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**AD HOC COMMITTEE OF EXPERTS ON ROMA¹ ISSUES
(CAHROM)**

DRAFT THEMATIC REPORT

by the experts of the CAHROM thematic group on

**ROMA YOUTH EMPOWERMENT AND THE INCLUSION OF A YOUTH DIMENSION
INTO NATIONAL ROMA INCLUSION STRATEGIES/POLICIES**

following the CAHROM thematic visit to Ljubljana, Slovenia, on 4-6 June 2015

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¹ The term “Roma” used at the Council of Europe refers to Roma, Sinti, Kale and related groups in Europe, including Travellers and the Eastern groups (Dom and Lom), and covers the wide diversity of the groups concerned, including persons who identify themselves as “Gypsies”.

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I. INTRODUCTION TO THE THEMATIC REPORT

1.1 Background information about the setting-up of the thematic group²

The initial proposal for setting-up a CAHROM thematic group on Roma youth empowerment and inclusion of Roma youth dimension of national Roma inclusion strategies was put forward by Slovenia (as a requesting country) during the 7th CAHROM meeting in Strasbourg on 14-16 May 2014, based on the expressed interest to benefit from partner countries' experience in introducing Roma youth in their respective national Roma integration strategies. Croatia, having already such experience, expressed immediate interest to be a partner country (the Croatian CAHROM member occupying indeed the role of CAHROM Roma Youth Rapporteur within the Committee). Later Serbia and Belgium decided to join the thematic group, as well as the Slovak Republic which however had to cancel its participation shortly before the thematic visit to Ljubljana and therefore is not covered by the present report. Though initially planned in September 2014, the Slovenian authorities - due to budgetary constraints- rescheduled the thematic visit to 4-6 June 2015³.

The specificity of this thematic visit lies in the fact that it has contributed to a strengthening of the already existing transversal co-operation⁴ between Council of Europe structures dealing with Roma related policies on the one hand and (Roma) youth policies on the other hand. Building up on the positive experience of transversal co-operation between the Support Team of the Special Representative of the Secretary General for Roma Issues (SRSG) and participation of other Council of Europe sectors in the thematic work of CAHROM⁵, the Youth Department took part in the thematic visit was involved in its preparation and follow-up. This was also the first time that members of Council of Europe's governmental (the CAHROM) and non-governmental (the Advisory Council on Youth) committees took part in the same thematic visit.

It should be underlined that the title and purpose of this thematic visit are similar to those of the CAHROM thematic visit on *Roma women's empowerment and the inclusion of a gender dimension into national Roma integration strategies/policies* that was hosted by Lithuania (requesting country) in April 2014, with Finland, Italy, the Republic of Moldova and Spain as partner countries⁶.

1.2 Roma youth approach and policy at the level of the Council of Europe

Addressing the topic of Roma youth in general and Roma youth empowerment in particular is not new for the Council of Europe. Youth has been a target group of Council of Europe's action since the mid-90s and regular co-operation exists since then with international Roma youth organisations (such as FERYP which has observer status in CAHROM and already this status in the predecessor Committee, the MG-S-ROM where it had presented seven years ago recommendations on Roma youth participation in decision-making). The Council of Europe also cooperates with more recently established Roma youth networks (such as TernYpe). However, as it was recalled by the CAHROM Rapporteur on Roma Youth, Mr Branko Sočanac (Croatia), during the exchange of views with the Secretary General of the Council of Europe at the 9th CAHROM meeting (Strasbourg, 14-16 May 2015), the Strasbourg Declaration on Roma adopted on 20 October 2010 failed to refer to Roma youth. Council of Europe structures include an intergovernmental Committee on Youth (essentially composed of representatives of ministries having youth policy under their mandate) and the Advisory Committee on Youth (made of youth representatives).

² For the composition of the thematic group of experts, see Appendix 3; for the agenda of the thematic visit, see Appendix 2.

³ See the official invitation letter received from the Slovenian authorities in Appendix 1.

⁴ This joint co-operation also occurs in the context of the implementation of the RYAP.

