

SUMMARY PROJECT FICHE

1. Basic Information

- 1.1 Désirée Number: **BG 0104.01**
 Twinning code: **BG/IB/2001-SO-01-TL**
- 1.2 Title: **Roma Population Integration**
- 1.3 Sector: **SO**
- 1.4 Location: **Bulgaria**

2 Objectives

2.1 Overall Objective(s)

Harmonisation of the social integration of Roma population with the general development of Bulgarian society and ensuring justice and equality of social opportunities for Roma.

2.2 Project purpose

Foster adequate integration of Roma into Bulgarian society mainly by addressing action points of the Framework Programme related to the development of education and improved access to services under State responsibility particularly including education and anti-discrimination measures. Improve the relationship between Roma and majority populations and in particular mutual understanding and culture sharing.

2.3 Accession Partnership and NPAA priority

The project components are in line with its Accession Partnership and NPAA priorities:

- **AP 3.1 (short term priority):** “start implementation of this Framework Programme and to strengthen the National Council on Ethnic and Demographic Issues including provision of necessary financial support; implement measures aimed at fighting discrimination; foster employment opportunities and increase access to education.”
- **NPAA (Introduction, on Integration of Roma Population):** efforts will be made “for fulfilling the obligations of the government on improving the Roma situation and encouraging the tolerance and mutual understanding between the Bulgarian citizens from different ethnic and religious groups.”

3 Description

3.1 Background and justification

According to Bulgaria's most recent census (4 December 1992), Bulgaria has sizeable minority populations of those of Turkish descent (9.7%), Roma (gypsies, 3.4%). Independent demographic analyses from the Council of Europe suggest however that the Roma population may have been significantly under-enumerated, with the correct proportion of Roma being in the 6-8 percent range.

The Roma minority continues to suffer discrimination due to the accumulation over time of factors that have worsened their living conditions. There is political commitment from the government to remedy their problems, but more effort must be

put into translating this into concrete action and major efforts and resources will be required to reverse the situation of discrimination, poor living conditions, economic hardship, chronic unemployment, poor health care, appalling housing conditions and lack of effective access to education (though the Turkish minority is better integrated into political life through elected representation at national and local levels also a number of problems (particularly unemployment) persist).

Roma populations in Bulgaria are mainly concentrated in clearly defined areas or neighbourhoods. Living conditions in Roma neighbourhoods are deteriorating rapidly and are below national standards. Roma have suffered particularly badly from the transition process in Bulgaria since 1989 as they have frequently experienced discrimination and have often been the first to lose their employment and to sell their houses leading to a ghetto situation.

Unemployment is the major Roma problem. In some areas it reaches over 80%. It is rooted in the lack of general and professional qualifications and competitiveness on the labour market due to the lower educational levels and is often aggravated by limited ownership of land and other production assets inasmuch as a limited access to capital.

Inequalities between the Roma and the majority population are exacerbated by the poor health of the former. The mortality rate has been rising in recent years. Only five percent of the Roma reach retirement age, whereas for the rest of the population the corresponding figure is 35 percent. One of the most serious problems is tuberculosis.

Increasing poverty due to unemployment catalyses growing numbers of school drop-outs and illiteracy, malnutrition, and increasing crime rates. Limited school attendance and self-realisation within the education system feeds the vicious circle of marginalisation of Roma communities. The near total absence of Roma personnel working in education, health and social protection limits the accessibility of services to Roma communities. Roma service providers can facilitate interaction between Roma and public institutions and help address cultural barriers. Roma personnel can also serve as community leaders and provide role models for children.

In Bulgaria as in other European countries the Roma constitute a social group that has been living on the margins of society for centuries. *However, over the last years there has been an increasing isolation of Roma from society at large. There is communication gap between Roma and the majority. This results in increasing prejudice and discrimination.* In order to help their social integration, the Bulgarian Government has adopted a package of measures and is now working on the elaboration of a long-term Roma integration strategy.

At the end of 1997, the Council of Ministers established the National Council on Ethnic and Demographic Issues (hereafter referred to as the "National Council") composed of representatives of ministries, non-governmental organisations, ethnic and religious minorities. The National Council is mandated to co-ordinate government policies, programs and funds related to ethnic issues, and facilitate the dialogue and interaction between ethnic minorities, government and civilian society. Through an intensive process of consultation with Roma leadership and NGOs the National Council prepared a Framework Program for the Equal Integration of the Roma in Bulgarian Society, which was adopted by the government in April 1999.

The 2000 EC Regular Report on Bulgaria's Progress towards Accession highlights the positive steps toward addressing some of the issues, including the structures mentioned above, among which the adoption of the Framework Convention in Bulgaria is specified. At the same time the delay in the effective implementation of the Framework programme among other weak points are also mentioned and recommendations made in terms of speeding the process of covering the AP short-term political criteria.

In the process of implementation of the Framework program for the Equal Integration of the Roma in Bulgarian Society a working group for the preparation of a draft-law on prevention of discrimination has been created. The process of nomination of experts on ethnic issues at the Regional administrations is underway.

The present project proposal has been designed with the involvement of the National Council on Ethnic and Demographic Issues at the Council of Ministers and the Ministry of Education, as well as in consultation with external Roma and non-Roma experts and organisations having already acquired experiences in the social integration of the Roma population. *It is aimed at integration of Roma in society by increasing the number of Roma children completing their education, providing a legal framework for anti-discrimination measures and opening communication channels and building bridges among Roma and the majority population.*

It will build upon the current program, especially in its education component as integral part of the strategy of the Framework program for equal integration of Roma in Bulgarian Society.

During the implementation of the project, the implementing authority will continuously rely on the participation of Roma experts and the representatives from Roma civil organisations as well as line ministries that are members of the NCDEI.

The present project fits in with the tasks specified in the package of short and medium-term measures of the Bulgarian government adopted in 2000. Their implementation from government resources is proceeding under the guidance and responsibility of the different ministries. Using Phare support, this project intends to strengthen and to speed up the impact of these measures.

3.2 Linked activities

The **1999 Phare Programme** is providing assistance to a project proposed by the National Council on Ethnic and Demographic Issues at the Council of Ministers in close co-operation with the Ministry of Education and Science. It is supported by the representatives of the Roma Minority in Bulgaria. Specific objectives involve raising the standards of primary education, prevention of social exclusion, and promoting social integration.

The 2001 Phare project on Roma Integration should build upon the positive outcomes of PHARE project 1999 with 500,000 budget and the World Bank's project (483,000 USD).

