



**POLITICAL PARTICIPATION OF ROMA  
WITH EMPHASIS ON POLITICAL  
PARTICIPATION OF ROMA WOMEN  
IN THE COUNTRIES OF THE REGION**





Title:  
“Political Participation Of Roma With  
Emphasis On Political Participation Of Roma Women In The Countries Of The  
Region”

Head of the Research:  
“Gender Dimension of the Cause of RAE Children leaving compulsory Education in  
the Countries of the Region”

K-factor Ltd. – Mladen Majetic

Fieldwork:  
“The Better Future” from Bosnia and Herzegovina , “Centre of Roma Initiatives”  
from Montenegro, “The Roma Heart” from Croatia, “Bibija” – Roma Women Centre  
from Serbia with their collaborative partner organizations.

Data processing:  
Mladen Majetic

The report author:  
Mladen Majetic

Print: Cober doo Sarajevo  
Circulation: 300 pieces  
Translation: School of foreign languages “I am”  
Zagreb, october, 2011

Delivered to: CARE NWB

# Political Participation Of Roma With Emphasis On Political Participation Of Roma Women In The Countries Of The Region

Head of the Research:

“Gender Dimension of the Cause of RAE Children leaving compulsory Education in the Countries of the Region”

K-factor Ltd. – Mladen Majetic

Fieldwork:

“The Better Future” from Bosnia and Herzegovina, “Centre of Roma Initiatives” from Montenegro, “The Roma Heart” from Croatia, “Bibija” – Roma Women Centre from Serbia with their collaborative partner organizations.

Data processing:

Mladen Majetic

The report author:

Mladen Majetic



The content does not reflect views of CARE NWB, the responsibility is K-factor Ltd's

## K-factor

K-factor Ltd., Nova cesta street No. 190, 10 000 Zagreb, Croatia [www.k-factor.hr](http://www.k-factor.hr)



# Content

|  |           |
|--|-----------|
| <b>INTRODUCTION</b>  | <b>7</b>  |
| <b>METHODOLOGY</b>   | <b>8</b>  |
| • Related units that should be covered by the research   | 8         |
| • Sample and way of selecting the examinees  | 9         |
| • Implementation of the poll research  | 11        |
| <b>REPRESENTATION OF THE RESULTS</b>   | <b>14</b> |
| • Type of engagement and mandate   | 14        |
| • Perception of the role, quality and efficiency   | 27        |
| • Consultative mechanisms and practice of Roma, Askali and Egyptians representatives in working or advisory bodies | 36        |
| <b>CONCLUSIONS</b>   | <b>38</b> |
| <b>POLICY RECOMMENDATIONS</b>  | <b>43</b> |





## INTRODUCTION

Strengthening of Romani women is three years long regional project implemented in four countries of the Western Balkan (Bosnia and Herzegovina, Croatia, Serbia and Montenegro). The project was directed toward strengthening the position of Romani women, through active Romani women organizations in the region. CARE NWB had role of the project leader and mentor to the crucial partner organizations in implementation of project task.

Aim of the project was: to strengthen position of Roma women in the societies of the Western Balkan through supporting the efforts of organizations, institutions and ministries included in anti-discrimination, strengthening and promoting campaign for affirmation of minorities' rights in targeted countries.

The project worked through partnership with four crucial women Romani NGO – partners, one from each of four targeted countries. Those were: “Better Future” from Bosnia and Herzegovina, “Roma Heart” from Croatia, “Bibija” – Roma Women Centre from Serbia, “The Centre for Roma Initiatives” from Montenegro.

The project aimed to make positive changes in following sub-goals:

1. Improved advocacy position of Romani women organizations;
2. Built capacities of partner organizations for implementation of projects aimed on strengthening the Roma women in the region of Western Balkan;
3. Established and functional effective regional network as an instrument for exchange of the best in practice and policy model and building-up the awareness about status of Romani women in the region.
4. Raised awareness of specific target groups and general public about status of Romani women, as well as about the risks for Romani girls to become victims of human trafficking.

Researches with emphasis on gender component were part of regional project CARE NWB, particularly the sub-goal No. 1. It improved the advocacy position of Romani women organizations, as well as defined that research and would be coordinated and supervised by Mladen Majetic from K-factor, and implemented by each of the crucial partners in RWE regional project, together with their fellow organizations. Modalities of such cooperation are described in project suggestions, in accordance with the mid-term evalu-

ation<sup>1</sup> (2010), as well as in accordance with developmental and operating implementation plan of researches in four countries conducted by participative methods of Mladen Majetic from K-factor Ltd, Zagreb<sup>2</sup>.

Due to that the four partner organizations in RWE regional project contacted the CARE NWB for a small grant predicted in the budget of regional project in order to successfully finish and that component of the regional project. In accordance to the already conducted processes and agreed arrangements among all stakeholders of the regional project during the evaluation and other workshops – the both researches were to serve for needs of public activities in the scopes of RWE regional project supported by the CARE NWB, as well as pointing out on existence and forms of incidence of researched subjects on the round tables and forums that RWE partners supposed to organize. Furthermore, the research results would be used for needs of regional conference, which would be organized as one of the RWE regional project advocacy activities.

## **METHODOLOGY**

### **Related units that were planned to be covered by the research**

- perceptions of the Roma population representatives on local levels or those Roma population representatives that came from targeted local communities included in national levels of gender dimension of labour, power and influence, readiness and information, quality of RAE representatives cooperation and others.
- establishing the way for supporting and ensuring the information distribution from included Romani representatives.
- establishing the way and procedure of nomination of those Romani representatives that were included in advisory or some other bodies.
- establishing the knowledge level about existence of mechanisms for po-

---

<sup>1</sup> The mid-term evaluation is conducted by Mladen Majetic K-factor Ltd. from Zagreb (august, 2010)

<sup>2</sup> The tasks carried out: Leading process of preparation for researching and encouraging participation of all crucial partners of the organization, developing a questionnaire; Providing synergy among researching segments, considering the skill and ability levels of the crucial partners; Leading preparational researching actions; Giving prompt advices to the partnership organizations on Internet, meaning on collecting, analysing and presenting the researching data; Providing regular on-line counseling for partnership organizations in order to make reports on the research findings; Ensuring the research be an useful tool and in accordance to the goals of RWE – Regional project.

litical participation on all levels.

- establishing the way in which women representatives of Romani population informed their women fellow citizens about the content of program, politics and procedures that were subject of decision in advisory bodies they participated in or in which they were included.
- establishing the presence of problems related to the Romani population in programs of branches of political parties that participated in executive power on local or national level.
- establishing the perception of political parties officials on local levels as well as perception of executive power representatives on local levels about political participation of Romani population.

## **Sample and way of selecting the examinees**

Considering the fact that four partner organizations in the scope of the same project, that financed researching activities, also conducted the research about the Gender Dimension of Causes of Romani (RAE) Children Leaving Compulsory Education in the Countries of the Region, on the same administrative territorial units were also conducted intentional researches about involvement of Romani (REA) representatives and their participation in making decision in institutions and advisory bodies predicted by national or local politics and procedures, and also by parliamentary political parties that had branches in the same administrative field units.

In the project actively participated four Romani organizations ("Better Future", "The Roma Heart", "Bibija" – Roma Women Centre, "The Centre for Roma Initiatives) from four countries (Bosnia and Herzegovina, Croatia, Serbia and Montenegro), and due to that the sample of examinees was defined according to territorial units of each country and in a way of checked general numeral compatibility in crucial criterions: number of residents, number of Roma, Egyptian and Askali (RAE) population, number of Roma settlements, number of preschool institutions and primary schools.

**1. Table: Number of citizens, number of RAE population, number of Roma settlements, number of schools that Roma children**

| Municipal             | General number of citizens | Number of Roma (RAE) | Number of Roma (RAE) settlements | Number of schools the Roma attended (RAE) |
|-----------------------|----------------------------|----------------------|----------------------------------|---|
| Kruševac, Serbia      | 131,368                    | 2,462                | 9                                | 5   |
| Prokuplje, Serbia     | 48,501                     | 2,459                | 6                                | 4   |
| Berane, Montenegro    | 30,000                     | 800                  | 4                                | 2   |
| Nikšić, Montenegro    | 80,000                     | 1,001                | 5                                | 3   |
| Podgorica, Montenegro | 136,473                    | 6,300                | 9                                | 3   |
| Visoko, BiH           | 46,160                     | 348                  | 4                                | 3   |
| Tuzla, BiH            | 131,618                    | 6,285                | 13                               | 11  |
| Zenica, BiH           | 145,517                    | 4,049                | 9                                | 15  |
| Slavonia OBZ, RC      | 287,873                    | 2,150                | 5                                | 5   |
| Baranja OBZ, RC       | 42,633                     | 2,980                | 5                                | 6   |

| Municipal  | General number of residents | Number of Roma (RAE) | Number of Roma (RAE) settlements |
|------------|-----------------------------|----------------------|----------------------------------|
| Serbia     | 179869                      | 4921                 | 15                               |
| Montenegro | 246473                      | 8101                 | 18                               |
| BiH        | 323295                      | 10682                | 26                               |
| RC         | 330506                      | 5130                 | 10                               |

The four partner Roma organizations were conducting the research on the limited territorial coverage, directed on existence and utilization of possibilities, in the scopes of existing mechanisms, for participation of Roma (RAE) representatives in administrative/advisory bodies of the public management or institutions and organizations.