⁵ The Child Rights Division took part in the CAHROM thematic visit on inclusive pre-school education of Roma children in the Czech Republic on 19-21 November 2014 – see the thematic report of that visit at:

⁶ See this thematic report with reference CAHROM (2014)11 at:

Despite this unfortunate omission, the Youth Department of the Council of Europe has run since 2011 a Roma Youth Action Plan⁷. The Roma Youth Action Plan (hereafter “RYAP”) is a response of the Council of Europe to challenges faced by Roma young people in Europe, particularly in relation to their empowerment, participation in policy decision-making processes and structures at European level, and multiple realities of discrimination (as women, as LGBT, as migrants, etc.).

The RYAP gives priority to human rights and intercultural dialogue as responses to discrimination and anti-Gypsyism⁸, together with the development and capacity building of Roma youth organisations and movements. Training and capacity building has, thus, an important role in the RYAP, not only because of what individual Roma youth leaders may learn and develop individually, but also and especially by what they will experience and do together.

II. INTRODUCTION TO THE TOPIC OF ROMA YOUTH

2.1 Definitions and approaches

With a view to approach the topic of this report, the group of experts felt necessary to provide clarification as regards the definition of youth as a concept both from the perspective of international standards and from the perspective of each respective national context. It also refers to the concept of youth from the Roma perspective.

2.1.1 *Definition of youth and approaches at national and international level*

Youth is usually considered to be regarded as between 18 and 30, with some flexibility.

2.1.2 *Youth from the perspective of Roma communities*

Whilst for international and national standards, youth usually ranges from 18 to 30, it is not necessarily applicable in the Roma context. Indeed, Roma children move quickly to Roma adults’ responsibilities, especially those who are getting married, forcibly or not, at an early age⁹ which occasionally occur in certain traditional communities around 8-12 and more frequently between 14-19. Therefore, at the age of 20, a young Rom/Romni is often considered as an adult within his/her family and community, implying in most cases leaving school and engaging into domestic and working duties. It is very often difficult for him/her to resist the family/community pressure.

As an illustration of this, an ERRC article from 2005 documented the various forms of resistance of young Roma women and men to the practice of early marriage: *“There are many different types of resistance. It does not always come in the extreme cookie-cutter “desert the community, never to return again” package, though some Romani women also “choose” this path. Obviously, these choices have to be looked at critically in their contexts and cannot be considered complete victories. The outcome can hardly be considered a triumph when one is forced to choose between disassociating herself from the people she loves (to face a racist and sexist world alone) and succumbing to virginity tests and early marriage. My point is to illustrate that Romani women are not passive ciphers. Whether by disassociating from community and family or by defiant participation, Romani women are actively resisting their subordination. Some young men also refuse to let family members dictate their marriage choices. One male in particular, whose parents were married during their teens, has been actively resisting his parents’ attempts to arrange his marriage. As a result of seeing his mother endure immeasurable suffering at the hands of his father - a consequence he attributes to his parents’ incompatibility in lieu of marrying at such*

⁷ Find more information about the Roma Youth Action Plan (RYAP) at: www.coe.int/youth/roma

⁸ For the definition of anti-Gypsyism recognised by the Council of Europe as a specific form of racism, see the General Policy Recommendation no. 13 of the European Commission against Racism and Intolerance (ECRI) at:

⁹ See CAHROM (2015)6 Thematic report on gender equality within Roma communities, with a focus on child/early and forced marriages covering Romania, Italy, the Republic of Moldova, the Netherlands, Poland and the United Kingdom.

*a young age - he rebuffs his family's match-making efforts. When shown pictures of potential mates, his phrase of choice is: "What am I, shopping for a car?" He is perceived as an anomaly for being a twenty-eight-year old bachelor; sometimes he is even taunted as being gay. I should also mention here that I am often asked by fellow community members if I am a lesbian. Their logic is that since I am attractive and there appears to be nothing wrong with me, being twenty-four years old and unmarried must mean that I am gay.*¹⁰

III. SIZE AND COMPOSITION OF ROMA GROUPS, WITH A FOCUS ON YOUNG ROMA

3.1 Belgium

3.2 Croatia

3.3 Serbia

3.4 Slovenia

IV. REVIEW OF RELEVANT LEGALISLATION AND POLICY FRAMEWORKS ADDRESSING ROMA YOUTH

4.1. Belgium

4.2 Croatia

4.3 Serbia

4.4 Slovenia

V. CONCRETE MEASURES, PROJECTS AND ACTIVITIES INVOLVING ROMA YOUTH AND PROMOTING THEIR EMPOWERMENT

5.1. Belgium

5.2 Croatia

5.3 Serbia

5.4 Slovenia

The **Institute Movit - Slovenian national agency for the Erasmus+** supports the inclusion of young Roma into the ***Youth In Action* programme** since 2012. The activities included the following:

- National information seminar/training course for Roma organisations and/or organisations working with Roma, which took place in June 2012 in Dobrna, Slovenia, with the aim of informing organisations about the existence of the programme and opportunities that the *Youth In Action* programme is offering, and to gather the needs for the type of support they would need to get involved;
- International training Inclusion of Youth Roma into the *Youth in Action* programme, which took place in November 2012 in Murska Sobota, Slovenia, with the aim of exchanging best practices, creating international partnerships and identifying the obstacles they face in their international Roma projects and their possible solutions;

¹⁰ *Child marriage, a Cultural Problem, Educational Access a Race Issue? Deconstructing Uni-Dimensional Understanding of Romani Oppression*, Alexandra Oprea, 2005, European Roma Rights Centre (ERRC).

- International study visit to Slovenia, which took place in April 2013 in Murska Sobota, Vanča vas, Krško and Kamenci in Slovenia, with the aim of presenting Slovenian good practices of Roma inclusion at the local level, which had been identified by the Movit Institute in the past years, and bringing more potential project partners to Slovenian Roma organisations for possible future cooperation;
- International training on Cross-border Roma co-operation: The activity took place at the end of May 2015 in Dvorec Rakičan in Murska Sobota. Co-operation was established with the Croatian, Hungarian and Macedonian national agencies during this activity, as well as with the SALTO South East Europe Resource Centre, which is covering the rest of the Western Balkans. The aim of this activity was to support *sustainable* international cross-border partnerships.

VI. CONCLUSIONS, LESSONS LEARNT, GOOD PRACTICES IDENTIFIED AND FOLLOW-UP

6.1 Conclusions as regards the organisation of the thematic visit

The group of experts expressed great satisfaction about the organisation of the thematic visit and the proposed agenda by the Government Office for National Minorities of Slovenia.

The group of experts would like to thank all Slovenian interlocutors, whether state institutions, representatives of the police or Roma representatives for their availability and readiness to discuss this topic and for the quality of their interventions.¹¹

6.2 General conclusions

During the thematic visit, the experts of the thematic group agreed on the following general conclusions:

- The group of experts is of the view that national Roma integration strategies should include, where possible, a specific chapter on Roma youth¹² with specific goals, whilst also mainstream the Roma dimension throughout the strategy¹³. For those member States that do not follow a targeted strategy approach, the group of experts would recommend to find ways that Roma youth concerns are being taken into consideration in the mainstreaming approach.
- The group of experts highlighted the importance of using the momentum of revising or updating national Roma integration strategies¹⁴ to include specific Roma chapter or stronger mainstreaming of the Roma youth dimension. Croatia and Slovenia experts committed to this. The Serbian expert recommended the adoption of not more than 5-year long strategies since situation on the grounds tend to change rapidly.
- The experts recommended including representatives of Roma youth in drafting processes and monitoring commissions of national Roma integration strategies and Roma policies, respecting also, as far as possible, the gender balance. Youth policies should be needs-driven and not be a top-down approach.
- The group of experts considers important to find ways to activate and encourage participation of Roma young people, not only within Roma youth movements at national and local levels, but also in umbrella youth movements and organisations. The group of experts recalled that Roma youth empowerment is a two-way process and is a shared responsibility from the Roma side and the side of state, regional and local authorities. The group of experts noticed that youth policies seem often to be far away from local priorities.
- Human rights institutions and equality bodies, such as Gender Equality and Children's Rights Ombudspersons, at national and international levels, should pay more attention - through their respective monitoring mechanisms - to the situation of young Roma boys and girls, ensuring that their rights are respected and law is enforced when it comes e.g. to compulsory education, combating early marriages, access to employment and housing, human trafficking, etc., using

¹¹ For the full list of Slovenian interlocutors and their names, please see the agenda of the thematic visit in Appendix 2.

¹² From the information provided so far to the CAHROM Secretariat, member States that have included a specific chapter on Roma Youth in their National Roma Integration Strategy include Bosnia and Herzegovina, Croatia, the Republic of Moldova, Montenegro, Portugal, Serbia, Spain and Sweden. Slovenia will create one under its revised Strategy.