The implementation of the **BG 9907** "Promoting the Integration of the Roma" Project of the National Council on Ethnic and Demographic Issues under the 1999 Phare National Programme has already started. Its immediate objectives are, as follows:

1. An increase in the educational level of the Roma population as a key factor for social and economic integration ;
2. Urban development of Roma pilot areas including an amendment of the General Town-planning scheme as well as architectural design, structural engineering, electrical power, sewage system and water in pilot areas;
3. 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. **The World Bank grant** aims at enhancing the policy making and implementation capacity of the NCEDI at the central office, establishment of a network of regional offices, training, development of appropriate skills, information gathering, analysis and dissemination related to the integration of ethnic minorities and protection of their rights.

3.3 Results

By the end of the project the above named immediate objectives will be attained with the achievement of the following outputs:

- Subproject 1: Improved conditions for Roma children's school attendance and self-realisation in the education system in 150 classes, introduction of nation wide revised curricula, training of 300 school masters and 300 Roma teaching assistants,)
- Subproject 2: Legal framework for anti-discrimination measures and preliminary law in place, secondary measures enacted and enforcement structures in place (implemented through twinning light).
- Subproject 3: Improved communication and mutual understanding between Roma communities and populations composing the majority of Bulgarian citizens (integration of 100 Roma into the administration, public awareness strategy/campaign).

3.4 Activities

Sub Project 1: Education, improved school attendance for Roma children

The disadvantaged position of Roma children in Bulgarian society cannot be overcome unless equality of opportunity in the education system is guaranteed. Most of the children face difficulties in coping with the school system, dropping out of school at an early stage leads to a prevailing low educational level, which is deeply rooted in the economic and social situation of most Roma communities, as well as in the incapacity of the education structure to present a positive image of the Roma communities through innovative teaching methods.

Several generations of Roma have experienced a cultural gap and their identification with social values channelled by the education system is only limited.

There are Roma and foreign NGOs which have successfully implemented pilot education projects "mother and child projects" at kindergarten level, while the Phare 99 education component aims at addressing the preliminary step toward a comprehensive reform of the teaching methods together with the Ministry of Education introducing revised text books on Roma history and culture, supporting

teaching method with Roma Teacher Assistants. Only 12% of Romani children attend pre-school or kindergarten, such institutions are however an essential step in preparing children for normal basic education and social integration by improving school attendance and ensuring success rates close to national standards.

ACTIVITY 1: Improving school attendance close to majority standards for Roma children by removing economic and cultural barriers at kindergarten, primary and first grade levels in 150 classes.

- Implementation of preliminary education support projects in 5 districts for 2000 socially disadvantaged Roma children at kindergarten, pre-school and first grade levels through delivery of basic primary school packages (school fees, food support, clothes, learning materials).
- Support to educational activities such as the introduction of the Bulgarian language (for all) Roma children, preparations for school;
- Publication of 2500 editions of the revised note book teaching material for Roma children such as "ABC" in preparatory classes.
- Development of inter cultural activities in ethnically mixed kindergartens and pre-schools. Extracurricular initiatives involving Roma and Bulgarian children as well as parents together with school management, children's Creativity Centres, Chitalistes, using upgraded pedagogical equipment for kindergartens.
- Revitalisation of the board of trustees in schools and community participation in school maintenance and management.
- Training initiatives for adults organised by Chitalistes while the School Board will implement community awareness initiatives as well as extra curricular activities, community events and monitoring of school attendance in close co-operation with civilian organisations and parents.

Packages: 2000 children x 30 months, Educational activities ; Extra-curriculum activities ; Institution-building

Implementing arrangements: CFCU as Implementing Agency and PIU at the Ministry of Education and Science, Close co-operation (mainly in the framework of the Steering Committee) will take place with the NCECI in particular.

Sub-contracting NGOs with proven expertise.

ACTIVITY 2: Increasing the number of skilled teachers who work in multi-cultural environment by training 300 school masters and 300 Roma Teacher's Assistants with revised curricula in first grade 1-4.

Management of teachers in Bulgaria is decentralised, schoolteachers are selected and hired by school boards. Regions and inspectorates establish the requirements for teacher certification and for applying for a position. School boards advertise teaching positions to be filled and recruit new teachers according to the existing regulations and on a competitive basis. In the context of poor training facilities offered to Roma children, renewed innovative working methods, new teaching practices in a multi-cultural environment, as well as teachers' commitment have been pointed out as major elements important in increasing Roma children's school attendance.

The ministry of Education and Phare 99 supported the job description for Roma Teacher Assistants and the design of specific curricula/note book on Roma culture adopted at national level for schoolmasters' training and re-training for grade 1-4 including an assessment and evaluation of students outcomes to provide comparative indicators on school attendance and success.

As a positive outcome of Phare 99, a working group at the Ministry of Education & Sciences is established, it includes representatives of NGOs with relevant experience in the education of ethnic minority groups, a group of experts from relevant university departments that have traditionally been training providers for teachers and NCDEI Education expert(s). The activity will build upon Phare 99 achievements and disseminate to a larger scale the concept of Roma Teacher Assistants but should undertake an additional step in supporting the definition and introduction of revised curricula that include multicultural contents for first grades in Bulgaria.

- Identification of schools in pilot areas that are considered as having the most important rate of school drop-outs, and school failures for Roma pupils in collaboration with inspectorates, municipalities and civil society organisations. Linkage with pre-school support activities in targeting regions and areas.
- Identification of Roma Teacher Assistants selected from young Roma secondary school graduates who will pass through relevant training schemes.
- Selection of Bulgarian teachers by school boards to attend specific training on revised curricula and joint training with Roma teacher assistants. (Introduction of a Teacher incentive grant to Bulgarian teachers to participate in in-service training 100Keuros; the training will be provided by specific technical assistance).
- Implement 5 joint training seminars through technical assistance (designed under Phare 99) for the first grade (Team work, Roma culture, bi-lingual education practices) for 300 Bulgarian teachers and 300 Roma teacher assistants in 5 districts. Complementary training in the use of the pilot guide on Roma history and text book.
- Publication of 7000 revised editions of the textbook approved by the Ministry of Education and Sciences (Form 7).
- Implement 5 In-service training sessions for 300 Bulgarian teachers on revised curricula developed by the task force of the Ministry of Education for the first grade.
- 300 Roma Teachers Assistants trained at university level. (Formal integration of Roma Teacher Assistants into the National Education System and school implies a one-month training course at university). (300KEuros)

Implementing arrangements for this component: CFCU Ministry of Education and Sciences, NCDEI under PIU arrangements participation programme implementation (specifically in beneficiaries identification, mapping and regional targeting) and in Roma Teacher Assistants identification), active involvement of inspectorates, Roma working groups.