Preliminary research was conducted on the state level with existing procedures for nominating, election and appointment in advisory bodies, as well about included Roma (REA) representatives, about existence of institutional mechanisms and involvement of Roma (REA) population with emphasis on gender dimension.

In this phase were mapped: A) representatives of Roma population engaged in some advisory bodies, B) representatives of the majority population engaged in some advisory bodies occupied with problematic of Roma or they directly cooperated with them.

Preliminary the advisory bodies were mapped in accordance to the activity levels of advisory bodies (national, regional, local); if it was about administrative body; the kind of nomination procedure: written or not; nomination was practiced after conducted elections; nomination was proceeded with recommendation of the authorized body; the nomination was proceeded with recommendation of a body member; the nomination was proceeded with recommendation of a person, not clearly who, etc. aiming to insure different institutional levels and their nomination procedures in the sample of advisory bodies representatives.

## **The poll research implementation**

The research was conducted in two target groups for which were prepared two different questionnaires.

- One questionnaire related on A) representatives of Roma population engaged in some advisory bodies, B) representatives of the majority population engaged in some advisory bodies. Those advisory bodies were conditioned to be occupied with problems of Roma. The questionnaire contented 43 questions by which we intended to answer all aims set by the research.
- The second questionnaire related on representatives of parliamentary political parties that had branches in aimed administrative units. The questionnaire contented 25 questions by which we intended to answer all aims set by the research.

On the basis of preliminary data mapping e-mail addresses of the mapped persons were collected and the invitations for filling up the questionnaire and explanation of purpose for filling it were e-mailed on such prepared addresses.

If a representative declared like unable to fill up the questionnaire in that way, the same got the questionnaires delivered in printed form, and were additionally inscribed into the Internet application.

Intending to encourage as large number of examinees as possible to participate in the research, all persons identified as significant for the research were contacted by phone and delivering their answers was checked several times, as well as having any technical problems in filling up the questionnaire.

## 2.Table: the data collected in the region

The research was conducted on the sample of 84 examinees constructed in accordance to the mapped persons during the preliminary research in some settlements, municipals and cities where the research was conducted.

The poll was conducted in the period of 22.07.2011. – 17.09.2011.

In all 4 states were collected data for 32 representatives in the advisory bodies, 35 employees of the public administration and 16 persons that participated in the advisory body in which work also participated representatives of the Roma, Askali and Egyptians.

|                        | The Roma, Askali and Egyptian representatives in advisory bodies | Employed in the public administration occupied with problems of the Roma, Askali and Egyptians | Participate in the advisory body in which work also participate representatives of the Roma, Askali and Egyptians |
|------------------------|--|--|---|
| Bosnia and Herzegovina | 10   | 7  | 4   |
| Montenegro             | 3  | 7  | 1   |
| Croatia                | 5  | 4  | 3   |
| Serbia                 | 14   | 17   | 8   |

| The state of living and working |                      |               |
|---------------------------------|----------------------|---------------|
|                                 | Percent of examinees | The frequency |
| Bosnia and Herzegovina          | 25.3%                | 21            |
| Montenegro                      | 13.3%                | 11            |
| Croatia                         | 14.5%                | 12            |
| Serbia                          | 47.0%                | 39            |
| Examinees in total              |                      | 83            |
| Examinees that did not answer   |                      | 1             |

One questionnaire was prepared for representatives of the Roma, Askali and Egyptians in the advisory bodies, the employed in public administration occupied with problems of the Roma, Askali and Egyptians, for those that participated in an advisory body in which work were also included the Roma,

Askali and Egyptian representatives. In total 140 persons were invited to fill up the poll, while 84 of them answered the invitation.

**3.Table: Sample for questionnaire # 1**

| State                  | The Roma, Askali and Egyptian representatives in advisory bodies |                  |                           | Public administration employees occupied with problems of the Roma, Askali and Egyptians |                  |                           | Participants in the advisory body in which also participate the Roma, Askali and Egyptian representatives |
|------------------------|--|------------------|---------------------------|--|------------------|---------------------------|---|
|                        | Sent online  | Collected online | Collected by manual enter | Sent online  | Collected online | Collected by manual enter | Collected   |
| Bosnia and Herzegovina | 19   | 8                | 2                         | 8  | 3                | 4                         | 4   |
| Montenegro             | 13   | 4                | 0                         | 6  | 5                | 2                         | 1   |
| Croatia                | 30   | 4                | 1                         | 0  | 4                | 0                         | 3   |
| Serbia                 | 44   | 6                | 8                         | 20   | 13               | 4                         | 8   |

**4.Table: Sample for questionnaire #2**

The second questionnaire was prepared for representatives of the political parties that also had branches in areas described in the Table 1. In total 64 persons were invited to fill up the poll, while 4 answered the same. Considering a very small number of answers collected for this questionnaire, the research team decided neither to process nor to show the data collected by this questionnaire.

| State                  | Representatives of political parties |           |
|------------------------|--------------------------------------|-----------|
|                        | sent                                 | collected |
| Bosnia and Herzegovina | 7                                    | 2         |
| Montenegro             | 22                                   | 4         |
| Croatia                | 14                                   | 2         |
| Serbia                 | 21                                   | 3         |

# PRESENTATION OF THE RESULTS

5.Table: Ethnical belonging of the examinees

| How did you declare yourself? We conducted the questioning in Croatia, Serbia, Bosnia and Herzegovina, where all three ethnic groups lived. |                      |           |
|---|----------------------|-----------|
|   | Percent of examinees | Frequency |
| Others  | 35.8%                | 24        |
| Roma  | 58.2%                | 39        |
| Askali  | 0.0%                 | 0         |
| Egyptian  | 6.0%                 | 4         |
| Examinees in total  |                      | 67        |
| Examinees that did not answer   |                      | 17        |

The Table 5 showed that on question: “How do you declare yourself?” answered 67 persons, from which 24 declared as the others; 39 as Roma and none of them as Askali, 4 examinees were identified as Egyptians, while 17 examinees did not declare themselves.

In additional data processing the results showed there were 23 RAE women and 20 RAE men from total number of examinees. The number of RAE women and men consistently appeared in all answers, which gave us possible conclusion that 41 examinees from total 84 were from major population.<sup>3</sup>

## Type of engagement and mandate

6.Table:Type of engagement

| Did you participate in activities of some working or advisory body, meaning on public administration, of a state: Bosnia and Herzegovina, Montenegro, Croatia or Serbia |       |       |        |
|---|-------|-------|--------|
|   | RAE F | RAE M | Others |
| I did participate as the Roma, Askali, Egyptian representative in an advisory body  | 16    | 11    | 32     |
| I was not the Roma, Askali, Egyptian representative but there were the Roma, Askali, Egyptian representatives in the advisory body in which activities I participated   | 0     | 2     | 16     |
| I was employed in a public administration body occupied with problems of the Roma, Askali, Egyptians  | 7     | 7     | 35     |
| Examinees in total  | 23    | 20    | 83     |
| Examinees that did not answer   | 0     | 0     | 1      |

3 In BiH constituent nation



The Table 6 showed that 16 RAE women (from which were 14 Romani women and 2 Egyptian women), 11 RAE male were the Roma, Askali, Egyptian representatives in the activities of a working or advisory body, while there were 32 other examinees.

2 RAE men were not the Roma, Askali, Egyptian representatives in an advisory body, but participated in an advisory body consisted of the Roma, Askali, Egyptian representatives.

In the third group, meaning on employed in the public administration – in a body occupied with problems of the Roma, Askali, Egyptian were 7 RAE women and 7 RAE men. In the same group 35 examinees were from the major population.

From distribution of answers could be seen that representation by gender among RAE women and men was equal in all groups, while existing differences were insignificant for deciding the otherwise. However there was obvious discrepancy among examinees declared as the Roma comparing to the examinees from the class of major population in a group of employed in a public administration - a body occupied with problems of the Roma, Askali, and Egyptians.