¹³ See also similar recommendations for the gender dimension in CAHROM (2014)11 Thematic report on Roma women's empowerment and the inclusion of the gender dimension into National Roma Integration Strategies.

¹⁴ Slovenia is preparing its new NRIS 2016-2021. Croatia will engage next year in the update of its 2014-2020 strategy. Serbia has adopted a strategy for 2015-2020.

inter alia the relevant Council of Europe conventions (e.g. Istanbul Convention) and recommendations (e.g. the Congress Recommendation on Roma youth participation at local and regional levels) and other international organisations' instruments, researches and recommendations (OSCE-ODIHR, FRA, OHCHR, etc.).

- Stronger cooperation should be established between the Council of Europe and its Roma Youth Action Plan (RYAP) and the member States. Whilst expressing satisfaction for the existence of the RYAP, the Serbian expert regretted that the RYAP was essentially a document for Roma youth organisations. More awareness among local and state authorities (not only youth ministries but also other relevant ministries and state institutions such as offices for national minorities) about the RYAP should be developed and training provided for public officers. The group of experts recommended to the Council of Europe provides more information about the youth standards applying to Roma and about the RYAP among state and local authorities.
- The experts also made the suggestion to the Council of Europe Youth Directorate to provide training for Roma youth organisations how to run an NGO, lobby for their involvement at national level, develop their communication language and skills and management of budget. The group of experts, based on the Belgian expert's proposal, would like to suggest more peer-to-peer exchanges among Roma young people, for instance in the context of Roma youth training provided by the Youth Directorate of the Council of Europe.
- The group of experts would like to suggest the creation of micro-credits to help young Roma starting business – or ensure that young Roma benefit from them where they exist. Measures to support and encourage higher education of young Roma should be further promoted and budgeted.
- Following the good example of policeman's action with and within the Roma community in building trust presented in Slovenia, the group of experts would recommend sharing of experience in this respect. Prevention of child/early marriage and the risks related to this practice could also be raised in that context.
- Young Roma should be recruited as mediators and trained (including under ROMED). Roma mediation identified as a good practice by the group of experts should be institutionalized where this is not yet the case.
- The group of experts identified a general lack of disaggregated data by age in national integration Roma strategies and policy measures and would recommend including this among indicators when assessing the implementation of the above strategies/policies. More inter-sectoral/ministerial coordination is needed in that respect.
- The group of experts encourages the Council of Europe, and CAHROM in particular, to keep Roma youth on its agenda.
- The group of experts, and the Belgian experts in particular, highlighted the fact that one should not ignore the impact of informal involvement in youth work and volunteerism of Roma young people, especially in the contexts where there are obstacles and difficulties to have them integrated in formal youth councils at local or national levels.
- The Advisory Council on Youth representative recommended to include gender mainstreaming in Roma youth activities and actions and policies targeting (Roma) youth.
- Motivating young Roma to be involved in youth movements and organisations, and in the advocacy of their rights, remains a challenge in many countries.

6.3 Country specific challenges, conclusions and lessons learnt

6.3.1 Belgium

One of the challenges in Belgium as a whole, and Flanders in particular, is to share knowledge and information with Roma young people with existing facilities and services, and together with *inter alia* the Council of Europe, share information about international standards, projects and recommendations available at international level. Another challenge is to reach out Roma youngsters due to the fact that public authorities do not share responsibility for Roma issues and rather rely on (Roma) mediators exclusively. Roma youth aspects should be made more explicit in the Flemish Youth Policy/Action Plan, in particular but not exclusively in relation to education.

6.3.2 Croatia

One of the main challenges Croatia is facing is the low level of education of young Roma which creates obstacles to involve and recruit young Roma. More young Roma should be recruited and trained in police academy (only 2 in Croatia compared to over 50 in Serbia) as well as in the public administration (only 4 at present).

6.3.3 Serbia

One of the main challenges for Roma youth is Roma youth access to housing (difficult to get an apartment), and access to employment (30% are unemployed), including in state institutions. 40% of the Roma population is young. The school drop-out of Roma young people, of Roma girls in particular. There is also an insufficient use of local municipal budgets to support local Roma youth organisations.

