

Standard Summary Project Fiche for the Transition Facility

1. Basic Information

- 1.1 CRIS Number: 2007/019-303-01.02
- 1.2 Title: **Further Strengthening of Policies, Practices and Capacity towards Roma Integration in Bulgaria**
- 1.3 Sector: *Political criteria*
- 1.4 Location: **Bulgaria**, Directorate "Ethnic and Demographic Issues" within the Council of Ministers' Administration; about 30 municipalities with compact Roma minority population

Beneficiary:

National Council for Cooperation on Ethnic and Demographic Issues (NCCEDI) at the Council of Ministers and Directorate "Ethnic and Demographic Issues" (DEDI) within the Council of Ministers' Administration - administrative structure and secretariat to the NCCEDI.

2. Objectives

2.1 Overall Objective(s):

Integration of the Roma population in Bulgarian society ensuring their equal access to health services, education and employment opportunities.

2.2 Project purpose:

To foster participation of Roma in political and economic life at all levels, notably regional and local level.

2.3 Justification

Reference to Comprehensive Monitoring Report

The protection and integration of minorities, being a part of the political criteria for EU membership, has been an important pre-condition for the European integration of Bulgaria. The findings and recommendations of the European Commission with regard to these issues have always been present in the regular comprehensive monitoring reports issued in 2005-2006.

In the **September 2006 Comprehensive Monitoring Report** it is stated that "some progress has been made with regard to the integration of Roma". The persisting concerns are related to the need of enhancing some of the sectoral measures in education, housing, healthcare services, employment, as well as to the administrative capacity of the NCCEDI, which "remains weak, particularly on district level". In the Chapter related to the Acquis criteria, the Commission highlighted some areas and issues which need further actions and progress. Its opinion is that "efforts to improve the situation of vulnerable groups, in particular Roma, and to promote their full integration into society need to continue". Along with the admission that "Bulgaria has made some progress in the area of anti-discrimination", the Commission

FINAL

finding states that “efforts to ensure effective implementation of the Framework Programme for Equal Integration of Roma into Bulgarian Society have been insufficient”.

The protection and integration of minorities remain an issue of further concern and monitoring on behalf of the Commission in the first years of Bulgaria’s membership in the EU. This is in line with the necessity of compliance with and adherence to the relevant acquis and the EU policies agenda on stability of democracy, human rights protection, social inclusion, non-discrimination, equal opportunities for all, and integration of ethnic minorities.

Reference to relevant acquis or other

EU measures related to the ethnic minorities are embedded in the context of the policy for economic & social cohesion and the horizontal policy towards ensuring non-discrimination and equality for everyone living in EU. The Fundamental Rights Charter included also in the new EU Constitution, the Racial Equality Directive (2000/43/EC) and the Employment Equality Directive (2000/78/EC) are only part of the EU efforts to tackle the issues of ethnic minorities. These issues have raised increasing interest among European institutions and policymakers due to the diverse ethnic situation in the new Member States, including Bulgaria. The enlargements brought to the fore the dire situation of the highly disadvantaged Roma minority (approximately 10 million within the enlarged EU), the discrimination and exclusion they face in both ‘new’ and ‘old’ Member States. Much of the responsibility for addressing these challenges lies at national, regional and local level.

According to the study “Situation of Roma in an expanding Europe” carried out in 2004 on the EC demand, the “real participation of Roma in the decision-making process at international, national, regional, and local levels” is one of the major challenges to the member states in relation to the policy for improvement of the situation of Roma and Sinti and their social inclusion.

EU commitment to the issues of ethnic minorities and particularly to overcoming the Roma poverty, exclusion, marginalisation, discrimination finds its practical expression in several complementary areas: new acquis adoption, targeted institution set-up, financial support through the structural funds resources and through community programmes, political coordination and cooperation. Two main approaches are being applied by the Commission: mainstreaming non-discrimination and equal opportunities for all along with undertaking positive measures to tackle the discrimination and social exclusion of vulnerable groups (Roma).

The issues of the disadvantaged ethnic minorities and particularly Roma need a long-term policy as a part of a comprehensive programme for social and economic development of the EU. Still a special effort to define a coherent and effective approach to their integration is needed both on national and EU levels. It should be clear that **social cohesion in united Europe and in any of the Member States cannot exist without the real inclusion of disadvantaged ethnic minorities, particularly Roma.**

3. Description

3.1 Background and justification:

In the transition position of its further adaptation to the EU realities and participating in pursuing EU policy goals, Bulgaria has to take over the responsibility of adjusting its policies and practices for ethnic minorities’ integration to the relevant EU acquis, standards, policies and best practices. In the context of the minority agenda, problems with the integration of the Roma community are obvious and unquestionable.

FINAL

JAN 17

Likewise in other Central and Eastern European countries, in Bulgaria the vast part of the Roma minority (estimated officially at 370 908 inhabitants in the 2001 Census¹) belongs to socially, economically and culturally disadvantaged group of the population. As stated in the Joint Social Inclusion Memorandum (EC and Bulgaria, signed in 2005), Roma constitute a vulnerable group as their status in terms of various social dimensions is considerably lower than the average for the country and place them at the bottom of the social hierarchy. Some figures illustrate this. Approximately 90% of the inhabitants in the Roma ghettos live in unacceptable housing and urbanization conditions². The health status of Roma is bad as their life expectancy is approx. ten years lower than the average in the country – only 3,4% of the Roma reach 65 years age, whereas for the ethnic Bulgarians the corresponding figure is 18,4%. Almost 43% of Roma have not completed basic education, other 44,1% have basic education only, and just 12,2% have completed secondary school, 0,7% is the share with college and university educational background. At the same time the share of the children and young people (0-29 years old) in the Roma community is the largest in the country and amounts to 63,4%. The unemployment is again the highest among the Roma due to, among others, the lower educational level and lack of qualification.

The state has been developing measures to improve the status of Roma minority and integrate them into the society. The government is aware that this is an ongoing process, which has to build into all levels and aspects of governance, and has to cooperate with all relevant stakeholders including NGOs and Roma people themselves (NCCEDI and respective DCCEDI member NGOs' representatives, along with public and scientific institutions).

Framework Programme for the Equal Integration of Roma into the Bulgarian Society (FPEIRBS) has been adopted by the Government in 1999 and is implemented by annual Action plans. It is envisaged the *Programme* to be updated in 2007 and the process of consultations is underway. The amended policy document has to be "translated" into coherent local policies.

Recently a number of sectoral policies have been operationalised in medium- and long-term programming documents and adopted by the Government: *Strategy for Educational Integration of the Children and Pupils from the Ethnic Minorities* approved in June 2004 by the Minister of Education and Science; *Health Strategy for Disadvantaged Persons Belonging to the Ethnic Minorities 2005-2015* was adopted in September 2005; *National Programme for Improvement of the Housing Conditions of the Roma in the Republic of Bulgaria for the period 2005 – 2015* adopted in March 2006. The above-mentioned strategies and programmes are implemented by annual action plans. A National Action Plan for the implementation of *Roma Inclusion Decade 2005 – 2015* Initiative was adopted in April 2005.