## **7.Table: On which level was the public administration body occupied with problems of the Roma, Askali, Egyptians you was employed in.**

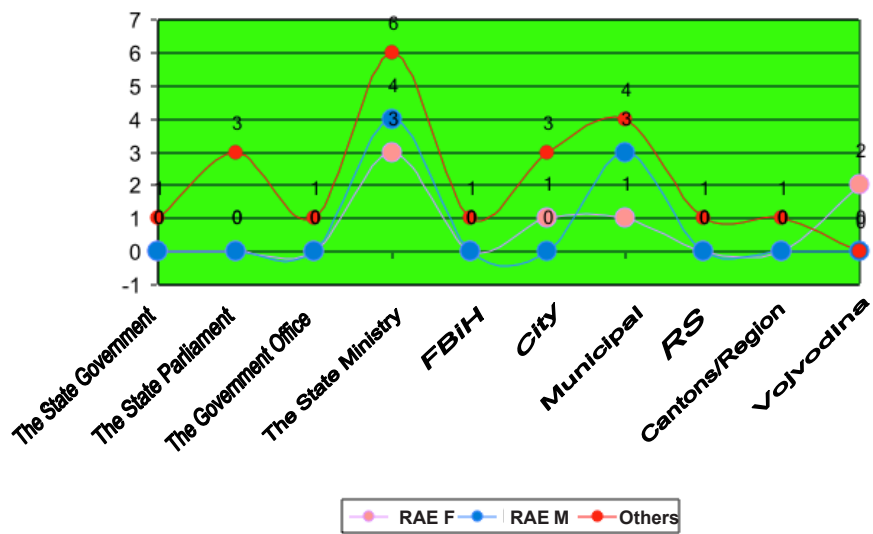
On which level worked the public administration body you was employed in, occupied with problems of the Roma, Askali, Egyptians in one of the states: Bosnia and Herzegovina, Montenegro, Croatia or Serbia.

|  | RAE F | RAE M | Others |
|--|-------|-------|--------|
| The State Government   | 0     | 0     | 1      |
| The State Parliament   | 0     | 0     | 3      |
| The State Government Offices   | 0     | 0     | 1      |
| The State Ministry   | 3     | 4     | 6      |
| Federation of BiH  | 0     | 0     | 1      |
| City   | 1     | 0     | 3      |
| Municipal  | 1     | 3     | 4      |
| Republic of Srpska   | 0     | 0     | 1      |
| Region-Canton  | 0     | 0     | 1      |
| Regional Secretariat of Administration, Regulations and National Minorities, Government of Vojvodina | 2     | 0     | 0      |
| Examinees in total   | 9     | 7     | 21     |
| Examinees that did not answer  | 14    | 13    | 20     |

The Table 7 showed distribution of the examinees' involvement into the advisory bodies or public administration bodies from parliamentary to local level. The collected data about levels of involvement were relatively equal according to the gender representation of RAE women and men and other examinees on local and the State Ministries' levels, where the largest number of examinees were employed.

There was noticeable discrepancy among examinees defined as RAE minority members in compare to the majority population, meaning on the state legislative and executive level that had not any RAE person employed.

**I. Graph: Employment in public administration bodies occupied with problems of the Roma, Askali, Egyptian in accordance to the gender and minority belonging.**



**8.Table: What was the level of working or advisory body in which work you participated in?**

| What was the level of working or advisory body in which work you participated in? |       |       |        |
|---|-------|-------|--------|
|   | RAE F | RAE M | Others |
| The State Parliament  | 5     | 1     | 6      |
| The State Government  | 0     | 3     | 0      |
| The State Ministry  | 0     | 0     | 0      |
| The States Bureaus or Agencies  | 0     | 0     | 0      |
| The State Government Offices  | 2     | 2     | 0      |
| Federation of BiH   | 0     | 1     | 1      |
| Republic of Srpska  | 2     | 2     | 1      |
| Region-Canton Parliament  | 0     | 1     | 0      |
| Municipal   | 7     | 2     | 4      |
| City  | 0     | 0     | 1      |
| None of the offered   | 0     | 1     | 0      |
| If you have marked „none of the offered“, explain it in few words, please         | 0     | 1     | 1      |
| Examinees in total  | 16    | 13    | 14     |
| Examinees that did not answer   | 7     | 7     | 27     |

The Table 8 showed participation of examinees in advisory bodies at different administrative levels, due to minority and gender representation. Participation in advisory bodies at legislative and executive state levels was in this case reversely proportional to the employment of RAE population discussed in the Table 7, it was noticeable that 5 RAE women and 1 RAE male were included in advisory bodies at the State Parliaments, as well as 6 examinees from majority population, while, on the basis of collected answers, any examinee did not participate in advisory bodies at level of the State Ministries, Bureaus or Agencies. 2 RAE women and men participated at the level of the State Government Offices. In distribution of answers was possible to notice smaller number included representatives of observed minority nation at the levels used as a base for creation of legal suggestions and solutions, as well as the rest of the public politics relevant for the society in whole, meaning on the minority groups also. Participation in advisory bodies at local levels was noticeable in distribution of answers, and stood in favour of greater participation of RAE women at these levels (7 RAE women in regard to 2 RAE men).

**9.Table: Function/position in an advisory body in regard to the gender and minority representation**

| What position/function did you have in the working or advisory body? |       |       |        |
|--|-------|-------|--------|
|  | RAE F | RAE M | OTHERS |
| A member   | 16    | 10    | 14     |
| Chairman/chairwoman  | 2     | 3     | 6      |
| Executive function/position  | 3     | 4     | 5      |
| Observer - participated on official duty                             | 3     | 1     | 3      |
| None of the offered  | 0     | 3     | 4      |
| Examinees in total   | 23    | 20    | 32     |
| Examinees that did not answer  | 0     | 0     | 9      |

The answers collected in the Table 9 pointed out on function by which examinees participated in advisory bodies occupied with problems of the Roma, Askali and Egyptians. 26 persons cited they participated in the work only as members, from who were 16 RAE women and 10 RAE men, in regard to 14 persons from the majority population. The roles of chairmen/chairwomen in those advisory bodies had 2 RAE women and 3 RAE men. Proportional ratio of RAE representatives and majority population representatives in roles of the chairmen was indicative because it was about bodies occupied with problems of RAE population, and due to the given chairman position it would be expected to RAE population also had bigger influence on creation of agenda and discussion process, as well as bigger sense of power in discussing the problem solution related on minority community they represented. It was also indicative that ratio of RAE chairwomen in advisory bodies in regard to the other two observed groups was almost identical, like in Table 6 and Table 14 in which 20% of RAE women employed in public administration bodies corresponded to 22,7% RAE women with university diplomas.

**10.Table: Participation of persons in more advisory bodies in regard to the gender and minority representation**

| In how many working or advisory bodies you was included?                            |       |       |        |
|---|-------|-------|--------|
|   | RAE F | RAE M | Others |
| Not included in any working or advisory body  | 1     | 4     | 2      |
| 1   | 13    | 11    | 15     |
| 2   | 5     | 2     | 5      |
| 3   | 2     | 1     | 5      |
| 4   | 0     | 1     | 1      |
| 5   | 2     | 1     | 0      |
| 6   | 0     | 0     | 0      |
| 7   | 0     | 0     | 0      |
| 8   | 0     | 0     | 0      |
| 9   | 0     | 0     | 0      |
| 10  | 0     | 0     | 0      |
| More than 10  | 0     | 0     | 0      |
| Examinees in total  | 23    | 20    | 28     |
| Examinees that did not answer<br>Number of advisory bodies they were included<br>in | 0     | 0     | 13     |
|   | 42.00 | 31.00 | 44.00  |
| Average of advisory bodies per person   | 1.83  | 1.55  | 1.57   |

The table 10 showed representation of some individuals in more advisory or working bodies occupied with problems of the Roma, Askali and Egyptians. Due to that 5 RAE women and 5 examinees from majority population participated in 2 advisory or working bodies; 2 RAE women and even 5 examinees from the majority population participated in 2 such bodies; 2 RAE women, meaning 5 examinees from majority population participated in 3 such bodies; while 2 RAE women participated in 5 such bodies. Such data might indicate double meaning, meaning that there was inter-sector approach in dealing with RAE problems because the same persons participated in more advisory or working bodies, while at the same time might point out on closed and unable to join for other representatives and RAE representatives. The same prism could be applied on examinees from the order of majority population, considering the fact if it was not about inter-sector joining, it was easy to conclude that authorized bodies of public administration and legislator did not employ persons charged and authorized for dealing the problems of

Romani population, but these jobs were given to the same persons, which significantly could influence on reduced availability and efficiency of those that had the role in several advisory or working bodies in different departments of executive power.

