Link with AP PG 23 measure 3.8.1.29.</p>	<p>- The Ministry in charge of public administration and local self-government</p>	<p>IV quarter of 2015</p>	<p><b>Budget of the Republic of Serbia – 872 EUR</b></p> <p><b>Connection with AP23 3.8.1.29.</b></p>	<p>The round-table discussion with representatives of national councils of national minorities, the expert community, and non-governmental organisations held, at which the analysis was presented.</p>	
<b>9.3.</b>	<p>The establishment of the multi-field working group in order to draft a new Law on National Councils of National Minorities, in line with the results of the analysis, with the active participation of national councils of national minorities.</p> <p>Link with AP PG 23 measure 3.8.1.30.</p>	<p>- The Ministry in charge of public administration and local self-government</p> <p>-National councils of national minorities</p>	<p>IV quarter of 2015</p>	<p><b>Budget of the Republic of Serbia – Activity with negligible costs</b></p> <p><b>Connection with AP23 3.8.1.30.</b></p>	<p>The multi-field working group established, in order to draft a new Law on National Councils of National Minorities.</p>	



<p><b>9.4.</b></p>	<p>In accordance with the analyses and conclusions of the working group, and taking into account the Decision of the Constitutional Court of January 2014, the adoption of the new Law on National Councils of National Minorities, or the adoption of alterations and amendments to the existing law, to ensure that NC of NM fully contribute to creating an integrated society, with special emphasis on:</p> <ul style="list-style-type: none"> <li>- The role and legal position of national councils of national minorities, and their members, as institutions that are responsible for improving the integration into society in general;</li> <li>- Clear definition of the powers and strengthening of institutional position of NC of NM;</li> <li>- Reduction of excessive politicisation of national councils of national minorities, including the consideration of the introduction of rules on the division of powers in the management of NC of NM or incompatibility of functions, such as between membership in the Council of National Minorities and high political offices;</li> <li>- Support measures to increase cooperation between state bodies and all national councils of national minorities and among the national councils of national minorities.</li> </ul>	<ul style="list-style-type: none"> <li>- The Ministry in charge of public administration and local self-government</li> <li>- The multi-field working group composed of representatives of the relevant ministries in charge of areas in which national minorities have the right to self-government: culture, education, information, and official use of language and script, and representatives of national minorities</li> <li>-National Assembly of the Republic of Serbia</li> </ul>	<p>I quarter of 2017</p>	<p><b>Budget of the Republic of Serbia – 17,285 EUR</b></p> <p><b>Connection with AP23 3.8.11.31.</b></p>	<p>The new Law on National Councils of National Minorities adopted, or the existing amended, in accordance with the analysis, the recommendations of the working group, and the judgment of the Constitutional Court of January 2014.</p> <p>Implementation of the new or amended Law on National Councils of National Minorities provides:</p> <ul style="list-style-type: none"> <li>- That NC of NM perform in full the role of institutions responsible for better integration of the society as a whole;</li> <li>- Clear definition of the powers of NC of NM;</li> <li>- Reducing the excessive politicisation of the national councils of national minorities, in accordance with the rules governing conflicts of interest;</li> <li>- Support measures to cooperation between national authorities and</li> </ul>	
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	<p>- Initiating alterations and amendments of special laws relating to the position of national councils of national minorities, in accordance with attitudes taken and needs perceived.</p> <p>Link with AP PG 23 measure 3.8.1.31.</p>				all national councils of national minorities and among national councils of national minorities.	
<b>9.5.</b>	Adoption of the Regulation governing the procedure for allocating funds from the RS budget for financing the work of national councils of national minorities.	- The Ministry in charge of public administration and local self-government	III quarter of 2017	<b>Budget of the Republic of Serbia – 8,642 EUR in 2017</b>	The Regulation governing the procedure for allocating funds from the RS budget for financing the work of national councils of national minorities adopted.	
<b>9.6.</b>	Adoption of the Regulation governing the procedure for allocating funds from the budget fund (Article 119 of the Law on National Councils of National Minorities).	- The Ministry in charge of public administration and local self-government;	I quarter of 2016	<b>Budget of the Republic of Serbia – 8,642 EUR in 2016</b>	The bylaw that regulates the specific management of financial resources and control over the allocation of funds adopted.	
<b>9.7.</b>	<p>Providing the necessary financial resources for the Budget fund for national minorities (Article 119 of the Law on National Councils of National Minorities) for programme activities, projects of national minorities and civil society organisations dealing with issues of national minorities.</p> <p>The distribution of funds from the Budget Fund for national minorities in accordance with the bylaw referred to in measure 9.6.</p>	<p>- Government of RS</p> <p>- The Ministry in charge of public administration and local self-government</p>	Starting from I quarter of 2016	<b>Budget of the Republic of Serbia – 14,634 EUR in 2016</b>	<p>Amount of secured funding.</p> <p>The allocation of funds is conducted.</p>	