ACTIVITY 3: Introduction of nation-wide multi-cultural content revised curricula

The Working Group is currently undertaking the revision of curricula which aims is to include multi-cultural environment, team development and Roma culture. The purpose is to make improvements to curricula that provide all students with a greater understanding of Roma culture in particular and multi-culturalism in

general. The revision addresses two major issues for upgrading educational standards delivered to Roma children "input and processes" for curriculum and "teaching standards". It will encompass teaching plans; overall aims and objectives; subjects and methods and will include assessment of learning outcomes i.e. what each student knows, understands and can do as the result of her/his schooling. The positive outcome foreseen for Phare 99 Access to Education component is to be disseminated and refined through this component.

- Support the Working Group to finalise, approve and implement introduction of a fully revised curriculum for all children of grade 1-4 in institutions providing teachers training (Grade 1-4. 7 to 10 years students).
- Launch an information campaign for municipalities, school boards and management, civil society organisations on revised curricula introduction
- Support training needs assessment and costs identification for the foreseen in-service training of teachers involved in the first grade on revised curricula.

Implementing arrangements: The CFCU will be the implementing Agency. A PIU within Ministry of Education and Sciences, will deal with the technical management of the project. Close co-operation (mainly in the framework of the Steering Committee) will take place with the NCECI in particular.

Sub-project 2: Elaboration of a legal framework for Anti-discrimination and preparation of proper implementation

Bulgaria has ratified the International Covenant on Civil and Political Rights, International Covenant on Economic, Social and Cultural Rights, The convention on the Elimination of All Forms of Discrimination Against Women, The International Convention on the Elimination of all Forms of Racial Discrimination.

At the European level, Bulgaria has ratified the European Convention for the Protection of human rights and Fundamental Freedom (ECHR) the revised European Social Charter (RESC) accepting also "the collective complaints procedure", and the Framework Convention for the Protection of National Minorities.

ACTIVITY 1: drafting anti-discrimination law & law enforcement mechanisms

- The framework programme for the equal integration of Roma stipulates that abolishing discrimination of Roma should become one of the main priorities of the Bulgarian State: it recommends the drafting of a (comprehensive) law dealing with the prevention of discrimination which will – inter alia - envisage the development of a special state institution and describe specific actions which will lead to administrative sanctions. In the process of implementing the Framework program for the Equal Integration of Roma in Bulgarian Society a working group for the preparation of a draft-law on the prevention of discrimination has been created within the Council of Minister. Activities of the Working group will be supported by a Twinning Light Programme with a MS country and will lead to the presentation to the Parliament for primary and secondary legislation. Furthermore, the twinning light will develop the currently debated legal basis for an Ombudsman as an institution and develop enforcement mechanisms of this body, including e.g. a proper representation of the Ombudsman in the relevant law making bodies in the area of ethnic integration.

The activity will be undertaken through a Medium term expert (MTE) of 5 m/m supported by 65 days of short term expertise.

The MTE will:

- Analyse data and information on equal rights and equal opportunities measures in Bulgaria with special regard to anti-discrimination of national minorities and ethnic groups.
- Assess governmental and non-governmental measures initiatives & projects addressing discrimination of national minorities and ethnic groups.
- Support the Interministerial Working Group, in drafting legislation with regard to anti-discrimination, amendments of already existing laws, if any.
- Enhance ratification of primary and secondary legislation on anti-discrimination procedures as well as law enforcement measures at regional levels, and implementation of additional documents addressing the matter of Discrimination.
- Participate in the Framework Programme implementation strategy for Anti-discrimination related matters and will provide recommendations for a short term plan of activities listing priorities and steps to be taken in order to reach the objectives set out above.

In addition the twinning support actions with reference to the Directive 2000/43/EC under which a body for the promotion of equal treatment without discrimination on the grounds of racial and ethnic origin needs to be set up. This body will provide assistance to the victims of discrimination in pursuing their complaints and publish independent reports and also should make recommendations. The MTE will develop options and preparatory steps in setting up such a body.

The MTE will review possibility to amend the statute of the NCEDI in this respect in line with the issue of a special commission/ombudsman, establishment of a specialised body to combat racism and discrimination and promote equality of opportunity for all groups in society concerning discrimination in the fields of education, housing, employment, public services or social services. In its activities the MTE will use *Directive 2000/43/EC of 29 June 2000* implementing the principle of equal treatment between persons irrespective of racial or ethnic origin as a guiding principle, since this Directive – inter alia - requests the designation of a body for the promotion of equal treatment without discrimination on the grounds of racial and ethnic origin, which will provide assistance to the victims of discrimination in pursuing their complaints, and publish independent reports and make recommendations.

The MTE should have the following profile:

- at least 10 years of relevant professional experience working directly on Roma issues
- university degree
- good management, organisational and communication skills, including proven experience in public relations
- good working knowledge of oral/written English

A Short Term expert: specialised in public regional administration management will review:

Mechanisms for alleviating tensions and conflicts between Romani and others communities, advising the Government about structures such as Ombudsmen offices at regional levels.

Setting up monitoring structures of anti-Roma discrimination practices by public institutions and officials, including advice on effective means for recording claims and combating such discrimination.

He/She will initiate drafting local legislation and harmonisation of anti-discrimination legislation with regard to regional practices, will support communication and feedback from local level upstream to the IWAD.

The output of the MTE will be through know how-transfer and technical assistance:

A strengthened legal framework enhancing government capacity to build a tolerant multiethnic society; availability of information on strategies on minorities issues from EU Member States; a short term plan of activities and recommendations on priorities for the Government in the field of anti-discrimination including a ratification schedule for primary and secondary legislation.

The draft anti-discrimination law and secondary legislation's in place as well as enforcement mechanisms including awareness training for law enforcement officials (including the Police, see below).

ACTIVITY 2: Prepare law enforcement officials to implement anti-discrimination legislation.

- 28 Anti-discrimination seminars will be organised with the aim of ensuring that law-enforcement officials are prepared to enforce the legal framework established. Police, prosecutors, and judges need to be more aware of what constitutes discrimination and ethnic discrimination offences.

