

Report on the former Yugoslav Republic of Macedonia

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AN INITIATIVE OF



ROMA WOMEN RESEARCH

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ABSTRACT

Roma women from five different countries (Finland, Poland, Ukraine, the Former Yugoslav Republic of Macedonia and Spain) have been consulted about the following topics: education, employment, health, generational changes, expectations, gender-based violence, discrimination and participation. Women belonged to three segments of population by ages (17-30; 35-45; 45 and older) with the aim of compare the results obtained between the different ages groups (differences found among the countries will be analysed in a different report). A university or research centre from each of the participating countries has been collaborating for getting the most rigorous report-diagnosis. This qualitative research have adopted a *Critical Communicative Methodology* approach advised by the CREA Institute (Community of Research on Excellence for All; University of Barcelona), which is based on dialog, reflection and self-reflection (criticism) and intersubjectivity (communicative) placing women at an equal plane with researchers. This report elaborates on the findings of the research conducted with Roma women in Macedonia.

Key words

Roma women, communicative methodological approach, intergenerational, education, employment, health, generational changes, expectations, gender-based violence, discrimination, participation, diversity

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Author (s)

Data collection and coordination: Elena Kostovska and Vesnallievska

Methodology and data analysis: Stefan Chichevaliev, LL.B, MA

Report writing: Stefan Chichevaliev, LL.B, MA

Guidance: Sarita Jasharova and Neda Milevska Kostova, MSc, MPPM

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I. INTRODUCTION

I.1 General Background

“Roma people are the largest ethnic minority in the European Union (EU) and among the most deprived, facing social exclusion, discrimination and unequal access to employment, education, housing and health”.¹

In particular,

“Romani women across Europe face the additional burden of racism as well as gender discrimination, which push them to the margins of their societies. Low educational achievement, high rates of irregular attendance and school dropouts, high unemployment rates and poor employment opportunities deprive Romani women and girls of realistic possibilities for integration and full participation in society. Lack of personal documents hinders the possibility for many Romani women and/or girls to access education, health care, employment and other related services. Increased racism and anti- Gypsyism in the context of a global economic crisis and international mobility of Romani families affects the safety of Romani women and girls, making them increasingly vulnerable to social exclusion, exploitation, trafficking and violence. Traditional family roles that many Romani women find themselves in, creates additional mechanisms of exclusion. Early and child marriages are still recurrent among Romani girls and boys in traditional families. While there is a positive ascending trend in the gender relations between Romani women and men, there is yet a long way to go for Romani women to become autonomous and feel that they can make choices outside pre-assumed ascribed gender roles.

Romani women and girls are often excluded from consultation and decision-making processes on legislation, policies and programmes, including those that are specifically designed to address their situation. This contributes to a lack of, or a limited perspective on Romani women and girls in policies on gender, social inclusion or Roma which further hinders Romani women’s equal access to resources and their full participation in all spheres of public and private life. While some progress has been made in recognizing the multiple discrimination of Romani women and girls and the inequalities they face in their access and distribution of resources and public services, the lack of disaggregated data by gender and ethnicity addressing the status of Romani women and girls across European countries prevents policy makers and human rights advocates from devising viable and meaningful policies and measures for the advancement of Romani women’s rights and of their situation at local and national

¹ European Union Agency for Fundamental Rights; Roma survey – Data in focus Poverty and employment: the situation of Roma in 11 EU Member States (http://fra.europa.eu/sites/default/files/fra-2014-roma-survey-employment_en.pdf)

level. The lack of data further prevents the opportunity for establishing a base line and providing a possibility for adequate monitoring and evaluation.”²

This worrying situation leads to an increase of the interest of international organizations on Roma women issues; clear examples of this are the Congress of Roma from the European Union and “Manifesto of Roma Women” referred to the situation of Romani women in Europe; the OSCE Office for Democratic Institutions and Human Rights (ODIHR) started addressing Romani women’s issues more consistently in 2003, when the Ministerial Council endorsed the Action Plan for Roma and Sinti within the OSCE Area; the *Council of Europe’s* (CoE) public hearing of Romani women, the establishment of the *International Romani Women’s Network* (IRWN), the *International Conferences of Romani Women* (2007 –Stockholm, 2009 - Athens, 2011 - Granada, 2013 -Helsinki, 2015 - Skopje), the study realized by *Fundamental Rights Agency* (FRA) regarding Roma women and men’s situation (2011), the report about Roma inclusion strategies realized by *European Parliament Committee on Gender Equality and Women’s Rights* and so on.

I.2 Roma Women Research

Nowadays Roma NGO’s and other organizations that work defending minorities’ rights are in constantly effort to improve Roma people’s situation. Thereby, KAMIRA federation as one of these organisations conducted a participative research regarding Roma women situation and expectations in Spain (2014)³. Thus, rise the idea of expand this research under KAMIRA’s coordination improving the methodology and seeking for European partners with the purpose of elaborate on the prior diagnosis of the work on the design of a strategy in accordance with the Phenjalipe’s objectives (Helsinki, 2015) and create a networking leads by Roma NGO’s and other organizations working on it. This strategy will be designed by the team work (all the countries who have participated in the research) on the basis of the compared results obtained through this research, which will be analysed in a specific report. Note that even though this strategy lied on the common or urgent needs found, each country must adapt it to their context specificities.

This research means a new contribution to the body of knowledge because it arises from Roma women and it is carried out mainly by Roma, advised always by experts; so the work lines proposed mainstream the Roma perception of the issue together with good practices that they perceive as the right ones in order to improve the problems found. In this way, is prevented the wasting of time, funds and efforts when no Roma people try to improve Roma’s situation, out of the goodness of its heart, but unfortunately proposals made are not successful, because among other variables are not based on the Roma vision and experience.

² Council of Europe; Strategy on the advancement of Romani women and girls (2014-2020) (<https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=09000016800c0a86>)

³ Find the full report in Spanish language and executive summary in English language here: <http://federacionkamira.es/documentacion/>

On the other hand, the purpose of each national report is to get an inside of the Roma Women situation segregated per three age generations and also to propose future actions for the key national stakeholders based on the urgent needs found in each country.

A *Critical Communicative Methodology*⁴ (Gómez et al, 2006) approach was carried out during the whole process in each one of the participating countries, led by the partner organization. This methodology, developed by the CREA Institute team, has been agreed as the most appropriate, in order to empower Roma women involving them in their own transformation process and also because it has been supported by the European Commission to carry out many researches, especially with vulnerable groups such as the Roma. More specifically it consists of a qualitative research which have used as research instruments semi-structured interviews and focus groups.

I.3 Roma women situation in Macedonia

In Macedonia, Roma are recognized as an ethnic group with all rights, freedoms and protection from discrimination; their ethnicity is recognized and embedded in the Constitution of the country⁵. Located in urban and suburban areas most of the Roma population is in Skopje, Prilep, Kumanovo, Bitola, Tetovo, Gostivar, Stip and Kocani. While, members of this ethnic group live in more than 50 municipalities across the country, the largest community lives in Shuto Orizari Municipality, which is the only municipality in Europe with predominant Roma population. According to the latest Census held in 2002, the Roma population living in the country is 53879 or 2.66% of the total population. However, alongside the official data, often by NGOs and international agencies, it is suggested that this number might be greater. One of the reasons for this alleged discrepancy between the official statistics and the actual number of Roma in the country is anticipated to be due to a share of Roma citizens who do not have personal documents; in addition, the economic migration of Roma from one city to another and abroad, the lack of awareness of the Roma community of the importance of the census and other are as well given as possible reasons for these data inconsistencies.⁶ However, it can be concluded that the actual number of Roma living in the country is not precisely known, and that despite this fact, those people are living, contributing and having the needs as all other citizens of the country.

Roma in Macedonia have the opportunity to exercise their rights and freedoms. Now, they are able to educate themselves and be part of the country's educational system, be employed, have insurance, health and social benefits, they are politically engaged in the processes and

⁴Gómez, J., Latorre, A., Sánchez, M. & Flecha, R. (2006) Metodología comunicativa crítica. El Roure, Barcelona.

⁵ Constitution of the Republic of Macedonia, Official Gazette of the Republic of Macedonia, no. 52/91, 1/92, 31/98, 91/01, 84/03, 107/05, 3/09

⁶ Ministry of Labor and Social Policy, Strategy for Roma in Republic of Macedonia 2014-2020, 2014, (in Macedonian: Министерство за труд и социјална политика, Стратегија за Ромите во Република Македонија 2014-2020, 2014 година), accessed: 25.07.2016, available at: <http://www.mtsp.gov.mk/content/pdf/strategii/Strategija%20za%20Romite%20vo%20RM%202014-2020.pdf>

represented in the Parliament through their MPs; as well, and as mentioned earlier, the only municipality with predominant Roma population in Europe is in Macedonia, which also has Roma mayor elected by the citizens of this municipality.