Regardless the positive public policy developments, the integration of the Roma minority group in Bulgarian society ensuring their equal access to public services is still a crucial area where more support and investment is needed. One of the key problems is the necessity to foster the participation of Roma in political and economic life on all levels, notably regional

¹ According to the 2001 census conducted in Bulgaria the Roma are 370,908 or 4.68% out of the total approx. 8 mil. population. Different estimates, though, put the size of the Roma minority between 600,000 and 750,000 (UNDP 2002), 8.8% (the World Bank, 2002). Unofficial estimates by the Ministry of Interior put it at 552,000 in 1992 and close to 700,000 in 2002. The difficulty to identify the exact number resides primarily in the fact that the Roma are a very diverse ethnic group, some of whose subgroups have different identities and during censuses or household surveys self-identify as ethnic Turks (speak Turkish and confess Islam) or as ethnic Bulgarians (speak Bulgarian and are Christians). The great majority of them also speak different dialects of Romani. Regardless of their self-identity, the society usually perceives them as Roma.

² Background survey on urbanization and housing conditions in Roma neighborhoods, conducted under Phare programme in 2003.

FINAL

and local. The effective communication and cooperation between both levels is important for the proper harmonization of the targeted inclusion policies.

In order to respond to the above stated problem:

There is a need to enhance the capacity of the local NGOs working in the field of vulnerable ethnic minorities in implementing actions and formulating local integration policies, in a participatory and partnership manner, which aim at improving the Roma situation and ensuring equal access to services.

The civil society organizations need to be in an active position in the implementation of measures addressing the Roma community particular problems as they play an important role in giving the voice to the concerns of this ethnic minority, ensuring their participation in political and economic life, and delivering services that meet their needs. This particular project will support the local NGOs by provision of small grants in order to undertake actions which will address specific problems and thus contribute to the better access of Roma to services in education, health, employment opportunities.

Also, there is a need to encourage the involvement of Roma communities' representatives in both implementation of targeted measures, addressing their problems and formulation of further interventions to meet their needs. The local level is the closest and the most responsive to the particular concerns of the local Roma community, so capacity and mechanisms for cooperation should be built there. The positive impact on the Roma situation in the municipalities where the projects under the grant scheme will be implemented will be twofold. On one hand, they will benefit from the activities, funded under the small projects. On the other, they will participate in their implementation as well as in the formulation of complementary measures which will be tailor-made to address the specific problems of the particular Roma community. Depending on the specifics of the addressed problems and the Roma group, flexible approaches can be applied and needs responded to to a higher degree. The generated sense of ownership, which will be acquired via the direct involvement of the Roma community and respective local NGOs, will contribute both to the empowerment and self-esteem of the Roma community, and to the sustainability of the results.

There is a need to foster sustainable public-private partnerships (NGOs-local authorities/business) in order to ensure stable and effective cooperation on horizontal level among the relevant local stakeholders in tackling local Roma issues. Building, managing, strengthening partnerships amongst Roma communities, NGOs, public institutions locally remains an important task for achieving of greater social inclusion of Roma. Public-private partnership is created with the aim of implementing projects or providing services (e.g. social services) which traditionally have been provided by the public sector (EC definition). This partnership is based on the specific and complementary competences and interests of the partners involved, on sharing responsibilities, skills and assets in delivering services for use of the target group. In regard to tackling the Roma integration issues, the NGOs involved in the public-private partnership are in a position to better define the needs of the target group and ensure optimal usage of the resources, provision of alternative skills, innovative and flexible approaches.

This particular project introduces participatory approaches to strategic planning for Roma-related development, since Roma are often excluded from this process. The project takes a bottom-up approach to facilitating local mechanisms for increasing the participation of Roma community and local NGOs through the promotion of public-private partnership. This partnership, beginning limited to the granted action level to be implemented by NGOs in association with the local authorities/other stakeholders, gradually will develop more holistic approach to local planning through the requirement to elaborate/adjust local Roma integration programmes. Roma inclusion being a complex phenomenon requires holistic approaches beyond the mere transfer of funds. Therefore, the established public-private partnerships will be instrumental not only for the implementation of the particular awarded initiatives of the local NGOs, but also in the formulation and implementation of local Roma policies and in

FINAL

further managing large scale projects in the field of Roma inclusion, thus evolving into strategic partnerships.

Local integration policies need to reflect the local specifics and the diverse needs of the local Roma community, while “translating” the national policy in a respective field. However, there are a few comprehensive strategies/programs for Roma integration adopted by Municipal Councils and the existing topical sectoral strategic documents are barely “translated” into coherent local policies. There is a need to skill the NGOs jointly with the Roma people and the local self-governments to participatory and cooperatively develop local policies with streamlined Roma agenda, along with undertaking targeted measures for solving the acute Roma minority problems.

The project addresses this issue through the introduced requirement for the partnership principle (NGOs and local public bodies as associated partners) in applying and through encouraging the development of local Roma integration programmes and respective action plans

The engagement of the local authorities, institutions and organizations is vital to enhance the Roma integration through comprehensively addressing the current problems. An important impetus to this provides the proper and effective communication with the respective public administrative structures on district level. This necessity grows up with the recently adopted new Rules of Procedure of NCCEDI (the issue is presented further below). However, as stated in the last two EC reports from 2006, the communication of the District Councils for Cooperation on Ethnic and Demographic Issues (DCCEDI) with the central and local sub-structures remains weak. There is a need to enhance it.

The project addresses this issue through involving the district experts on ethnic and demographic issues (EDI experts) in the training and capacity building measures envisaged thus facilitating the respective public administration structures on regional and local level for better communication.

The applied approaches under this project in order to respond to the needs are – the implementation of a grant scheme for small interventions with beneficiaries being local NGOs working in the field of Roma integration, training and capacity building measures, provided through a technical assistance support.

The project considers the findings of preceding Phare/other donors activities as well as current Phare projects, which are still to be completed and applies cumulative approach building upon their achievements and previously acquired experience. A brief overview on the results achieved under previous projects (with a beneficiary NCCEDI) shows that the projects:

- capacitated representatives of Roma community as health mediators, this profession was accredited by the Ministry of Labour and Social Policy;
- pre-school education became compulsory;
- enhanced capacity of relevant professionals – educational & medical staff – to work in multicultural environment;
- introduced multicultural elements in school curricula, content of educational books and teaching aids;
- introduced after-class and out of school activities and thus enhanced attractiveness of educational process and improved educational integration of Roma children and pupils;
- approved targeted programmes to prevent the school drop-outs;
- supported Roma pupils to continue their education to upper school level and university;
- improved material base in some integrated schools;
- health services brought closer to Roma communities and mobile units for various medical purposes delivered;
- upgraded technical infrastructure in some Roma neighbourhoods;
- enhanced capacity for entrepreneurship of Roma representatives,

FINAL

5

- created internet site and a portal for ethnic minorities;
- enhanced capacity of DEDI and relevant line ministries in technical implementation of Phare projects, etc.

3.2 Linked activities:

A number of Phare / other parties' activities have been undertaken in the area of ethnic minorities' integration and directed to support the relevant policies by provision of technical assistance for institution building and investment – supplies and works - in the area of education, health, employment, living conditions, and institutional set up.