Sub project 3: Bridging Initiatives, overcoming the gap between the Roma and Majority populations

ACTIVITY3.1: Increased opportunities for young Roma to become civil servants

- 100 Young Romas graduated from the secondary education integrated into the administration:

An information campaign directed to Young Roma eligible for a position in the administration will be launched through the network of Chitalistes, civil society organisations, regional offices. The campaign will present the needs of public administration and social services. Records will be kept of those among Roma interested by a position. Information on open positions and vacancy announcements published under the Web site of the Government will be channelled to eligible interested applicants. A data base of Roma applications will be organised and application followed up.

Meanwhile awareness seminars for "Administration Heads of Departments" responsible in-fine for the selection of applicants will be organised with the aim of hiring civil servants from Roma origin. Seminars should be organised by the NCDEI with participation of Roma experts, experts from different working groups and civil society stakeholders. Seminars will present and insist particularly on in-service training facilities provided for those hired by the Administration through the "Public Administration Training Institute". The PATI is supported by the EC and develops flexible training methodologies as well as multi-cultural curricula for short and medium term training.

ACTIVITY 2: Development of a public awareness strategy and Positive images campaign

Awareness raising, both among the majority population and among the Roma, is an essential precondition for change (in this context, also the media should be encouraged to show more objectivity and sensitivity in reporting on Roma related issues).

The project envisages therefore

- *Support to a special video on Roma culture and history to be broadcast on TV, in Chitalistes, as an introductory session for awareness seminars in schools and universities:*
- *the organisation of Media presentations and TV programs showing working practices and achievements of local, national and international initiatives aiming at creating an inclusive society. - Development of a public awareness strategy to ensure coverage by media of ethnic issues and educate the public at large about the potential and assets of Roma as integral part of Bulgarian society.*
- *the promotion of Roma cultural events and cultural assets to Bulgaria society. And creation of an Open Committee for grant attribution to cultural events aiming at bridging cultural gaps between communities and promoting Roma cultural assets.*

Implementing arrangements: CFCU will be the Implementing Agency, PIU at the NCDEI

Sub contracting of enterprises or NGOs as appropriate which have a proven record in developing and implementing awareness strategies concerning minorities (and particularly Roma) issues, and setting up of a Phare Project information office for public information campaigns which will support this component.

Sub project 4: Technical assistance

A technical assistance component will be introduced in order to facilitate the implementation of all activities envisaged under the programme, and to particularly enhance the administrative capacity of the NCEDI (complementary to relevant assistance from the World Bank).

External experts will, in particular, give assistance to the National Council on Ethnic and Demographic Issues with regard to the participation of the NCDEI in steering committee of projects where specific targets are Roma Groups, children, unemployed, youths. Targeting and mapping activities, information activities and monitoring of progress and achievements for further dissemination are foreseen and will be supported by external experts.

It is assumed that external support will enhance the implementing capacity of a team which has yet to be strengthened with new staffs and skills. In any case external support - which can only be temporary - would not replace additional human resources committed by the Government (see also project conditionality).

The above-mentioned activities as well as projects dedicated to Roma groups in Ministries have been designed to implement a national programme for Harmonisation of the social integration of Roma population with the general development of Bulgarian society, in order to ensure justice and equality of social opportunities for Roma minorities.

The regional authorities, the national labour office and its local offices, the municipalities, the Roma minority organisations, institutions providing public services and civil organisations will co-operate to implement investments and activities in disadvantaged settlements and micro-regions. The scheme will be accompanied by the expansion of public services, in education mostly, as well as capacity building training courses targeting the disadvantaged Roma and non-Roma population of the selected regions in order to secure full participation of communities involved.

The project will not establish a parallel system of services, but rely on strengthened State supported systems of provision of sustainable mechanisms for Roma Population Integration. In the long run, the project will have an impact on the education system, the legal framework for anti-discrimination and a positive impact on mutual understanding among different communities. At the end of the Phare programme 2001, these systems should provide de facto services (nation-wide methodologies and curricula to improve school attendance, equal opportunities and self-realisation) and efficiently integrate the Roma population without any discrimination.

The identification of the regions and the beneficiaries for education component and bridging activities will be based on a relevant needs analysis and on up dated surveys made in this area by the lines Ministries, regional authorities and civil society organisations.

In the course of the implementation of the project, the relationship between Roma and non-Roma inhabitants will improve. The co-operation between the Roma population and the local and regional institutions providing different public services (labour centres, family care centres, chitalistes, children welfare services, educational institutions, public administration, etc.) will become more intensive.

Implementing arrangements:

The implementation will be carried out by special co-operation structures composed of different local and regional institutions, governmental and non-governmental organisations, Roma civil organisations, etc. Detailed TORs for implementing partners should ensure the co-operation of Roma and non-Roma communities in the project. An analysis of the local situation as well as a development plan including monitoring arrangements and community development programmes promoting social integration (training courses, with Roma and non-Roma participation, cultural events, etc.).

4. Institutional Framework

The National Council on Ethnic and Demographic Issues was established in 1997 at the Council of Ministers as an autonomous organ of state administration with nation-wide competence. Composed of representatives of ministries, non-governmental organisations, ethnic and religious minorities, the National Council is mandated to co-ordinate government policies, programs and funds related to ethnic issues, and facilitate the dialogue and interaction between ethnic minorities, government and civil society.

It will be responsible for the follow up of the project and preliminary survey of the project. The programme fits in the framework of the short-term measures adopted by the Bulgarian government. It complements these measures and strengthens their impact.

The project has to ensure Roma participation and ownership during the whole process starting with the period of planning, identification of places and partners.

5. Detailed Budget (MEURO)

	Phare Support					
	Investment Support	Institution Building	Total Phare (=IS+IB)	National Co-financing	IFI	TOTAL
Education - improved school attendance of Roma children						
Removing cultural and economic barriers at kindergarden, primary and first grade levels; training of teachers, introduction of multicultural curricular	1,020	0,280	1,300	0,450	-	1,750
Elaboration of an Anti-discrimination legislation and preparation for proper implementation						
Drafting of anti discrimination legislation and enforcement mechanisms; preparation of relevant public officials for proper implementation	0,0	0,150	0,150	0,060	-	0,210
Specific Bridging Initiatives						
Integration of Roma into public administration, Public awareness strategy and positive images campaign	-	0,050	0,050	0,165	-	0,215
Technical assistance for proper management of the project aimed mainly at the National Council of Ethnic and Demographic Issues (and to a limited extent to the Ministry of Education)						
TA (for the Ministry of Education and particularly the NCEDI)	-	0,150	0,150	0	-	0,150
Total	1,020	0,630	1,650	0,675	-	2,325

*The project management costs will be covered by the Bulgarian partner.

