

NATIONAL STRATEGY
ON AGEING
2006 - 2015.

Belgrade, 2006.

Pursuant to Article 45, Section 1 of the Law on Government (“Official Gazette of the Republic of Serbia”, No. 55/05 and 71/05 – correction)

The Government decides on the

NATIONAL STRATEGY ON AGEING

1. STARTING POINTS

Conceptually harmonized with the Recommendations and obligations of the Madrid International Action Plan on Ageing (2002) and the Regional strategy in relation to its implementation decided by the UN Economic Commission for Europe, the Poverty Reduction Strategy (2003) as well as with the Conclusions of the VI Gerontology Congress in Yugoslavia (held May 10.-12., 2002 in Vrnjacka Banja) the National Strategy on Ageing (hereinafter referred to as: the Strategy) is adopted for the period up to 2015. The main goal of the National Strategy is creation of the integral and coordinated policy to be based upon contemporary scientific facts and obligations taken over from the afore mentioned documents – which will bring the society and economy of the Republic of Serbia (hereinafter referred to as: the Republic), above all, health and social protection, labour market and education into harmony with demographic changes so as to create a society for all ages tending particularly to meet the needs of and loose free unused potentials of elder people.

The Strategy is being adopted in the circumstances of the very complex demographic and socioeconomic framework of age and ageing. The population of the Republic falls among oldest populations in the world. As it is stated in the census dating from 2002 more than 1,200,000 individuals in the Republic, out of which 300,000 in Vojvodina, is 65 years of age or above it, or – put in relative terms – a sixth of the population is in old age. The process of ageing is to continue even in near future and aging of the already older population will be further predominantly extensive. Poverty is more spread among the elder whereas the residential placement services and spending structure are worse in comparison with the rest of the population. Every other elder individual lives in a third-age household. At the same time, weaknesses in the institutional and instrumental meeting of the elders’ needs are clearly visible as well weaknesses in the entire social organization.

The Strategy is based upon the elementary principles as follows:

- lifelong development of an individual;
- improvement and protection of all human rights and fundamental freedoms;
- ensuring economic and social security and quality of life in old age;
- enabling full integration and participation of the aged into the community;
- elimination of all forms of social negligence due to the regression of functional capabilities in old age and disability;
- engagement in fulfilling gender equality;

- showing respect to distinctions and consequently different needs among the population of elder individuals;
- promotion of inter-generational and intra-generational transfers; solidarity and dialogue;
- establishment of partnership at all levels: Government, a non-governmental sector, a private sector and among elder people alone;
- generating equal possibilities for all;
- affirmation of personal responsibility.

Starting from the said principles, a set of mutually interlinked obligations in various fields of policy, being organized around ten guidelines of action and particular measures emanating from them, is set to give an adequate answer to manifold and interwoven challenges and circumstances having been created by the population's ageing and thus ensure the Republic become a society for all ages and ageing in dignity.

2. STRATEGIC GUIDELINES

THE AGED ARE ACTIVE PARTICIPANTS IN THE DEVELOPMENT OF THE SOCIETY

I. SHOWING RESPECT TO THE PHENOMENON OF AGEING IN ALL ASPECTS OF THE POLICY DEVELOPMENT

The development of the society for all ages understands showing respect to the phenomenon of ageing – as a guideline of gradual but thorough adjustment of social and economic flows to demographic changes. Commencing from a fact that we have paid insufficient attention in practice so far to the issues of the population's ageing in the Republic and that the phenomenon of ageing - as the universal phenomenon – more significantly affects all segments of life in the Republic, as well as all generations of population and their general well-being – it is necessary to implement a priority strategic action course in reference to requests that issues, in relation to the population's ageing, be approached with qualitatively, differently, comprehensively and more actively.

This strategic action course relates to all fields of life, society and is as equally important for the economy and labour market as for the development of democratic relations in the society, the social security of citizens, education and culture, healthcare and social protection.

GENERAL GOAL 1. Affirmation and fulfilment of the comprehensive approach to the process of ageing through the coordinated functioning of all authorized republic organs and consistent approach of all participants in the subject matter.

Following the adoption of the Strategy the Government, as well as all participants, shall systematically and permanently take care of manifold and interwoven challenges and circumstances and also of the need for the integral relation towards the process of the population's ageing in the Republic so as to create the widest framework for efficacious social action in relation to ageing as a process, to old age as a result of that process and to aged individuals as an age group.

Activities

- 1.1. To strive that any development projection within the community, and at all levels – from local communities to the republic level – encompass the phenomenon of ageing and appropriate reaction to this phenomenon's influence on all segments of life in the community;
- 1.2. Within the implementation process of the Poverty Reduction Strategy, to promote new possibilities directed to the increase of efficaciousness of measures for poverty reduction. In the process, poverty indicators among elder people should be particularly monitored, the realized outcome be analyzed and the existing activity programmes be enhanced;

Activity Stakeholders

- 1.1. Government, Ministry for Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, Ministry of Public Administration and Local Self-Government, provincial organs and organs of local self-government units, social welfare institutions, healthcare institutions, institutions in the fields of education and culture in cooperation with non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

- 1.2. Government, Ministry for Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, Ministry of Public Administration and Local Self-Government, social welfare institutions, healthcare institutions, institutions in the fields of education and culture, provincial organs and organs of local self-government units in cooperation with the United Nations and other international organizations, international and in-land non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

GENERAL GOAL 2. Reaffirmation of the role of the family and family solidarity in order to improve the quality of life for the aged in the development of the community.

Activities

- 2.1. Programmes of the business, economic, cultural, social and urban development at the level of a local self-government and also at the republic level must include

reaffirmation of the role of family and family solidarity as well as both to define the needs of the aged population and the needs of a contemporary family with an aim to advance their overall social, health and cultural well-being.

Activity Stakeholders

- 2.1. Ministry for Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, Ministry of Public Administration and Local Self-Government, Ministry of Science and Environmental Protection, social protection institutions, healthcare institutions, institutions in the field of culture and science, provincial organs and organs of local self-government units in cooperation with associations engaged with family, age and ageing issues, and non-governmental, humanitarian organizations and civil associations.

Time pace: CONTINALLY

II. ENCOURAGING THE INTEGRATION OF THE AGED INTO THE COMMUNITY

In a series of the already adopted strategic documents – for instance, Poverty Reduction Strategy, Social Welfare Development Strategy, Strategy of the New Healthcare Policy, and also the crucial document of the Serbian National Strategy for Accession to the European Union – the need has been defined to encourage activities of the aged and importance of working activity even after the right to retirement has been acquired. In that sense, new legislative solutions have extended age restriction as one of the prerequisites for obtaining the right to retirement. Concurrently, few elder individuals remain to work actively after the prerequisite has been fulfilled whereas getting employment after retirement is a rare case, too.

It has been concluded that an overall socioeconomic position of elder people is very unfavourable and that they face a poverty risk which is higher from an average rate among entire population (from 40% to 50%). A poverty index among the aged, in comparison to 2002 – when it was 14.8%, has soared up to 19.2% in 2003.

Also, the elder's residential placement conditions are less favourable in comparison to residential placement conditions among the rest of the population. Elder persons live in houses, i.e. flats which are more often of poorer quality or represent old constructions with extant deficiencies relating to elementary comfortableness, such as: lack of a sewerage system and running water in a flat, lack of central heating and unsatisfactory household appliances' equipment. These facts do not speak only of the aged persons' social position in the Republic but also indicate the severe risk of their marginalization.

GENERAL GOAL 1. Encouragement of the social, economic, political and cultural position and role of the aged

Activities

- 1.1. By means of campaigns in media, specialized electronic media programmes, publications, booklets, newspaper articles and a live word, to inform elder persons (especially those elder persons who live in a relative isolation – in a single person households or in a remote village areas) about their rights and manners of how to obtain the same in the field of pension and disability insurances, social security, healthcare protection and other fields with an aim to avert any form of discrimination;
- 1.2. Enrichment of school programmes with contents to educate the young on the specificities of old age, the aged persons' resources and their particular needs;
- 1.3. Ensuring the participation of the aged – especially women – in bringing decisions through participation in the process of bringing a decision within appropriate organs and bodies;
- 1.4. Promotion and encouragement of self-organizing among the aged with an aim to encourage, through these activities, various forms of self-help, self-protection and self-affirmation in old age.

Activity Stakeholders

- 1.1. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, Ministry of Public Administration and Local Self-Governments, provincial organs and organs of local self-government units in cooperation with non-governmental and humanitarian organizations, civil associations and media.
Time pace: CONTINUALLY
- 1.2. Ministry of Education and Sport, educational institutions, in cooperation with non-governmental and humanitarian organizations and civil associations.
Time pace: CONTINUALLY
- 1.3. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, Ministry of Public Administration and Local Self-Government, provincial organs and organs of local self-government units.
Time pace: CONTINUALLY
- 1.4. Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, Ministry of Public Administration and Local Self-Government, social welfare institutions, healthcare institutions, institutions in the field of education and culture, in cooperation with non-governmental and humanitarian organizations and civil associations.
Time pace: CONTINUALLY

GENERAL GOAL 2. Improving the integration of the aged by means of encouraging them to actively join the community and advancing the development of inter-generational relations

Activities

- 2.1. Ensuring participation of all age structures in creating policy within a local community in the fields of – work, education, residential placement issues, transportation, environmental protection, health protection, social protection, free time;
- 2.2. Encouragement to organize voluntary work during which the young and the aged would work together by helping each other, each by giving their own contribution within their respective capabilities, and organization of educational courses and trainings to acquire special skills for self-help and mutual intra-generational help.