Phare 1999 - BG 9907 – Promoting the Integration of the Roma. Under the project two components have been implemented: 1) Access to education for Roma. Among the others was supported the establishment of a National Pedagogy Laboratory on Intercultural Interactions at South West University in Blagoevgrad. 2) Improving living conditions in Roma quarters.

Child welfare reform, Component 3: Prevention of drop-out of Roma children with the support of World Bank and Japanese Fund for Social Development (Ministry of Labour and Social Policy). The project was focused on children at the age of preschool in the ten biggest cities in Bulgaria. As outcomes over 4 500 children have been integrated in first grade; 130 assistant teachers have been trained. As result of the project, the long-term activities of NGOs and the intervention of the World Bank, the preschool education became compulsory.

Phare 2001 - BG 0104.01 – Roma Population Integration. Three components were implemented: 1) Ensuring access to quality education for Roma children through provision of additional qualification of 300 school teachers / masters and university training of 92 young Roma to work as teacher assistants in ethnically mixed classes; 2) Bridging activities that aim at increasing opportunities for young Roma to work in the public administration; 3) Development of public awareness strategy and positive Roma images campaign.

Phare 2001 – BG 0102.06 – Social Inclusion (the beneficiary is the Ministry of Labour and Social Policy). Two components are directed to: 1) the development of Roma information and cultural centers, literacy training for Roma minorities, 2) job creation programmes for Roma minorities.

Phare 2001 – BG 0104.02 – Ensuring Minority Access to Health Care (the beneficiary is the Ministry of Health). Results of the project: medical equipment and furniture for 15 GP practices in 15 towns were delivered, health services for predominantly Roma population were provided, medical staff and Roma mediators were trained. In relation to this project a Background Study for the Roma Health Status was implemented (Phare BG 0006.08/LCR).

Phare 2002 – BG 0204.01 – Urbanisation and Social Development of Area with Disadvantaged Minority Populations. The project was implemented in 6 municipalities. The project outputs: 33428 m water supply and 7251 m sewage networks built, 63903 m asphalt street coverage and sidewalks and 15 street lamps built; 2 water tanks, kindergarten, Roma social and cultural center; 1108 unemployed from ethnic minorities acquired qualification in construction professions, 215 ethnic minority representatives capacitated to start their own business.

Improve public services to the Roma population through increasing Roma involvement in the public administration and improving the human rights and cultural awareness of relevant institutions (conducted in 2003) – a project of the World Bank aimed at enhancing the policy making and implementation capacity of the NCEDI at the central office, improvement of the efficiency of the relationships between the regional structures on ethnic and demographic

FINAL

issues and the NCEDI. Journalists from national, regional and local media were trained to work in the area of multiethnic relations.

Technical and Capacity Building Support to the Directorate "Ethnic and Demographic Issues" provided by the United Nations Development Programme (UNDP). The overall objective of the project was to build institutional, operational and policy making capacity of the directorate and its staff so that to enable the directorate operate successfully and independently in projects formulating, managing, programming and evaluating.

Phare BG 2003/004-937.01.03 Educational and Medical Integration of Vulnerable Minority Groups with a Special Focus on the Roma. Both project components aim at facilitating better access of Roma community to respectively health care and educational quality services in 5 pilot regions through applying various activities.

Phare 2004 - BG 016-919.01.01 Restructuring of pilot multi-profile hospitals and developing of emergency medical care to improve the access to health care of vulnerable groups of the population with special focus on Roma population (the beneficiary is the Ministry of Health). The project contributes to the provision of access to quality medical services, including emergency medical services to ethnic minorities with special focus on Roma population, disabled persons, and persons living in remote regions; established 2 pilot centres on the territory of respective multi-profile hospitals for active treatment, supply of mobile diagnostic units, medical and non-medical equipment.

Phare multi annual project 2004 – 2006, Improvement of the situation and inclusion of the disadvantaged ethnic minorities with a special focus on the Roma, (BG 2004/016-711.01.03 - phase 1, BG 2005/017-353.01.03 - phase 2 and BG 2006/018-343.01.02 - phase 3). The purpose of the project is to contribute to the systematical improvement of the situation of disadvantaged ethnic minorities with a special focus on Roma through implementing specific measures with regard to education, health and urbanization and establishment of all levels institutional set-up. It comprises institution building and investment components.

DEDI commissioned in 2005 a project: Development of Methodology for the Evaluation and Continuous Monitoring of the Implementation of the Framework Programme for Equal Integration of Roma into the Bulgarian Society and the Action Plan to it for 2003/4, as well as Elaboration of the Action Plan for the Period until 2007 and Training of Experts from NCCEDI on Applying the Methodology, financed from the national budget. The project was tendered and contracted with a consortium including a Roma NGO: European Institute, Romani Baht foundation, Center for Policy Modernisation. The outputs of the project were adopted in July 2006. They will be used for further correction of the existing policy measures and identifying of new pro-active measures for Roma integration.

The proposed project takes account of the findings and recommendations of previous and current national, EU or other donors' projects. It firmly builds upon the results and the achievements of the above enumerated activities. It tries to optimally integrate the outputs and the lessons learned. The awarded local actions of the NGOs and the enhancement of the competencies of the NGOs, Roma community and relevant stakeholders will be complementary to the ones, which have already been built up under the previous projects, and thus will bring about a synergy and sustainability. Raised capacity, jointly implemented actions, as well as the established cross-sectoral partnerships on local level directed to tackling the Roma minority issues, will in turn facilitate the improvement of the situation and inclusion of Roma community.

3.3 Results:

The results of the project are as follows:

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1. Improved situation of disadvantaged Roma communities in about 30 municipalities in the fields of education, health, employment through the implementation of a Grant scheme for grassroots NGOs
2. About 30 public-private partnerships among grassroots NGOs, Roma communities, local authorities, other public and private local stakeholders set up, equipped with relevant skills and knowledge and acquired hands-on experience in cooperative Roma-related project management and strategic planning
3. About 30 municipal programmes for Roma integration developed (or updated and complemented)
4. About 35 experts on EDI from the district and national administration with enhanced capacity to back up with expertise and facilitate the employment of participatory approaches towards the alleviation of Roma-related problems
5. Results, lessons learned and good practices widely disseminated through a publication and Round table

These results will be achieved by the project in its complexity, as two approaches to capacity building are applied in parallel: adult training (to be delivered by the TA) and learning by doing (in the course of the implementation of the activities to be funded by the GS)

The specific results, expected from the TA, are as follows:

- Community-based grant scheme designed and implemented – about 30 small scale NGO projects for Roma integration successfully completed
- 2 trainings for about 60 NGO/local partnership representatives each and 1 training for about 35 experts on EDI conducted
- Publication developed, issued and disseminated; Round table organized

3.4. Activities

Activity 1. Community-based grant scheme for NGOs designed and implemented

Community-based grant scheme will be designed and implemented by the TA in close cooperation with DEDI to support small-scale projects for integration of disadvantaged Roma minority groups. Potential grantees will be Bulgarian NGOs registered under the Non-Profit Legal Persons Act in the administrative district, where the action will be implemented.

A mandatory eligibility requirement will be the associated partnership of the Local authority. Partnerships with other NGOs as well as associated partnerships with other local public and private stakeholders will be encouraged.

The grant scheme will be focused on three of the major areas, in which the Roma population in Bulgaria is underprivileged: equal access to education, health care and employment.