Alike, Roma women have equal rights and freedoms guaranteed by the Constitution and other legislation. The country has endorsed a number of policies of affirmative action for minorities, and especially the Roma minority; further to this gender equality-promoting policies have been put to practice, engaging into the prevention and minimization of the double discrimination that Roma women are at risk of being exposed to. These policies, inspired by the country's commitments undertaken within the Roma Inclusion Decade, include National Strategy for Roma 2016-2020, National Action Plans for health, housing, education and employment, National Action Plan for empowerment of women 2017, and so forth,⁷ are all directed at creating enabling environment for equal opportunities of Roma women within the society.

However, there are still discrimination cases that have been reported in the educational and health system, as well as in the employment area. Lack of education, employment and finances are the most present challenges in the Roma community.⁸

⁷ Full list of strategic documents can be found at: Ministry of Labour and Social Policy official website (Macedonian only): <http://www.mtsp.gov.mk/dokumenti.nspx>, accessed: 15 July 2016

⁸ Ombudsman's Annual Report 2015 for the Extent of Provision, Respect, Protection and Promotion of the Human Rights in Macedonia, 2015, (in Macedonian: Годишен извештај на Народниот правобранител на РМ за степенот на обезбедувањето почитување, унапредување и заштита на човековите слободи и права во 2015 година, 2015 година), accessed: 25.07.2016, available at: http://ombudsman.mk/upload/Godisni%20izvestai/GI-2015/GI_2015-za_pecat.pdf

II. OBJECTIVES

Bearing in mind the above, the research and the presented findings have the general and specific objectives as described below.

II.1 General objectives

- To get an inside of the Roma Women situation segregated per three age generations
- To propose future actions for the key national stakeholders based on the urgent needs found
- To elaborate on the prior diagnosis of the work on the design of a strategy in accordance with the Phenjalipe's objectives

II.2 Specific objectives

- To know the Roma women perception of the education issue and which elements they identify as a support or possibility to overcome the problems related with it.
- To know the Roma women perception of the employment issue and which elements they identify as a support or possibility to overcome the problems related with it.
- To know the Roma women perception of the health issue and which elements they identify as a support or possibility to overcome the problems related with it.
- To identify the generational changes of the Roma women lives and expectations.
- To know the Roma women perception of the gender-based violence issue and which elements they identify as a support or possibility to overcome this problem.
- To know the Roma women perception of the discrimination issue and which elements they identify as a support or possibility to overcome this problem.
- To identify Roma women key strengths.
- To empower Roma women in order to participate in the design of strategies to improve their situation.

III. METHODOLOGY

III.1 Method

Qualitative research methods were used to document including semi-structured interviews⁹ and facilitated focus groups¹⁰; in conjunction with desk-based research. It was decided to adopt a qualitative approach in order to provide a deep and detailed view; to create openness on the women responses and to obtain a detailed picture about Roma women' perceptions attempting to avoid pre- judgements. It was taken into consideration also, that the lack of documentation towards Roma community meant an important difficulty if quantitative research were the approach, because it is not even known the real number of Roma people in each country.

We depart from the assumption that there is an imbalance of power inherent in the research process between those who conduct the research and the subjects being researched, so we strive to limit this inequality through critical reflection following the *Critical Communicative Methodology*. *The Critical Communicative Methodology* has been developed by the Community of Research on Excellence for All, CREA as a research response to the dialogic turn of societies and sciences. It should be pointed out that CREA have been a guiding during the whole research.

“In the context of the dialogical change observed in society —based on which social relations are more and more oriented towards communication and dialogue—, social research can no longer ignore the people and the groups at which it is aimed. Traditionally, Gypsy people have seen how the research concerning their own community and culture has not overcome either the discrimination or the prejudices set upon them; on the contrary, sometimes it has even copied the processes of exclusion under which they are forced to live.

The communicative methodology applied to research appeared first in the area of the social sciences, as a result of the above mentioned dialogical changes and in order to fight against those reproductive tendencies. With the aim of favouring the social inclusion of the less advantaged people, that methodology states that all the people and groups analysed should take part in every step of the research process and always separates those elements that create inequalities (exclusionary components) from those that help to overcome them (transformative components)”¹¹.

Another important thing to point out is that all the interviewers were either Roma women or usual women mediators in order to make women feel comfortable to speak. This decision was made after consideration that the researcher has influence on people's position and behaviour

⁹ Find the semi-structured interview attached as Appendix 1

¹⁰ Find the focus groups' script attached as Appendix 2

¹¹FLECHA, R., VARGAS, J., DAVILA, A., 2004. “Metodología Comunicativa Crítica en la investigación en Ciencias Sociales: La investigación Workaló”, in Spain. LAN HARREMANAK/11 (2004-II) (21-33).

when they are under investigation. Regarding the focus group, it was conducted by one facilitator familiar with the methodology and no necessary Roma, who was the person responsible for giving the turns to speak to the women (all women had to share their opinion of each topic presented) and to mediate in order to obtain a consensus about each question. Also, two lookers were present who took notes about the reactions of women and some important remarks. Women were natural groups (women who usually share their time together) in order to make them feel comfortable to open themselves.

III.2 Sample

Women from three different generations were involved in this research:

- First age group: 17-30 years old.
- Second age group: 31-45 years old.
- Third age group: older than 45 years old.

The sample was chosen taking into account the diversity of the Roma women, taking into consideration the necessity to represent all the realities from each place. Also was taken into account the estimated number of Roma people in each country to determine the sample's size:

Table 1. Determining the sample size in countries of research interest

Country	Total Population	Estimated Roma Population	% Roma Population	Nº of interviews conducted
Poland	29 582 117	21 000	0,07	35
Finland	6 381 733	10 000	0,16	32
Spain	47 599 370	750 000	1,6	77
Macedonia	2 022 547	53 879	2,66	40
Ukraine	48 457 000	47 600	0,10	20

Sources:

Total population of Poland, Finland and Spain -> Eurostat

Total population Macedonia and estimated Roma population -> last census 2002

Total population Ukraine and estimated Roma population -> last census 2001

Estimated Roma population of Finland -> Council of Europe publication 2002

Estimated Roma population of Poland -> Given by Agnieszka Caban (responsible partner of the research in Poland)

Estimated Roma population of Spain -> Ministry of health, social services and equality, 2012

The specific characteristics of the interview respondents in the sample at country level are given in the table below.

Table 2.Characteristics of the interviewed participants in Macedonia (n=40)

Roma women		N= 40
Age	17-30	18
	31-45	10
	> 45	12
Geographical location	Capital (Skopje)	16
	Prilep	9
	Kumanovo	4
	SvetiNikole	7
	Tetovo	4
Employment status	Employed	11
	Unemployed	29

Table 3.Characteristics of the participants in focus groups in Macedonia (n=18)

Roma women		N= 18
Age	17-30	6
	31-45	6
	> 45	6
Geographical location	Lisiche	4
	Topaana	5
	Dame Gruev	9

III.3 Informed consent and ethical issues

Prior to commencing a consultation, the team who was conducting this research ensured that participants were in full agreement with participation. Everyone participating in the study was informed of the purpose of the research from the outset. Participants were informed of their right not to answer any questions they did not wish to answer and were given the opportunity to end their involvement, without explanation, at any time during the interview or the focus group. Confidentiality was also ensured from the outset.

As the research was using mainly qualitative approach to data gathering and analysis, there were no ethical issues that were raised during the process. The country of research interest does not require ethical approval for qualitative method based studies. However, participants were informed that the product of the research would be provided for their consideration should they wish to look at it in its final version.

III.4 Instruments

Semi-structured interviews were the main instrument in this research. It was decided to use them because they can provide reliable, comparable qualitative data, allow informants the freedom to express their views in their own terms and at the same time the interview is designed pursuing the achievement of the set objectives. On the other hand, it was also taken into consideration that the interviewers were going to be different people even in each country, so it was necessary to use the semi-structured previous design in order to obtain results, from the different countries, as homogeneous as possible.

Semi-structured interviews were designed in a seminar work session where all the partners, mostly Roma women, discussed and agreed what questions were the best option, on the basis of the previous study conducted by Kamira in Spain together with the experience and point of views of all participants. In this seminar, it was agreed also as the best option to tape-record interviews and focus groups and later transcribe these tapes for analysis, although lots of women didn't accept to be recorded, so in these cases the data was written down by the researcher.

Focus groups were selected as the complementary instrument for this research because it was considered as an opportunity of digging really deep into an issue. This instrument was considered as a good choice to discover how Roma women think and feel about each topic presented and also to verify or clarify the results from the interviews. Furthermore it constitutes a mechanism for helping people generate and share their ideas, suggesting potential solutions agreed to problems identified also by them. The consensus or debate was a basic requirement to address each question, therefore respecting the *Critical Communicative Methodology*.