6. Implementation Arrangements

The implementing agency will be The Central Finance and Contracts Unit (CFCU).

The Central Finance and Contracts Unit (CFCU) will be responsible for the carrying out of the tendering, contracting and payment process in accordance with the Practical Guide to Phare, Ispa & Sapard Contract procedures.

There will be two Project Implementation Units (PIU) – one for the Component 1 and the second – for the Components 2 (elaboration of a legal framework for anti discrimination) and 3 (specific Bridging Initiatives). *For the Component 1 (education and improved school attendance of Roma children), the PIU will be established at the Ministry of Education and Science. The PIU for the Components 2 (elaboration of a legal framework for anti discrimination) and 3 (specific Bridging Initiatives) will be established at the Council of Ministers – NCEDI. A Senior Project Officer (SPO) will be appointed in each PIU.*

PIUs: National Council on Ethnic and Demographic Issues within the Council of Ministers:

Address: 1, Dondoukov Blvd, 1000 Sofia

Tel. (359-2) 940 27 20

Fax. (359-2) 988 26 44

Ministry of Education and Sciences:

Address: 2a, Dondoukov Blvd., 1000 Sofia

Tel. (359-2) 987 49 51

The Project Leader, who will have day-to-day responsibility for managing the implementation of this project, will be Sveltana Vassileva, Secretary to the NCEDI in the Council of Ministers, Dondoukov Blvd 1, 1194 Sofia (tel: ++359 2 940 20 15; e mail: s.vassileva@government.bg).

A *Steering Committee* will be established which will be chaired by the President of the NCEDI and will consist of representatives from the Ministry of Education and Science, the Ministry of Culture as well as a representative of the EC Delegation in Sofia. The aim of the Steering Committee is mainly that policy makers and implementing agents will communicate more consistently. The Chair will be responsible for the preparation and documentation of regular meetings.

The CFCU and the EC Delegation will have to endorse the selection process and the selection results. Tendering, contracting, financial and administrative management will be the responsibility of the CFCU.

Independent experts and advisers will be involved in the effective implementation and the monitoring of the execution. Evaluation will also be carried out by independent experts. On the basis of continuous evaluation, advisers may forward their observations to the Steering Committee and PIU for the improvement of the scheme.

6.1 Implementing Agency

The implementing agency will be The Central Finance and Contracts Unit (CFCU).

PAO: Deputy Minister of Finance, Head of CFCU

CFCU : Ministry of Finance, 102 Rakovski str., 1040 Sofia

Tel . (359-2) 9859 27 72

Fax. (359-2) 9859 27 73

6.2 Twinning**Twining light for sub-component 2 Anti-Discrimination: Duration 6 months**

The twinning contact point in the beneficiary organisation is Metin Kazak in the Council of Ministers (Expert at Minister Primatarski's office), tel: ++359 2 940 2015; fax: ++359 2 989 45 60, Dondoukov Blvd1, 1194 Sofia.

1 MTE from one of the member states of the European Union preferably with a multicultural background and effective anti-discrimination legal framework, will be responsible for the overall guidance and management of this activity. He will be placed in the NCDEI as advisor the president of the inter-ministerial working group (IMWG) for the establishment of anti-discrimination laws.

She/he will provide advice and Technical assistance to the IMWG in the preparation of primary legislative instruments for an anti-discrimination law and secondary legislation.

In all twinning projects, success in delivering a guaranteed result will depend on the coherence of a number of successive inputs, the continuity of those inputs, and steady progress. Every twinning project will therefore include a Member State Project Leader, who continues to work in his/her Member State administration but who devotes some of his/her time to conceiving, supervising and coordinating the overall thrust of the project. S/he will always be complemented by one Medium Term Expert (MTE) from a Member State to work on a day-to-day basis with the beneficiary in the candidate country and accompany the implementation of the twinning project

The Medium Term Expert (MTE) will:

Analyse data and information on equal rights and equal opportunities measures in Bulgaria with special regard to anti-discrimination of national minorities and ethnic groups described in international documents and domestic documents laws and practices of other European multi-cultural societies;

- Assess governmental and non-governmental measures initiatives & projects addressing discrimination of national minorities and ethnic groups implemented in Bulgaria and in other European countries;
- Support the Inter-ministerial Working Group, in drafting legislation with regard to anti-discrimination, amendments of already existing laws if any;
- Enhance ratification of primary and secondary legislation on anti-discrimination procedures as well as law enforcement measures at regional levels, and implementation of additional documents addressing the matter of Discrimination.
- Participate in the Framework Programme implementation strategy for anti-discrimination related matters and will provide recommendations for a short term plan of activities listing priorities and steps to be taken in order to reach a the objectives set out above.

A Short Term expert, specialised in public regional administration management will review:

- Mechanisms for alleviating tensions and conflicts between Romani and other communities, advising the Government about structures such as Ombudsmen offices at regional levels.
- Setting up monitoring structures of anti-Roma discrimination practices by public institutions and officials, including advice about effective means of combating such discrimination.
- He/She will initiate drafting local legislation and harmonisation of anti-discrimination legislation with regard to regional practices, will support communication and feedback from local level upstream to the IMWG.

The output of the MTE will be through know-how transfer and technical assistance:

- An increased capacity of government strategy and legal framework for building a tolerant multiethnic society;
- Availability of information on strategies on minority issues from EU Member States;
- A short term plan of activities and recommendations on priorities for the Government in the field of anti-discrimination including a ratification schedule for primary and secondary legislation.
- The draft anti-discrimination law and secondary legislation in place as well as enforcement mechanisms including awareness training for law enforcement officials

(including the Police).

Inputs: 5 m/m of MTE, 65 Days of Short Term Expert.

If the twinning light component attracts no suitable proposals from Member States, the twinning light element can be converted in to technical assistance.

6.3 Non-standard aspects

The procedure of contracts will strictly follow DIS rules.

The management support from Bulgarian budget will be spent according to Bulgarian regulations.