**11.Table: Engagement according to membership in different organizations**

| Mark if you were member of an organization given below |       |       |        |
|--|-------|-------|--------|
|  | RAE F | RAE M | Others |
| Member of a political party                            | 1     | 7     | 11     |
| Member of Civil Society Romani organization            | 9     | 14    | 3      |
| Member of women Civil Society Romani organization      | 13    | 0     | 2      |
| Member of Civil Society non-Romani organization        | 2     | 0     | 5      |
| Member of women Civil Society non-Romani organization  | 2     | 1     | 1      |
| Not member of any organization                         | 4     | 4     | 10     |
| Examinees in total                                     | 23    | 20    | 32     |
| Examinees that did not answer                          | 0     | 0     | 9      |

The Table 11 showed significantly higher involvement of RAE male examinees (7) and those from majority population (11) into political party organizations, which was opposite to the case with RAE women from which only one (1) answered to be member of a political party. RAE women were mostly active in civil society organizations, in generally Romani or women Romani and in non-Romani civil society organizations. In total 26 RAE women were included in a non-partisan organization, in contrast to 15 RAE men, while 13 examinees from major population acted in a non-partisan organization. For lack of political parties' support those data might indicate that RAE women in these advisory bodies had significantly less power in articulating priorities and adequate solutions than it was case with RAE men or members of major population in the same advisory bodies. Such clues were even more relevant because the data from Table 7 and Table 8 pointed out that majority of advisory or working bodies that included RAE women were in the state legislative or executive levels of public administration, which was not professionalized in regional transitional societies, but ruled by sets appointed by ruling political parties.

**12.Table: Type of engagement in working or advisory body according to the type of fees, gender and minority representation**

| What was the type of your engagement in working or advisory body? |       |       |        |
|---|-------|-------|--------|
|   | RAE F | RAE M | Others |
| Volunteer/without fee for work                                    | 11    | 4     | 5      |
| Volunteer/with fee for work                                       | 0     | 0     | 1      |
| Full time employment  | 2     | 3     | 4      |
| Temporary employment  | 5     | 5     | 3      |
| Author's fees   | 1     | 3     | 0      |
| On official duty  | 4     | 5     | 15     |
| Examinees in total  | 23    | 20    | 28     |
| Examinees that did not answer                                     | 0     | 0     | 13     |

On the basis of collected data the Table 12 showed significantly increased voluntary engagement of RAE women, 11 of them had status of a volunteer, comparing to 4 RAE men and 5 examinees from major population. Deviation was also noticeable in number of examinees from the majority population that participated in work of advisory bodies on the official duty, 15 of them in contrast to 5 RAE men and 4 RAE women, while in other categories distribution of answers was almost equalized. Previously noticed discrepancies possibly pointed out on lack of allocated means in budgets, which could stimulate professionalism, greater availability and response on meetings and finally effectiveness and efficiency of representatives in advisory or working bodies occupied with problems of RAE population at these levels of public administration.

**13.Table: Mandatory duration of working or advisory body and procedures of nomination, election and appointment in working and advisory bodies.**

| How long was mandatory of a working or advisory body? |                      |    |
|---|----------------------|----|
|   | Percent of examinees | N  |
| Less than 1 year                                      | 5.6%                 | 4  |
| 1 year  | 4.2%                 | 3  |
| 2-4 years   | 53.5%                | 38 |
| Mandatory duration was not limited                    | 36.6%                | 26 |
| Examinees in total                                    |                      | 71 |
| Examinees that did not answer                         |                      | 13 |

The answers were collected from 71 examinees from the sample of 84 examinees in total, which additionally supported inductance of data collected by the research, for 84,2% examinees cited they participated in some working or advisory bodies occupied with problems of the Roma, Askali and Egyptians. The Table 13 showed that 4 examinees participated in a working or advisory body that had mandate less than one year; while 3 examinees cited they participated in a work of a body with one year long mandate. 38 examinees claimed they participated in a work of a body with of 2-4 years long mandate, while 26 examinees cited they participated in work of a body with unlimited mandate duration. Although this research did not include research of correlation between mandate and type of working or advisory body considering the durability and character, meaning was that of temporary character, was it about the service inside the unit of public administration or it was about a body that entered on the basis of familiar and transparent criterions and procedures – which would give more reliable clues, however obtained results leaded on possible conclusion about importance of transparency in conduction of nomination, election and appointment processes on the basis of clear criterions and obligations of those who participated in working bodies in order to fulfil principles of legality and legitimacy of the RAE population representatives. Considering the fact it was about very small number of working and advisory bodies that had mandate up to one year, simplifying the procedures of nomination, election and appointment could be supposed for the efficiency reasons. The research confirmed there were 53,5% of working and advisory bodies with mandate of 2-4 years and even 36,6% of working and advisory bodies with unlimited mandate duration. Considering the collected data described in the Table 13.1, on the basis of indicated trend it was possible to make conclusions in all cases, as in those related on bodies of temporary character, also in those that related on bodies with mandate duration of 2 to 4 years, it was important to stimulate participation of the majority if not and already total Romani (RAE) community in election of their representatives in those working and advisory bodies, and by that would also stimulate participation of (RAE) minority community in all public works. Public administration and other relevant participants were invited to do so in all forms and procedures they conducted aiming to include RAE representatives in working or advisory bodies.



### 13.1. Table: Procedures of nomination, election and appointment in working and advisory bodies

| What type of procedure enabled you to include in work of that or those advisory bodies? |       |       |        |
|---|-------|-------|--------|
|   | RAE F | RAE M | Others |
| I participated in that body on the official duty  | 1     | 3     | 10     |
| I was nominated by the authorized in the public administration                          | 9     | 7     | 8      |
| The election was conducted among many people  | 5     | 6     | 4      |
| I was invited by familiar people who were already included                              | 4     | 1     | 2      |
| I was not informed about legitimate procedure   | 0     | 0     | 1      |
| There was not any legitimate procedure  | 0     | 0     | 0      |
| Others - cite how   | 4     | 3     | 3      |
| Examinees in total  | 23    | 20    | 28     |
| Examinees that did not answer   | 0     | 0     | 13     |

In the table 13.1 the distribution of answers pointed out that 16 RAE population representatives were nominated in working or advisory bodies by the authorized people in the public administration; 4 of them had those positions as the official duties; and even 5 examinees were included in the work of advisory bodies with invitation of some familiar persons, which was 53,49% of 43 examinees in total declared as RAE. From the examinees declared as members of the majority population, 18 of them had that position on the basis of nomination of the authorized in the public administration or as the official duty, while 2 examinees from that class cited they were included in the work of advisory bodies with invitation of some familiar persons, which was 71.43% of 28 examinees that answered this question from the group of majority population. In spite to relatively small sample, gathered results were relevant because in the Table 13 even 71 (84,2%) examinees cited they have acted in a working or advisory bodies occupied with problems of the Roma, Askali and Egyptians, and possibly pointed out on appearing of not transparent procedures, especially on practices that were not including and strengthening for complete RAE community in the procedures of nomination, election and appointment of RAE population representatives.

Following answers were cited under “Other”:

**RAE F**

*I was Romani coordinator on the project and then the Municipal hired me on the position of a representative for national minorities.*

*On the basis of vacancy issued by the Ministry of Human and Minority Rights NGO the Foundation of scholarships for the Roma suggested me while NGO occupied with issues of Roma and Egyptians also suggested and supported me.*

*On the basis of public vacancy, suggested by the Centre for Roma Initiatives and the Foundation of scholarships for the Roma (member of working group for making the Strategy for the position improvement of RAE population in Montenegro 2012 (politics of Montenegro Government toward the Romani minority).*

*Member of the Roma and Egyptian Council on the basis of many people election (RAE population).*

*Public vacancy.*

**RAE M**

*I was employed through the vacancy (Representative of minority communities).*

*Suggested by the colleagues (The Council for employment).*

*Having position of deputy of the president in Barajevo Municipal Assembly.*

*I was substitute for deceased member in the Board for Roma in BiH Council of Ministers.*

*Municipal counsellors suggested me for the Commission in the Municipal Council.*