6.3.4 Slovenia

The group of experts agreed that Slovenia has adopted a favourable legal and policy framework for youth associations and structures (e.g. governmental Office on Youth) exist such as a national youth council and a national youth policy unit. Positive discrimination is even allowed to have the law and policies benefiting Roma youth. But no Roma youth associations make use of them. The main challenge is therefore to find ways to encourage and activate the participation of Roma youth organisations at national level, including their involvement in the national youth organisation. So far only one Roma youth is active (Academic Club) which finds difficult to attract active members. There is a need to establish a national Roma youth organisation. Another challenge is that Roma young people tend to move away to foreign countries creating problems in the sustainability of the NGO movement. Whilst taking note of the presence of a few Roma in universities in Slovenia thanks to supporting measures and tools, the group of experts would suggest taking additional measures to multiply by two at least the number of Roma students at university. The partner countries' experts who expressed appreciation for the system of Roma assistants and education incubators would recommend expending sustainability, including financial one, of these practices. Local action plans should be developed in more municipalities (4 out 24 Roma municipalities to be compared with 20 local Roma action plans in Serbia) and should include a Roma youth focus.

6.4 Good practices identified

In Belgium:

- Integrated approach of the Flemish Roma strategy.
- Positive role of Roma mediators.
- Active national and local youth councils.
- Not only formal but also informal approach.
- Roma youth ambassadors in charge of informing and training their peers, including young Roma on the street, and lobbying for their inclusion in national and local youth movements.

In Croatia:

- Five out of the 8 Roma representatives in the monitoring committee of the National Roma Integration Strategy are young Roma.
- The Constitutional Act on Employment which provides positive discrimination (for the same job qualifications, a member of a minority, including Roma, should be given preference);
- A Roma youth centre was opened in Medjimurje.
- Teaching on non-discrimination in police academy.

In Serbia:

- The strategic approach on Roma youth and the quality of policy documents (namely the National Roma Integration Strategy).
- The existence of 30 local Roma action plans in Serbia.
- Presence of local Roma youth councils and Roma youth clubs with a pilot project in Niš.
- Mobile social health care centres.
- Over 30 (young) Roma in the police.
- 13 micro credits in Voivodina.

In Slovenia:

- Favourable legal and youth policy framework, including positive discrimination measures;
- Monitoring mechanism and yearly evaluation and reporting on the implementation of the National Roma Integration Strategy.
- Police action with and within the Roma community, establishing good relations and re-establishing trust with the police institution among Roma kids and youth.
- Work with NGOs, like Amnesty International and with Institute Movit - Slovenian national agency for the Erasmus+.
- The practice of Roma assistants and Roma education incubators (involving also Roma parents). The Belgian experts were particularly interested by the model developed in Slovenia.

6.5 Follow-up to the thematic visit

During the thematic visit,

- Slovenia indicated that they would organise a follow-up meeting between the Office for National Minorities, the Governmental Office on youth, the Youth Council of Slovenia and other relevant stakeholders to discuss the results of the discussions and conclusions during the thematic visit;
- Croatia invited Slovenia for a bilateral visit to Zagreb to discuss the experience of introducing a youth chapter and mainstreaming Roma youth dimension in the National Croatian Roma Integration Strategy;
- Croatia proposed to organise a Conference on Roma youth in cooperation with the Youth Directorate of the Council of Europe and the SRSG Roma Support Team; prior to this conference,
- Slovenia will introduce and Croatia reintroduce a Roma youth separate chapter of in the currently on-going revision of their respective National Roma Integration Strategy;
- It was proposed to create a “European Roma Capital City” that would follow the same logic as the European Capital of Culture or the European Youth Capital. This proposal has been mentioned earlier this year in the context of the reflection on the future role and activities of the European Alliance of Cities and Regions for Roma Inclusion. Subject to further exploration of the feasibility of this proposal, the designation of a European Roma Capital City could also be attached to the bi-annual Dosta! Congress Prize for municipalities. It could be envisaged that the winning municipality is attributed this title and commits itself to honour this title during the year following the awarded prize and fund actions relevant for its local Roma (and/or Traveller) population.
- *The week after the thematic visit:* preliminary conclusions of the thematic visit were orally shared with participants of the Steering Committee of the Roma Youth Action Plan (RYAP) at the European Youth Centre in Budapest¹⁵.