9.8.	<p>Providing support to national councils of national minorities in the realisation of their responsibilities, through:</p> <ul style="list-style-type: none"> <li>- Training for NC of NM on the mechanisms for protection from discrimination, anti-discrimination legislation and identification of the types of discrimination, and grounds for discrimination.</li> <li>- Strengthening management capacity and capabilities for financial reporting of NC of NM.</li> </ul> <p>Link with AP PG 23 measure 3.8.1.35.</p>	<p>- The Office of Human and Minority Rights</p> <p>-Partners: National councils of national minorities</p>	<p>For budget-financed activities: Continuously</p> <p>IPA 2013 (Twinning project: 2015-2017)</p>	<p><b>IPA 2013</b> (<i>Twinning</i> project “Support to the promotion of human rights and zero tolerance to discrimination”) - 1,200,000 EUR</p> <p><b>2015-2017 per 400,000 EUR</b></p>	<p>Amount of monthly dotation for continuous support to national councils of national minorities in the realisation of their responsibilities.</p> <p>Analysis of the training needs made</p> <p>Training materials developed</p> <p>The following trainings for the representatives of NC of NM held, for the purpose of improving knowledge on:</p> <ul style="list-style-type: none"> <li>- Mechanisms for protection from discrimination, anti-discrimination legislation, and identification of the types of discrimination and grounds of discrimination</li> <li>- Management skills and financial reporting.</li> </ul> <p>Number of training participants</p> <p>Conducted trainings evaluated</p>	
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<b>9.9.</b>	<p>Renewing the work of the Council for National Minorities, to include representatives of all national minorities, in order to effectively exercise the rights of national minorities.</p> <p>Link with AP PG 23 measure 3.8.1.36.</p>	-The Government of the Republic of Serbia	<p>For the work renewal: II quarter of 2015</p> <p>For regular meetings: Continuously.</p>	<p><b>Budget of the Republic of Serbia – 18,527 EUR</b></p> <p><b>Connection with Activity AP23 3.8.1.36.</b></p>	<p>The work of the Council for National Minorities renewed.</p> <p>Number of meetings of the Council for National Minorities.</p>	
<b>9.10.</b>	<p>Enable the full implementation of the Law on Local Self-Government in connection with the establishment of councils for interethnic relations in all ethnically mixed municipalities in accordance with the law.</p> <p>Carry out supervision over the implementation of the Law on Local Self-Government in this regard, through the report on the establishment of the Council for multi-ethnic relations.</p> <p>Link with activity 4.1.4, special measures relating to vulnerable groups of national minorities, the Action Plan for the implementation of the Strategy for the Prevention and Protection against Discrimination for 2014-2018.</p> <p>Link with AP PG 23 measure 3.8.1.23.</p>	<p>- The Ministry in charge of public administration and local self-government</p> <p>- Local self-governments</p> <p>- Ministry of Finance</p>	Continuously	<p>Implementation:</p> <p><b>Connection with AP23 3.8.1.23.</b></p> <p><b>The budget of local self-governments – Costs borne by local self-governments</b></p> <p><b>Supervision:</b></p> <p><b>Budget of the Republic of Serbia – 4,085 EUR</b></p>	<p>Increased number of established councils for interethnic relations in all ethnically mixed areas.</p> <p>Reports on the establishment of the councils for interethnic relations prepared and publicly available on the websites of the respective local self-governments.</p> <p>Measures taken against local self-governments that do not comply with Article 98 of the Law on Local Self-Government.</p>	

## X ECONOMIC STATUS OF MEMBERS OF MINORITY COMMUNITIES

### Current overview:

Bearing in mind that a number of members of national minorities live in underdeveloped areas, their socio-economic position is particularly difficult. This situation is particularly problematic in the municipalities of Bujanovac, Preševo, and Medveđa, as well as in all municipalities that are classified into III and IV group, based on development, in accordance with the Law on Regional Development. In this regard, it is necessary to take steps towards accelerated development of the region, and promotion of the participation of national minorities in the economic life of the area. At the same time, members of the Roma minority are one of the most vulnerable groups, whose difficult socio-economic situation calls for special measures. The Republic of Serbia will, by the end of the year, adopt Strategy for improving the situation of Roma in the Republic of Serbia for the period 2015-2025 and the related Action Plan, in order to contribute to the inclusion of the Roma and improvement of their position through comprehensive measures. Furthermore, in most of the cases, national minorities on the territory of the Republic of Serbia have the home country, so that these countries have an interest in investing in the areas in which their compatriots live.