6.4 Contracts

There will be three contracts:

<i>Contract 1.</i>	<i>Technical assistance for subproject 1,3 and 4:</i>	<i>0,645 MEURO</i>
<i>Contract 2.</i>	<i>Equipment/supplies (for subproject 1):</i>	<i>1,470 MEURO</i>
<i>Contract 3.</i>	<i>Twinning light for Anti-discrimination (including 28 Seminars on Anti-discrimination)</i>	<i>0,210 MEURO</i>

Contract 1 Technical assistance (one service contract) will cover a part (0,280 MEURO) of subproject one (education – improved school attendance) focusing on implementation of training seminars and training sessions, training of 300 school masters and Roma Teaching Assistants with revised curricula, support of training needs assessment for the training of teachers etc; it will in addition cover subproject 3 – 0.215 MEURO (specific bridging activities, namely measures aimed at the inclusion of Roma into the public administration and the preparation and implementation of an awareness strategy and positive image campaign); and: finally, this contract will comprise technical assistance (0.150 MEURO) for the National Council of Ethnic and Demographic Issues and – to a more limited extent to the Ministry of Education – to manage this programme effectively.

Contract 3 Equipment/supplies (1.470 MEURO): This contract covers a part of subproject 1 (education – improved school attendance) focusing on delivery of primary school packages, publication of teaching materials, revised textbooks, materials for specific information campaign etc.

Contract 2 – Twinning light (elaboration of anti discrimination legislation): this part of the programme will use 0, 210 MEURO

The contracts budget includes the Phare support and the National co-financing.

7. Implementation Schedule

7.1 Start of tendering /call for proposals: (late) 2001

Component 2: Twinning to start tendering earlier.

7.2 Start of project activity: January 2002

7.3 Project Completion: December 2003

8. Equal Opportunity

The equal participation of women and men will be assured in the project.

9. Environment

The project has no negative environmental effect

10. Rates of return

Not applicable

11. Investment criteria

11.1 Catalytic effect:

The Phare contribution will help meeting well-documented development needs of the Roma of Bulgaria and address the gap of marginalisation through limited school attendance. Without Phare support, the steps and objectives included in the programme can be implemented only much later and at a much slower speed under pilot initiatives.

Guidelines for setting up sustainable mechanisms in school attendance and self-realisation should result from the Phare support project and will allow the Ministry of education to organise and budget dissemination of positive outcomes nation wide.

The Phare contribution will be directed towards a network of competent institutions. The programme's catalytic effects will include helping these institutions to play an even more decisive role in regional development as well as improving Roma representation.

11.2 Co-financing:

The total amount of co-financing (0,675 MEURO) will be insured by the budget of The National Council on Ethnic and Demographic Issues within the Council of Ministers and the Ministry of Education and Science.

11.3 Additionality:

No other financiers will be displaced by the Phare intervention.

11.4 Project readiness and Size:

All necessary strategic studies should be completed prior to the project start. The steering committee Member "Ministry of Education and Science" will have ascertained the constitution of the Working Group of experts for Roma Education, and the introduction of multicultural contents in national curricula. In addition the Expert in charge of the Roma Integration Strategy in the MoE&S will have to be appointed.

Given the ongoing efforts of the Bulgarian authorities with a view to drafting and adopting an anti-discrimination law, the component dealing with anti-discrimination shall preferably start as early as possible in order to timely provide with a comprehensive set of measures.

11.5 Sustainability:

Durable co-operation of local municipalities and Roma minority self-governments in conformity with the government resolution on medium-term measures intended to improve access to education, and integration of the Roma population constitutes a guarantee for the continuation of the development programme. All participating institutions are in a position to operate the programme effectively in the long run and to build upon positive expected outcomes of the programme.

11.6 Compliance with State aid provisions

Investments will respect the State aid provisions of the Europe Agreement should these be applicable to the project.

12. Conditionality and sequencing

The National Council on Ethnic and Demographic Issues within the Council of Ministers will ensure the necessary human resources and equipment for the technical management of the programme (one step in this direction is the fulfilment of an announcement by the Bulgarian authorities that the National Council on Ethnic and Demographic Issues at the Council of Ministers will increase the number of staff as of 1st April 2001 by two persons. These persons will need to have adequate language knowledge and relevant PHARE project management experience to ensure the secure implementation of the project). The Council will ensure that the project staff is fully equipped and staffed to be able to implement this Phare

programme and – in a larger context - to cope more effectively with its task of implementation of the Framework Programme on Roma Integration. The necessary budget appropriations to this body to undertake this task will need to be made. Line ministries (e.g. Ministry of Education and Science or the Ministry of Labour) also need to have proper staffing of people who deal with questions related to minority issues)

The relevant national Bulgarian cofinancing is to be provided

Furthermore, the following issues will be settled prior to project commencement:

- a) Clarification of the status/position of Roma teaching assistants including a clear job description (if necessary through legislative amendments)
- b) Inclusion of pre school education as part of the curriculum

Both the Ministry of Education and Science and the National Council of Ethnic and Demographic Issues have to demonstrate to the Commission that adequate staffing and other resources have been available to the relevant PIUs for the project to begin.

Annexe to project Fiche

Logical framework matrix in standard format

Phare log frame

LOGFRAME PLANNING MATRIX FOR		
Project: Roma Population Integration	Contracting period expires: 30/11/2003	Disbursement period expires: 30/11/2004
	Total budget : 2.325 MEURO	PHARE budget : 1.650 MEURO

Overall objective	Objectively verifiable indicators	Sources of Verification	
<ul style="list-style-type: none"> Harmonisation of the social integration of Roma population with the general development of Bulgarian society and ensuring justice and equality of social opportunities for Roma communities. 	<ul style="list-style-type: none"> School attendance indicators for Roma population approaching Bulgarian regional and/or national averages Discriminatory practices against the Roma come to light and decrease. Increased representation of Roma in administration. 	<ul style="list-style-type: none"> National Statistic Institute Special Surveys National Employment Office Representative research on the Roma population Health state assessments Labour market studies Reports of the Roma minority organisations and NGOs 	
Project purpose	Objectively verifiable indicators	Sources of Verification	Assumptions
<ul style="list-style-type: none"> Foster adequate integration of Roma into Bulgarian society mainly by addressing action points of the Framework Programme related to education, and better access to community services through anti-discrimination measures. Improve the relationship between Roma and non-Roma inhabitants and increased mutual understanding. 	<ul style="list-style-type: none"> Roma self realisation in education system improved by increased attendance and success rates. Multicultural curricula for first grade education in place. Legal framework for anti-discrimination on the agenda of the Parliament Greater number of training courses organised for non-Roma public servants working with Roma. Data for policy-makers, NGOs, researchers, etc. concerned with Roma issues available as and when needed. 	<ul style="list-style-type: none"> National Statistics, inspectorate statistics; Project records Indicators of regional economic development and employment statistics Performance reports of participating institutions Reports of the Office for National and Ethnic Minorities Reports of the Ombudsman for National and Ethnic Minorities Research findings on discrimination Feedback from the users of the database 	<p>Further implementation of the Framework Programme for Equal Integration of Roma in Bulgarian Society (adopted by the government in April 1999)</p> <p>Continued political will to accomplish social integration of minority groups</p> <p>Good communication strategy to promote the acceptance of Roma integration efforts</p>