To be eligible, a project should comprise two components:

- activity-related component in the above areas, with SMART expected results
- development-related component, which is to be implemented in close cooperation with the Local authority – associated partner of the beneficiary NGO. The component shall result in the cooperative development of municipal programme for integration of Roma (with action plan and budget outline). These programmes should be elaborated in participatory manner and while in line with the national strategic documents, clearly take account of the local specifics, not just “copy/paste” the provisions of the national documents.

The total amount to be awarded is 390 000 EURO (350 000 Euro EC contribution + 40 000 Euro national co-financing). The grants will vary from 5 000 Euro to 20 000 Euro. It is expected that the average grant will be about 13 000 Euro. In addition, the beneficiary NGOs and/or their partners will provide own contribution of at least 10% of the project cost. The projects' duration will be from 6 to 12 months.

It is expected, that about 90 compliant concept notes and proposals will be evaluated and about 30 grants awarded to NGOs, working in association with the respective municipal administration and other local stakeholders. Guidelines for applicants will be developed accordingly.

The Contracting Authority (CFCU) will undertake the grant scheme, ensuring that the process of identification and selection of projects for grant support should be transparent, accountable and reflect the objective assessment of the needs of the targeted Roma communities.

Tendering, contracting and all associated financial management processes will be carried out by the CFCU in accordance with the standard procedures.

Monitoring of the activities funded within this activity will be carried out by the Consultant, contracted under TA Service contract to support DEDI in the management of the grant scheme and the findings will be regularly reported to the SC and CFCU. The consultant will also be in charge of the day-to-day implementation and the evaluation of the grant scheme.

Activity 2. Capacity building of districts/national experts on ethnic end demographic issues

A 2-day training course will be designed and delivered for all 31 District experts on EDI (a certain increase or reduction in this number is possible depending on the actual number of the employed) and 4 people from DEDI's staff (possibly Roma integration department). The training will aim to develop the capacity of the trainees to establish and maintain close links with the parallel experts and/or structures in the municipalities within the respective district, to support them as needed with expertise, advice, resolving bottlenecks, facilitating the communication with the regional structures of the central government agencies, etc. On the other hand, the trainees will acquire relevant skills to facilitate the process of structured dialogue among various stakeholders. The participants will be introduced to the methodology for cooperative action planning; the goals of the current project will be discussed with them and feedback incorporated into the design of the trainings for NGO representatives. The experts on EDI will acquire additional expertise and skills which will help them act as resource persons in participatory approaches to Roma inclusion and facilitators of the processes of cooperative planning locally

The trained experts will closely participate in the programme throughout its duration. They will assist the work of the set-up public-private partnerships in the municipalities on the territory of the district, where GS-funded projects are under implementation, assume responsibilities in regard to monitoring of these projects and the dynamics within the partnership structures. It is expected, that the training, combined with "learning by doing" will capacitate the District experts on EDI to act as catalysts for initiation of similar processes in other neighbouring municipalities with compact disadvantaged Roma minority population.

The training will be organized logistically, designed, backed-up with relevant training materials and delivered by the Consultant contracted for TA to support DEDI in the management of the grant scheme under this project. The training will be conducted very soon after the final selection of grantee NGOs.

Activity 3. Training for key representatives of the beneficiary NGOs and local partnerships (Roma community or Local authority representative)

FINAL

9/14

One key representative of each beneficiary NGO – normally the project coordinator or the Executive Director, as well as one representative of each local partnerships (Roma community or Local authority representative) – will participate in two subsequent 2-day training courses, which will be held during the implementation of the awarded projects. (A total of 4 training courses for about 30 people each will be carried out). The district experts on EDI from the districts where projects are under implementation will also take part in the trainings.

The first training, to be conducted shortly after the local projects' implementation has started, will be focused on the concept and the development of public-private partnerships on local level to implement projects and to formulate realistic and sound local policies and action plans for their implementation on a participatory basis. A sample methodology for cooperative community based action planning will be presented. The concept of mainstreaming of the issues of disadvantaged Roma population in the municipal development policy and the role of NGOs as catalysts of the process will be discussed. The need for interventions, tailor-made to fit the local specifics, being simultaneously in line with the national policy instruments will be discussed and appropriate participatory approaches for mapping the specific problems of disadvantaged Roma groups on municipal level will be presented. The participants will be encouraged to initiate a process of identification of needs and basic data collection within the local partnership. It will help to get the factual baseline picture as a basis for setting goals, designing coherent interventions and measuring change brought about by the actions at a later stage. The trainees will also acquire relevant skills to facilitate the process of structured dialogue among various stakeholders.

The second training, to be held a few months after with the same participants, will provide forum for sharing experience on the developments within the local partnerships. The focus of the practical training will be on the design of strategies to achieve the goals already set and their operationalization in action plans and budgets, based on problem analysis, common vision, resource and responsibility sharing among local stakeholders. The topics may also cover more concrete issues such as innovative approaches to Roma inclusion on local level, prospective sources of funding (national programmes, EU Structural funds, appropriate donor programmes for NGOs, raising funds from private donors locally).

The trainings will be organized logistically, designed, backed-up with relevant training materials delivered by the Consultant contracted for TA to manage the grant scheme under this project in cooperation with DEDI and district experts EDI.

Activity 4: Dissemination of the results of the project.

A brochure of about 100 pages, format A5, copies about 500, compiling the good local practices and lessons learned from the implemented projects will be published and disseminated to interested parties, i.e. all 264 municipal administrations, the 28 district administrations, the line ministries and state agencies, represented in the NCCEDI, as well as to NGOs, working on Roma related issues through the NGOs-members of NCCEDI (42) and the 28 DCCEDI (many more), at the National Round Table (see below).

National Round Table with the participation of about 50 people - NGOs, representatives of the implemented projects' teams, public authorities, media is to be conducted to present the good practices, to be a forum for debates, exchange of experience, proposals, further partnerships.

The Consultant contracted under the TA service contract will logistically organise and conduct the activity in close partnership with DEDI, district experts EDI, granted NGOs and their partners.

FINAL

The project provides synergy of activities and mutual fertilizing of capacity building interventions, grant scheme for local NGOs, debate, public forum, dissemination of good practices and lessons learned via publication and public forum to address the project purpose and overall objective.

3.4 Lessons learned:

Lessons learned from various donor programmes in Bulgaria for the last years targeted to the integration of disadvantaged ethnic minorities with a special focus on Roma could be summarised as follows:

Projects results are more successful, sustainable and with enhanced ownership when NGOs and representatives of Roma community are directly involved. This observation determines the directed involvement of NGOs and Roma representatives in project activities. This is also concluded in the Interim Evaluation Report from the Thematic Review of Phare Assistance to Roma Minorities, published in December 2004, which states that: "NGOs have a crucial role to play as social partners. Involvement and investment in NGOs as intermediaries should be recognised as good practice. Their involvement in building local partnerships can bring together and facilitate better cooperation, and joint implementation, between the NGO sector and mainstream organisations."