**Others**

*The public vacancy.*

*Employed by public vacancy.*

**14.Table: Education level of examinees considering the gender and minority representation**

| What level of education did you have? |       |       |        |
|---------------------------------------|-------|-------|--------|
|                                       | RAE F | RAE M | Others |
| Unfinished primary school             | 0     | 0     | 0      |
| Primary school                        | 1     | 1     | 0      |
| Training program                      | 0     | 0     | 0      |
| Secondary school                      | 10    | 8     | 4      |
| High school                           | 4     | 2     | 2      |
| Faculty                               | 5     | 9     | 22     |
| Master's degree                       | 3     | 0     | 0      |
| Doctorate                             | 0     | 0     | 0      |
| Examinees in total                    | 23    | 20    | 28     |
| Examinees that did not answer         | 0     | 0     | 13     |

From the collected data in the Table 14 were shown data on education level of examinees in categories, as it followed: RAE women, RAE men, than in majority population of examinees, while 13 of them did not answer the question. It was almost reversely proportional ratio of those who had university education among observed categories. In the majority population 22 examinees cited they have finished university; RAE women cited that 5 of them had university diplomas. The ratio among RAE men that finished the universities was also indicative, 9 of them comparing to the examinees from majority population. Given data pointed out on significantly less number of RAE women with university education, as comparing to examined RAE men (almost half less RAE women with university education), so and comparing to the majority population where only 5 RAE women cited they had university education. Such educational structure pointed out the need for questioning of all public politics for encouraging education of RAE women. Disproportion among those who finished secondary education in examined categories of RAE women (10) and RAE men (8) and majority population (4 of them) was also noticeable. It could be concluded that in all advisory and working bodies occupied with problems of the Roma, Askali and Egyptian was need for paying special attention on quality of preparation process for meetings of those advisory and working bodies, and for paying special attention in work on politics for strengthening of RAE representatives by which possible disparities connected to differences in educational structure would be reduced and removed during the time.

**15.Table: Criteria for including in work of working or advisory bodies due to gender and minority belonging**

| In your opinion due to which criterion you was included in the work of that working or advisory body or those bodies? |       |       |        |
|---|-------|-------|--------|
|   | RAE F | RAE M | Others |
| 1. qualifications   | 1     | 3     | 5      |
| 2. working experience in that problematic   | 13    | 10    | 8      |
| 3. qualifications and working experience in that problematic  | 12    | 8     | 17     |
| 4. good connection with political parties   | 3     | 7     | 6      |
| 5. acquaintances with other people in that body   | 3     | 5     | 5      |
| 6. connection with Roma (RAE) community   | 17    | 9     | 9      |
| 7. there was no one else who represented Roma (RAE) community   | 3     | 2     | 0      |
| 8. coincidence  | 0     | 1     | 0      |
| 9. on official duty   | 1     | 6     | 16     |
| 10. none of the offered   | 0     | 0     | 2      |
| Examinees in total  | 23    | 20    | 28     |
| Examinees that did not answer   | 0     | 0     | 13     |

The data in the Table 15 were obtained by the principle of questions with multiple choices as possible answers for the examinees. The biggest number of RAE women, 17 of them, gave positive answers on statements that they were invited for cooperation in working and advisory bodies occupied with problems of the Roma, Askali and Egyptians because of the connection with RAE community, and 13 of them answered it was because of the experience in that problematic. While only 1 RAE women chose qualifications, 12 other examinees from the class of RAE women positively answered they were included because of qualifications and working experience in that problematic. Greatly these data corresponded to the data obtained in the Table 14 which showed obvious discrepancy in number of RAE women with university education in compare to the examined RAE men, and especially in compare to the majority population of the examinees.

In contrast to 17 RAE women, who considered to be included in the work of advisory bodies because of the connection with RAE community, only 9 RAE men and 9 examinees from the majority population considered to be included in the work of working or advisory bodies occupied with problems

of RAE population for the same reason. And for that was even more significant to emphasize the data because it pointed out that only half of RAE men considered connection with RAE community as one of the reasons for their participation in those working or advisory bodies, while in class of majority population only 9 person gave positive answers on this claim, which was only 1/3 from number of those who answered this question.

In the case of good connection with political parties as a reason for including in working or advisory bodies occupied with problems of RAE population obtained data also pointed out that only 3 RAE women considered good connection with political parties as a criterion for their involvement, in compare to 7 RAE men and 6 examinees from the majority population. Although that was not the main subject of the research, obtained data pointed out that participation of RAE women in public political life on the basis of experience or combination of experience and education was accepted only if RAE women were dealing with “their issues”, it was interesting to perceive how big and what kind of participation was enabled to RAE women for including in creation of other public politics, and how much the space was opened for their more active engagement in those political organizations and structures which had bigger approach to the political power, like RAE men and others had it.

## **Perception of the role, quality and efficiency**

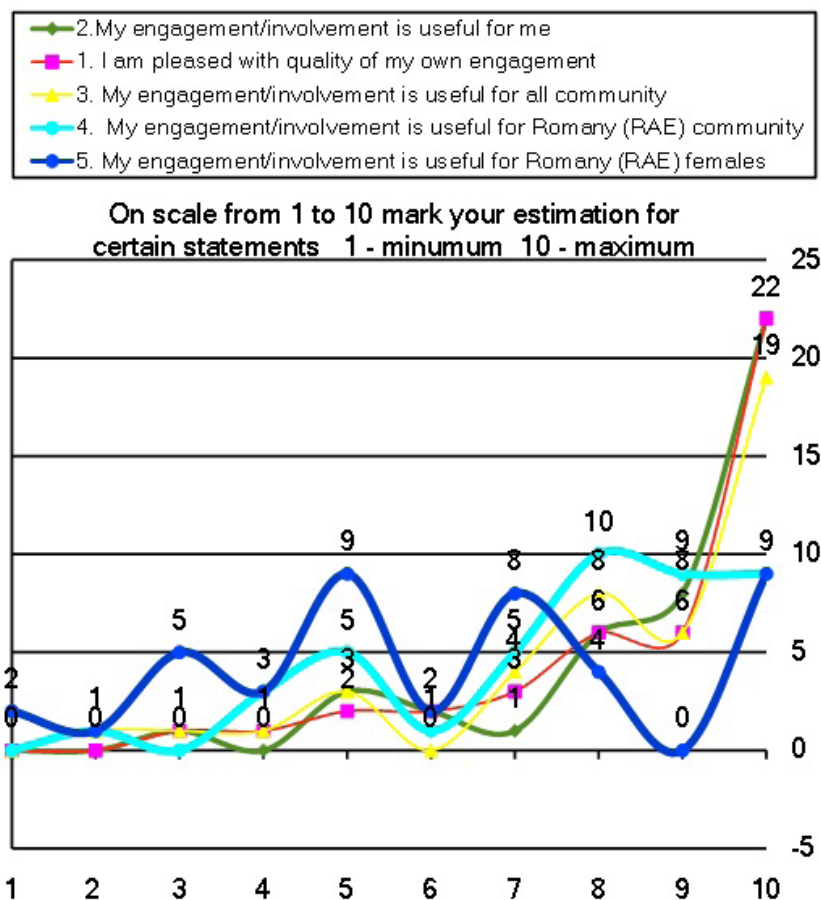
### **16.Table: Estimation of their own role in the work of working or advisory bodies**

In the Table 16 the examinees had possibility to choose one answer on the scale from one to five for each statement, and the data were a representation of the answers only for those who declared as Roma, Askali, and Egyptians. 43 examinees answered in total. The data were sorted due to number of answers “completely correct” in all statements. Such scaled data showed that the largest number of examinees were from the group of RAE population, 28 of them considered their role in working and advisory bodies was “educating of Roma (RAE) community about possible solutions of the problems”, while 26 of them considered their role was “mobilizing the Roma (RAE) community in solving the real problems”. 24 examinees from group of RAE population considered their role was “following the application of positive legal and strategic documents” and “connection of all Roma (RAE) community representatives for solving the real problems”, while 23 perceived their role as “informing of Roma community about decisions and plans of the body”.

Only 16 examinees from the group of RAE population considered their role was contribution to “the improvement of existing legal and strategic documents”, while only 15 examinees perceived their role as “creation of positive legal and strategic documents”. It was indicative that almost half less of examinees from the group of RAE population their role perceived in these two categories, because among the others that pointed out on themes by which are occupied RAE representatives in those working and advisory bodies. That data pointed out on the level of power practiced by RAE representatives in those working and advisory bodies. That data pointed out on the level of power practiced by RAE representatives in those working and advisory bodies when it was about creation of political and program frame for public politics related on problems of RAE population. These data very consistently corresponded with data and interpretation of the data in educational structure (Table 9), than data about perceptions of criterions for participation (Table 15) for which RAE representatives considered to be included in working and advisory bodies occupied with problems of Roma, Askali and Egyptians, as well as the data about procedures of nomination, election and appointment in working and advisory bodies (Table 13.1).