STRATEGIC OBJECTIVE		OVERALL RESULT		IMPACT INDICATOR	SOURCE OF VERIFICATION
Improving the economic situation of members of minority communities.		Economic status of Roma improved, in line with the strategic objectives of the Strategy for social inclusion of Roma men and women in the Republic of Serbia for the period 2015-2025.		Improving employability and competitiveness in the labour market for the Roma minority.	- Reports on the implementation of the Action Plan for the implementation of new Strategy for social inclusion of Roma men and women in the Republic of Serbia for the period 2015-2025.
		Improved economic situation of the regions which are traditionally inhabited by national minorities (Eastern Serbia, municipalities of Preševo, Bujanovac, and Medveđa).		Implementation of the programme for the allocation of funds for subsidies is of strategic interest to the municipalities of Preševo, Bujanovac, and Medveđa.	- Reports of the Coordination Body for the municipalities of Preševo, Bujanovac, and Medveđa.  - Periodic opinion of the Advisory Committee of CoE on the implementation of the Framework Convention for the Protection of National Minorities
ACTIVITIES	PRINCIPAL IMPLEMENTING BODY	DEADLINE	FINANCIAL RESOURCES	RESULT INDICATORS	ACTIVITY IMPLEMENTATION STATUS

10.1.	<p>Strengthening the economic position of the Roma minority through the full implementation of the Action Plan for the implementation of the new Strategy for improving the situation of Roma in the Republic of Serbia for the period 2015-2025.</p>	<p>-Entities competent under the Action Plan</p> <p>- Council for improving the situation of Roma and implementation of the Decade of Roma Inclusion</p> <p>- Political level of coordination – Deputy Prime Minister and Minister of Construction, Transport, and Infrastructure</p>	Continuously, starting from the adoption of the Action Plan.	<p>For implementation: <b>Budget of the Republic of Serbia –</b> Budgeted within the Action Plan for implementing the new Strategy for improving the situation of Roma in the Republic of Serbia for the period 2015-2025</p> <p>-Apply for <b>IPA 2016-</b></p>	<p>Action Plan for the implementation of the new Strategy for improving the situation of Roma in the Republic of Serbia for the period 2015-2020 adopted and implemented.</p> <p>Annual reports by the Government stating the progress in the implementation of the Strategy publicly available.</p>	
10.2.	<p>Economic recovery and development of underdeveloped regions which have traditionally been inhabited by national minorities (Eastern Serbia, Preševo, Bujanovac, and Medveđa), through:</p> <p>- Recovery of enterprises that were responsible for the development of these regions,</p> <p>- Supporting small and medium enterprises, entrepreneurs and cooperatives,</p> <p>- Attracting investment.</p>	<p>- The ministry responsible for the economy</p> <p>Coordinating body for Preševo, Bujanovac, and Medveđa</p>	Continuously	<p><b>Budget of the Republic of Serbia – 3,105,731 EUR in 2016</b></p> <p><b>*2017 and 2018 will be subsequently determined based on the Law on the Budget for 2017 and 2018</b></p>	<p>Improved economic situation of the regions which have traditionally been inhabited by national minorities (Eastern Serbia, Preševo, Bujanovac, and Medveđa).</p> <p>Increase in economic activity in this area</p> <p>Budget of the Coordinating body for the municipalities of Preševo, Bujanovac, and</p>	