Results	Objectively verifiable indicators	Sources of Verification	Assumptions
<ul style="list-style-type: none"> Improved conditions for Roma school attendance and self-realisation in the education system. Legal framework for anti-discrimination measures and preliminary law in place, secondary measures enacted and enforcement structures in place. Improved communication and mutual understanding between Roma communities and populations composing the majority of Bulgarian citizens. 	<p>Result 1</p> <ul style="list-style-type: none"> Increased School attendance rates recorded in kindergartens, primary school and first grade. Number of Bulgarian language learning sessions at primary school level organised. Number of Extra-curricular activities organised and sessions of school board organised through community participation principles. Number of school attendance support packages delivered. Number of vocational in-service training courses delivered to Bulgarian teachers and Roma teacher assistants. Draft revised multicultural curricula presented to the Ministry of Education and Sciences for approval. <p>Result 2</p> <ul style="list-style-type: none"> Number of reported cases of discriminatory practices steadily decreased. Number of awareness seminars for law enforcement officials organised. Draft primary and secondary legislation's. <p>Result 3</p> <ul style="list-style-type: none"> Number of young Romas showing interest in being integrated into the administration. Number of awareness seminars for Head of Administration Departments held. Number of positive image campaigns undertaken, including video on Roma culture and history broadcasts. Number and size of cultural events supported. 	<ul style="list-style-type: none"> Project records Progress Reports of the Phare Office Monitoring and Assessment reports Final programme evaluation of the Office for National and Ethnic Minorities using the opinion of external experts Reports of participating institutions 	<p>Social/ethnic tolerance in local communities and institutions participating in the projects</p> <p>Co-operation between municipalities, Roma self-governments and Roma minority organisations free of major conflicts</p> <p>No target group resistance against the programme's objectives and modus operandi</p> <p>Co-financing contributions available.</p>

Activities	Means	Assumptions
<p><u>Activity 1.1: Improved school attendance in 150 classes.</u> Implementation of preliminary education support projects in 5 districts for 2000 socially disadvantaged Roma children.</p> <p>Support to educational activities in primary schools. Development of inter-cultural activities in ethnically mixed kindergartens and pre-schools.</p> <p>Revitalisation of the board of trustees in schools management and community participation.</p> <p><u>Activity 1.2: Training 300 school masters and 300 Roma Teacher Assistants to work in multi-cultural environment.</u> Dissemination of Phare 99 positive outcomes and increasing the number of skilled teachers to work in a multicultural environment.</p> <p>Dissemination of the innovative approach of Roma Teacher Assistants into the education system and for school with a majority of Roma children.</p>	<p>Activity 1.1</p> <ul style="list-style-type: none"> • Agreement with the local Roma NGOs to ensure proper participation of the Roma community, Purchase of equipment for kindergartens, and identification and selection of classes and pupils. • Delivery of basic primary school packages (School fees, food support, clothes, learning material). • Preparation to Bulgarian language (for all) Roma children, preparation to school, • publication of 2500 editions of the revised note book teaching material for Roma children "ABC" in preparatory classes. • Extracurricular initiatives involving Roma and Bulgarian children and parents together with schools management, Children Creativity Centres, Chitalistes, equipment for kindergartens. • school maintenance, management. • training initiatives for adults organised by Chitalistes. School board on multi-cultural understanding at school. • community awareness initiatives monitoring of school attendance. <p>Popularisation of the project in co-operation with the local authorities, local Roma NGOs and the media.</p> <p>Activity 1.2:</p> <ul style="list-style-type: none"> -Identification of schools in pilot areas (important rate of school drop outs, and school failure) for Roma pupils in collaboration with inspectorates, municipalities and civil society organisations. -Identification of Roma Teacher Assistants selected from young Roma secondary school graduates -Selection of Bulgarian teachers by school boards -Specific training on revised curricula and joint training with Roma teacher assistants. <p>Introduction of a Teacher incentive grant to Bulgarian teachers to participate in in-service training.</p> <ul style="list-style-type: none"> -Implement 5 In-service training sessions for 300 Bulgarian teachers on revised curricula developed by the task force of the Ministry of Education for the first grade. -5 joint training seminars (designed under Phare 99) for the first grade (Team work, Roma culture, bi-lingual education practices) for 300 Bulgarian teachers and 300 Roma teacher assistants in 5 	<p>Establishment of the Steering Committees and full participation of Roma civil society organisations</p> <p>Regional and local authorities commitment towards project objectives and supportive attitudes.</p> <p>Community participation in school management and project objectives.</p> <p>Political will to draft anti-discrimination law and secondary laws.</p> <p>Parliament approval of anti-discrimination laws, Commitment of law enforcement officials.</p> <p>Effective involvement of press & electronic media.</p> <p>Involvement of the Social Partners</p> <ul style="list-style-type: none"> • TA Implementation Schedule • Adequate offices and staff in Place • Hardware, software in place for the central database, • data systematically collected and fed into the system; staff of the community centres of the network well trained and equipped.

<p><u>Activity 1.3: Introduction of nation-wide multi-cultural contents revised curricula.</u></p> <p>Support the Working Group undertaking the revision of curricula which include multi-cultural environment, team development and Roma culture, to provide all students with a greater understanding of Roma culture in particular and multi-culturalism in general.</p> <p><u>Sub project 2 Anti discrimination measures</u></p> <p><u>Activity2.1: drafting anti-discrimination law & law enforcement mechanisms</u></p> <p>Review EU and European legislation related to anti-discrimination laws. TA in building short term action plan and priorities including ratification schedule for the Parliament; TA in drafting Preliminary law and secondary measures. Review of law enforcement mechanisms and regional offices. Assess the feasibility of Ombudsmen office and upstream local anti-discrimination initiatives.</p> <p><u>Activity 2.2: Prepare law enforcement officials to implement anti-discrimination measures</u></p> <p><u>Sub project 3: Bridging Initiatives,</u></p>	<p>districts. -Complementary training on the use of the pilot guide on Roma history and text book. -Publication of 7000 revised editions of the textbook approved by the Ministry of Education and Sciences (Form 7). -300 Roma Teacher's Assistants trained at university level for one month.</p> <p>Activity 1.3 Support the Working Group to Finalise, approve and implement introduction of a fully revised curriculum for all children of the first grade in institutions providing teachers training. Grade 1-4 for 7 to 10 year-old students. Information campaign for municipalities, school boards and management, civilian organisations on revised curricula. Training needs assessment for teacher, costs identification for the in-service training of teachers nation wide for the dissemination of revised curricula.</p> <p>Activity 2.1 This activity will be organised under a Twinning light project with one of the EU Member States. 5 m/m of PAA and 65 Days of short term expert will provide technical assistance to the Interministerial Working Group for the preparation of the Draft anti-discrimination law and enforcement mechanisms.</p> <p>Activity 2.2 28 regional Anti-discrimination seminars organised with the aim to ensure that law-enforcement officials are prepared to enforce the legal framework. Police, prosecutors, and judges' awareness of discrimination and ethnic discrimination offences.</p>	
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Activity 3.1: Increased opportunities for young Roma to become civil servants.