The data from examinees whose answers were shown in this table, it was possible to conclude that RAE representatives primary perceived their role in transmission of information about solutions contained in public politics, which they brought, and on which creation affected the others; then they perceived their role in the sphere of mobilizing and connecting, and for following the implementation of public politics – which was only another perception of instrumentation without guarantees of proactive and emancipating role as RAE population representatives in advisory bodies in public administration. At the very last place in that sequence RAE representatives perceived their role through “contribution to improvement of existing legal and strategic documents”.

## II. Graph: Usefulness of the engagement



The Graph II showed only answers of examinees from the group of RAE population, while 43 examinees answered. The graph 17 showed distribution of answers for statements on the scale from 1 to 10, on which 1 is a minimum. The statements were: My engagement/involvement was useful for Roma (RAE) women; My engagement/involvement was useful for Roma (RAE) community; My engagement/involvement was useful for whole community; My engagement/involvement was useful for me.

The difference in distribution of answers in 2 of 5 statements was noticeable

in compare to other statements. Those were statements: “My engagement/ involvement was useful for Romani (RAE) women” and “My engagement/ involvement was useful for Romani (RAE) community”, because the distributed answers were turned more on left toward lower values on the scale, then it was with other statements. Based on discussed data in the Table 16 which showed perceptions of their own role in the work of advisory body, such perceptions and progress on the left for answers distribution were easily comprehensible.

**17.Table: What would help You to be more pleased with the quality of your own engagement?**

| What would help You to be more pleased with the quality of your own engagement? |    |
|---|----|
| Category  | N  |
| More projects for RAE   | 5  |
| Bigger municipal budget   | 4  |
| Inter-sector cooperation  | 4  |
| Men understanding women   | 2  |
| More often meetings   | 2  |
| Defining of measure and budget  | 2  |
| Coordination  | 2  |
| Informing about laws  | 2  |
| English language  | 1  |
| More seminars   | 1  |
| Understanding of RAE problems   | 1  |
| Having more women   | 1  |
| More state activities   | 1  |
| Keeping election promises   | 1  |
| More donors' help at the south of RS  | 1  |
| Gender sensitive projects   | 1  |
| Support of all RAE programs   | 1  |
| More for social programs  | 1  |
| Involvement in public life  | 1  |
| Defining the role of the council  | 1  |
| Networking between RAE NGO  | 1  |
| Consultations with people   | 1  |
| Timeliness and preparation  | 1  |
| Professionalism   | 1  |
| Uncategorized   | 10 |



The Table 17 showed answers on the question given openly, 62 examinees answered, 22 of them did not answer this question. The answers were categorized and then shown in a way that the most repeating categories were given in upper rows. It could be noticed that most of the examinees thought they would be more pleased with the quality of their own engagement if there would have been more projects aimed for progress of RAE community.

More budget means at the municipal level allocated for satisfying the needs of RAE community was on the second place by the frequency of appearing in answers, while the international cooperation was next in the sequence of appearance frequency in answers. 10 answers remained uncategorized because instead of an answer was written a dash or there were not any obstacles mentioned in the answer.

### **18.Table: Quality of work, efficiency, preparation for meetings, logistic support to a working or advisory body**

Two different table representations were given in the table 18. The Table 18.1 provided the insight into distribution of answers of examinees that took the poll, while Table 18.2 gave the insight into distribution of answers of RAE women who took the poll.

#### **18.1 Table: Distribution of answers of examinees who took the poll**

| How did you estimate following aspects of work in a working or advisory body or bodies? |                       |                          |                           |    |
|---|-----------------------|--------------------------|---------------------------|----|
|   | 1 insufficiently good | 2 partially satisfactory | 3 completely satisfactory | N  |
| General estimation of work  | 5                     | 43                       | 23                        | 71 |
| Efficiency of logistic support to that body/bodies of the responsible persons           | 13                    | 37                       | 21                        | 71 |
| Quality of reporting on work and implementation of plans                                | 10                    | 37                       | 24                        | 71 |
| Regular meetings  | 10                    | 34                       | 27                        | 71 |
| Interest of members for active contribution   | 16                    | 33                       | 22                        | 71 |
| Importance and relevance of themes on the agenda  | 5                     | 33                       | 33                        | 71 |
| Quality of working materials for discussions on meetings.                               | 8                     | 32                       | 31                        | 71 |
| Quality of discussions on meetings  | 12                    | 30                       | 29                        | 71 |
| Examinees in total  |                       |                          |                           | 71 |
| Examinees that did not answer   |                       |                          |                           | 13 |

In the Table 18.1 from the total sample answered 71 examinees, while 13 examinees did not answer this question. The answers were sorted in way that statements in a column “partially satisfactory” with the highest number of answers were on the upper rows, and then the same was done with the statements on which they answered with “insufficiently good”. From the distribution of offered answers it was obvious that 48 examinees were discontent with “General work” of working or advisory bodies; then follows “Efficiency of logistic support in that body/bodies of the responsible persons”; 49 of them were discontent with the level of “Interest of members for active contribution”. Furthermore, 47 examinees were discontent with “Quality of reporting on work and implementation of plans”; and 44 examinees were discontent for “Regular meetings”.

**18.2 Table: Distribution of answers of RAE women who took the poll**

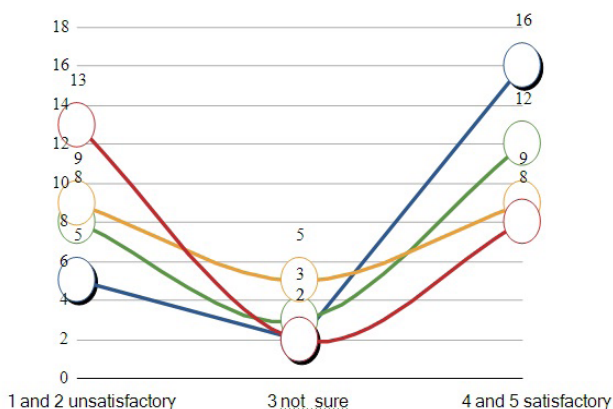
| How did you estimate following work aspects in that working or advisory body or bodies? |                       |                          |                           |    |
|---|-----------------------|--------------------------|---------------------------|----|
|   | 1 insufficiently good | 2 partially satisfactory | 3 completely satisfactory | N  |
| General estimation of work  | 1                     | 14                       | 8                         | 23 |
| Quality of reporting on work and implementation of plans                                | 4                     | 13                       | 6                         | 23 |
| Efficiency of logistic support to that body/bodies of the responsible persons           | 4                     | 13                       | 6                         | 23 |
| Interest of members for active contribution   | 4                     | 13                       | 6                         | 23 |
| Quality of working materials for discussions on meeting                                 | 3                     | 13                       | 7                         | 23 |
| Quality of discussion on meetings   | 2                     | 13                       | 8                         | 23 |
| Regular meetings  | 5                     | 11                       | 7                         | 23 |
| Importance and relevance of themes on the agenda  | 3                     | 9                        | 11                        | 23 |
| Examinees in total  |                       |                          |                           | 23 |
| Examinees that did not answer   |                       |                          |                           | 0  |

In the Table 18.2 23 examinees answered from the group of RAE women who took the poll. The answers were sorted in a way that answers in the column “partially satisfactory” with the biggest number of answers were on the upper rows, then the same was done with those statements on which were given answers “insufficiently good”. From the distribution of offered answers was obvious that 15 examinees were discontent with “General work” of working or advisory bodies. Furthermore, 17 examinees were discontent

with “Quality of reporting on work and implementation of plans”; which was also the case with the statement related on “Efficiency of logistic support to those body/bodies of the responsible persons”, “Interest of members for active contribution”.

#### Distribution of answers from RAE females

- How did you estimate your sense of power for making decisions in that working/advisory body?
- How regularly Romany (RAE) females were coming on those meetings?
- How would you estimate pro-activity of Romany (RAE) females in work of that body?
- What was the reaction of your colleagues when you have emphasized the birth male/female dimension?



The data about discontent with different working aspects of working and advisory bodies shown in tables 18.1 and 18.2, and especially of those related on the level of “Interest of members for active contribution” also gave us the insight on mechanisms applied for processes of nomination, election and appointment because participation in those bodies did not have direct connection with the community they have represented, and so the possibility of community to recall their representatives for dissatisfactory work was unclear also. From perceptions distributed in this way remained opened call to all participants for additional engagement in order to direct formal levels of participation of RAE representatives toward effective participating mechanisms which would guarantee and bigger involvement of RAE community, but also and efficiency of formed working and advisory bodies, to which could contribute clearer responsibility for more efficient logistic support in those bodies from the authorized in public administration.