Knowledgeable cooperation practices among various stakeholders including NGOs, state and local authorities and institutions, businesses, media, etc. turned to be more sustainable if developed in joint actions. That observation determines further development of public-private partnership. Project activities will be designed in a way that will ensure specific focus on local cross-sectoral partnerships. NGOs active in the area will be encouraged and supported to build partnerships with municipal and regional authorities / other stakeholders. This approach will be combined with a wide range of coherent interventions in the area of capacity building and through a grant scheme implementation.

Adequate coordination of the Phare and other donors' assistance is important for synergy effect. This could be achieved with the participation of all parties involved in minority-related interventions – NGOs, Roma community, national and local public institutions.

At national level, similar conclusion related to the Phare assistance under the auspices of DEDI is drawn up in the September 2006 interim evaluation report of the EU-Pre-Accession Instrument Phare. To address the findings, DEDI started to convene quarterly inter-institutional coordination meetings with other beneficiaries (line ministries) of Phare assistance in the field of ethnic minority issues on national level. In addition, launched by DEDI, a preparation of a Register of all implemented and current projects in the area is also pending. These undertakings stick also to the conclusion of the last peer review related to social issues and carried out by TAIEX in January 2006, which states that an on-line database of finalized and running actions in various sectors and good practices should be prepared and made available to public. The proposed project will transfer these practices on local level through creating the cross-sectoral partnerships for better coordination, resource sharing, and experience exchange.

There is a need for increasing capacity and strengthening of civil society and especially of Roma NGOs. The abovementioned interim evaluation report states that "supporting NGOs both by direct financial support and through training is an appropriate methodology for increasing capacity." The report also states that value for money is being better under grant schemes. This proposed project employs this appreciated methodology – grant scheme and training and capacity building measures.

4. Institutional Framework

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The project will operate within the institutional framework as follows:

At national level: National Council for Cooperation on Ethnic and Demographic Issues (NCCEDI) at the Council of Ministers (CoM) is the Beneficiary of the project and the respective administrative support structure and secretariat to NCCEDI – the Directorate “Ethnic and Demographic Issues”(DEDI) within the administration of the Council of Ministers. The recently adopted Council of Ministers Decree No 351 dated 20 December 2006 and enforced on 9 January 2007 provides for the adoption of new Rules of Structure and Procedure of the National Council for Cooperation on Ethnic and demographic Issues (NCCEDI). The NCCEDI comprises representatives (vice-ministers) from 16 line ministries, 7 national agencies, Bulgarian Academy of Science, National Association of Municipalities in the Republic of Bulgaria and 41 other NGOs representing the ethnic minorities. The Decree reaffirms the existence of Roma Committee within the NCCEDI chaired by the chairperson of NCCEDI who is a deputy prime-minister. Under the new Decree the chairing of the Council is strengthened by establishing the figure of two vice chair-persons – one being appointed by the prime minister, the other being elected by the NGOs-members of the Council among their representatives in the Council.

The chairperson of NCCEDI – a deputy prime-minister will be the chair of the Project Steering Committee. (SC).

The SPO – the Director of DEDI and the PIU at DEDI will be responsible for the technical coordination of the project.

DEDI coordinates the work on ethnic issues carried out in 7 line ministries in which departments or experts are operational in the respective sectoral policy areas. In addition DEDI staff together with experts from the respective ministries are involved in the technical implementation of Phare funded projects which encompass components in the same sectoral areas of intervention. For that purpose a joint PIU and a Steering Committee are established. Their members have gained a significant experience in the Phare projects implementation on ethnic minorities’ issues.

On regional level, the District Councils for Cooperation on Ethnic and Demographic Issues (DCCEDI) (28 established out of 28 districts) and especially the experts on ethnic and demographic issues (31 in number) appointed at the district administration will take part as trainees in the training activities under the project, will provide with relevant information on district level and assist on local level the Consultant contracted to carry out the Technical assistance under the Institution Building component of the project.

On local level, Municipal Councils for Cooperation on Ethnic and Demographic Issues (MCCEDI) and appoint relevant experts (187 in number) at the municipal administration shall take part in the trainings, provide relevant information, support the local beneficiary NGO in implementing the action.

All the above stated evidences that at present, the necessary administrative structures for the implementation of the national/regional/local policy on ethnic minority issues are in place and operational, equipped with the relevant legal provisions and staff. At present, (after a recruitment procedure) altogether 6 people of DEDI’s staff, apart from the SPO, are directly involved in the work under the on-going Phare projects. The increased capacity of the Directorate in the field of project management verifies that there is sufficient ownership, counterpart, and absorption capacity for the project both horizontally and vertically and is a guarantee for the successful absorption of the requested funds from the TF.

Project Implementation Unit (PIU)

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The day-to-day administration of the project will be a responsibility of a PIU at the Directorate Ethnic and Demographic Issues at the Council of Ministers involving also representatives of other institutions relevant to the project activities and objective. The PIU chairperson will be the head of the department "Ethnic Identity and Integration, Demographic Development" at DEDI.

Steering Committee

A project Steering Committee (SC) will be established as a policy and decision making body to be in charge of the strategic management of the project. It will oversee the project as a whole and advise on the strategy in relation to the project. It will set the strategy for coherent implementation of the individual activities in line with the goals and purpose of the project and foster linkages between its components.

The SC will be chaired by the Deputy Prime-Minister and Chairperson of the NCCEDI. SC will be composed by representatives of concerned parties including civil society representatives of the Roma NGOs and NGOs working in the area. Among the SC members there will be representatives from: Ministry of Education and Science, Ministry of Health, Ministry of Labour and Social Policy, NAC, National Association of Municipalities in the Republic of Bulgaria, Roma NGOs. The civil society representatives will be from independent civil organizations chosen among the NGOs members of the NCCEDI, on the basis of their relation to the Roma issues, and lack of potential conflict of interest with actions proposed under or supported by the project. The Contracting Authority (CFCU) representative will participate as observer at Steering Committee meetings.

The Steering Committee meetings will be held every three months or in force major situation. The SC will aim to ensure a broad consensus between all relevant stakeholders (including representation of civil society organizations) on the actions for assistance under the project, as well as provide guidance to the PIU on issues that arise. While aiming to reach decisions by consensus will also be able to take its decisions with simple majority. The SC will adopt the appropriate procedure for convening and voting at its first meeting. The SC will monitor, supervise and coordinate the overall progress and implementation of the project activities.

5. Detailed Budget

EURO	Transition Facility support			Co-financing			Total cost
	Investment	Institution Building	Total Transition Facility (=I+IB)	National Public Funds (*)	Other Sources (**)	Total co-financing of the project	TF plus cofinancing
Contract 1 Service Contract Technical Assistance to DEDI to manage the Grant Scheme for NGOs,	-	24 500	24 500				24 500

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provide for training and capacity building measures and publicity of good practices and lessons learned							
Grant Scheme for NGOs Local scope projects	-	350 000	350 000	40 000	-	40 000	390 000
Total		374500	374500	40 000	-	40 000	414 500

(*) contributions from National, Regional, Local, Municipal authorities, FIs loans to public entities, funds from public enterprises. All the co-financing is joint co-financing and will be provided from the state budget. The requested sum will be earmarked for the beneficiary institution in its budgetary appropriations for the year 2008-2009. In the case where the final overall cost is lower than foreseen in the project fiche, the national public and Transition Facility co-financing shall be reduced proportionally so as to maintain the agreed rate of co-financing.