Activity 3.2: Development of a public awareness strategy and Positive images campaign:

-Support to a special video on Roma culture and history to be broadcast on TV, in Chitalistes, as introductory session for awareness seminars,...,in schools and universities:

-Organisation of Media presentations and TV programs showing working practices and achievements of local, national and international initiatives aiming at creating an inclusive society.

-Development of a public awareness strategy to ensure coverage by media of ethnic issues and educate the public at large about the potential and assets of Roma as an integral part of Bulgarian society.

- Promotion of Roma cultural events and cultural assets to Bulgaria society.

Subproject 4:

Activity 4: Capacity building support

Activity 3.1

Identification of young Roma graduated from the secondary level and high school through a Data Base.

Presentation of Administration vacancy announcements (web) through chitaliste, labour Offices,...,

Supporting application process from young Roma, counselling, communication skills.

Awareness seminars and advocacy directed to "Head of Administration Departments" to facilitate Roma recruitment.

Sub-contracting professional company and involving Roma cultural civil society organisations in video making.

Edition of 1000 Copies of the video.

Creation of the Phare 2001 "Roma Population Integration" Communication Units, sub contracting Roma journalist for press campaign, gathering facts, success stories, projects achievements and results.

Subcontracting specialised communication and public relations firm, for following up ethnic issues and communication strategy.

Creation of an "Open selection committee" including the NCDEI, the Ministry of Culture, Representative of Chitalistes, and Roma and other communities personalities involved in Art and Culture Promotion, for grant attribution to initiatives aiming at promoting Roma culture and access to Roma cultural assets to other communities.

- Technical assistance component introduced in order to facilitate the implementation of all activities, and to enhance the general institutional capacities of NCDEI in targeting and mapping activities for other projects involving Romas.

External experts will, in particular, give assistance to the National Council on Ethnic and Demographic Issues with regard to the implementation of the Education component for TORs preparation and monitoring and evaluation and will contribute to the design of multicultural vocational training courses and to the establishment of the content of seminars held for "Regional Law enforcement Officers, Head of Administration Departments" information and

Preconditions:

Strengthening the capacity of the National Council on Ethnic and Demographic Issues including provision of necessary financial and logistical support

training services.

ANNEX : Implementation Chart

Roma Population Integration	2	0	0	1									2	0	0	2									2	0	0	3							2004
	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	1 - 6	7- 12
Sub-project 1: Education																																		x	x
(School Attendance)																																			
(Teacher Assistants)																																			
Sub-project 2: Anti-discrimination Law																																			
(Twinning)																																			
(Seminars)																																			
Sub-project 3: Bridging Initiatives																																			
Sub-component 4: Technical assistance																																			

- Tendering, contracting, twinning covenant finalisation
- Implementation and disbursement
- x

End Disbursement & Project completion

ANNEX :

Contracting Schedule

NCDEI Bulgaria													
PHARE FUNDS	PLANNED												
	31.03.2001	30.6.2001	30.9.2001	30.12.2001	31.03.2002	30.06.2002	30.09.2002	31.12.2002	31.03.2003	30.06.2003	30.09.2003	31.12.2003	TOTAL (MEUR) 31.12.2004
Commitments													
Cumulative MEURO				0,150	1650	1650	1650	1650	1650	1650	1650	1650	1650
Institution Building				0,150	0,630	0,630	0,630	0,630	0,630	0,630	0,630	0,630	0,630
Sub Project 1				0	0,280	0,280	0,280	0,280	0,280	0,280	0,280	0,280	0,280
Sub Project 2				0,150	0,150	0,150	0,150	0,150	0,150	0,150	0,150	0,150	0,150
Sub Project 3				0	0,050	0,050	0,050	0,050	0,050	0,050	0,050	0,050	0,050
Sub Project 4				0	0,150	0,150	0,150	0,150	0,150	0,150	0,150	0,150	0,150
Investment					1020	1020	1020	1020	1020	1020	1020	1020	1020
Sub Project 1			0	0	1020	1020	1020	1020	1020	1020	1020	1020	1020
Sub Project 2													
Sub Project 3													
Sub Project 4													

ANNEX :
Disbursement Schedule

Institutional Building and Investment Projects for the NCDEI – Bulgaria													
PHARE FUNDS	PLANNED												
		30.6.2001	30.9.2001	30.12.2001	31.03.2002	30.06.2002	30.09.2002	31.12.2002	31.03.2003	30.06.2003	30.09.2003	31.12.2003	Total 31.12.2004
Disbursement													
<i>Cumulative</i> MEURO				0,030	0,410	0,692	0,914	1136	1348	1630	1640	1650	1650
Institution Building				0,030	0,206	0,352	0,438	0,524	0,600	0,610	0,620	0,630	0,630
Sub Project 1					0,056	0,112	0,168	0,224	0,280	0,280	0,280	0,280	0,280
Sub Project 2				0,030	0,090	0,150	0,150	0,150	0,150	0,150	0,150	0,150	0,150
Sub Project 3					0,010	0,020	0,030	0,040	0,050	0,050	0,050	0,050	0,050
Sub Project 4					0,050	0,070	0,090	0,110	0,120	0,130	0,140	0,150	0,150
Investment					0,204	0,340	0,476	0,612	0,748	1020	1020	1020	1020
Sub Project 1					0,204	0,340	0,476	0,612	0,748	1020	1020	1020	1020
Sub Project 2													
Sub Project 3													
Sub Project 4													