In June 2015: gender equality and empowerment of Roma women was introduced as a line of action in the *Council of Europe’s Updating agenda on Roma Inclusion (2015-2019)* presented by the Secretary General and approved by the Committee of Ministers of the Council of Europe. The *Council of Europe’s Thematic Action Plan on the Inclusion of Roma and Travellers (2016-2019)*, currently under preparation, includes proposed actions aimed at:

- *Strengthening the self-organisation of young Roma and Travellers and their participation in society;*
- *Mainstreaming youth-related matters in all policies dealing with Roma and Traveller issues;*
- *Mainstreaming Roma and Travellers issues in youth policies;*
- *Setting-up training and education programmes to support Roma and Traveller youth leaders, youth workers and human rights educators with a view to strengthening the development of democratic leadership of Roma and Traveller youth organisations and the emergence of Roma and Traveller youth leaders (the so-called “Roma and Travellers’ Youth Academy”);*
- *Pursuing the exchange of Roma youth-related good practices between member States and facilitating cross-border co-operation.*
- *Providing peer-to-peer training of teachers on inclusive education for Roma and Traveller children and students in member States based on the positive experience of the TRUST-managed project “Every Child Matters - Quality Education for All”¹⁶.*

10-11 September 2015: the Slovenian police officer met during the thematic group was invited to share his experience working in/with Roma communities during a brainstorming workshop in Rome with police officers and trainers on how to best train police officers or police academy students on non-discrimination

¹⁵ The CAHROM Rapporteur on Roma Youth was invited but could not attend. The presentation was delivered by the CAHROM Secretary.

¹⁶ This project was implemented in three Czech primary schools with UK teachers from the Babington College in Leicester. The project, supported by a voluntary contribution from Finland to the Council of Europe Roma budget, will be extended towards the end of 2015 to Ostrava in the Czech Republic and to Prešov in the Slovak Republic.

(with a focus on Roma) co-organised by the Council of Europe and the Italian Ministry of Interior/OSCAD.

6-7 October 2015: young Roma women have been invited to the 5th international Roma Women's Review Conference that was held in Skopje, "the former Yugoslav Republic of Macedonia". The relevant conclusions of this Conference will be included in the Addendum to this report.

27-30 October 2015: the present thematic report will be presented and discussed in Bucharest, Romania, following the invitation from the Romanian Ministry of Labour, Family, Social Protection and Elderly to host the 10th plenary session of CAHROM.

On 16-22 October 2015: the preliminary conclusions of the thematic visit were presented at the 2nd Roma Youth Conference organised by the Council of Europe at the European Youth Centre in Budapest. The main objective of this conference was to discuss current Roma youth issues and future policy orientations for the participation and inclusion of Roma youth¹⁷. The Conference looked towards the future, after reflecting on and evaluating the outcomes and the successes of the Roma Youth Action Plan (RYAP), which was initiated by the Youth Department of the Council of Europe in 2011 after the first Roma Youth Conference organised in Strasbourg. The action plan is a response of the Council of Europe to the challenges faced by Roma young people in Europe. Its activities were carried out in cooperation with the international Roma youth networks and other international institutions, in relation to empowerment, youth participation in policy decision-making processes and multiple forms of discrimination. The Conference addressed among debated topics the promotion and participation of young Roma in policy making processes at all levels, the role of young Roma in fighting anti-Gypsyism, the inclusion of youth chapters in policies and programmes dealing with Roma issues (*targeted approach*), the inclusion of Roma youth issues in general youth policies and programmes (*mainstreamed approach*), to shape the future of the Roma Youth Action Plan, etc. The Conference gathered some 80 participants from a variety of professional and cultural backgrounds from various national, European and international organisations. Representatives of the statutory bodies of the Youth Department of the Council of Europe also took part at the event together with policy actors, Roma and youth relevant stakeholders.

After the adoption of the thematic report by the CAHROM: the report will be circulated for information and possible use to the Youth Department of the Council of Europe, the Advisory Council on Youth and the Youth inter-governmental Committee, as well as to the European Commission DG Justice and the OSCE-ODIHR which has already made the request following what their heard from the thematic report at the above mentioned 2nd Roma Youth Conference.

¹⁷ The Croatian expert of the thematic group and CAHROM Rapporteur on Roma Youth was invited but could not attend.

APPENDIX 1: Official invitation letter received from the Slovenian authorities

APPENDIX 2: Agenda of the CAHROM thematic visit to Ljubljana

APPENDIX 3: List of experts of the thematic group