In order to ensure a good procedure when interviews and focus groups were conducted, a guide setting an action protocol for the interviewers was included in the top of each interview-focus group's script.

The approach to Roma women was similar for all countries, however with nuances reflecting the local context. Roma women in Macedonia were reached through the network of clients established as part of the community work of NGO LIL, as well as through their collaboration with other Roma NGOs throughout the country.

III.5 Data analysis

The analysis of the data gathered through the interviews and focus groups was conducted in the software program Microsoft Excel using thematic analysis approach. The answers received from the participants in this study were analyzed through three steps: identifying the themes, joining the points of similarity and differences between the themes and comparison.

The themes are identified from the participants' answers. They contribute for better understanding of the Roma women situation in a particular area, such as education, health, generational change etc. The products of identifying the themes are the points of similarity and differences in different areas.

At the end of the analysis, we compared the points of similarity and differences within the three generational groups, to see if there is an improvement, decline or some change in the chosen areas.

III.6 Threats to validity

One of the considered threats to validity was the discrepancy between the official and unofficial data regarding the Roma population in the country; such discrepancy was considered as possible threat for the determination of the sample size, as that was one of the criteria for defining the scope of the population that is outreached. However, as the chosen method for the study is the semi-structured interview, the threat of the data discrepancy to the sample size determination was ruled out, since the qualitative data gathering processes and defining the sample size is mainly navigated by the theoretical saturation approach. Theoretical saturation is used to define the sample size when: 'no additional data being found whereby...researcher becomes empirically confident that a category is saturated'.¹²This criterion has become the gold standard by which purposive sample sizes are determined in health science research.¹³Thus, as the literature suggests that up to twelve interviews are usually sufficient if the aim is to understand common perceptions and experiences among a group of relatively homogeneous individuals,¹⁴ this approach was taken to cover each of the age groups with this number of interviews.

Another considered threat to validity was the use of language for the research other than English. One consideration was to undertake interviews in Romani language as the native language of the respondents; however, the limitations to use of this approach were identified as: 1) lack of written language that can be standardized for the data encoding; 2) lack of researchers that could analyze the data in Romani language; 3) lack of resources to translate the interviews from Romani to other – Macedonian or English - language. Thus, this threat to validity was overcome by choosing the approach to conduct the interviews in Macedonian language, as official language in the country, which the respondents are required to understand and speak, and the use of which was expected to yield much richer data than if conducted in English as third language.¹⁵

¹²Glaser, B. and A. Strauss. (1967). *The discovery of grounded theory: Strategies for qualitative research*. New York: Aldine Publishing Company.

¹³Guest G. Bunce A, Johnson L. (2006). How Many Interviews Are Enough? An Experiment with Data Saturation and Variability. *Field Methods* 18(1):59-82.

¹⁴ *ibid*

¹⁵Twinn S. (1998). An analysis of the effectiveness of focus groups as a method of qualitative data collection with Chinese populations in nursing research. *Journal of Advanced Nursing*, 28(3):654-61.

IV. FINDINGS

IV.1 Overview

The analysis on the Roma women situation and possibilities in the country comprises of data collected from three distinct age groups of Roma women. These groups are: 17 to 30 years of age, 31 to 45 years, and above 45 years of age. The sample size for all three groups is 56 participants, distributed across the groups in a relatively proportionate manner. The architecture of the research instruments was such that it enables analysis of both the qualitative and quantitative data gathered, and adding to the richness of the analysis and findings. Further sections are providing overview of the findings from each of the population groups of interest.

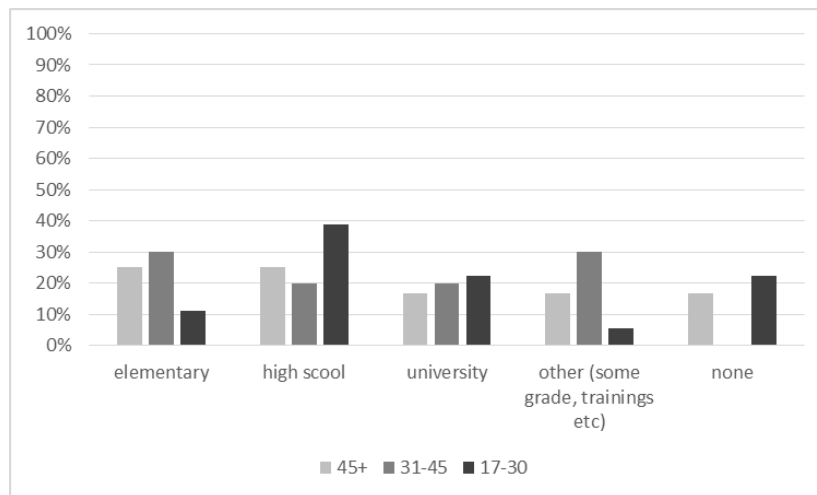
IV.2 Education

Situation

The Roma women situation regarding education is showing an improving trend. The analysis of the personal accounts of the respondents shows that Roma women in all age groups recognize the need for education as a precursor for employment, financial stability and a better life.

Regarding the educational level of the respondents, as shown in the Figure 1 below, the oldest age group (45+) was more prone to leaving the education at early age than the other two groups. Also, there is high percentage in the second group (31-45) who have left the elementary school in some grade, and the percentage is even bigger than the previous group. However, the paradigm shift can be seen for the youngest age group (17-30). These respondents have higher percentage of finished high school and university level education than the other two groups. It can be argued that the younger Roma women educate themselves for better opportunities.

Figure 1: Level of finished education of the Roma women respondents (n = 40)



For Roma women the education means better opportunities and chances to find employment. Many of the participant’s answers were similar and were going in the same direction that education is a way to get employed. Some of the answers were:

“For me, education means to be educated and an opportunity to get a job.”

“For me, education means a lot, i.e. if you have education, everything would be easier, you can get employed easier. I think that if you have education, life would be easier.”

Furthermore, when responding to the question: *“What would you improve about your current education?”*, most of the participants claimed they would go back to school to complete the educational level they had already commenced, and some even declared that they would continue to a higher level of education. This is well illustrated with the snippet from one of the respondent’s personal accounts:

“I would have enrolled in college or university. I would have continued my education and I would find a job easier than at the moment.”

The above account depicts that for Roma women, the main driver of their will to learn and get better education and qualifications is directly associated with their opportunities for employment and further to ensuring financial stability for better life.

Regarding their choice of employment, many of them opted for social worker, police officer, doctor, lawyer, psychologist, teacher, working with children etc. It is interesting that they choose a profession that helps other people. Account reveal that if a person has decided to go to a higher level of education, such as college or university, the choice of professional upgrade is usually linked to a social sphere in which the gained profession will be one that can be put in the function of helping people in different ways.

Issues

The issues for leaving the education within Roma women stayed the same. By far the most dominant theme emerging from the accounts is the one related to the motto “family comes first”, which, for them basically means that if a girl becomes pregnant, she has to dedicate her life to the family and raising the children, which implied ending the education process. They have to look after the family and the children while the husband work and bring home the paycheck. A lot of Roma women stated that they would have finished higher level of education but the obligations of the family life got in the way.

Identified needs and Recommendations

Identified needs

1. To finish their education before forming a family.
2. To continue their education even when they have a family.
3. To contribute to their family with the finished education.
4. Education to get employed.
5. Education to find better employment.
6. Education for better financial stability.

Recommendations

1. Raising awareness about the “child marriages”, and the effects that this tradition has on young Roma women.
2. Raising awareness about the possibilities with and without education.
3. Raising awareness about the possibilities for continuation of their education.
4. More subventions for higher education for Roma women.
5. Organizing more night classes for Roma women that have left their education due to family obligations.

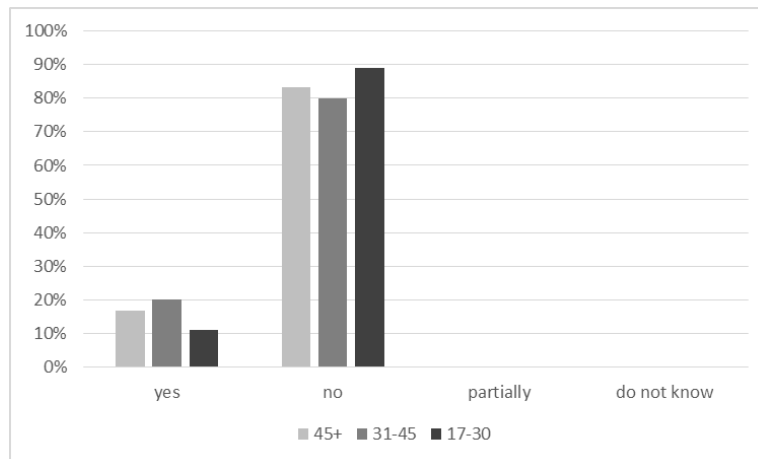
IV.3 Employment

Situation

The situation with Roma women employment in the country is slightly progressing, but the job offers remain the same. Although there were some more situated Roma women in this research, most of them are working in the black economy as cleaning ladies in private homes, schools, offices etc.