Activity Stakeholders

- 2.1. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, Ministry of Public Administration and Local Self-Government, provincial organs and organs of local self-government units, healthcare institutions, social welfare institutions, institutions in the fields of education, sport and culture, public enterprises in cooperation with entrepreneurs, non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

- 2.2. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, Ministry of Public Administration and Local Self-Government, social welfare institutions, healthcare institutions, institutions in the fields of education, sport and culture, organs of territorial autonomy in cooperation with non-governmental and humanitarian organizations, civil associations and media.

Time pace: CONTINUALLY

GENERAL CONDITION 3. Encouragement and dissemination of a positive image about the aged

Activities

- 3.1. By means of tax exemption to motivate employers to enable aged people to, according to their capabilities, take active part in a working process through carrying out periodical and temporary jobs, and voluntarily – through charitable work;
- 3.2. Through examples of good practice and by means of media campaigns to point out comprehensive, economical and copious work and life experience of the aged, to

stimulate employers and in this manner to affirm the need that aged people be active in work;

- 3.3. Advancement of positive, active and development-oriented attitude towards ageing by means of engaging elder people in spreading public awareness on positive aspects of ageing – enlightenment of wisdom, strength, activity, contribution and capability of the aged;
- 3.4. Emphasizing possibilities and potentials of disabled people in old age, showing respect to and affirmation of the value of their previous contribution to the community; through additional activities in primary schools to introduce the young to professions and distinguished figures within the professions, to present renowned persons in local and national news media;
- 3.5. Organizing lectures, workshops, etc., by the aged, where they would transfer their knowledge and experience from various fields, art, handicraft, hobbies.

Activity Stakeholders

- 3.1. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, Ministry of Public Administration and Local Self-Government, Ministry of Finance in cooperation with the Serbian Chamber of Commerce and adequate employers' associations, non-governmental and humanitarian organizations and civil associations.
Time pace: THE YEAR OF 2007
- 3.2. Ministry of Culture, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Public Administration and Local Self-Government, Ministry of Finance in cooperation with media, the Serbian Chamber of Commerce, employers' and professionals' associations, non-governmental and humanitarian organizations and civil associations.
Time pace: CONTINUALLY
- 3.3. Government, Ministry of Education and Sport, Ministry of Culture, in cooperation with media, pensioners' associations, pensioners' trade unions and non-governmental and humanitarian organizations and civil associations.
Time pace: CONTINUALLY
- 3.4. Government, Ministry of Education and Sport, Ministry of Culture, institutions in the field of education, in cooperation with the organizations and associations of people with disabilities, non-governmental and humanitarian organizations, civil associations and media.
Time pace: CONTINUALLY
- 3.5. Provincial organs and organs of local self-government units, institutions in the field of culture and education in relation to the University of the Third Age project net in

cooperation with non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

III. PROMOTION OF JUST AND SUSTAINABLE ECONOMIC GROWTH

The most acceptable answer to the phenomenon of population's ageing is a just and sustainable economic growth of the society. Ageing of the population in the Republic shall increase the number of supported persons in comparison to the number of the employed. This growth trend is significant for financial sustainability of the social protection system, particularly of the pension system. An essential economic issue is a just and sustainable distribution of resources among the employed and the unemployed, and any effort undertaken to ensure that economic growth and productivity be sustainable.

It is very important to be well aware of the experience and indicators that by means of political support to healthcare, education, poverty reduction and through ensuring protection from any unfavourable consequences originating from economic shocks - economic growth prospects can be improved. The very growth assumed will neither be sufficient to solve issues in relation to distribution, which is imposed due to the population's ageing, nor does it really guarantee that the growth will lead to the socially acceptable outcome. Therefore, all political stakeholders – from the republic to a local level – ought to be aware of the need for as wide and equal distribution of the material effects of the economic growth as possible. On one hand, the outcome of the growth must neither be harmful in any way to the individuals or groups of the population nor, on the other hand, long term benefits and potentials must be endangered.

In the years to come, social and health policy must take care of the fact that a gradual establishment of the concept of integral healthcare protection and social services to elder people, as well as their budgeting, requests a sustainable economic growth. We have to bear in mind the knowledge that all these fields of the life in a society are closely tied and, due to it, we underline, as a primary goal of the policy, an action on a wider front, including macro-economy. Consequently, the mentioned strategic course is executed both at the republic and local level, through fulfilment of the said general goal.

GENERAL GOAL 1. Speeding up the rate of economic growth through execution of the transition process, alleviating the transition's unfavourable social consequences and considering consequences resulting from the demographic process of the population's ageing.

Activities

- 1.1 In compliance with the elementary strategic document of the Serbian National Strategy for the Accession to the European Union, which refers to the economic and social development and transformation, reforms and structural changes, human resources and social security – to carry out planned activities falling under preparations for obligations emanating from membership and make efforts that the anticipated time pace and activity plan be performed;
- 1.2. To primarily undertake the anticipated activities concerning the aged who live in poverty conditions and under the established poverty bottom line; in compliance with the adopted Social Welfare Development Strategy to undertake particular activities in both identifying the needs - above all, at a local, even at the republic level, and finding out concrete answers to new challenges depending on distinct conditions in the field;
- 1.3. At the republic level, during the process of implementation of the Poverty Reduction Strategy, to examine a proposal in relation to the introduction of social pension practices¹,
- 1.4. Which would be secured to the aged without income, who cannot have pensions but live in poverty and without appropriate support and means for living; for this venture activities would be initiated through exchanging experiences and carrying out partnership at an international level as well as through planning steps for their realization;
- 1.5. To actively work on establishment of different forms of international cooperation, experience exchanges and support, adjust them to the reform processes, alleviate the reforms' unfavourable consequences, encourage creation of just and efficacious mechanisms and institutions in the market economy, and create new and democratic relations in the society;
- 1.6. In order to preserve the obtained social security of pensioners and prevent poverty growth, to pay back debts to pensioners and regularly adjust pension incomes in compliance with the law and gradually increase pensioners' purchasing power; in

¹ Social pension practice is introduced for individuals who did not pay fees for pension insurance. The international community recognizes two forms of these pensions: universal social pensions are accessible to all elder people without personal income and who fulfill a major prerequisite – a certain age; and social pensions with inspection which are accessible to elder people who have to fulfill more than one condition, the subject of inspection (place of residence, citizenship, incomes, real estate, wage, etc).

Governments of states with poor resources, who implement social pension schemes, underline their exquisite significance. Even very low sums of social pensions represent a great value for poor elder people. A social pension which falls under inspection of means of living among elder people, from 65 to 70 years of age, is applied as a crucial measure for poverty reduction. Monitoring results of existing pension schemes and surveys carried out by the world agencies, including the World Bank, the International Labour Organization and international humanitarian organizations, such as Help Age International, reflect positive effects of a social pension as a measure to protect the poverty stricken population, not only in relation to elder people receiving pensions but also to other generations, i.e. members of their families. In the developed part of the world, a social pension scheme is implemented by governments as the protection of fundamental human rights, the right on dignity and personal integrity of elder citizens.

compliance with real possibilities, to strive to enable payment of pensions on a monthly basis.

Action Stakeholders

1.1. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, Ministry of Public Administration and Local Self-Government, non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

1.2. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, Ministry of Public Administration and Local Self-Government, provincial organs and organs of self-government units, social protection institutions, healthcare institutions, institutions in the field of education and culture in cooperation with business companies and entrepreneurs, non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

1.3. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, Ministry of Public Administration and Local Self-Government, Ministry of Foreign Affairs, provincial organs and organs of self-government units in cooperation with the United Nations and other international organizations, international and in-land non-governmental and humanitarian organizations and civil associations.

Time frame : THE YEAR OF 2007, AND FURTHER ON ACCORDING TO THE ESTABLISHED TIME PACE

1.4. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, Ministry of Public Administration and Local Self-Government, Ministry of Foreign Affairs, provincial organs and organs of self-government units in cooperation with the United Nations and other international organizations, international and in-land non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

1.5. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Finance, Ministry of Foreign Affairs, provincial organs and organs of self-government units in cooperation with the United Nations and other international organizations, international and in-land non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

IV. ADJUSTMENT OF THE SOCIAL PROTECTION SYSTEM TO THE SOCIAL AND ECONOMIC CONSEQUENCES OF THE POPULATION'S AGEING

Demographic estimation says that the population's ageing process shall be intensified with further extension of average human life age consequently emanating from it and with the result which will lead to a more significant increase of a number of aged individuals as old as 80 years of age or more. Certain number of aged individuals shall, due to exhaustion, illness and disability, i.e. without support in a family environment, be advised to use appropriate social and healthcare protection and other services, including provision of some elementary living conditions. The aforesaid estimations require further development of certain social security systems for population and speedy adjustment to particular living conditions and needs appearing in old age. With changes within the pension and disability insurance system it is necessary to also exercise adjustments within the systems of social and war veterans' protection.

Within the adopted strategic document on the social protection development it has been already underlined that the social protection system should be more efficacious and more comprehensive for all, and especially for the risk-stricken groups of population among which aged people have a significant share; functions of social protection should be decentralized and the role of a local community in providing care to the aged should be also reformed; prevention and therapeutic functions of social protection should be developed; a much bigger share should be ensured for non-profit and private sectors in the process of service choice-making; new services should be developed and the scope and quality of existing services be enhanced.

Priority should be given to measures for prevention and reduction of poverty, particularly of aged individuals' and pensioners' poverty as well as measures which will ensure quality, faster development and more equal territorial distribution of appropriate social protection capacities and bring closer the services and capacities to a place of residence and distinctive needs of potential beneficiaries.