(**) private funds, FIs loans to private entities

Contributions from the Bulgarian administration for effective implementation of the twinning/twinning light/TA may be further detailed in the twinning contract/terms of references.

6. Implementation Arrangements

6.1 Implementing Agency

Contact details, including full title, PAO name, address, telephone and fax.

SPO: Contact details, including full title, address, telephone and fax

The Central Finance and Contacts Unit (CFCU) at the Ministry of Finance will be the Implementing Agency.

The Project Authorizing Officer (PAO) will be Mrs. Gergana Beremska State Treasurer of Ministry of Finance, 102, Rakovski Blvd., Sofia 1040, Bulgaria, tel.: + 359 2 9859 2772, fax: + 359 2 9859 2773; e-mail: cfcu@minfin.bg

The technical implementation of the project will be the responsibility of Senior Project Officer who will be Mrs. Maya Cholakova, Director of Directorate Ethnic and Demographic Issues (DEDI) at the Council of Ministers and Secretary to NCCEDI at the CoM; 1, Dondukov Blvd., Sofia 1194, Bulgaria, tel.: +359 2 940 2015; e-mail: m.cholakova@government.bg

The persons responsible for the preparation of the tender documentation are: Ms. Rositza Panova – state expert at DEDI, CoM and a nominated expert from CFCU, MF. No external expert was hired either on the preparation of this PF, nor will be hired for the preparation of tender documentation.

Beneficiary of the project is NCCEDI and respectively – DEDI.

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Through this PF technical assistance will be provided to DEDI for the technical implementation of the Grant Scheme to NGOs for small projects. Final beneficiaries are basically local NGOs, working on Roma issues, the Roma community, local authorities.

The active cooperation of Roma communities, NGOs, municipalities, district and national administrations will be sought in all aspects of project activities. The project will include representatives of the Roma community and will work with them directly through the Grant Scheme's supported initiatives of local NGOs, targeting the alleviation of Roma problems and involving them in trainings.

6.2 Twinning - Non Applicable

6.3 Non-standard aspects - Non Applicable

6.4 Contracts

Under this project it is envisaged:

1. Contract 1 (24 500 EURO TF support): Technical Assistance - Service Contract, signed between a Contractor and the CFCU for Management and Monitoring of Grant Scheme, Training and Capacity building measures, Dissemination of good practices and lessons learned.

2. Grant Scheme (0.390 MEURO: 0.350 MEURO TF support + 40 000 EURO National Public Funds) – about 30 contracts with local NGOs for small grant actions.

Duration of the project: 20 months.

7. Implementation Schedule

7.1 Start of tendering/call for proposals

Start of tendering: 1 Contract 1 - TA: - 1 March 2008

Call for proposals under the Grant scheme: - 1 November 2008

7.2 Start of project activity

Start of Technical assistance – 1 September 2008

Start of awarded local project – 1 April 2009

7.3 Project Completion – 1 May 2010

Completion of awarded local projects – 1 April 2010

Completion of the Technical assistance – 1 May 2010

8. Sustainability

The sustainability of the project activities will be ensured via the process of implementation and the results achieved.

The granted local interventions will improve the participation of Roma in political and economic life and ensure better access to services in education, health, employment opportunities. The result will be sustainable since the interventions by default will be targeting specific problems of a particular Roma community in a particular municipality, and will apply approaches, specific to the addressed needs.

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Within the process of the project implementation the NGOs, Roma representatives, local authorities, district experts on EDI will gain knowledge and practical experience in addressing through targeted actions specific issues of local Roma community and thus improving their situation, as well as developing and sustaining public-private partnerships. The training results will be sustainable because the gained theoretical knowledge will be directly practiced in the process of the granted actions' implementation. Thus the training results will be made steady. The NGOs will strengthen their capacity, gain trust both from the Roma community and local authorities, will establish structured dialogue and valuable partnerships with the other relevant stakeholders and thus be better operational in providing solutions to vulnerability in Roma communities.

The established under the project local public-private partnerships on horizontal level will be strengthened to work on Roma minority integration. They will gain experience in cooperative mechanisms and this will provide for successful joint applications of the actions towards implementing measures for Roma integration. The public-private partnerships will develop into strategic partnerships through the process of jointly programming of local integration policies. These functional strategic partnerships will be in the long run instrumental in accessing funds from the SFs/other international donors and managing large scale projects in the field of Roma inclusion.

The developed in a participatory manner local multiannual policy documents for Roma integration (programmes and action plans) will serve as a basis for targeted measures to be further undertaken by the local authorities for the alleviation of the problems of the local Roma community. They will be financed through the municipal budgets, EU and other donors' funds. It is known that municipalities will be one of the main beneficiaries under the EU structural and cohesion funds. The need for the actions' application should be justified in local programming document.

The developed local practices under the granted projects will be disseminated via a brochure and public forum thus creating conditions for their multiplication or at least providing lessons learned and guidelines. Being local feed back they will be considered in the updating of the national strategic documents for Roma integration and developing the annual action plans for their implementation.

Durable co-operation among the local and district level as well as the national level will guarantee for the furthering of the efforts undertaken under this project and directed to the better integration of the Roma community. The best practices on local level will be in turn fed back into the action plans to the national strategic documents in the field of Roma inclusion for the next programming periods.

All involved structures and institutions are in position to commit to the project effectively in the long run and to build upon positive expected outcomes of the project. A guarantee to this is also the new legislative regulation providing for the rules of procedures of NCCEDI which has been adopted quite recently. It is a sign of the governmental political commitment for the effective and sustainable integration of disadvantage ethnic minorities with a special focus on Roma. Adequate staff has been ensured to maintain the administrative functioning. There is a programming unit operational within DEDI equipped with adequate 6 persons staff. The unit gained competences in project management through the implementation of several Phare funded projects. PIU involving representatives of relevant line ministries exist and is operational to DEDI.

The government of Bulgaria has already made a financial commitment for the improvement of the Roma situation by allocating financial resources for the implementation of measures set out in the annual action plans to the sectoral strategic and programming documents, as well as it is expected to be done to this particular project.

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9. Conditionality and sequencing

The pre-conditions for the project activities are as follows:

The National authorities should adjust the structure of the NCCEDI as stipulated by the recently adopted Council of Ministers Decree No 351 / Dec. 20th 2006. This will be completed in the first quarter of 2007.

Information for the fulfillment of the above precondition:

The structure of the NCCEDI was adjusted to the provisions in the new Rules of Procedures of the NCCEDI adopted under the Council of Ministers Decree No 351 / Dec. 20th 2006 and enforced on 9 January 2007. The first NCCEDI regular meeting for 2007 was carried out on 21 March 2007 with the following new structure of the NCCEDI: deputy ministries of 16 Ministries, Directors of 7 Agencies, directors of 2 Institutes within the National Academy of Science, representatives of 42 NGOs (of ethnic minorities and NGOs working in the field of ethnic minorities' issues). The information is accessible on: www.nccedi.government.bg

The District authorities should reaffirm or adjust the structure of the DCCEDI as stipulated by the recently adopted Council of Ministers Decree No 351 / Dec. 20th 2006. This will be completed by mid 2007.