The access to employment is challenging on its own with the country’s economy, but for Roma women it is almost impossible to find a job. In the graphic below you will see that no matter what generational group we analyze, the access to employment is limited. Each generational group stated that for 80 per cent and more the employment is limited.

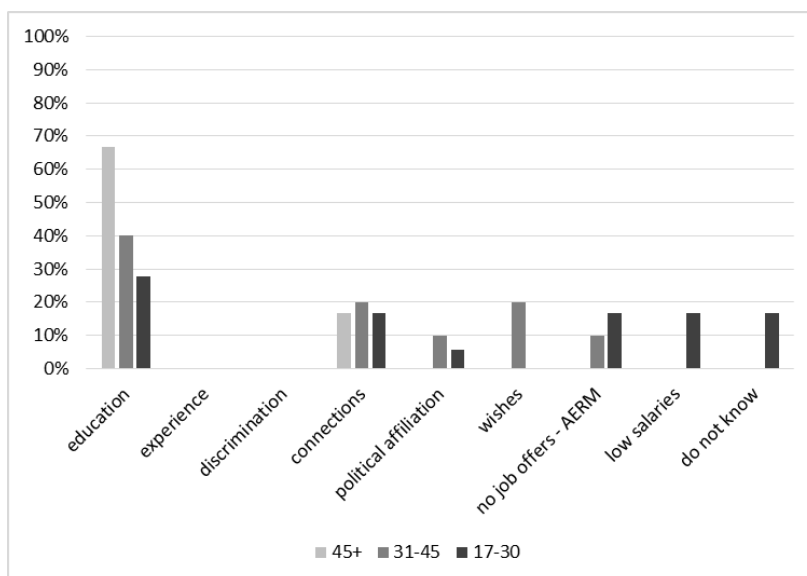
Figure 2: Access to employment for Roma women (n = 40)



Issues

One of the biggest issues for employment of Roma women is their education. Starting from the first generational group who stated that almost 70 per cent face employment challenges due to their education, in the second group this percentage was lower (40%), whereas in the third group it was further lower (nearly 30%). This data shows that education is the biggest challenge in finding employment for Roma women. The other challenges they face, especially the younger generations, are employment through connections and nepotism, low salaries, no suitable job offers, employment through political affiliation etc.

Figure 3: Employment challenges faced by the Roma women (n = 40)



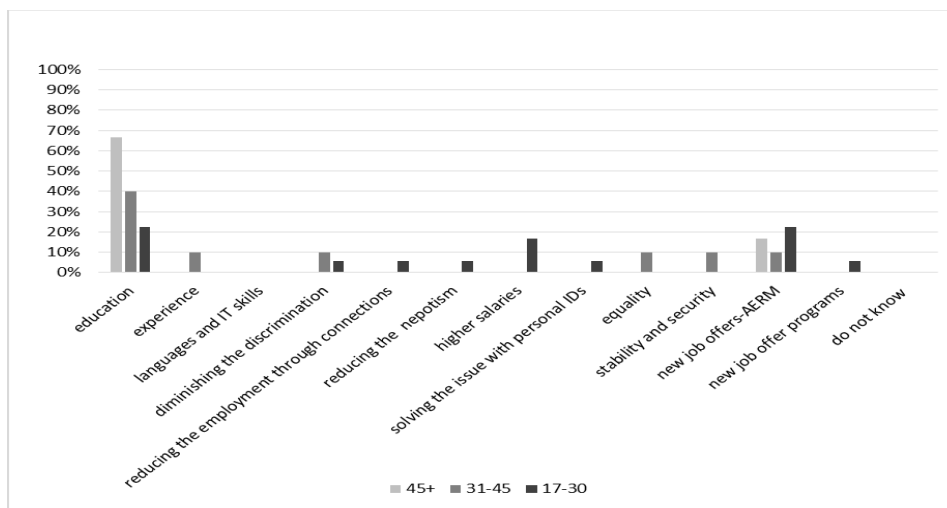
Identified needs and Recommendations

Identified needs

The needs of the Roma women for better access to employment lay at the opposite side of the challenges. These include:

1. Roma women have to educate themselves and finish secondary or higher educational level.
2. New job offers are needed to be identified by the Employment Service Agency (ESA) to suit Roma women's level of education.
3. Working on minimization and mitigation of discrimination regarding access to employment for Roma women.
4. Increasing the salaries for employment of Roma women.
5. Reducing the employment through connections and nepotism.

Figure 4: The needs of the Roma women for better access to employment (n = 40)



Recommendations

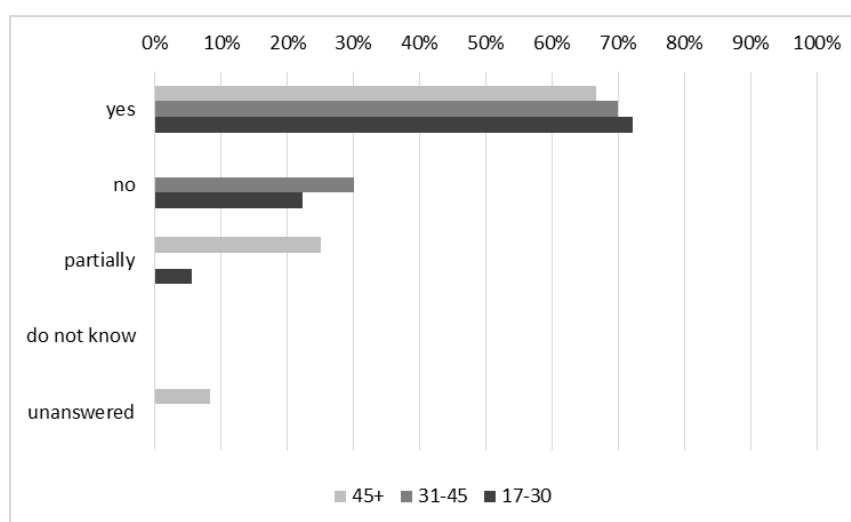
1. Raising awareness for the need of education as a precursor for better access to employment, better employment and higher salaries.
2. New job offers from AERM, suitable for the current education level of Roma women.
3. Raising awareness for the Roma discrimination in the employment sector, as well as reporting such cases to the Ombudsman's office.
4. Organizing night courses for Roma women, to learn new skill or to get qualification for a skilled or craft job.
5. The authorities need to solve the issues with the personal IDs.

IV.4 Health

Situation

Health situation for Roma Women is constantly improving. Regarding their access to health, more than 65 per cent of every age group stated that the access to health is easy and accessible. For the others, however the access to health seems not easily accessible due to family's low finances.

Figure 5: Access to health for Roma women (n = 40)



In addition, Roma women partially care about their health and carefully listen to the advice and recommendations of the medical practitioners. They stated that the most common ways in which they care about their health is through healthy nutrition, regular checkups, consultations with the doctors and accepting the doctor's advice. Some of the Roma women cannot afford to go to the hospital; they take the medicine prescription from the doctors and then buy the medicine when they have the money for it. Below quotes illustrate these statements from the respondents' personal accounts:

"I don't care really, now we don't have the time and money to care about our own health."

"I take good care of my health now, I am going to regular checkups."

"Sometimes I take care, sometimes I don't. I'm in a difficult financial situation, and we have a loan to pay off, so I can't buy good food. At the moment, we already don't have electricity for 3-4 days, they switched it off because we didn't pay, and now we are sitting at home under candlelight. I don't take much care about my health, I don't go regularly to the doctor."

Issues

Biggest issues in the health system for Roma women are **high prices of medicines and copayments¹⁶, corruption, unequipped hospitals, centralized health system and the behavior of the medical practitioners.**

Looking forward, we asked the participants “*What would you change in the health system?*”, and the majority of them stated five main changes among others: **reducing the prices of medicine and copayments, diminishing the corruption, improvement of the hospital’s equipment, decentralized health system and the behavior of the medical practitioners.**

Identified needs and Recommendations

Identified needs

1. Lower prices of medicines and copayments.
2. Uncorrupt health system.
3. More equipped (staff and equipment) hospitals.
4. Newly equipped (staff and equipment) hospitals and more around the country.
5. More friendly doctors and diminishment of the discrimination.

Recommendations

1. Exemption from paying copayments for certain Roma women cases, when they cannot afford to pay.
2. Raising awareness of the corruption in the health system and fines and suspensions for the medical practitioners that show signs of corruption, nepotism, or any misuse of the official duties.
3. Raising awareness of the situation of the hospitals that do not have to necessary equipment and staff to work.
4. Raising awareness of the centralized hospital system, and the need for newly equipped (staff and equipment) hospitals in the other cities in the country.
5. Raising awareness for the discrimination in the health system, the behavior of the medical practitioners and the staff, and reporting every case in the Ombudsman’s office.