GENERAL GOAL 1. *Speedier and more efficacious poverty reduction*

Reduction and prevention of poverty, in general, among aged people and pensioners must have an absolute priority in future development due to their destructive effects onto the quality of life in old age and protection of the aged individuals' and pensioners' human dignity but also due to a negative effect of poverty onto overall economic and social development.

Activities

- 1.1. Development of particular forms of additional material supplement for pension beneficiaries whose total regular family income per member of a household is under the established existence minimum in old age with an aim to ensure elementary living conditions in compliance with the principle of solidarity or by means of financial support;

- 1.2. Provision of appropriate legislative basis for using certain forms of social conveniences for pensioners and other aged individuals (clubs, convalescence, support in solving residential placement issues, etc);
- 1.3. Activities for providing conditions to exercise the right to special kind of social pension as a manner of social protection of the elder without means of living, along with other risks present;
- 1.4. Gradual implementation of tax exemption for the third-age households;
- 1.5. Gradual enhancement of material security provision to poverty-stricken families with senior members (permanent social welfare) to the level of existence minimum;
- 1.6. Encouragement to provide regular and sufficient financial means for functioning of public kitchens for the poor, by means of taking into consideration donors and supporting organs of local self-government units in activities within this field, as well as humanitarian and non-governmental organizations at all levels;
- 1.7. Encouragement to provide regular and sufficient budget means for one-off financial support payment with an aim to overhaul extraordinary risk-stricken life situations of poor aged people (illness, death, etc.) in local self-government units;
- 1.8. Encouragement to approve appropriate allowances in relation to public services, energy supplies for house heating, public and long-distance transport, etc.;
- 1.9. Promotion of and strengthening more persistent family solidarity and more efficacious fulfilment of family-legislative protection and inheritance right protection in compliance with existing provisions (right to be supported, custodian protection, etc.);
- 1.10. Improving and ensuring accessibility to social services by means of organizing neighbourly and civil solidarity and by giving support to the development of various forms of self-help;
- 1.11. Promotion and affirmation of savings, life insurance, voluntary pension and healthcare insurance by means of applicable campaigns and other facilities;
- 1.12. Support, improvement and development of voluntary work, activity and participation of as many citizens as possible in activities of humanitarian organizations, civil associations, funds, endowments, legacies, etc..

Activity Stakeholders

- 1.1. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, Ministry of Public Administration and Local Self-Government, Ministry of Finance, pension and

disability insurance funds, institutes for social protection in cooperation with pensioners' associations, non-governmental and humanitarian organizations and civil associations.

Deadline: THE YEAR OF 2008

- 1.2. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, Ministry of Public Administration and Local Self-Government, Ministry of Finance, pension and disability insurance funds, provincial organs and organs of self-government units in cooperation with pensioners associations, non-governmental and humanitarian organizations and civil associations.

Deadline: THE YEAR OF 2008

- 1.3. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, Ministry of Public Administration and Local Self-Government, Ministry of Finance in cooperation with international partners and expert organizations, the United Nations and other international organizations, international and in-land non-governmental and humanitarian organizations and civil associations.

Deadline: THE YEAR OF 2007

- 1.4. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, Ministry of Public Administration and Local Self-Government, Ministry of Finance in cooperation with non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

- 1.5. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, Ministry of Public Administration and Local Self-Government, Ministry of Finance, provincial organs and organs of self-government units, institutes for social protection in cooperation with non-governmental and humanitarian organizations and civil associations.

Deadline: THE YEAR OF 2009

- 1.6. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, Ministry of Public Administration and Local Self-Government, Ministry of Finance, provincial organs and organs of self-government units, institutes for social protection in cooperation with in-land and international donors and organizations, with non-governmental and humanitarian organizations, civil associations and media.

Time pace: CONTINUALLY

- 1.7. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, Ministry of Public Administration and Local Self-Government, Ministry of Finance, institutes for social protection, provincial organs and organs of self-government units, centres for social

work in cooperation with in-land and international donors and organizations, non-governmental and humanitarian organizations and civil associations.

Deadline: THE YEAR OF 2007

- 1.8. Ministry of Labour, Employment and Social Affairs, Ministry of Public Administration and Local Self-Government, provincial organs and organs of self-government units, public communal enterprises and other public enterprises in cooperation with private entrepreneurs in public and other communal businesses, non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

- 1.9. Government, Ministry of Labour, Employment and Social Affairs, provincial organs and organs of self-government units, institutes for social protection, in cooperation with non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

- 1.10. Government, Ministry of Labour, Employment and Social Affairs, provincial organs and organs of self-government units, institutes for social protection in cooperation with in-land and international donors, non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

- 1.11. Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Culture, in cooperation with media, business companies and entrepreneurs, non-governmental and humanitarian organizations and civil associations..

Time pace: CONTINUALLY

- 1.12. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, Ministry of Public Administration and Local Self-Government, Ministry of Finance, institutes for social protection, healthcare institutions, institutions in the field of education and culture, provincial organs and organs of self-government units in cooperation with business companies and entrepreneurs' associations, non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

GENERAL GOAL 2. Primacy of the development of social family support forms and help provision to the aged in their natural environment of living

Primacy to ensure social support, aid and protection in old age, determined in the Social Welfare Development Strategy, gives priority to the development of those forms of support and forms of services which enable aged people, vulnerable owing to unfavourable living conditions, to remain in their households and to them known environment, if possible, while they live.

Activities

- 2.1. Capacities for providing support services, then services for help and care at home, etc., as well as residential placement within foster families, should be ensured in every municipality, by means of striving that these services be accessible in all larger municipalities whereas in smaller, i.e. remote ones, these are to be provided by means of mobile teams consisting of health and social workers who come from public sectors, volunteers, and home help service providers and other services from a non-profit or private sector;
- 2.2 In cities or larger municipalities to ensure club service provision, day care centre services, catering delivery – the so called “food on wheels”, a service of continual contact and mediation, the so called “tele-alarm” and other social and service activities intended for aged people and their families;
- 2.3. In as many municipalities as possible, by means of organized and systematic cooperation and coordination among centres for social work, visiting-nurse services and humanitarian and non-governmental organizations and civil associations, to ensure an efficacious system of discovering aged individuals who live in unfavourable living conditions (old age exhaustion, illness, disability, lack of family care and support, etc.) as well as systematic affirmation, encouragement and guidance of neighbourly willingness and general solidarity for the weak, adult and elder people;
- 2.4. To encourage the process of building p flats in accordance with the needs of the aged and develop the infrastructure in urban and village areas within the municipalities, especially in the municipalities of less developed regions in the Republic with an aim to provide aged individuals, who live there, with appropriate conditions and accession to the institutions of healthcare, social protection, culture, recreation, and other;
- 2.5. In compliance with the Social Welfare Development Strategy and the Healthcare Protection Reform Strategy to ensure improvement of quality of all services for the aged by means of inciting development of as many service choices for the aged as possible and as great accessibility as possible – by using all forms of advanced training, education and service providers’ training (professional supervision, working licenses and other controls), and to ensure development of the system for protecting the rights of citizens in the fields of social protection, health protection and other.

Activity Stakeholders

- 2.1. Government, Ministry of Labour, Employment and Social Affairs, provincial organs and organs of local self-government units, institutes for social protection in cooperation with non-governmental and humanitarian organizations and civil associations, and private sectors in social protection.
Deadline: THE YEAR OF 2008

- 2.2. Government, Ministry of Labour, Employment and Social Affairs, provincial organs and organs of local self-government units, institutes for social protection in cooperation with non-governmental and humanitarian organizations and civil associations and a private sector in social protection.
Deadline: THE YEAR OF 2008
- 2.3. Government, Ministry of Labour, Employment and Social Affairs, provincial organs and organs of local self-government units, institutes for social protection in cooperation with non-governmental and humanitarian organizations and civil associations, and a private sector in social protection.
Deadline: THE YEAR OF 2009
- 2.4. Government, Ministry of Finance, Ministry of Capital Investment, Ministry of International Economic Relations, provincial organs and organs of self-government units in cooperation with non-governmental and humanitarian organizations and civil associations.
Time pace: CONTINUALLY
- 2.5. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, Ministry of Public Administration and Self-Government, Ministry of Finance, institutes for social protection, healthcare institutions, institutions in the field of education and culture, provincial organs and organs of self-government units, in cooperation with non-governmental and humanitarian organizations and civil associations and a private sector in social protection.
Deadline: THE YEAR OF 2008

GENERAL GOAL 3. *Provision of more even accession to residential placement services*

Activities

- 3.1. Surpassing uneven accession to residential placement services in social protection institutions, deficiency of these capacities and their uneven territorial deployment; in larger city municipalities to ensure forming of residential institution capacities such as gerontology centres, where, besides residential institution capacity services, other social protection services are also ensured;
- 3.2. Primacy to the development of services should be given to those areas in the Republic where there are no residential institution services and big cities (Belgrade, Novi Sad) where existing capacities do not meet needs;
- 3.3. In municipalities, in cooperation with non-governmental organizations and a private sector, to ensure establishment and provision of residential institutions with smaller accommodation capacities (residential institutions of smaller capacities) and

introduction of other forms of provision for aged people (nursing centres for pensioners and aged individuals, residential communities, village houses for pensioners and aged individuals, etc.);

- 3.4. In remote village areas and hardly accessible regions in the Republic, to ensure organizing and functioning of seasonal accommodation stations for temporary lodging of elder agricultural households during winter months when they are cut off from the rest of the world;
- 3.5. To urge investments in building up residential objects for supported living to be provided to the aged and pensioners, including also dependent adult individuals who live alone and depend on using help services, home care and similar services of social and healthcare protection;
- 3.6. By means of appropriate conveniences and privileges at the republic level and the level of local-self-government, to encourage, support and stimulate private sector and donors to invest their means in the development and functioning of capacities for care service provision and provision of help to be provided to aged individuals as well as in various funds, legacies and endowments of which the aim is to provide care to the aged;
- 3.7. To examine and adjust to, in compliance with practice requests, the existing legislative solutions and criteria upon which, and on the burden of budget means, the right on accommodation in care centres is ensured, that is in the gerontology centres and other social protection institutions responsible for providing care to elder and adult individuals.