Information about the development of the above precondition:

The fulfillment of this precondition is underway. According to the reports submitted from DCCEDI to the Secretary of NCCEDI, in 18 out of the 28 districts the DCCEDI were adjusted as stipulated in the new Rules of Procedure of NCCEDI.

One service contract for technical assistance to DEDI under the IB component - to manage the grant scheme, monitor, provide training and capacity building measures and dissemination of good practices and lessons learned will be signed prior to launching the Grant scheme.

Under the Grant Scheme – About 30 Contracts with awarded grantee NGOs will be signed.

ANNEXES TO PROJECT FICHE

1. Logical framework matrix in standard format (compulsory)
2. Detailed implementation chart (compulsory)
3. Contracting and disbursement schedule by quarter for full duration of programme (including disbursement period) (compulsory)
4. List of relevant Laws and Regulations (optional)

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ANNEX 1

Logical framework matrix in standard format

LOGFRAME PLANNING MATRIX FOR PROJECT <i>Further Strengthening of Policies, Practices and Capacity towards Roma Integration in Bulgaria</i>			Programme name and number Transition Facility	
			Contracting period expires 15 December 2009	Disbursement period expires 15 December 2010
			Total budget: 414 500 Euro	TF budget : 374 500 Euro
Overall objective	Objectively Verifiable Indicators	Sources of Verification		
Integration of the Roma population in Bulgarian society ensuring their access to health services, education and employment opportunities.	<p>At the end of the project:</p> <ul style="list-style-type: none"> All municipal programmes incl.budgets (comprehensive or sectoral) for Roma integration adopted / in a process of adoption by the Municipal Councils of the municipalities where supported actions were implemented At least 300 Roma people who have directly benefited from the activities under the GS-supported action At least 25 projects aimed at integration of Roma minority in different sectoral domains developed by the local partnerships within the municipal strategy priorities during the project /submitted for funding / funded by various national and international sources Amount of funds, allocated by the Local authorities, associated to the grantee NGOs for solving Roma-related project a) during the project implementation, b) in the budget for the next year 	<ul style="list-style-type: none"> Statistical data and sociological surveys Project reports Policy papers elaborated by governmental institutions, agencies, think tanks, NGOs Monitoring reports of the World Bank, the EC, the European Union Agency on Fundamental Human Rights and other international organizations Annual report of NCCEDI to the Council of Ministers. Reports from MCCEDI (where in place)to the respective DCCEDI Reports of the 28 DCCEDI to NCCEDI 		

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	<ul style="list-style-type: none"> ▪ Amount of funds/other resources, raised from public and private sources locally for Roma-related activities ▪ School attendance of Roma children increased by 5% in beneficiary areas ▪ Reduction of Roma unemployment by 3% in beneficiary areas 		
Project purpose To foster participation of Roma in political and economic life at all levels, notably regional and local level	Objectively Verifiable Indicators <ul style="list-style-type: none"> ▪ Local partnerships to be set up under the project all have Roma community representatives ▪ Number of local NGO working on Roma issues involved in local policy formulation & implementation & monitoring ▪ All beneficiary municipalities have set up/in a processes of setting up MCCEDIs and developed local programmes with budgets (comprehensive or sectoral) towards Roma inclusion ▪ At least 45 people from Roma origin - experts on EDI, NGO members, Roma community representatives, municipal councillors and experts -- who have acquired expertise through training under the project 	Sources of Verification <ul style="list-style-type: none"> ▪ Ongoing project monitoring within the sectoral sub-committee reporting and monthly sectoral meetings ▪ Interim and Final Evaluation of the Project ▪ Statistical data and sociological survey ▪ Monitoring reports of international and national bodies ▪ Annual report of DEDI to the NCCEDI on the situation in regard to interethnic relations ▪ Annual report of NCCEDI to the Council of Ministers. ▪ Reports from MCCEDI (where in place) to the respective DCCEDI ▪ Reports of the 28 DCCEDI to NCCEDI ▪ Project progress and final reports, project records 	Assumptions <ul style="list-style-type: none"> ▪ Increasing of civic participation in formulation local policies towards Roma integration ▪ Development of new model of efficient public-private partnerships targeting the Roma integration ▪ Active approach to overcoming the disparities between the various communities ▪ Good practices of partnership cooperation, networking on local level
Results	Objectively Verifiable Indicators	Sources of Verification	Assumptions

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<p>1. Improved situation of disadvantaged Roma communities in about 30 municipalities in the fields of education, health, employment through the implementation of a Grant scheme for grassroots NGOs</p> <p>2. About 30 public-private partnerships among grassroots NGOs, Roma communities, local authorities, other public and private local stakeholders set up, equipped with relevant skills and knowledge and acquired hands-on experience in cooperative Roma-related project management and strategic planning</p>	<p>100% of projects successfully implemented</p> <p>Number and distribution by priority areas of projects funded;</p> <p>At least 300 people from Roma origin, who have directly benefited from the funded projects</p> <p>Amount of funds, allocated by the Municipality or raised from other donors for Roma inclusion related measures in line with the municipal programmes, developed under the project</p> <p>Composition of the local partnership teams in terms of representativeness and participation of Roma (number)</p> <p>Number of local policy documents, addressing Roma-related problems developed or amended within the local partnerships</p> <p>Distributions of the participants in the training courses: NGO members, Roma community representatives, Local authority representatives;</p> <p>Number of people from Roma origin – participants in the training courses</p> <p>Quality of the training modules in terms of content, methods applied, etc.</p> <p>Number of local Roma-related initiatives, launched in the targeted communities during the project implementation</p>	<ul style="list-style-type: none"> • TA monitoring and evaluation reports • Independent evaluator's report • Beneficiary NGOs' progress and final reports, project records • Brochure on good practices/lessons learned • Municipal programmes for Roma inclusion with action plans and budgets • Annual report of DEDI to the NCCEDI on the situation in regard to interethnic relations • Annual report of NCCEDI to the Council of Ministers. • Training programmes and materials • Questionnaires, filled in by the participants in each training • Reports from the training courses • Lists of participants in the training courses • Reports, submitted by the MCCEDI to the respective DCCEDI • Reports of DCCEDI to NCCEDI 	<p>Availability of strong political will to strengthen the policy framework in regard to ethnic minorities' inclusion with a special focus on Roma on local level</p> <p>Good cooperation among the line ministries to effectively tackle the cross-cutting issue of ethnic minority inclusion by mainstreaming equality and implementing coordinated affirmative measures</p> <p>Cooperation among stakeholders on local level prevails</p> <p>Vertical coordination and cooperation between the national, regional and local government level</p> <p>Horizontal coordination and cooperation among the stakeholders on each of the levels – national, district and municipal;</p> <p>Full support and commitment of the local, regional, central government</p>
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<p>3. About 30 municipal programmes for Roma integration developed (or updated and complemented)</p> <p>4. About 35 experts on EDI from the district and national administration with enhanced capacity to back up with expertise and facilitate the employment of participatory approaches towards the alleviation of Roma-related problems</p> <p>5. Results, lessons learned and good practices widely disseminated through a publication and Round table</p>	<p>At least 25 municipal programmes for Roma inclusion (comprehensive or sectoral), developed, updated or complemented within the project by the local partnerships</p> <p>Percentage of the above programmes, adopted/in a process of adoption by the respective Municipal councils before the end of the project</p> <p>Number of sector-specific projects, developed / submitted for funding / funded in line with the municipal programmes</p> <p>Amount of funds, allocated by the Municipality or raised from other local / national / international donors for local Roma integration initiatives</p> <p>Number of consultations provided by experts on EDI to the municipal partnerships in the course of the project implementation</p> <p>Percentage of the trained experts who have actively participated in the planning processes in one or more of the targeted communities on the territory of the district</p> <p>A brochure published and disseminated as described in the PF</p> <p>Number and position of the participants in the Round table</p>	<ul style="list-style-type: none"> • Agenda, list of participants and proceedings from the Round Table 	
<p>Activities</p> <p>Activity 1. Community-based grant</p>	<p>Guidelines for applicants with all annexes</p>		<p>Assumptions</p> <ul style="list-style-type: none"> ▪ Cooperation among