IV.5 Expectations

Situation

The expectations of Roma women, for the future, are related to several major issues, such as **housing, employment, financial stability and their children’s education.** Some of the answers were:

¹⁶In Macedonia, copayments refer to payment of up to 20% of the cost of the health services or pharmaceuticals, under the health insurance. The term used in the local terminology and legislation is “participation” (in MKD: participacija).

“Firstly, I have no job, I want a job that will allow me to take care of my children as I should, like others who have a job and I want to have a better life and better living.”

“To get a job, to earn regular and stable salary like everyone else.”

“I want my children to study, finish school and I find work. I want to get a job too, to make my own house.”

Basically, Roma women life expectations are related to their needs and wishes. Currently, the elderly Roma women recognize the need of education, employment, better living conditions, housing etc. The younger generations are already working on fulfilling their dreams, they study, get employed earn salaries, have insurance, are fully emancipated and are living their life normally.

“First thing I want to do is finish University. The second thing for me is to stay and work in the school where I work now because it is very good, and the third thing is family, to have children and many other things. Wishes always come one after another, if one wish come true than I have a new desire that I want to accomplish, and I'm a women that likes a lot of things.”

Also, for their children, Roma women want what any mother would have wanted, good education, children’s choice of employment, good salaries, own house and a good marriage.

“I want my daughter to learn and finish school. I want my daughter to be literate and to learn and work what she wants. I will not get in the way, if that is her wish, just to educate herself. I want her to become a doctor.”

Issues

The main issue for Roma women expectations is that they realized too late that education is a precursor for employment, better salaries and better living conditions. The older generations of Roma women want to impart this knowledge to the younger generations, so they will not make the same mistake.

Identified needs and Recommendations

Identified needs

Roma women need information about: the generational changes of Roma women, the possibilities available for Roma women, the benefits from education from the Roma women who finished higher education. Also, Roma women need reduced prices for more accessible higher education, motivation and practical and financial success to continue the education.

Recommendations

1. Raising awareness about the generational changes of Roma women.
2. Raising awareness about the possibilities available for Roma women.
3. Raising awareness about the benefits from finished higher education.
4. Reducing the costs of the educational system for Roma women.
5. Finding out what drives Roma women to finish education and use it as an incentive for other Roma women that left the educational system in their young age.

IV.6 Generational change

The situation with the Roma women generational change is arguably the area with most noticeable progress. Most of the participants have realized that there is a positive generational change regarding the Roma women. Mostly, the changes are focused on the freedom to choose, decision-making, education and employment.

“There are improvements in education, health and generally in life.”

“There are improvement in terms of education. Formerly, girls were married very early and did not go to school. Today most of the Roma women study first and then get married. In this society, everyone want to work, have a monthly income and then everything else.”

“Generationally, we feel that the new generation, I can call it a generation of modern times, in which we are more communicative, energetic, and clearly stating our opinion. In the past it was not like that, we know as any among the Roma woman will, endure, endure and do nothing about the issues, the woman must be ranked lower than the man, and now it is not a problem to say what you think and talk face to face.”

If Roma society was a patriarchal in the past, currently, our findings say otherwise. Anyhow, one thing is certain, there is a big generational change within the Roma community. Today, Roma women can be educated, financially stable with proper housing and values as anyone

else. The younger generations are continuously breaking the chains of the Roma stigma through their ambitions, wishes, and motivation to succeed.

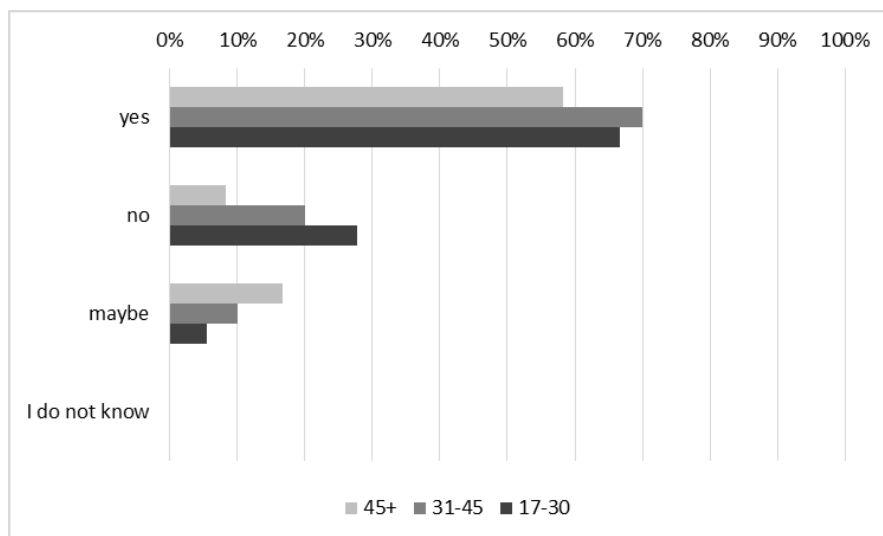
Mainly, the issues between the generations are consisted of stigma, stereotypes and financial instability.

IV.7 Gender violence

Situation

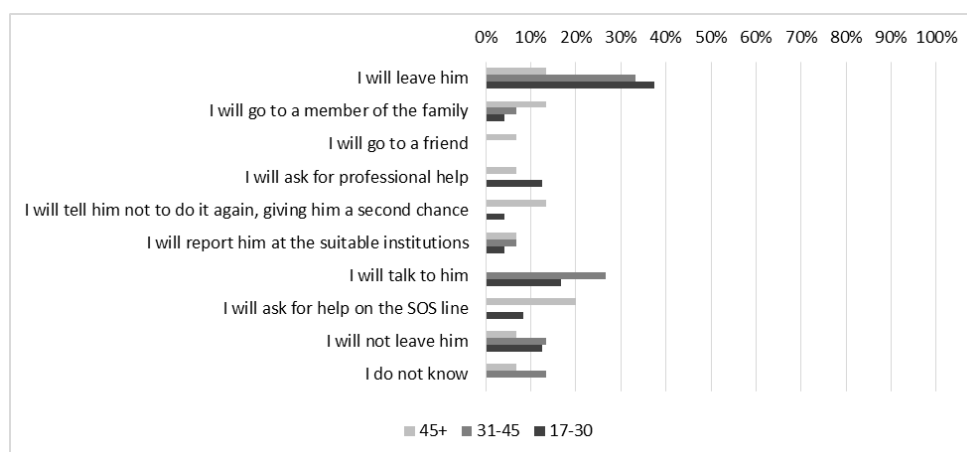
The situation regarding gender violence in the Roma community has improved, according to the participants. Of course, every woman in this research understood the term gender violence as something bad, even though some of them thought of something different at the moment. However, more the 55% of the women in every group stated that they could leave the husband if they were subject to gender violence. Many of them, at first, would try to talk to the husband and give him a second chance, then at the second instance, would report him to the social services or ask for help from the SOS line and only then, as a last resort, leave the husband.

Figure 6: Can Roma women leave their husband if subjected to gender violence? (n = 40)



Namely, the interesting thing is that almost 40% of the younger Roma women stated that they would leave their husband if they were subject to gender violence. Almost the same result was derived for the second generational group as well. Only the oldest group (45+) stated that they would try something else before leaving the husband.

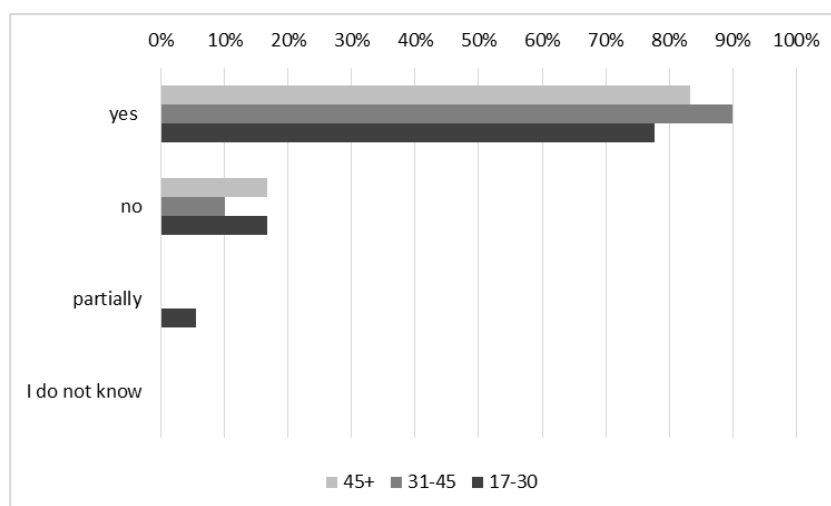
Figure 7. What would Roma women do if subjected to gender violence? (n = 40)



The participants were also asked what would help a Roma woman, if she were subjected to gender violence. There were various answers, but the main issue here is the lack of education, employment and financial stability. Roma women who have financial stability can choose more freely what they will do. Also, many of the interviewed women stated that the support of family and friends is a big help in this kind of situations.