Activity Stakeholders

- 3.1. Government, Ministry of Labour, Employment and Social Affairs, provincial organs and organs of local self-government units in cooperation with non-governmental and humanitarian organization and civil associations and a private sectors in social protection.
Deadline: THE YEAR OF 2006
- 3.2. Government, Ministry of Labour, Employment and Social Affairs, institutes for social protection, provincial organs and organs of local self-government units in cooperation with non-governmental and humanitarian organizations and civil associations and a private sector in social protection.
Deadline: THE YEAR OF 2009
- 3.3. Government, Ministry of Labour, Employment and Social Affairs, social protection institutions, provincial organs and organs of local self-government units in cooperation with non-governmental and humanitarian organizations and civil associations and a private sector in social protection.
Time pace: CONTINUALLY

3.4. Government, Ministry of Labour, Employment and Social Affairs, provincial organs and organs of local self-government units, in cooperation with non-governmental and humanitarian organizations and civil associations and a private sector in social protection.

Time pace: CONTINUALLY

3.5. Government, Ministry of Labour, Employment and Social Affairs, provincial organs and organs of self-government units, social protection institutions in cooperation with international and in-land non-governmental and humanitarian organizations and civil associations and private sector in social protection.

Time pace: CONTINUALLY

3.6. Government, Ministry of Labour, Employment and Social Affairs, institutes for social protection, provincial organs and organs of local self-government units, in cooperation with non-governmental and humanitarian organizations and civil associations and private sector in social protection.

Time pace: CONTINUALLY

3.7. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, Ministry for Public Administration and local Self-Government, Ministry of Finance, provincial organs and organs of local self-government units and institutes for social protection.

Deadline: THE YEAR OF 2008

GENERAL GOAL 4. Improvement of the protection effectiveness for war veterans and the disabled

Activities

4.1. With an aim to improve protection effectiveness for war veterans and the disabled among aged population, it is necessary to continually monitor the implementation of this right in the field including also encouragement of other forms of social support and protection of these individuals in their natural environment of living.

Activity Stakeholders

4.1. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, Ministry of Public Administration and Local Self-Government, Ministry of Finance, provincial organs and organs of local self-government units, institutes for social protection in cooperation with associations of war veterans and the disabled, non-governmental and humanitarian organizations engaged in social care provision to veterans and the disabled and other civil associations.

Time pace: CONTINUALLY

V. ADJUSTING OF THE LABOUR MARKET TO SOCIAL AND ECONOMIC CONSEQUENCES OF THE POPULATION'S AGEING

A widely spread notion that retirement means entering into the period of passivity in one's life, when an individual's creativity and capability to contribute to himself, his family and society are limited, must be changed in such a manner as to allow aged people, by means of adjusting to the labour market conditions, to gradually enter this phase of life. This means a higher participation rate of the aged in the labour market but at the same time to ensure appropriate conditions for elder employees so as not to incite them to early retirement. Appropriate measures should be especially undertaken as not to allow that elder people be exposed to any sort of discrimination owing to the fact that they are old and that they are active in the labour market as long as they can and wish. Reforms of the pension system and work arrangements after retirement should facilitate an option of gradual retirement.

Primacy of this strategic course is strengthening awareness in the society on benefits and participation advantages of the aged in the environment of the employed. A special attention should be paid to elimination of obstacles and prevention of discrimination in the process of employing elder people, mostly women.

This strategic course of activity mostly relies on the adopted national Strategy on Employment and also on striving to enable the labour market to, with the increase of the employment rate, flexibly and speedily react on social consequences of the population's ageing. This may also be the most efficacious answer to economic challenges of the population's ageing.

GENERAL GOAL 1. *Enabling flexible and gradual retirement*

Activities

- 1.1. In compliance with the National Strategy on Employment, to undertake wide media campaigns and actions with an aim to change awareness in the society on available potentials and motivation of the elder to contribute to a general progress and development, to take part in economic activities and in all other fields of life such as voluntary work, passing of knowledge and experience, etc.;
- 1.2. Within reforms of the pension system, by means of adequate legislative provisions, to strive to make changes be realized in such a manner as to encourage, maintain and increase an employment rate among the aged (more than 50 years of age), taking into consideration both their psycho-physical capabilities and motivation to continue to work as well as particular working conditions in certain fields;
- 1.3. To ensure gradual extension of age limit for retirement according to health, social and economic criteria upon which work capability is to be determined which

understands that, under prescribed prerequisites, the possibilities to exercise the right on early or partial retirement are included;

- 1.4. To ensure conditions for constituting voluntary and extended forms of pension and disability insurance with an aim to reduce pressure on forthcoming generations of employees and to provide to future generations of pensioners a higher degree of security, i.e. exercise of the right in case of old age and disability in a significantly greater scope than it is the case now.

Activity Stakeholders

- 1.1. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Education and Sport, Ministry of Science and Environment Protection, Ministry of Capital Investment, Ministry of Health, Ministry of Finance, National Employment Agency in cooperation with media, non-governmental and humanitarian and civil associations and a private sector.

Time pace: CONTINUALLY

- 1.2. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Education and Sport. Ministry of Capital Investment, Ministry of Health, Ministry of Finance, national Employment Agency in cooperation with business companies, associations of entrepreneurs and trade union organizations.

Deadline: THE YEAR OF 2010

- 1.3. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Education and Sport, Ministry of Capital Investment, Ministry of Health, Ministry of Finance, healthcare institutions and pension and disability insurance funds.

Deadline: THE YEAR of 2010

- 1.4. Government, Ministry of labour, Employment and Social Affairs, Ministry of Education and Sport, Ministry of capital Investment, Ministry of Health, Ministry of Finance, pension and disability insurance funds, healthcare institutions in cooperation with business companies, associations of entrepreneurs and trade union organizations.

Time pace: CONTINUALLY

GENERAL GOAL 2. Striving to reduce unemployment rate of persons more than 50 years of age

Activities

- 2.1. To work out and implement mechanisms by means of legislative solutions so as to make employment market be more efficaciously adjusted to the aged people's employment, especially to women – through creating opportunities for part-time or temporary work;

- 2.2. To introduce active labour market policy, such as employment announcements, help in finding employment, training, professional courses, consulting, etc.;
- 2.3. To normatively regulate and improve status of volunteering, enable better conditions for this kind of engagement, reduce costs of unpaid volunteering, etc.;
- 2.4. To introduce such forms of educational programmes which would enable re-qualification, additional qualification and other forms of advancement among elder people so as to create conditions to more easily employ;
- 2.5. To simplify and facilitate a procedure for starting new jobs by reducing high initial administrative costs and other measures;
- 2.6. To encourage and invest in advancement and continually maintain qualification and educational level of labour force, i.e. to increase the value of human resource capital which can survive competition in labour market and contribute to the increase of employment rate;
- 2.7. To level up general social protection, support and service provision to a family and create conditions that aged employees remain in labour market, along with rehabilitation of the disabled and their inclusion in a working process by formal applying of the Law on Preventing Discrimination Against the Disabled and other measures;
- 2.8. To prevent discrimination of aged women in employment process by means of bringing legislative provisions and implementing other measures, by leading campaigns and initiating other adequate activities;
- 2.9. To continually and actively encourage engagement of elder people, regardless of gender, to work by means of founding small and middle size enterprises, including family entrepreneurship and training of aged people, especially, on how to apply information and communication technologies;
- 2.10. Through special stimulation and prevention measures and programmes, to reduce migrations of university qualified, highly educated and scientific staff who are able to contribute to faster and more economic processes in the development of the society;
- 2.11. By means of gradual ensuring of more adequate solutions to the needs of refugees, i.e. to the population who has remained to live in the Republic, to facilitate their integration into economic, social and cultural life. To develop measure for providing help to aged immigrants in order to maintain their economic, social and health security and enable them to join the activities of preserving own cultural identity.

Activity Stakeholders

- 2.1. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Education and Sport, Ministry of Health, Ministry of Finance, National Employment Agency, healthcare institutions, pension and disability insurance funds in cooperation with non-governmental organizations and civil associations, business companies and associations of entrepreneurs.
Time pace: CONTINUALLY
- 2.2. Government, Ministry of Labour, Employment and Social Affairs, National Employment Agency, Ministry of Education and Sport, Ministry of capital Investment, Ministry of Health, Ministry of Finance, educational and cultural institutions and social protection institutions in cooperation with non-governmental and humanitarian organizations and civil associations.
Deadline: THE YEAR OF 2010
- 2.3. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Education and Sport, Ministry of Capital Investment, Ministry of Health, Ministry of Finance, social protection institutions, healthcare institutions and educational institutions in cooperation with non-governmental and humanitarian organizations and civil associations engaged in providing social services and developing volunteer work.
Deadline: THE YEAR OF 2007
- 2.4. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Education and Sport, National Employment Agency, educational institutions in cooperation with non-governmental and humanitarian organizations and civil associations.
Time pace: CONTINUALLY
- 2.5. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Education and Sport, Ministry of Capital Investment, Ministry of Health, Ministry of Finance, provincial organs and organs of self-government units, social protection institutions, educational institutions, healthcare institutions, public enterprises.
Deadline: THE YEAR OF 2010
- 2.6. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Education and Sport, Ministry of Capital Investment, Ministry of Health, Ministry of Finance, National Employment Agency, educational institutions in cooperation with business companies and associations of entrepreneurs, non-governmental and humanitarian organizations and civil associations.
Time pace: CONTINUALLY
- 2.7. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Education and Sport, Ministry of Capital Investment, Ministry of Health, Ministry of Finance, National Employment Agency, institutes for social protection, pension and disability insurance funds, provincial organs and organs of local self-government,

public institutions providing family services in cooperation with non-governmental and humanitarian organizations and civil associations.