### **III. Graph: Estimating the sense of power for making decisions in working or advisory body by RAE women**

On the questions in the Graph III answered only RAE women, and 23 answers were collected in total. The Graph showed distribution of answers for each of 4 statements, on the scale where 1 was unsatisfactory; 2 partially satisfactory; 3 not sure; 4 mostly satisfactory, and 5 completely satisfactory.

The statements for which the examinees were estimating their answers were: "How did you estimate your sense of power for making decisions in that working / advisory body?", "How regularly Romani (RAE) women came to the meeting of that body?", "How would you estimate pro-activity of Romani (RAE) women in work of that body?"; "What was the reaction of the colleagues when you emphasized the gender women/male dimension of the problem?". The distribution of answers showed that 16 RAE women estimated their sense of power as satisfactory, while 5 of them as unsatisfactory. Regular coming of Romani (RAE) women on meeting of that body 12 RAE women considered as satisfactory, while 8 of them considered it as unsatisfactory. It was interesting completely equal distribution of answers on question how did they estimate pro-activity of Romani (RAE) women in the work of that body, because 9 of them considered it was satisfactory dimension, while also 9 of them considered the same as unsatisfactory. It was noticeable small progress on the left in estimating the reaction of colleagues in situations when they have emphasized gender dimension of the discussed problem, 13 RAE women emphasized it as unsatisfactory, while 8 of them emphasized it as satisfactory.

The distribution of answers related on perception of their own power in working and advisory bodies was interesting, especially if these data were correlated with data considered in the Table 16, where was the data that only 16 examinees from the group of RAE population considered their role as contribution to the "improvement of existing legal and strategic documents". This correlation was interesting because it pointed out on themes by which RAE representatives were occupied in those working and advisory bodies and due to that the perceptions of their roles related to homework of distribution and transmission of information about public politics directed on satisfying the interests and needs of RAE population brought by the others, were higher ranked.

Like it was already explained in the table 16, those data pointed out on the level of power practiced by RAE representatives in those working and advi-

sory bodies when it was about creating the political and program frame for public politics related to problems of RAE population.

**19.Table: Obstacles to more regular coming of Romani (RAE) women on meetings of working or advisory bodies**

| What was the obstacle to more regular coming of Romani (RAE) women on meetings of working or advisory bodies? |   |
|---|---|
| Category  | N |
| Indifference  | 5 |
| Family obligations  | 4 |
| There was not action in the work of the body and it did not seem motivating                                   | 4 |
| We had no power of deciding   | 3 |
| Women did not have initiative   | 3 |
| Low education level   | 2 |
| There was not any fee for travels costs   | 2 |
| Uninformed about laws and procedures  | 2 |
| Symbolic participation  | 1 |
| Disrespect of deadlines   | 1 |
| Illiteracy  | 1 |
| No meetings of that body  | 1 |
| Uncategorized   | 3 |

The question was set openly, 32 examinees answered, while 52 male examinees did not answer this question. The answers were categorized and listed in a way that on upper row were given the most often categories.

It was noticeable that indifference was the most commonly noted obstacle in analysed answers, and then by the appearing frequency in answers were also noted family obligations toward husband and children, after which women examinees cited 4 times there were not any action in those bodies and for that reason coming on the meeting was not motivating. In 3 answers appeared explanation that Romani women did not have power in making decisions, and then in the same number appeared statements due to which women did not have initiative and for that did not appear on meetings. Payments of travels costs, low education level, as well as lack of information about laws and procedures appeared 2 times in analysed answers. 3 answers remained uncategorized because instead of answer was written a dash or in the answer was not mentioned any obstacle.

## Consultative mechanisms and practices of the Roma, Askali and Egyptians representatives in working and advisory bodies

**20.Table: Consulting process with the others from Roma (RAE) community about questions discussed in working or advisory bodies**

| How and when did you consult the others from Roma (RAE) community about questions discussed in a body you participate in? |              |                      |                 |    |
|---|--------------|----------------------|-----------------|----|
|   | NO not truth | Cannot make decision | YES it is truth | N  |
| I did that once a year  | 39           | 3                    | 1               | 43 |
| I have never done it till now   | 38           | 4                    | 1               | 43 |
| It was unnecessary to do it, no one was interested anyway   | 38           | 4                    | 1               | 43 |
| I did that only when someone asked  | 37           | 3                    | 3               | 43 |
| I did that before every meeting or session  | 10           | 10                   | 23              | 43 |
| I did that periodically / during the adequate meetings  | 10           | 6                    | 27              | 43 |
| Examinees in total  |              |                      |                 | 43 |
| Examinees that did not answer   |              |                      |                 | 41 |

On the question in the Table 20 answered only the examinees declared as Roma, Askali and Egyptians. 43 answers were collected. The table 20 showed that 39 examinees disagreed with statement that Romani (RAE) population was consulted “once a year”. In answers on the statement “I did that before every meeting or session” positively answered only 23 examinees, while 27 examinees from the group of the Roma, Askali and Egyptian representatives in working or advisory bodies claimed they were consulted “Periodically during the adequate meetings”.

From the distribution of answers got in the Table 20 could be concluded that half of RAE population representatives consulted with those whose interests they were representing in working or advisory bodies. Considering the fact that almost half of the examinees did not do that, the question on which way could be possible to conduct desirable horizontal consultations of RAE representatives with members of minority group imposed to us. To this conclusion also led and answers on open question given in the Table 20.1, which noticed there were not any mechanism for conduction of horizontal consultations, while examinees considered that informal communication was satisfying to consider those consultations completed. This research did not collect information from Roma (RAE) population about how did they see frequency and suitability of consultative processes conducted by Roma,

Askali and Egyptian representatives in working or advisory bodies, so that remained as an option and it was recommended to the activists in Roma organizations to examine these perceptions in some of the future researches on this theme or similar to it.

**20.1 Table: Here you could give any additional explanation related to answers on the previous question.**

| Here you could give any additional explanation related to answers on the previous question. |   |
|---|---|
| Category  | N |
| I lived in Roma settlement  | 6 |
| I had every day contacts with Roma population   | 5 |
| RAE population came to our office   | 3 |
| If people come they would have got information  | 3 |
| If it was something important - I consulted   | 3 |
| I am informed about what is happening on seminars   | 2 |
| If there was some action I went to RAE settlements  | 1 |
| I visited settlements very often  | 1 |
| I did not consult because I was member of the body from recently                            | 1 |
| Leaders of Roma rejected communication  | 1 |
| We still have not got system of communications  | 1 |
| Uncategorized   | 5 |

The question was set openly, and it offered possibility for examinees to explain additionally anything related to consultative processes established in the Table 20. 24 examinees answered. The answers were categorized and then shown in a way that in upper rows were the most frequent categories. The most frequently emphasized form of consultative mechanism in analysed answers was the fact that examinees lived in Roma settlement and they were in permanent contact with Roma population. By the frequency of appearance then followed the statements of examinees that RAE population came to our office. In 3 answers appeared explanation that if someone asked he would have got the information, and to carry out the consultations if there was something important. Individual statements were noticeable on the bottom of the table. 5 answers remained uncategorized because instead of answer was written a dash or there was not any mentioned obstacle in the answer.

## CONCLUSIONS

### 1. Type of arrangement

Distribution of responses clearly showed that RAE (Roma people, Askali, Egyptians) women and men were, in terms of gender, equally represented in all categories; existing differences were insignificant to make us draw different conclusion. However, there was a slight disproportion between examinees who declared themselves as Roma people and examinees that belonged to greater population in category of those employed within public administration – a body dealing with problems of Roma people, Askali, Egyptians.

### 2. Level of the public administration body dealing with the problems

When it came to legislative and executive state level, there was a slight disproportion between examinees who declared themselves as members of RAE minority and majority since there was no single RAE employee.

### 3. Level of work or advisory body in which work you participated

Distribution of responses enabled us to see a small number of representatives of examined minority people involved in law proposals and decision making process as well as in creation of other public politics relevant for society in general but for minority people as well. When it came to participation in advisory bodies at local levels, RAE women were more represented than men (7 RAE women on 2 RAE men).

### 4. Function/position in advisory body according to gender and minority representation

A huge number of representatives belonging to majority population presided over bodies dealing with RAE population problems what made us believe that along with presiding role, RAE population would have greater impact on making of agenda and discussion process, as well as stronger feeling of power while considering solutions to problems referring to minority community they represented.