However, most of the interviewees think that currently, the gender equality in the Roma society is more present than ever. More than 75% in each age group think that now the Roma women can study and be educated, be employed, earn salary, be financially independent and so forth. On the other hand, they have also stated that husbands are more engaged in helping with the children and other home-related obligations that the family has and which are usually performed by the wife or other women in the household. Roma women think that now the woman and the man undertake home responsibilities equally and such approach is not seen as strange at all. In their view, Roma women stated that they consider this to be a foundation of every family, and that they as a family support and are supported to have this approach that both spouses work for the family and for the benefit of their children.

Figure 8: Is there an improvement in the gender equality issue? (n = 40)



Issues

The biggest issue regarding the gender violence and equality is the financial independence and stability. Roma women stated that without the independence and stability they cannot do anything for themselves and their children. If they have stable salaries that are enough for taking care of the children, they are freer to choose and make their own choice.

Identified needs and Recommendations

Identified needs

1. Better education.
2. Better employment.
3. Better salaries.
4. Support from the family and friends.
5. Support from the professional institutions.

Recommendations

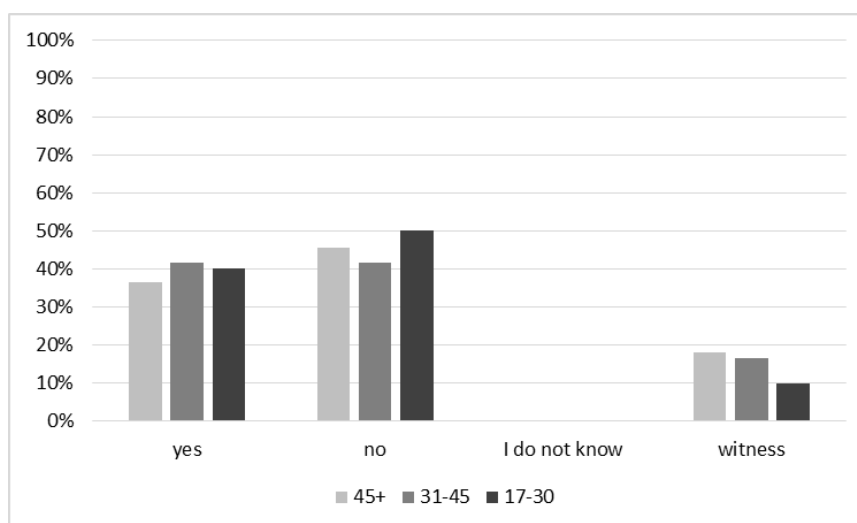
1. Raising awareness about the education and how education can make people more independent, in every aspect of life.
2. Opening new blue-collar jobs for the women that have lower level of education, and giving opportunity to those who have finished higher level of education.
3. Raising awareness about equality and equal salaries.
4. Establishing a support community center for the Roma families that have issues and are a subject of gender violence.
5. Opening community center for Roma children that are victims or someone from their family is a victim of gender violence.

IV.8 Discrimination

Situation

Regarding discrimination, the situation with Roma women is slightly improved. Although, there are some mixed answers, the majority of the participants in this research stated that they have not had a negative experience in the discrimination area, but some say that they have never been subject to discrimination, but they know someone who was or they saw someone being discriminated.

Figure 9: Have you ever had an experience with discrimination? (n = 40)



Also, we asked our participants about their satisfaction from the behavior of the educational and health professionals. They stated that currently, they are satisfied with the behavior of the educational professionals, and they have to continue teaching without discriminating the children. On the other hand, they are not so satisfied with the behavior of the medical professionals, particularly the youngest generational group. The second group, 60% of them are partially satisfied, and the third stated mixed satisfaction, some of them are happy with the behavior, some of them partially and of course, some are dissatisfied with the relation with their doctors.

Figure 10: Satisfaction from the behavior of the educational professionals (n = 40)

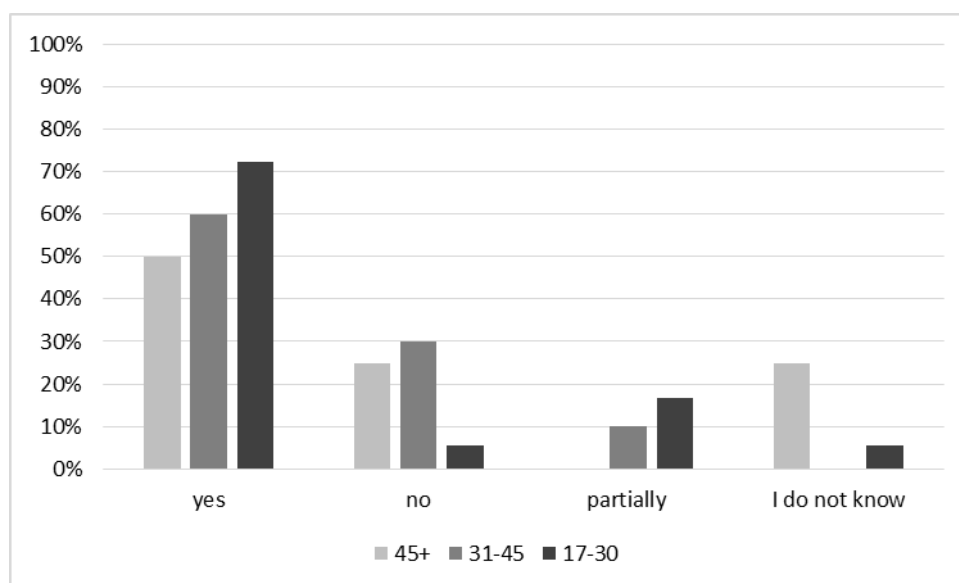
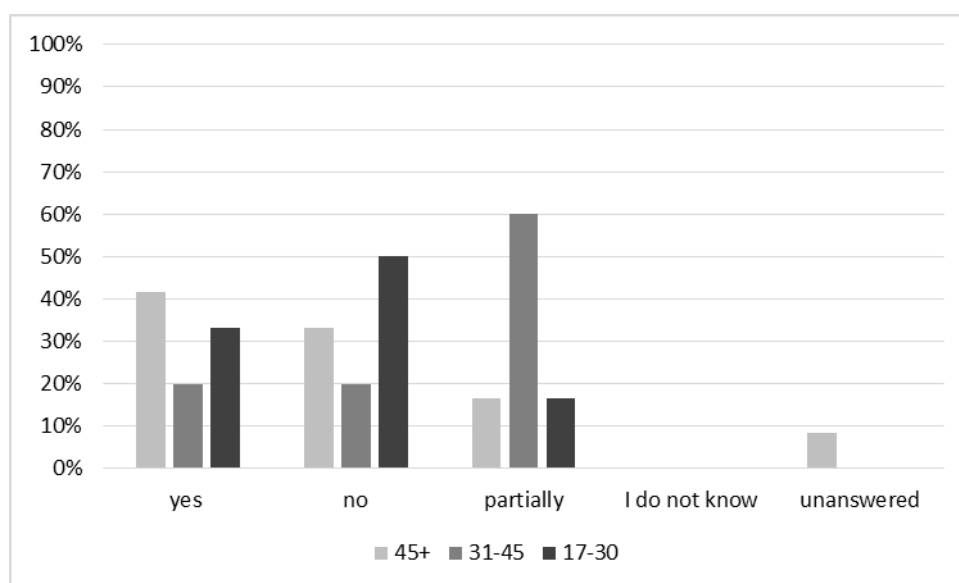


Figure 11: Satisfaction from the behavior of the medical professionals (n = 40)



Regarding the discrimination, we tried to find out how informed Roma women are about the measures and instruments they can use against discrimination, particularly the Law on Prevention and Protection against discrimination and organizations that work on such issues.

The results showed that Roma women are informed about the existence of the Law, but they think that this law is not fully implemented and the institutions do not use it when someone report a case of discrimination. On the other side, Roma women are not informed enough about the institutions and organizations that work on this kind of issues. From 30 to 50% of the Roma women are informed that there is such kind of organizations, but they personally don't know or had experience with them.

“I’ve heard that there is such organization, but the name of that organization and where exactly their offices are, I honestly do not know.”

“I don’t know exactly, but I know that UNICEF and OSCE are fighting for the rights.”