Deadline: THE YEAR OF 2009

2.8. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Education and Sport, Ministry of Capital Investment, Ministry of Health, Ministry of Finance, National Employment Agency, provincial organs and organs of local self-government units, all public institutions in cooperation with media, business companies and associations of entrepreneurs, non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

2.9. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Education and Sport, Ministry of Capital Investment, Ministry of Health, Ministry of Finance, National Employment Agency, provincial organs and organs of local self-government units, educational institutions, social protection institutions in cooperation with associations of entrepreneurs and enterprises including the project of the University of the Third Age net, non-governmental and humanitarian organizations and civil associations.

Deadline: THE YEAR OF 2010

2.10. Government, Ministry of Education and Sport, Ministry of Labour, Employment and Social Affairs, Ministry of Science and Environmental Protection, Ministry of Capital Investment, Ministry of Health, Ministry of Finance, institutions for science and education, provincial organs and organs of local self-government units, public enterprises, in cooperation with media, business companies and associations of entrepreneurs engaged in supporting talented individuals and science development.

Deadline: THE YEAR OF 2010

2.11. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Culture, Ministry of Capital Investment, Ministry of Finance, National Employment Agency, Commissariat for Refugees, provincial organs and organs of local self-government units, all public institutions in cooperation with non-governmental and humanitarian organizations and civil associations.

Deadline: THE YEAR OF 2010

VI. ENCOURAGEMENT OF LIFE-LONG EDUCATION

In spite of accepted conception of the life-long education, outcomes which resulted in practice do not show that a significant advancement has been achieved. A benefit for economic side of education put in the focal point of the accepted concept only middle-aged trainees and some educational programmes for deficient professions. A fact that within a long-life education must be included all generations from the youngest as far as to the oldest is missing, i.e. that permanent learning and education cannot be reached without educating aged people.

Activities and measures, which are being implemented in the field of educating aged people, can be divided into two areas: programmes which are being exercised within a public sector, in institutions for educating aged individuals, health and social institutions, and programmes which are being organized by non-governmental organizations. An educational system is not outlined in such a manner as to offer programmes to the aged according to their educational needs which is why participation of aged individuals in various forms of educating aged people is almost irrelevant.

An example of positive practice, which ought to be supported and developed in the field of educating aged people in the country, is the project of University of the Third Age. The net of universities of the third age, so far, functions only within a frame of four organizations in Belgrade (Adult Education Centre "Braca Stamenkovic", Adult Education Centre "Bozidar Adzija", Cultural Educational Centre "Cukarica", and "Djuro Salaj" A.D.), in Novi Sad's open university and the Gerontology Centre in the city of Vrsac. The number of aged people interested to join these programmes has been speedily increasing.

GENERAL GOAL 1. *Facilitating and encouraging life-long education*

Activities

- 1.1. By means of the education system reform to enable the change of traditional order of education, labour and retirement which does not any more correspond to the reality and the requests originating from a modern society. The system of education should be open so as to provide anyone with equal possibilities to learn during the entire life and it also should be adjustable to fast social, economic and demographic changes;
- 1.2. As a prerequisite for creating possibilities that aged people join the process of Education the net of Universities of the Third Age should be spread as an educational net with a significant enhancement of various educational programmes and encompass the entire territory of the Republic;
- 1.3. To organize training of staff who would work with the aged as well as their continual qualification through multidisciplinary trainings so as to be accessible to a wider range of trainees and to different sorts of services and work activities with aged individuals and without limitations to the high level specializations only;
- 1.4. To organize preparation programmes for retirement and life in old age which would help the aged to timely adjust to changes of the life style and offer a greater set of possibilities to find new interests and professions;
- 1.5. To organize volunteer training programmes, i.e. programmes for all those who want to in their old age contribute to the community where they live in by means of their knowledge, abilities and rich life experience;

- 1.6. When the young of all ages are in question, to pay a special attention to building up awareness about significance and possibilities of professional choices, short-term and long-term consequences concerning the life style and career prospects; to facilitate adjustments to changes in professional life which require flexibility and skills, with a special emphasis on the strategy of life's choice;
- 1.7. To initiate scientific researches on possibilities and most efficacious techniques of learning in older age as well as on positive effects which education has on prevention of involuted processes and maintaining man's abilities;
- 1.8. To promote the results achieved in education and advancement of older age trainees and destroy prejudices which exist in relation to it, not only among young generations but also among members of older generations;
- 1.9. To undertake measures for levelling up and meeting cultural, entertainment and recreational needs of the aged, along with full understanding of their personal decisions and affinities; to improve and enrich existing offer in the field and initiate and develop new forms and contents of activities adjusted to the needs of the aged;
- 1.10. To encourage and help spreading of pensioners' amateur, cultural and artistic association net, war veteran sections within sports societies, pensioner's rest homes, i.e. package arrangements;
- 1.11. To ensure appropriate education and protection of elder people as consumers, along with adequate conveniences, even providing home delivery services of victuals and other goods..

Activity Stakeholders

- 1.1. Government, Ministry of education and Sport, Ministry of Labour, Employment and Social Affairs, educational and cultural institutions, pension and disability insurance funds, National Employment Agency in cooperation with media, non-governmental and humanitarian organizations and civil associations.
Time pace: CONTINUALLY
- 1.2. Government, Ministry of Education and Sport, Ministry of Labour, Employment and Social Affairs, educational and cultural institutions, provincial organs and organs of local self-government units in cooperation with non-governmental and humanitarian organizations and civil associations.
Deadline: THE YEAR OF 2008
- 1.3. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Education and Sport, Ministry of Health, social protection institutions, educational and cultural institutions, provincial organs and organs of self-government units, in cooperation with professional associations, nongovernmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

1.4.Government, Ministry of Labour, Employment and Social Affairs, Ministry of Education and Sport, Ministry of Health, Ministry of Culture, National Employment Agency, educational and science institutions, social protection institutions, healthcare institutions, provincial organs and organs of local self-government units in cooperation with media, business societies and associations of entrepreneurs, professional societies, non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

1.5.Government, Ministry of Labour, Employment and Social Affairs, Ministry of Education and Sport, Ministry of Health, Ministry of Culture, educational institutions an the project of the University of the Third Age net, provincial organs and organs of local self-government units in cooperation with non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

1.6.Government, Ministry of Education and Sport, Ministry of Labour, Employment and Social Affairs, National Employment Agency, educational institutions, provincial organs and organs of local self-government units in cooperation with media, youth societies - cultural, artistic and sports, non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

1.7.Government, Ministry of Science and Environmental Protection, Ministry of Education and Sport, Ministry of Health, science and educational institutions, in cooperation with professional societies, non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

1.8.Governmnet, Ministry of Education and Sport, Ministry of Culture, educational institutions, social protection institutions, the project of the Universities of the Third Age net, provincial organs and organs of local self-government units in cooperation with media, professional societies, pensioners' associations and non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

1.9.Government, Ministry of Education and Sport, Ministry of Culture, educational and cultural institutions, social protection institutions, rest homes and spa healing centres, the project of the Universities of the Third Age net, provincial organs and organs of local self-government units in cooperation with pensioners' amateur, cultural and artistic societies and veteran sections within sports organizations, media, non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

1.10. Ministry of Education and Sport, Ministry of Culture, sports organizations, cultural institutions, provincial organs and organs of local self-government units and civil associations, especially associations of aged individuals and pensioners.

Time pace: CONTINUALLY

1.11. Ministry of Trade, Tourism and Services, provincial organs and organs of local self-government units, in cooperation with non-governmental and humanitarian organizations, especially associations of aged individuals and pensioners.

Time pace: CONTINUALLY

GENERAL GOAL 2. Ensuring conditions for knowledge acquisition which enable greater employment possibilities

Activities

2.1. To undertake activities in relation to establishment of closer ties between educational institutions and employers, and encourage them to enable various forms of training at work for employees: to undertake promotional campaigns so as to, within the conception of life-long education, increase aged people employment ability, maintain and further develop specific knowledge and skills;

2.2. To undertake measures for regular participation in education process so as to increase the degree of sustaining knowledge and limiting deficiencies for those who left formal education system early, to facilitate their integration, i.e. reintegration in the labour market;

2.3. To improve ways for elimination of functional illiteracy and enhance levels of primary education among aged people, including aged refugees and members of minority groups. A special attention should be paid to the equality of genders in relation to their right on education and change of stereotypic roles and active participation in international cooperation on this issue.

Activity Stakeholders

2.1. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Education and Sport, Ministry of Capital Investment, National Employment Agency, educational institutions, media, provincial organs and organs of local self-government units in cooperation with business companies and associations of employers, non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

2.2. Government, Ministry of Education and Sport, Ministry of Labour, Employment and Social Affairs, National Employment Agency, educational institutions, provincial organs and organs of local self-government in cooperation with associations of employers, non-governmental and humanitarian organizations, professional societies and civil associations.