					Medveđa for infrastructural projects	
<b>10.3.</b>	Attracting investment in municipalities that are classified in III and IV group based on development in accordance with the Law on Regional Development	<ul style="list-style-type: none"> <li>- Development Agency of Serbia</li> <li>- Chamber of Commerce of Serbia</li> <li>- Local self-government units</li> <li>- APV</li> <li>- Regional Chambers of Commerce</li> </ul>	Continuously	<b>Budget of the Republic of Serbia – 28,455,284 EUR in 2016</b>  <b>*2017 and 2018 will be subsequently determined by the Law on Budget for 2017 and 2018</b>	Number of organised investment forums  Annual level of investment	
<b>10.4.</b>	Improving employability and encouraging the employment of unemployed persons belonging to national minorities, primarily in the category of less employable, through implementation of active employment policy	<ul style="list-style-type: none"> <li>- NEA (National Employment Agency)</li> <li>- Ministry of Labour, Employment, Veteran and Social Affairs</li> <li>- Province Secretariat for Economy, Employment, and Gender Equality of APV</li> <li>- Local self-government units</li> <li>- Social partners</li> </ul>	Continuously	<b>Budget of the Republic of Serbia – 22,764,227 EUR in 2016</b>  <b>*2017 and 2018 will be subsequently determined by the Law on Budget for 2017 and 2018</b>  <b>Budget of the Autonomous Province of Vojvodina –</b>	Number of unemployed persons in the category of the less employable who identified themselves as members of a national minority, involved in active employment policy measures, as confirmed by the reports of NEA and report on implementation of the National Action Plan for Employment	

		-Partners: National councils for national minorities		Costs shall be borne by the Government of APV  Budget of local self- government units – Costs shall be borne by local self- government units  Donations		
10.5.	Stimulating investment from the home countries of national minorities that want to invest in the areas inhabited by members of national minorities, with the aim to increase the percentage of employment of national minorities	- Chamber of Commerce of Serbia  - Local self-government units  - APV  - Regional Chambers of Commerce  - Partners:  National councils of national minorities	Continuously	Budget of the Serbian Chamber of Commerce – 6,000 EUR  2016-2018 per 2000 EUR	Number of organised investment forums  Annual level of investment from home countries	
XI INTERNATIONAL COOPERATION						



## Current overview:

### Legal framework:

The Constitution of the Republic of Serbia ("Official Gazette of RS", No. 98/2006); Agreement between Serbia and Montenegro and the Republic of Hungary on the protection of the rights of the Hungarian national minority living in Serbia and Montenegro and the Serbian national minority in the Republic of Hungary; Agreement between Serbia and Montenegro and Republic of Macedonia on the protection of Serbian and Montenegrin national minority in the Republic of Macedonia and the Macedonian national minority in Serbia and Montenegro; Agreement between the Federal Government of the Federal Republic of Yugoslavia and the Government of Romania on cooperation in the field of protection of national minorities; Agreement between Serbia and Montenegro and the Republic of Croatia on the protection of the rights of Serbian and Montenegrin minorities in the Republic of Croatia and the Croatian minority in Serbia and Montenegro; The Framework Convention for the Protection of National Minorities; The European Charter for Regional or Minority Languages; The Law on Protection of Rights and Freedoms of National Minorities; The Law on National Councils of National Minorities.

The Republic of Serbia has so far signed bilateral agreements, relevant to the exercise of minority rights, with the Republic of Croatia, Hungary, Romania, and the Republic of Macedonia. To ensure the effective implementation of these agreements, it is necessary to ensure more active and efficient work of bilateral committees. In order to improve the protection of national minorities in the region, it is necessary to intensify the informal cross-border cooperation, expand the network of countries that have signed bilateral agreements, and promote tolerance, prosperity, stability, and peace in the region.

The analysis of the current legal framework indicates that, in the legal system, there are four bilateral agreements which have been concluded with the home countries of Hungarian, Macedonian, Romanian, and Croatian national minorities. Taking into account that the conclusion of bilateral agreements involves the protection of the rights of a national minority in Serbia, as well as Serbs in the country concerned, there is a limited number of countries with which we a bilateral agreement of this kind can be concluded. In relation to existing bilateral agreements, the biggest problem is implementation, because the joint sessions of the governments of the signatory states are not held as planned, and it is difficult to monitor the implementation of joint decisions.

STRATEGIC OBJECTIVE	OVERALL RESULT	IMPACT INDICATOR	SOURCE OF VERIFICATION
<b>Promotion of international cooperation between the Republic of Serbia and home countries of national minorities, in terms of the position of national minorities in the Republic of Serbia.</b>	The continuation or establishment of active international cooperation between the Republic of Serbia and the countries of residence in respect of issues of importance for the protection and realisation of rights of national minorities.	Number of meetings of bilateral committees for minorities.  Number of realised recommendations of bilateral committees for national minorities in relation to the number of adopted recommendations.	- Periodic opinion of the Advisory Committee of CoE on the implementation of the Framework Convention for the Protection of National Minorities  - Minutes of the meetings of the bilateral committees for national minorities.