“I think that there are many Roma NGOs that are working a lot, and some of them certainly are dealing with this issue. “

Figure 12: How informed are Roma women about the Law on protection against discrimination (n = 40)

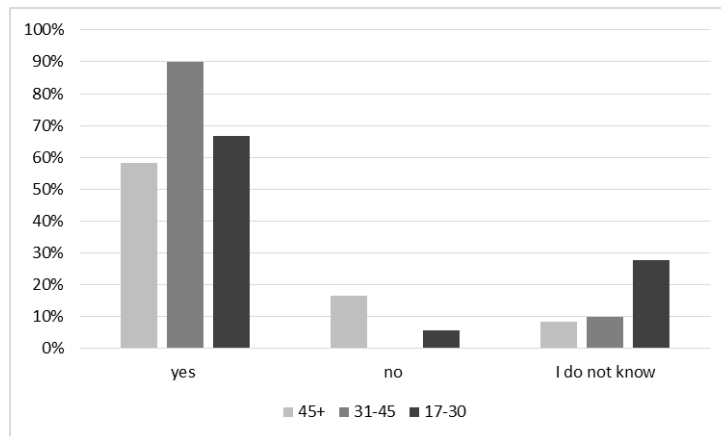
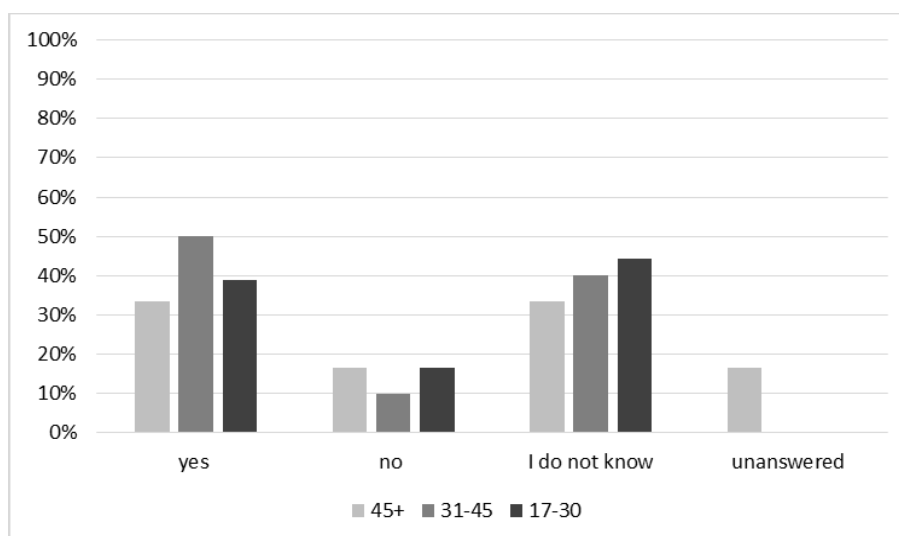


Figure 13: How informed are Roma women about the organizations that work on prevention and protection against discrimination (n = 40)



Some of the many consequences of the discrimination of Roma women are:

“Demotivation for Roma for example, the discrimination that is made in the schools on the Roma could lead to demotivation for them to go further in their studies.”

“Roma can loose their jobs or cannot get hired, and without money you are no one.”

“Can contribute and have already contributed for the most to distrust institutions, distrust their own country. Why so many Roma want to leave their own country, who would run from it if things were good. The discrimination, and therefore this treatment will make many Roma leave from Macedonia, and the consequences are known - distrust of institutions.”

Furthermore, we asked the participants “What would you change that could improve the situation?”, and most of them stated **equality, education and employment**. They feel that they do not have the same access to health, employment and human rights, and the behavior in the institutions is different to Roma than to the other citizens.

Issues

The Roma women issues regarding discrimination are generated mostly in the country’s institutions. Also, there are some cases that are from everyday life, like bars, restaurants etc. They have stated that most often they feel the discrimination to have been based on

stereotypes, such as Roma are different color, they are likely to be illiterate, lazy or similar negative connotations.

Identified needs and Recommendations

Identified needs

1. Equal opportunities for employment.
2. Equal possibilities for education.
3. Changing the behavior of the country's institutions staff.
4. Equal human rights.
5. Raising awareness about the Law on Prevention and Protection against discrimination and organizations that work on such issues.

Recommendations

1. Roma women need to report the discrimination during the employment period or during the application. The country's institutions that work on issues such as discrimination need to act and investigate the basis of the reports.
2. More subventions for higher education for Roma women based on their GPA.
3. Penalties for the institution's employee that have been reported for discrimination.
4. Roma women need to report the discrimination and to report if someone does not recognize one or many human rights to the right institutions.
5. Raising awareness about the Law on Prevention and Protection against discrimination and organizations that work on such issues.

IV.9 Reflection

Situation

The overall situation with Roma women is slightly improved, but as they say, they are not emancipated enough and no one cares about the Roma community. Their life would be better if they: are employed and have stable jobs with regular salaries, have better housing, financial stability, education for their children, equal opportunities and breaking the chains of the stigma. In the society they would like to change the employment opportunities, to raise the salaries, to diminish the discrimination, to break the stigma about Roma, to socialize more outside the Roma community, to open more jobs for Roma (at least one of person of the family to be employed), and to change the behavior of the community and the Roma community.

"If I could, I would change the behavior and thinking of the younger generations, to see a healthy and bright future and not to be included in today's vices."

Issues

The biggest challenges are **changing the behavior of the community and the Roma community**. Other challenge are seen in the **education, employment, housing and financial stability**.

Identified needs and Recommendations

Identified needs

1. Change in the behavior of the community and the Roma community.
2. Education.
3. Employment.
4. Housing.
5. Financial stability.

Recommendations

1. Creating courses for better emancipation of Roma in the community.
2. Creating courses for acknowledging diversities for the community.
3. Creating courses for the benefits of finished education.
4. Subventions for housing for Roma community.
5. Creating jobs based on the qualifications of Roma women.

V. CONCLUSIONS

This research, based on the Roma women issues in the country, showed that most of the issues that are raised are due to low education among Roma women. They acknowledge the need for education as a precursor for better emancipation, employment, housing, financial stability and other challenges that Roma women are facing.

Basically, the challenges and needs of the Roma women community are from lack of educational or financial nature.

Currently, Roma women community is raising their voice and do not accept stigma and stereotypes to have a big impact in their lives. The younger generation understands that they have to finish their education before forming a family, in order to be more situated, have better housing and financial stability.

Regarding the employment, older Roma women generations only want to be employed, no matter what job they do. For them, the salary and the level of payment is the most important thing. Younger generations understand the need for education in order to find a better-paid and more secure job.

Health situation for Roma Women is constantly improving. Regarding their access to health, more than 65 per cent of every generational group stated that the access to health is easy and accessible. The others stated that the access to health is not easily accessible due to family's low finances.

The expectations of Roma women, for the future, are related to several major issues, such as **housing, employment, financial stability and their children's education**. Roma women life expectations are related to their needs and wishes. Currently, the elderly Roma women recognize the need of education, employment, better living conditions, housing etc. The younger generations are already working on fulfilling their dreams, they study, get employed and earn salaries, have insurance, are fully emancipated and are living their lives normally.

The situation with the Roma women generational change is arguably the area with most noticeable progress. Most of the participants have realized that there is a positive generational change regarding the Roma women. Mostly, the changes are focused on the freedom to choose, decision-making, education and employment.

The situation regarding gender violence in the Roma community has improved, according to the participants. Of course, every woman in this research understood the term gender violence as something bad, even though some of them thought of something different at the moment. However, more the 55% of the women in every group stated that they could leave the husband if they were subject to gender violence. Many of them, at first, will try to talk to the husband and give him a second chance, then report him at social services or ask help from the SOS line and only then, as a last resort, leave the husband.

Regarding discrimination, the situation with Roma women is slightly improved. The majority of the participants in this research stated that they have not had a negative experience in the

discrimination area, but some say that they have never been a subject to discrimination, but they know someone who was or they saw someone being discriminated.

The overall situation with Roma women is slightly improved, but as they say, they are not emancipated enough and no one cares about the Roma community. Their life would be better if they: are employed and have stable jobs with regular salaries, have better housing, financial stability, education for their children, equal opportunities and breaking the chains of the stigma.

VI. APPENDICES

Appendix 1. Interview guide for Roma Women Research

Autonomous Region:

Province/ District:

Interview number:

Date:

Interviewer:

Instructions:

1. The *guidelines* don't have to be read. It is a support to lead the interview in the right way.
2. Interviewer must show the interview and explain the objectives of it to the person before start. It is necessary to let her know that she is not force to respond a question if she doesn't want.

SD: SOCIODEMOGRAPHIC VARIABLES

SD.P01. When were you born?

SD.P02. Where did you born?

SD.P03. Actually, do you have a partner?

SD.P04. What's your marital status?

Guidelines
Single
Only officially married
Only married by the Roma tradition
Officially married & married by the Roma tradition
Widow
Separated
Divorced

SD.P05. Please tell

us, how many years have you been in your relationship, including the courtship.

SD.P06. Do you have any children? If yes, how many?

SD.P07. How old were you when you had your first child?