Time pace: CONTINUALLY

2.3. Government, Ministry of Education and Sport, Ministry of Labour, Employment and Social Affairs, Ministry of Justice, Commissariat for Refugees, media, provincial organs and organs of local self-government units in cooperation with the United Nations, and other international and in-land non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

FOR ENHANCED QUALITY OF LIFE AND IMPROVEMENT OF HEALTH AMONG ELDER PEOPLE

VII. ENSURING CONDITIONS FOR GOOD QUALITY LIFE AND SUSTAINMENT OF INDEPENDENT WAY OF LIVING

The reform of healthcare system in the Republic develops in compliance with the strategic documents in the field of health protection: “Health Policy of the Republic of Serbia” (2002), “Vision of Health System Development in Serbia” (2002), “Poverty Reduction Strategy” (2002). Systematic laws have been adopted in the field of health protection and health insurance whereas the “Strategy and Action Plan on Healthcare System Reform in the Republic of Serbia” (2003) and the Strategy on Improvement of Mental Health (2005) are under preparation.

In all afore said strategic documents vulnerable groups are emphasized as well as basic activity courses with an aim to improve health and quality of life. Speaking of the emergence of the population’s ageing, health care and quality of life among people more than 65 years of age occupy a particular place.

Stated and confirmed effects of good practice in healthcare and social care of aged people may be also expressed through several significant treatment principle, according to appropriate fields of activity:

- Inclusion of aged people in all forms of bringing decisions on their illness and future healthcare,
- Promotion of good health and healthy living habits in the third age,
- Undertaking activities to prevent illness,
- Reduction of alleviated functional ability,
- Encouragement and maximizing of life independence,
- Support to aged individuals in their households,
- Protection of dignity, autonomy and respect to aged individuals.

To achieve elimination of age restrictions in the field of healthcare it is necessary that:

- aged individuals be included in the process of bringing decisions on and planning about healthcare capacities at a local community level,
- managers of institutions which provide services to aged people have specialized knowledge about ageing,

- recommendations and instructions, as well as “good practice guidelines” in medical treatment, be periodically inspected due to a possible existence of age discrimination,
- all employees in institutions intended for aged individuals have checked and positive attitude towards distinctive needs in old age.

GENERAL GOAL 1. Sustainment and improvement of health condition and quality of life among aged individuals by means of healthcare service provision in appropriate scope, content and quality

An adequate answer to the healthcare system in relation to challenges emanating from the population’s ageing, including the eldest individuals with disability, is based on activities directed to improvement of health, prevention of illness, physical and mental rehabilitation and palliative care. Taking into consideration improvement and sustainment of the population’s health based on inter-sectoral approach, all sectors have particular responsibility in relation to health consequences of their own development policies.

Activities

- 1.1. Ensuring efficacious health protection where a primary role of health protection is of crucial significance. To aged individuals, and also to other citizens, primary health protection services will be provided by a selected physician with his team in cooperation with health centers. With an aim of achieving permanent and active healthcare for the aged, members of the primary health protection teams shall ensure and provide healthcare services within home conditions and shall also mediate in exercising health protection at a secondary and a tertiary levels. Too, the functioning of polyvalent visiting-nurse services of which the focal point of activity will be in the field of education on health of the aged and members of their families is also anticipated, particularly in relation to promoting healthy way of living. To certain categories of aged individuals, depending on the sort of illness, their family and material status, to ensure using healthcare services and medicine provision under privileged conditions without any obligatory financial participation;
- 1.2. An appropriate contribution and special stimulation for more comprehensive, more efficacious and better quality primary health protection of the aged shall be ensured by means of mandatory health insurance which will enable payment of a selected physician in compliance with a model of capitation (according to a number of patients assigned);
- 1.3. To sustain and improve health condition and, in general, position of the aged, it is particularly significant that services falling under health and social sectors – both in public, non-profit and private sectors – be better integrated and coordinated. In cities and larger municipalities development. i.e. establishment of gerontology centres should be provided. In forthcoming period, to also anticipate particular institutions for long-term care and palliative sheltering – sister centers;

- 1.4. In centers for the aged, to organize health protection along with authorized institutions at the primary health protection level – a health center. Closer ties, in relation to exercising this cooperation, shall be prescribed by appropriate acts of two responsible ministries – Ministry of Health and Ministry of Labour, Employment and Social Affairs;
- 1.5. To reorganize healthcare system at a secondary health protection level which understands: provision of sheltering conditions for the elder with acute illnesses, an extended care and treatment. If necessary, an extended treatment by staff in stationary institutions should be exercised in day hospitals;
- 1.6. Provision of services for overall mental health protection, with a particular accent on psycho-social support and help to members of a family who provide care to an elder individual with mental health disturbances;
- 1.7. Introduction of educational contents in the fields of gerontology and geriatrics within curricula at all levels of professional education, also including an early detection of mental disturbances;
- 1.8. Introduction of effective cooperation between social protection institutions and healthcare institutions where the aged are treated: establishment and provision of institutions for long-term care, a sustainable model of budgeting, establishment of standards and criteria for the beginning of work and supervision over professional work in these institutions where, besides social, also healthcare services are provided, and other.

Activity Stakeholders

- 1.1. Government, Ministry of Health, provincial organs and organs of local self-government units, healthcare institutions in cooperation with non-governmental and humanitarian organizations and civil associations.
Deadline: THE YEAR OF 2007 AND FURTHER ON CONTINUALLY
- 1.2. Ministry of Health, Republic Institute for Health Insurance, healthcare institutions.
Deadline: THE YEAR OF 2007 AND FURTHER ON CONTINUALLY
- 1.3. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, provincial organs and organs of local self-government units, healthcare institutions, social protection institutions in cooperation with private sector in the field of health and social protection, and non-governmental and humanitarian organizations and civil associations.
deadline: THE YEAR OF 2008
- 1.4. Government, Ministry of Health, Ministry of Labour, Employment and Social Affairs, healthcare institutions, social protection institutions.

Deadline: THE YEAR OF 2008

1.5. Government, Ministry of Health, healthcare institutions.

Time pace: CONTINUALLY

1.6. Government, Ministry of Health, Ministry of Labour, Employment and Social Affairs, provincial organs and organs of local self-government units, healthcare institutions, social protection institutions in cooperation with media, a private sector in the field of health and social protection, professional societies, non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

1.7. Government, Ministry of Education and Sport, Ministry of Health, Ministry of Labour, Employment and Social Affairs, educational institutions, healthcare and social protection institutions in cooperation with professional societies, non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

1.8. Government, Ministry of Health, Ministry of Labour, Employment and Social Affairs, Ministry of Finance, healthcare institutions, social protection institutions, provincial organs and organs of local self-government units in cooperation with a private sector in the field of healthcare and social protection and non-governmental and humanitarian organizations and civil associations.

Deadline: THE YEAR OF 2008

VIII. IMPROVEMENT OF GENDER EQUALITY

Taking care of consequences resulting from demographic processes from the aspect of greater equality, particularly enhancement of both women's living conditions and those of aged women, is of essential significance for the development of more humane relations between the genders. A degree of democracy in any society is reflected, besides the possibility of exercising human and civil rights, in achieving gender equality in the fields of public and private life, regardless of age.

Gender inequality in our society is an apparent phenomenon. It is expressed both through objective indicators in the fields of public, political and private affairs and also through subjective statements by women's share of populations, and of which the results are seen within accomplished researches on women's position in everyday life.

With political transformation of the society also significant changes have been occurring in the Republic in relation to the processes for improvement of gender quality and principles of equal possibilities which are directed to adjustment to European standards through exercising a series of education trainings and campaigns and change of law, and other regulations. The aim is to, with this document, emphasize significance of improving and taking care of gender equality in older age.

GENERAL GOAL 1. *Improving and taking care of gender equality*

Susceptibility to the issue of gender equality in different areas, as well as a principle of equal possibilities, encompass, above all, a woman-man relation, and is also a guarantee for achieving equal status among other vulnerable groups in the population, particularly among the aged.

Activities

- 1.1. To provide a normative base of gender equality by means of adoption of the Law on Gender Equality;
- 1.2. Correspondingly and in a planned manner to include both genders, regardless of their age, in political structures at all decision-making levels and also in all areas of public life;
- 1.3. To undertake measures for executing equality between women and men in relation to their contribution to economy, accessibility to economic resources, labour evaluation, protection against discrimination owing to gender quality;
- 1.4. To enhance division of responsibility between women and men in a family and of care provision to its members with an aim of an overall responsibility division both by way of developing appropriate support and services necessary to families and leading adequate campaigns;
- 1.5. To ensure gender equality within the systems of social security and social protection taking into consideration a position and needs of aged women, i.e. men in a transition process and reform system changes and scheduled development of capacities for providing social protection services, and other services;
- 1.6. To prevent negligence occurrences, abuse and violence against aged people, particularly women, to alleviate and eliminate resulting consequences by way of adoption and application of protocols on cooperation among all participants in protection of victims - from the republic to a level of local self-government, as well as by way of leading campaigns against several different sorts of discrimination and violence through creating local systems of support to victims of negligence, abuse and violence.

Activity Stakeholder

- 1.1. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Justice in cooperation with non-governmental and humanitarian organizations and civil associations.
Deadline: THE YEAR OF 2006

1.2. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Public Administration and Local Self-Government, provincial organs and organs of local self-government units in cooperation with non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

1.3. Government, Ministry of Public Administration and Local Self-Government, Ministry of Labour, Employment and Social Affairs, Ministry of Justice, provincial organs and organs of local self-government units in cooperation with non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

1.4. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Culture in cooperation with media, a private sector in the field of social protection, health protection, non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

1.5. Government, Ministry of Labour, Employment and Social Affairs, organs of territorial autonomy, the Institute and funds of social security, social protection institutions in cooperation with non-governmental humanitarian organizations and civil associations.