### 5. Participation of persons in huger number of advisory bodies according to gender and minority representation



Collected data could send a couple of messages; namely they stated that there was intersection access to dealing with RAE problems since the same persons were taking part in several advisory or work bodies but at the same time they could also stress closure and inability for other representatives and RAE representatives to be granted access. The same prism could be applied to examinees belonging to majority, taking into account fact that if it was not about intersection access, it was possible to conclude that public administration's bodies as well as legislators in charge did not have in their services persons in charge of dealing with Roma people problems; instead these tasks were given to persons who were taking part in several work or advisory bodies which could negatively affect drop in number and efficiency of persons who were taking part in several advisory or work bodies at different state levels.

#### 6. Engagement according to different organizations' membership

Collected data could indicate that due to lack of political parties' support, RAE women who were taking part in advisory bodies, had less power in articulating priorities and adequate solutions which was not the case with RAE men and members of majority population in the same advisory bodies. Such indications were even more relevant since data from Table 7 and Table 8 showed that majority of advisory or work bodies RAE women were taking part in were at state legislative or executive levels of public administration which in societies in transition in the region had not been based upon professionalism but was rather led by those elected by leading political parties.

#### 7. Type of engagement in work or advisory body according to indemnity, gender and minority representation

Shown disproportion stress inexistence of allocated budgetary means which would stimulate RAE population's professionalism, increased number as well as attendance at meetings which would result in improved efficiency of advisory or work bodies which were dealing with problems of RAE population at those public administration levels.

#### 8. Duration of work or advisory body's mandate as well as nomination procedure, election and creation of work or advisory bodies

Despite the fact that the research has not dealt with correlation between mandate and type of work or advisory body referring to its duration and composition, namely issues such as whether it was only temporal or not,

or was it about a service within public administration unit or rather a body which, while electing its employees, used known and transparent criterion and procedures – which would give more reliable indications, collected data stressed importance of transparency throughout process of nomination and election, based on clear criterion and obligations of those who were taking part in those work bodies in order to meet both RAE population's legality and legitimacy rule.

Due to the fact that we were dealing with a relatively small number of one-year mandate work and advisory bodies, it was easy to assume that nomination and election procedure had been simplified due to efficiency.

While discussing data described in Table 13.1, it was possible to conclude that it is of great importance to in each case, regardless whether it was temporary or two-to-four-year-mandate body, stress relevance of RAE population's participation in election of their representatives in those work or advisory bodies and public administration in general.

#### 9. Procedure of nomination and election of work and advisory bodies' employees/members

Distribution of responses showed that public administration's employees in charge have appointed 16 representatives of RAE population, out of which 4 have been officially assigned this position, 5 have been invited by familiar persons, which is 53.49 % total out of 43 examinees who declared themselves as representatives of RAE population.

Eighteen examinees out of those who declared themselves as members of majority population have been officially assigned or appointed by public administration employees in charge while 2 emphasized that they had been invited by familiar persons, which is 71.43 % of total 28 examinees. Collected data showed existence of nontransparent procedures and it especially stressed trend according to which nomination and election of RAE population representatives to advisory bodies did not support RAE community in general.

#### 10. Education level of examinees according to gender and minority representation

Collected data emphasized small number of highly educated RAE women, in comparison to both RAE men (there were twice as much highly educated

RAE men than women) and majority population since only – of interviewed RAE women said it had faculty degrees.

There was also disproportion in terms of high school degrees between interviewed RAE women (10), RAE men (8) and majority population (4).

All of this stressed need of advisory and work bodies dealing with problems of Roma, Askali and Egyptians to pay special attention to quality preparation of meetings of these bodies as well as to politics which would empower RAE representatives and decrease or abolish differences in terms of education levels.

11. Criterion for participation in work or advisory bodies' work according to gender and minority membership

Most of RAE women, namely 17 of them said that they were asked to take part in the work of work and advisory bodies dealing with problems of Roma, Askali and Egyptians due to their connection with RAE community; 13 of them stated that they were asked thanks to their work experience and only 1 RAE woman mentioned education as a reason.

Only half of RAE men believed that one of the reasons for being engaged in the work of work or advisory bodies was their connection to the RAE community, while when it came to RAE men who attended classes with majority population, only 9 of them believed this was true, which was 1/3 of the interviewed ones.

In terms of connection to political parties as a reason for being involved in the work of work or advisory bodies dealing with RAE population issues, collected data stated that only 3 RAE women stressed good connection with political parties as a reason for being involved in the work of the bodies in comparison to 7 RAE men and 6 majority population examinees.

Even though the research has not dealt with this issue, collected data showed that participation of RAE women in public-political life was based on their experience or both experience and knowledge in case RAE women were dealing with "their issues" and it would be rather interesting to examine possibility of having RAE women involved in creation of other public politics as well as for their more active engagement in political organizations and structures with greater access to political power, like the one RAE men or majority population examinees had.

## 12. Evaluation of their role in the work of work or advisory bodies

It was indicative that almost half of RAE population examinees found their role as “improvement of existing law and strategic documents” and “creation of positive law and strategic documents” which possibly put emphasis on topics which RAE representatives were dealing with in the work of the bodies as well as to the level of power RAE representatives had in these bodies when it came to creation of political and program frame for public politics which refer to RAE population problems.

According to RAE representatives, their primary role was transmission of information about solutions contained in public politics they passed or others had influence on, as well as mobilization and connection aimed at supervision of implementation of public politics – which was only instrumentalization means which did not guarantee proactive and emancipation role to RAE population representatives who were taking part in the work of public administration bodies.

## 13. What would help in improvement of quality of their own engagement

It was clear that most of the examinees believed that a larger number of projects aimed at improvement of the RAE community would contribute to better quality of their own engagement.

Higher municipality level budget, allocated to meeting needs of the RAE community, was in the second place according to frequency of its appearance in the responses; intersectional cooperation follows.

## 14. Work quality, efficiency, meeting preparations, logistic support to work or advisory body

Distributed perceptions called on all institutions to additionally engage in order to make RAE population representatives move from formal level of participation to more efficient participation mechanisms which would guarantee efficiency of work and advisory bodies as well as greater RAE community role and clearer responsibility for more efficient logistic support to the bodies of public administration employees in charge.

## 15. Process of consulting other RAE community members regarding issues which were dealt with in work and advisory bodies

Collected data showed that half of the RAE population representatives con-

sulted with those whose interests they represented in work or advisory bodies. Considering the fact that almost half of the examinees did not do this, there was a question what would be the best way of having wanted horizontal consultations between RAE representatives and members of this minority population implemented. Such conclusion was also drawn thanks to data which showed lack of mechanisms for implementation of horizontal consultations while examinees believed that informal communication in different forms was sufficient to consider these consultations done.

## **POLICY RECOMMENDATIONS**

It was recommended to avoid participation of a same person in the work of several work or advisory bodies at different resources of executive authority – by appointing more RAE representatives to advisory bodies – in order to improve efficiency and disposal of those who were engaged in the work of the bodies.

Political parties were called on including RAE population representatives in the work of political parties as well as on articulating political parties' program aims and policies aimed at reducing social exclusiveness of RAE population, especially women.

Political parties were called on making politics aimed at reducing social exclusiveness of RAE population, especially at local levels, available as well as on initiating social dialog about relevant politics aimed at improving participation of RAE women in public political life.

All levels of advisory bodies RAE representatives were taking part in were recommended to anticipate and make public data on budgetary expenses of work or advisory bodies dealing with RAE population issues.

Process of nomination of RAE representatives to work or advisory bodies should be based on the grounds of clear and previously established criterion along with supporting participation of majority or even total Roma (RAE) minority community in election of their representatives in the bodies as well as supporting participation of (RAE) minority community in public issues. Public administration and other relevant institutions were asked to do that in all forms and procedures they implement aimed at including RAE representatives in the work of the bodies, especially those which were not ad hoc.

Public administration and other relevant institutions were called on adjusting

content and process of preparation of RAE representatives to taking part in meetings of work or advisory bodies which would eventually reduce or remove possible disproportion regarding education structure.

It was recommended for these procedures to contain reports on implemented horizontal consultations between RAE representatives and relevant participants of RAE population in order to instigate RAE representatives to carry out participative and empowering consulting practice.

Public administration and all other relevant participants dealing with issues of RAE population were called on greater engagement and more systematic implementation of consulting processes, both vertical and horizontal ones, together with RAE representatives who were taking part in work and advisory bodies in order to instigate their more efficient participation in creation of public politics which were dealing with problems of RAE population.

All participants were recommended to additional engagement in order for RAE representatives to move towards more efficient participative mechanisms which would guarantee greater involvement of the RAE community as well as efficiency of formed work and advisory bodies while clearer responsibility for efficient logistic support of public administration employees in charge would certainly help in it.