SD.P08. How much, approximately, do you earn per month?

SD.P.09. Do you get any financial aid? Which one?

Guidelines
One-time social benefit
Permanent social benefit
Child support benefit
Single mother support benefit
Special needs person benefit
Note: to be adapted per country

ED: EDUCATION

- ED.P.01. What means education for you?
ED.P.02. Did you go to school? If you did, could you tell us your last finished level?
ED.P.03. Did you get any training?
ED.P.04. Which training would you like to get? What could help you to get it?
ED.P.05. What would you improve about the current education?
ED.P.06. Are you satisfied with education staffs' attitude?
ED.P.07. If today you had the chance to study, what would you study?

EM: EMPLOYMENT

- EM.P.01. Currently, are you working? What's your job?
EM.P.02. What means for you to have a quality job?
EM.P.03. Which job have been the best for you? Why?
EM.P.04. Is easy for you to get a job?
EM.P.05. If you could choose, what job would you like to have? What could help you to get it?
EM.P.06. What would you improve of the current employment that is being offered?

HE: HEALTH

- HE.P.01. What means for you to have a quality health?
HE.P.02. How you take care of your health?
HE.P.03. How you could take better care of your health?
HE.P.04. Do you find easy to get health services?
HE.P.05. Would you like to change anything in regards to the health services you are getting or you need?
HE.P.06. Are you satisfied with health staffs' attitude?

EX: EXPECTATATIONS

- EX.P.01. What goals do you have? What would you like to achieve? Why?
EX.P.02. What could help you to reach it?
EX.P.03. What about your daughter or granddaughter?
- What studies would you like for them to achieve? Why? What could facilitate it?
- What job would you like for them? Why? What could facilitate it?
- What you wish for their personal life? Why? What would facilitate that to happen?

GE: GENERATIONAL CHANGE

- GE.P.01. What improvements do you perceive comparing your generation with preceding generations?
GE.P.02. What can you do that women from preceding generations couldn't in the past?
GE.P.03. What have improved on gender equality field?
GE.P.04. Thinking on the women you meet or have met, who would be a model role for you? A person you would like to be like. Why you look up her? What she has that you like?

GV: GENDER-BASED VIOLENCE

GV.P.01. What means gender-based violence for you?

GV.P.02. What feelings do you usually experience with your partner?

Guidelines	
Pride	Shame
Happiness	Sadness
Confidence	Blame
Satisfaction	Annoyance
Peace	Anger
Admiration	Fear
Enthusiasm	Mistrust
Respect	Resentment
Gratitude	Hostility
Empathy	Nervousness

GV.P.03. What things would you like to change in your love relationship to improve it?

GV.P.04. Do you consider that a Roma woman who is suffering gender-based violence could abandon her partner? Why?

GV.P.05. If you lived a gender-based violence, what would you do?

Guidelines
Hide it and hope it is not going to happen again
Go to a family member, who?
Go to a friend
Search professional help
Leave the relationship
Ask him not to do it again, give him another chance
Lodge a complaint
Call to a helpline

GV.P.06. What could help a woman who is suffering gender-based violence to stop it?

DI: DISCRIMINATION

DI.P.01. In the past 12 months (or since you have been in the country) have you personally felt discriminated against because you are a Roma (for non-Roma)? Could you share some of these experiences?

Guidelines
Looking for paid work
By people who you work for or work with
Looking for a house or apartment to rent or buy
By people working in public or private health services
By people working in a school or in training
By people who work in the local administration
By people who work as police or similar

DI.P.02. What do you think, is there a law in your country that forbids discrimination against ethnic minority people when applying for a job?

DI.P.03. Do you know of any organisation in your country that can offer support or advice to people who have been discriminated against?

DI.P.04. Do you think Mass Media have offered a real image of Roma community? (on the news, reality shows, comedy...). Why?

DI.P.05. What possible consequences discrimination could have on the Roma community?

DI.P.06. What could help to reduce the discrimination to Roma within our society?

PO: POSITIVE

PO.P.01. Thinking on your life, what makes you feel satisfied?

PO.P.02. Please, tell us any experience where you have improved a difficult or complex situation. How did you achieve it?

RE: REFLECTION

RE.P.01. What would you like to change from your life to improve it?

RE.P.02. What would help you to try improve that?

RE.P.03. What would you change of your community, your closer reality, to improve it?

RE.P.04. We are finishing the interview; would you like to add a final reflection or conclusion?

Appendix 2. Focus group guide for Roma Women Research

Autonomous Region:

Province/ District:

Date:

Facilitator:

Viewer 1:

Viewer 2:

Instructions:

1. Groups should be composed by 3 - 7 Roma women. They must be natural groups, groups that exist in the reality, you shouldn't form a group with women who usually don't spend time together.
2. Place should be selected according to the country's context, where women will feel more comfortable to open themselves.
3. Women must be sitting down in circle.
4. The focus group must not take longer than 2 hours. You could divide the topics among different women groups.
5. You must offer water and coffee if possible for all the participants.
6. Women should have a label with their names.
7. The facilitator should ask permission to record as audio the whole debate. If women don't want to be recorded, the 2 viewers should take notes of the important points and once finished the focus groups women must write down their conclusions regarding each topic presented (education, health...).
8. The facilitator must explain the objectives of this research to the women and also explain how important is their participation to achieve them; explain that is important to have a participative attitude.
9. You should start with a dynamic of personal presentation in order to offer a relax atmosphere.
10. All women must share their point of view in each question presented.
11. Before move to the next question, women must reach a consensus analyzing the positive and negative points of each opinion.

The objective of this research is to get an inside of the Roma Women situation and propose future actions for the key national stakeholders.

The objective of the focus group is to gather Roma women opinions and their analysis regarding different vital aspects, aiming to use this information for the future design of innovative strategies to foster the socio-economic development and social cohesion.

GE: GENERATIONAL CHANGE

GE.P.01. What improvements do you perceive comparing your generation with preceding generations? (age getting married, age getting pregnant, nº children, belong to the labour market, study, new expectations...).

GE.P.02. What can you do that women from preceding generations couldn't in the past?

GE.P.03. What will you change from the current situation in order to improve Roma women's lives?

GE.P.04. What has improved on gender equality field? Which things need to change in this field? How we could reach it? (proposals).

ED: EDUCATION

- ED.P.01. Why do you think Roma women leave their studies?
- ED.P.02. What do you think could help Roma women in order to continue studying/ getting trained?
- ED.P.03. Are you satisfied with education staffs' attitude?
- ED.P.04. What means education for you?
- ED.P.05. What would you improve about the current education?

EM: EMPLOYMENT

- EM.P.01. Is it easy for you to get a job?
- EM.P.02. What would you improve of the current employment that is being offered?
 - Salaries
 - Flexibility
 - Working hours
- EM.P.03. How would your life be affected if you had a quality job?
- EM.P.04. What factors you think will help a Roma woman to obtain a job? (Inner and outer factors)
- EM.P.05. If you could choose, what job would you like to have?

HE: HEALTH

- HE.P.01. How you take care of your health?
- HE.P.02. What means for you to have a quality health?
- HE.P.03. How you could take better care of your health?
- HE.P.04. Do you find easy to get health services?
- HE.P.05. Are you satisfied with health staffs' attitude?
- HE.P.06. Would you like to change anything in regards to the health services you are getting or you need?

GV: GENDER-BASED VIOLENCE

- GV.P.01. What means gender-based violence for you?
- GV.P.02. Why do you think it happens?
- GV.P.03. Do you think these cases could be justified for any reason? (Give some examples).
- GV.P.04. How do you think a Roma woman should behave when she is suffering this kind of mistreatment? What you would advice to her?
- GV.P.05. What stops a woman to defend herself of this kind of violence? What could help her to stop it?
- GV.P.06. Would you denounce this situation if you are suffering it? What stops a Roma woman to denounce that? What would help to overcome these obstacles?
- GV.P.07. What could be done in order to prevent these cases? (Inner and outer factors).

DI: DISCRIMINATION

- DI.P.01. Do you think Roma women are discriminated nowadays? In what situations?

Guide line
Looking for paid work

By people who you work for or work with
Looking for a house or apartment to rent or buy
By people working in public or private health services
By people working in a school or in training
By people who work in the local administration
By people who work as police or similar

DI.P.02. Why do you think there is discrimination against Roma community?

DI.P.03. Do you think Mass Media offer a real image of Roma community? (on the news, reality shows, comedy...).Why?

DI.P.04. What possible consequences discrimination could have on the Roma community?

DI.P05. What could help to reduce the discrimination to Roma within our society?

- From Roma community
- From no Roma community

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Useful links to documents and policies

- Ministry of Labour and Social Policy official website (Macedonian only): <http://www.mtsp.gov.mk/dokumenti.nspix>, accessed: 15 July 2016 (Full list of strategic documents related to social policy, discrimination and gender equality)