Deadline: THE YEAR OF 2009

1.6. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Justice, Ministry of Interior, Ministry of Health, provincial organs and organs of local self-government units, social protection institutions, healthcare institutions and organs of interior affairs, media in cooperation with non-governmental and humanitarian organizations and civil associations.

Deadline: THE YEAR OF 2008

IX. SUPPORT PROVISION TO FAMILIES WITH AGED MEMBERS AND IMPROVEMENT OF SOLIDARITY

Demographic projections on ageing of the population and limited resources of social protection impose a need to create a new approach in practice through which an original and essential role and significance of a family's support to its aged members will be acquired again. A phenomenon of disappearance of traditional behavioural pattern and moral responsibility of families towards care to be provided to aged members of families is emerging more and more with adoption of new values which affirm individualism, a struggle for prestige and attainment of material riches. Besides, with the development of social and health protection services also appeared tendencies of moving responsibility in relation to care provided to the aged from a family onto a community. In addition, economic migrations also lead to more intensive ageing of families, especially in rural areas, and in particular wider but economically

less developed regions in the Republic. The third-age households become a vulnerable group which requires more attention in creating support programmes for and respect to significant differences of economic nature and also of cultural, ethnic and other distinctions.

Too, longer life age influences appearance, in a larger scale, of multi-generational families. The quality of life of the aged depends on relations among generations whereas multi-generational distinctness becomes rather susceptible issue. Social turbulences in recent decades made individuals of different generations have completely diverse life experiences and unlike values which is more frequently a source of conflicts and intolerance. Due to these reasons tolerance in relation to various social experiences among generations and intergenerational solidarity ought to be more actively cherished.

A community, within existing resources and practice, engages in family support provision in an indirect manner – through various forms of service provision to aged individuals, of material or other nature. The rights of the aged, who are not capable of providing living conditions for themselves, i.e. do not have relatives who are obliged to provide care to them, are protected. However, family support - to those who provide care to their senior members, particularly to dependent members - is neither emphasized, defined or developed enough.

GENERAL GOAL 1. Estimation of current and future social protection needs in the families of aged individuals

Activities

- 1.1. To analyze demographic situation, projections of the population's ageing and economic, social and cultural distinctions among the population of the aged, particularly family households of the aged in urban and rural areas, as well as available resources at the local and the republic level;
- 1.2. To analyze and monitor epidemiological trends, including distinctions of morbidity and mortality in the population of people more than 65 years of age, at the local and the republic level;
- 1.3. To identify and monitor socio-economic and cultural distinctions of the population of the aged and their family households which can have an influence onto activities with an aim to improve life organization in a family, support and aid to aged, dependent individuals.

Activity Stakeholders

- 1.1. Government, Ministry of Labour, Employment and Social Affairs, institutes for social protection, organs of a territorial autonomy, social protection institutions,

healthcare institutions in cooperation with non-governmental and humanitarian organizations and civil associations.

Deadline: THE YEAR OF 2008

- 1.2. Government, Ministry of Health, institutes for social protection, organs of a territorial autonomy, healthcare institutions in cooperation with non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

- 1.3. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Culture, provincial organs and organs of local self-government units, social protection institutions, healthcare institutions and cultural institutions in cooperation with a private sector, non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

GENERAL GOAL 2. Promotion of and support to intra-generational and intergenerational solidarity

Activities

- 2.1. Organization of various activities and measures within the systems of education, culture, social and health policies and actions with an aim to promote values of mutual respect, understanding and tolerance in relation to distinctive needs of generations, as well as respect to and positive evaluation of the aged individuals' contribution in overall development and functioning of a community;
- 2.2. Engaging in prevention of various family violence forms (particularly latent abuse of aged members of a family, such as financial and psychological abuses, negligence of existential need, etc.), through clearer defining on and informing the population about forms and characteristics of this behaviour, more efficacious application of the existing and implementation of new legislative measures; provision of more efficacious functioning of the support net in relation to potential victims, and other activities.

Activity Stakeholders

- 2.1. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, healthcare institutions, social protection institutions, educational and cultural institutions, provincial organs and organs of local self-government units in cooperation with media, non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

- 2.2 Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Justice, Ministry of Interior, Ministry of Culture, provincial

organs and organs of local self-government units, social protection institutions, healthcare institutions, judicial organs, educational and cultural institutions in cooperation with media, non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

GENERAL GOAL 3. *Special support provision to families who provide care to aged and dependent members*

Activities

- 3.1. To provide more intensive and speedier development of the social and health protection net of facilities and services at a local level together with improvement of the quality of the services provided, a higher degree of service accessibility to families who provide care to aged and dependent members as well as to aged individuals who live alone (the third age and single-person households); to develop a net of home medical treatment and care, various social protection services and particularly day care centre services and home aid;
- 3.2. To provide coordination and more extensive cooperation among different protection systems in a public sector, non-profit sector services, private sector services, a family, i.e. relatives, friends, neighbours in organizing and providing services for and to the aged and sick senior individuals; to encourage the development of non-profit sector in multiplying service providers;
- 3.3. To promote a system of support to the aged by relatives, friends, neighbours and also other interested persons through campaigns and actions, particularly of support to sick aged persons - by way of a family's higher participation degree in relation to planning, organizing and providing services (medical treatment, care, rehabilitation, psycho-social support, etc.);
- 3.4. To ensure different sorts of help and support to families who provide care to their aged members, including various financial and other measures of material nature such as flexible working hours for members of a family or relatives - care providers, aid for adjustment of residential space and physical environment and different forms of support for family households with a greater number of members older than 65 years of age;
- 3.5. To ensure support to family members who provide care to seriously sick individuals, adults and aged people by means of various forms of care training and care education, consulting, necessary information and aid, and arranged psycho-social support to care providers;
- 3.6. To ensure special measures as an answer to special needs (of economic, social and psychological nature) of family members who participate in long-term care provision to seriously sick individuals, dependent adults and the aged (chronically ill

individuals, mental sick persons, aged people in terminal phase of illness, bed-ridden individuals, and other);

- 3.7. By means of legislative and other measures of economic, social and health policy to ensure protection of women who respond to requests of traditional and contemporary roles in everyday life and who most often represent care providers of the sick aged family members.

Activity Stakeholders

- 3.1. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, provincial organs and organs of local self-government units, social protection institutions, healthcare institutions in cooperation with a private sector and non-governmental and humanitarian organizations and civil associations who are engaged in family service provision.

Deadline: THE YEAR OF 2008, AND FURTHER ON CONTINUALLY

- 3.2. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, provincial organs and organs of local self-government units, social protection institutions in cooperation with a private sector engaged in appropriate family and elder people service provision, non-governmental and humanitarian organizations and civil associations.

Deadline: THE YEAR OF 2008, AND FURTHER ON CONTINUALLY

- 3.3. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, provincial organs and organs of local self-government units, educational institutions in cooperation with media, non-governmental and humanitarian organization and civil associations.

Time pace: CONTINUALLY

- 3.4. Government, Ministry of Labour, Employment and Social Affairs, provincial organs and organs of local self-government units, pension and disability insurance funds, social protection institutions, healthcare institutions, National Employment Agency in cooperation with business companies and associations of entrepreneurs, non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

- 3.5. Government, Ministry of Health, Ministry of Labour, Employment and Social Affairs, provincial organs and organs of local self-government units, healthcare institutions, social protection institutions in cooperation with a private sector and non-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

- 3.6. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, provincial organs and organs of local self-government, social protection

institutions, healthcare institutions in cooperation with a private sector and no-governmental and humanitarian organizations and civil associations.

Time pace: CONTINUALLY

3.7. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Finance, National Employment Agency, provincial organs and organs of local self-government units in cooperation with media, associations of employers, non-governmental and humanitarian organizations and civil associations.

Time pace: THE YEAR OF 2010

*COOPERATION AND FUSION ARE BASIC INSTRUMENTS TO EXECUTE AN
ACTION PLAN*

**X. SUPERVISION AND IMPLEMENTATION OF THE NATIONAL STRATEGY ON
AGEING**

Implementation of the Strategy, i.e. realization of all its goals requires that the Government, together with all who participate to carry it out including - in an indirect manner, the senior citizens of the Republic at all levels, lead an incessant action to:

- reduce poverty and improve the quality of life among the aged;
- improve reaction to demographic changes;
- affirm and apply skills and energy of the aged alone.²

To carry out the goals of the Strategy it is necessary to:

- adopt complementary strategies on ageing at a local level;
- promote an active and new attitude in relation to supervision, execution and evaluation of an action within the Strategy and an annual periodic check of the activity realization.

The Government has founded an intermittent working body – the Council for Issues on Ageing and Old Age – as an advisory body of the Government, responsible for supervision and continual evaluation of implementation of the Strategy on Ageing. In compliance with the Government's decision administrative and technical operations, in

² Relevant participants in the supervision process and execution of the National Strategy on Ageing, are: the National Assembly, Ministry of Finance, Ministry of Health, Ministry of Education and Sport, Ministry of Interior, Ministry of Public Administration and Local Self-Government, Ministry of Justice, Ministry of Science and Environmental Protection, Ministry of Capital Investment, Ministry of International Economic Relations, Ministry of Culture, Ministry of Foreign Affairs, organs of territorial autonomy, assemblies of cities and towns, Standing Conference of Towns and Municipalities, social protection institutions, institutions falling under other systems – under the responsibility of the afore said ministries in cooperation with international bodies and organizations, organizations and bodies of other interested states and governments, international and foreign non-governmental organizations, in-land non-governmental organizations, funds, foundations and religious communities, business companies and entrepreneurs, university level institutions and institutes and citizens of all ages.

behalf of the Council, will be exercised by the Ministry of Labour, Employment and Social Affairs.