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<p>scheme for NGOs designed and implemented</p> <p>Activity 2. Capacity building of districts/national experts on ethnic end demographic issues</p> <p>Activity 3. Training for key representatives of the beneficiary NGOs and local partnerships (Roma community or Local authority representative)</p> <p>Activity 4: Dissemination of the</p>	<p>developed, published and publicized by the end of the second month after contracting the TA</p> <p>At least 50 administratively compliant project proposals received</p> <p>At least 25 grants awarded</p> <p>At least two monitoring visits carried out during implementation with reports accepted by the SPO</p> <p>Interim and final evaluation reports accepted by the SPO</p> <p>All awarded projects successfully completed</p> <p>Training programmes and materials for participants developed</p> <p>At least 28 experts on "EDI" trained in a 2-day training course</p> <ul style="list-style-type: none"> • At least 50 people participated in the round of trainings • Training programmes and materials for participants developed • Results of the trainings summarized in report <p>At least 25 good practices/ lessons learned gathered from all granted projects, Brochure of good practices/lessons learned developed and published (500 copies, about 100 pages, A5)</p>	<p>stakeholders on local level prevails</p> <ul style="list-style-type: none"> ▪ Cooperation among regional and local level EDI experts ▪ Commitment of all parties concerned ▪ Active involvement of ethnic minority communities and respective NGOs ▪ Adequate staff and experts in place ▪ Effective involvement of media ▪ Effective co-operation with other institutions (line ministries, district and municipal administration)
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results of the project.	Brochure disseminated to all municipal and district administrations, the greatest possible number of NGOs through DCCEDI. Round table carried out At least 45 participants in the Round table; dynamics of the discussions		
	Means <i>One Technical Assistance service contract – EUR 24 500</i> <i>Grant scheme for NGOs – EUR 390 000</i>		■

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Annex 2

Further Strengthening of Policies, Practices and Capacity towards Roma Integration in Bulgaria
Detailed implementation chart

	2008												2009												2010			
	M	Apr	May	Jun	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	M	Apr	May	Jun	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	M	Apr		
Technical Assistance for Managing Grant Scheme Call & Tendering & Contracting	T	T	T	T	T	C																						
Technical Assistance for Managing Grant Scheme Implementation	M	Apr	May	Jun	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	M	Apr	May	Jun	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	M	Apr		
							I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I		
Grant Scheme Call for proposals & tendering & contracting	M	Apr	May	Jun	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	M	Apr	May	Jun	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	M	Apr		
									T	T	T	T	C															
Grant Scheme Implementation of selected	M	Apr	May	Jun	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	M	Apr	May	Jun	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	M	Apr		
														I	I	I	I	I	I	I	I	I	I	I	I	I		

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Annex 3

Further Strengthening of Policies, Practices and Capacity towards Roma Integration in Bulgaria

**CUMMULATIVE CONTRACTING AND DISBURSEMENT SCHEDULE BY QUARTER FOR FULL DURATION OF PROGRAMME
(INCLUDING DISBURSEMENT PERIOD) (IN EURO)**

	2008				2009				2010	
	3 rd Quarter 2008	4 th Quarter 2008	1 st Quarter 2009	2 nd Quarter 2009	3 rd Quarter 2009	4 th Quarter 2009	1 st Quarter 2010	2 nd Quarter 2010		
Contracted: TA (management grant scheme, training)	24 500									
Disbursed:	14 700	14 700	14 700	22 050	22 050	22 050	24 500	24 500		

	2008		2009				2010	
	3 rd Quarter 2008	4 th Quarter 2008	1 st Quarter 2009	2 nd Quarter 2009	3 rd Quarter 2009	4 th Quarter 2009	1 st Quarter 2010	2 nd Quarter 2010
Contracted: Grant Scheme			390 000					
Disbursed:			351 000	351 000	351 000	351 000	390 000	

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Annex 4

List of relevant Laws and Regulations (optional)

- European Convention for the Protection of Human Rights and Freedoms of the Council of Europe, SG No 137 / 20 November 1998
- Framework Convention for the Protection of National Minorities of the Council of Europe, published SG No 78 / 3 September 1999
- Law for Protection Against Discrimination – published in SG N086/30 September 2003, enforced January 1st 2004, last amendment – SG No68/ 22 August 2006
- Law on the Protection of Personal Data – last amendments SG No 91/10 November 2006
- Decree of Council of Ministers No333 / 10 December 2004 for the establishment of Directorate Ethnic and Demographic Issues at the Council of Ministers Administration and adoption of Rules of procedure of National Council for Cooperation on Ethnic and Demographic Issues, published in SG on 17 December 2005.
- Decree of Council of Ministers No 351 / 20 December 2006 published in SG No 2 / 9 January 2007 for the adoption of Rules of procedure of the National Council for Cooperation on Ethnic and Demographic Issues.
- Framework Programme for Equal Integration of Roma into Bulgarian Society” – adopted through an agreement, signed by 75 Roma organizations and a government representative on 7 April 1999, and followed by a decision of the Council of Ministers from 22 April 1999 (Protocol №18, item 14);
- Short term Action Plan (2003 – 2004) for the implementation of the “Framework Programme for Equal Integration of Roma into Bulgarian Society”.
- Short term Action Plan (2006) for the implementation of the “Framework Programme for Equal Integration of Roma into Bulgarian Society” adopted with a Protocol No 26 / 29 June 2006 from the Council of Ministers meeting.
- Joint Inclusion Memorandum signed on 3 February 2005.
- Action Plan for the Implementation of the initiative Roma Inclusion Decade 2005 – 2015, adopted with decision of the Council of Ministers on Protocol No 15 of 15 April 2005.
- Strategy for Educational Integration of the Children and Pupils from Ethnic Minorities, approved by the Minister of education and Science on 11 June 2004. Action Plan for its implementation for the school years 2004/2005 – 2008/2009.

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- Health Strategy for Disadvantaged Persons Belonging to the Ethnic Minorities 2005 – 2015 and Action Plan for its Implementation 2005 – 2007, adopted on 8 September 2005 by the Council of Ministers.
- National Programme for Improvement of the Housing Conditions of the Roma in the Republic of Bulgaria for the period 2005 – 2015, adopted with Decision of the Council of Ministers on Protocol No 12 / 22 March 2006. Action Plan for its implementation 2006 – 2007 adopted with Decision of Council of Minister on protocol No 19 / 11 may 2006.

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