					<p>Number of activities undertaken by the Republic of Serbia with the purpose of fostering regional cooperation and dialogue.</p> <p>Number of workshops/conferences to share experiences, best practices, and other topics important for national minorities.</p>	<p>- Official Gazette.</p> <p>- Conclusions from conferences/workshops available to the public.</p>
ACTIVITIES		PRINCIPAL IMPLEMENTING BODY	DEADLINE	FINANCIAL RESOURCES	RESULT INDICATORS	ACTIVITY IMPLEMENTATION STATUS
11.1.	<p>Continued international cooperation, especially in the region, i.e. in the area of former SFRY and Southeast Europe, through:</p> <ul style="list-style-type: none"> <li>- Concluding and implementing bilateral and multilateral documents in relation to issues of importance to the region and relations between states, such as the protection and realisation of the rights of minority communities;</li> <li>- Renewal of the work of existing bilateral committees for national minorities;</li> </ul>	<ul style="list-style-type: none"> <li>- Ministry of Foreign Affairs</li> <li>- Line ministries</li> </ul>	Continuously.	<p><b>Budget of the Republic of Serbia – 1,728 EUR</b></p> <p><b>2016-2018 per 576 EUR</b></p>	<p>Renewed work of bilateral committees for national minorities.</p> <p>Bilateral committees for national minorities meet at regular intervals.</p> <p>Number of concluded bilateral and multilateral documents</p> <p>New bilateral committees for national minorities with the other countries in the region established.</p>	

<b>11.2.</b>	Organisation, in cooperation with the EU, the Council of Europe, and the OSCE, regional seminars to exchange experiences on international standards and best practices in terms of the position of national minorities.	- Ministry of Foreign Affairs  - Line ministries	Continuously.	<b>Budget of the Republic of Serbia – 3,000 EUR</b>  <b>2016-2018 per 1,000 EUR</b>  <b>Donations</b>	Regional seminars to share experiences on international standards and best practices with regard to the status of national minorities are organised periodically.  Number of seminars and number of participants	
<b>11.3.</b>	Organisation of workshops/conferences on issues of importance to the relations with countries in the region, such as dealing with the past, the issue of common problems faced by the Roma, Egyptian, and Ashkali communities in the whole region	- Civil society organisations  -Line ministries	Continuously.	<b>Budget of the Republic of Serbia – 3,000 EUR</b>  <b>2016-2018 per 1,000 EUR</b>  <b>Donations</b>	Workshops/conferences on issues of importance to the relations with countries in the region, such as dealing with the past, the issue of common problems faced by the Roma, Egyptian, and Ashkali communities in the whole region, organised.  Number of workshops and number of participants	
<b>11.4.</b>	Provide all conditions on the part of the Republic of Serbia, so that intergovernmental committees that were established by bilateral agreements could hold regular sessions and make full use of their competencies prescribed by bilateral agreements	-Ministry of foreign affairs	Continuously	<b>Budget of the Republic of Serbia – Activity with negligible costs</b>	Efficient work of bilateral committees  Number of meetings held  Number of realised recommendations in relation to the total number of recommendations relating to the Republic of Serbia	

<b>11.5.</b>	Adoption of special conclusion ordering the competent authorities that monitor the implementation of bilateral agreements to, as needed, report to the Government on the agreed measures and activities in the implementation of bilateral agreements, and propose bodies and organisations to which the government should order the execution of certain measures and activities aimed at the realisation of the agreed.	-Ministry of foreign affairs  -Government of the Republic of Serbia	Continuously	<b>Budget of the Republic of Serbia – Activity with negligible costs</b>	Special conclusion adopted  Efficient work of bilateral committees  Number of realised recommendations in relation to the total number of recommendations relating to the Republic of Serbia.	
<b>11.6.</b>	Increase awareness about the opportunities and the importance of cross-border cooperation of local self-government units.	-Ministry of public administration and local self-government  -Office for European Integration	Continuously	<b>Budget of the Republic of Serbia – 3,000 EUR  2016-2018 per 1,000 EUR</b>	Consultations and workshops held.  Number of local self-governments that participated in trainings.	