A basic assumption in relation to implementation of the National Strategy on Ageing is continual and systematic initiation, supervision and evaluation of activities at all levels, along with application of the extant and development of internationally recognized indicators, own positive experiences and dissemination of knowledge about examples of good practice, and also of practice from other communities.

The foundation of the process for supervision, application and evaluation of the Strategy is a systematic improvement of a scientific and research approach to the phenomenon of ageing, but particularly of applied and evaluative researches which would be in function of improving living conditions among aged people and improving efficacious measures and activities at all levels.

Basic instruments by which the anticipated goals of the Strategy are achieved are: cooperation at the republic, provincial and local levels, cooperation among resources, and fusion on the basis of partnership relations.

Success in the process of supervision and better quality and more efficacious performance of the Strategy directly depends on a speedier development, affirmation and participation in the activities of organs of territorial autonomy, non-governmental and humanitarian organizations, civil associations, and a private sector including participation of aged people as equal partners in the activities being anticipated in the supervision and implementation of the Strategy.

GENERAL GOAL 1. *Acquiring time pace in strategic planning*

Activities

- 1.1. Adoption of the National Strategy on Ageing is the first in a series of actions. Afterwards, activities in relation to creating and adopting strategies on ageing at local self-government levels follow;
- 1.2. Introduction of mechanisms which will ensure the process of supervision and realization of the strategy on ageing at a community level – establishment of functions and bodies within the organs of local self-government units which will be responsible for supervision and implementation of the Strategy;
- 1.3. Provision of conditions (material, staff and technological) for forming a professional basis and common data base which will be in function of supervision of indicators relevant for the activities within the Strategy at the republic level (and at other levels, too); organization of and connection with appropriate facilities, i.e. organizations and civil associations which within their regular operations have records necessary for supervision of indicators, application of the data base resulting from supervision of akin strategic documents;
- 1.4. Establishment of national and international cooperation and partnership in the process of supervision and realization of the Strategy, along with promotion and affirmation of provincial organs' role and a role of organs of local self-government

units, non-governmental and humanitarian organizations, civil associations and a private sector underlining aged as equal partners in realization of the Strategy and direct report preparations.

Activity Stakeholders

- 1.1. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Finance, Ministry of Capital Investment, Ministry of Public Administration and Local Self-Government, provincial organs and organs of local self-government units, public sector institutions in cooperation with non-governmental and humanitarian organizations, civil associations, a private sector and all participants being interested in strategic planning.

Deadline: THREE MONTHS FROM THE DAY WHEN THE NATIONAL STRATEGY ON AGEING HAS BEEN ADOPTED

- 1.2. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Finance, Ministry of Capital Investment, Ministry of Public Administration and Local Self-Government, provincial organs and organs of local self-government units, public sector institutions in cooperation with a private sector, non-governmental and humanitarian organizations, civil associations and all participants being interested in supervision and implementation of the Strategy.

Deadline: THREE MONTHS FROM THE DAY WHEN THE NATIONAL STRATEGY ON AGEING HAS BEEN ADOPTED

- 1.3. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, Ministry of Finance, Ministry of Capital Investment, Ministry of Public Administration and Local Self-Government, provincial organs and organs of local self-government units, institutes for social protection and healthcare institutions, pension and disability insurance funds, institutes for statistics, scientific institutions in cooperation with the United Nations and other international organizations, international and in-land non-governmental and humanitarian organizations, civil associations, a private sector and all participants interested in supervision and realization of the Strategy.

Deadline: THE YEAR OF 2006

- 1.4. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, Ministry of Finance, Ministry of Capital Investment, Ministry of Public Administration and Local Self-Government, provincial organs and organs of local self-government units, public sector institutions in cooperation with media, the United Nations and other international organizations, a private sector, international and in-land government and humanitarian organizations and civil associations, particularly of aged people.
- Time pace: THE YEAR OF 2007, AND FURTHER ON CONTINUALLY

GENERAL GOAL 2 . *Improvement of scientific work*

Activities

- 2.1. With an aim to, in relevant terms, perceive a complete profile of aging in the Republic as a basis of supervision and implementation of the Strategy, to establish scientific perception of realization of several research projects on deficiently researched issues: a) on forms of discrimination, negligence and family violence in the population of aged people; b) on issues in relation to social participation, i.e. specificities of the life among aged individuals, aged women, aged individual with disabilities, aged ethnic minorities' members including also specificities of the life among aged people in certain areas in the republic – big cities, rural, mountainous, underdeveloped areas and similar;
- 2.2. Establishment of scientific and expert continuity of activities by means of supervision and evaluative researches with an aim to evaluate national and local policy's measures through realization of the Strategy on Ageing, then through examination of levels and effects of certain legislative regulations' application, i.e. effects of the measures undertaken in particular public, non-governmental, non-profit and private sectors' operations; in this context, to establish continual cooperation, support and exchange of experiences with referential international organizations and institutions in the United Nation's system, scientific and other international organizations and states;
- 2.3. Promotion of and support to scientific and expert approach towards challenges emanating from ageing; specializations, education of employees and training intended for elder people with an aim to, by means of popularizing knowledge and change of negative attitudes towards ageing and old age, ensure an adequate contribution in realization of the Strategy's goals; in this context, to establish a continual cooperation, support and exchange of experiences with referential international organizations and institutions in the United Nation's system, scientific and other international organizations and states.

Activity Stakeholders

- 2.1. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Science and Environmental Protection, Ministry of Education and Sport, Ministry of Health, Ministry of Culture. Ministry of Public Administration and Local Self-Government, provincial organs and organs of local self-government, educational and scientific institutions, social protection institutions, healthcare institutions in cooperation with media, international and in-land non-governmental and humanitarian organizations and civil associations, particularly with associations of the aged, a private sector, the United Nations and other international organizations, foreign partners and donors.

Deadline: THE YEAR OF 2007, AND FURTHER ON CONTINUALLY

2.2. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Science and Environmental Protection, Ministry of Health, Ministry of Education and Sport, Ministry of Finance, Ministry of Capital Investment, Ministry of Public Administration and Local Self-Government, provincial organs and organs of local self-government units, social protection institutions, healthcare institutions, educational, cultural and sports institutions in cooperation with media, non-governmental and humanitarian organizations, civil associations, particularly with the associations of the aged, a private sector, the United Nations, international non-governmental organizations, other international organizations, i.e. foreign partners and donors.

Time pace: CONTINUALLY

2.3. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Science and Environmental Protection, Ministry of Health, Ministry of Education and Sport, Ministry of Finance, Ministry of Capital Investment, Ministry of Public Administration and Local Self-Government, organs of territorial autonomy, authorized scientific and other institutions in the public sector in cooperation with media, non-governmental and humanitarian organizations and civil associations, particularly with associations of the aged, the private sector, and international organizations in the United Nation's system, international non-governmental organizations, scientific and other international organizations, i.e. foreign partners and donors.

Time pace: CONTINUALLY

GENERAL GOAL 3. Support to establishment and participation of non-governmental and voluntary organizations and associations of the aged alone

Activities

3.1. Encouragement of more dynamic non-governmental sectors' development by means of their participation in supervision, realization and evaluation of the Strategy through their mutual interconnection with the nets of cooperation and partnership with the public sector, by linking non-governmental and humanitarian, non-profit organizations with public sector institutions, by connecting with non-governmental sector and its participation in the net of international cooperation in the process of the Strategy' supervision and implementation, as an integral part of the European strategy on exercising International Action Plan on Ageing;

3.2. Encouragement, support and popularizing voluntary work, encouragement of participation of a greater number of volunteers in the activities anticipated in the Strategy, particularly encouragement of cooperation of aged volunteers in the process of supervision and evaluation in the Strategy's realization at all levels of the community organization;

3.3. Affirmation of personal responsibility and promotion of active ageing and capabilities of every individual, a participant, in the process of the Strategy's goals' realization

regardless of age, economic, social, cultural, ethnic, religious and other distinctions to personally contribute, i.e. take part in the activities of the supervision and evaluation within the Strategy.

Activity Stakeholders

3.1. Government, Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Science and Environmental Protection, Ministry of Finance, Ministry of Capital Investment, Ministry of Public Administration and Local Self-Government, public sector institutions in cooperation with non-governmental and humanitarian organizations and civil associations, the United Nations, international non-governmental and humanitarian organizations engaged to supervise and carry out the Madrid International Action Plan.
Time pace: CONTINUALLY

3.2. Ministry of Labour, Employment and Social Affairs, Ministry of Health, Ministry of Education and Sport, Ministry of Culture, Ministry of Finance, Ministry of Capital Investment, Ministry of Public Administration and Local Self-Government in cooperation with media, non-governmental, humanitarian organizations and civil associations and organizations which need to provide conditions for engagement of volunteers, i.e. to educate volunteers.
Time pace: CONTINUALLY

3.3. All activity stakeholders, in compliance with the level of necessary engagement in supervising and realizing of the Strategy, public sector institutions in cooperation with media, non-governmental and humanitarian organizations, civil associations, particularly associations of the aged, the United Nations and international non-governmental and humanitarian organizations, i.e. foreign partners and donors.
Time pace: CONTINUALLY

3. PUBLIC ANNOUNCEMENT OF THE STRATEGY

This strategy is to be announced in the “Official Gazette of the Republic of Serbia”.

*Reference number:
In Belgrade*

GOVERNMENT

Vice President