

Standard Project Fiche

1. Basic Information

1.1 CRIS Number: BG 2005/017-353.01.03

1.2 Title: Improvement of the situation and inclusion of the disadvantaged ethnic minorities with a special focus on Roma

1.3 Sector: Political Criteria

1.4 Location: Bulgaria

1.5 Duration:

Year 2004/Phase 1: **Practical Schemes** to improve the situation of disadvantaged ethnic minorities with a special focus on Roma in the field of education, health care services and public infrastructure

Year 2005/Phase 2: **Expanding the areas of intervention** to address the wider inclusion of disadvantaged ethnic minorities with a special focus on Roma

Year 2006/Phase 3: **Support to the implementation of sustainable schemes and policies** addressing disadvantaged ethnic minorities issues with a special focus on Roma.

2. Objectives

2.1 Overall Objective(s):

The overall project objective is the inclusion of the disadvantaged ethnic minorities into the Bulgarian society with a special focus on Roma.

2.2 Project purpose:

To ensure systematical improvement of the situation of disadvantaged ethnic minorities with a special focus on Roma by implementing specific measures with regard to education, health and urbanization and establishment of all levels institutional set up.

2.3 Accession Partnership (AP) and NPAA priority (and implementing measures envisaged by the Action Plan for AP priorities related to strengthening administrative and judicial capacity)

The revised Accession Partnership 2003 adopted by the Council of Ministers drawn on the basis of the analysis of the Commission's 2002 Regular Report and the roadmap, identified the following priorities and intermediate objectives in the area of Human Rights and the Protection of Minorities for Bulgaria:

“...Take concrete action to implement the Roma Framework Programme with particular attention to providing necessary financial support, significant strengthening the government body in charge of minority issues and ensuring equal access to health, housing, education and social security. Elaborate a concrete action plan and financial framework to the Roma Framework Programme which improves implementation. Adopt and start to effectively implement comprehensive anti-discrimination legislation transposing the EC anti-discrimination acquis. “

Last 2004 Regular Report on Bulgaria's progress towards accession makes the following evaluation 'Efforts have been made in the past years to develop a framework to tackle the problems faced by minorities, but the situation on the ground has not evolved much. Sustained efforts including allocation of appropriate financial resources will be necessary to effectively implement the intentions and to combat in particular anti-Roma prejudice.'

NPAA (priority objectives are aimed at meeting the Copenhagen criteria): In 2002 Bulgaria presented a revised National Programme for the Adoption of the acquis (NPAA), in which it outlines its strategy for accession, including how to achieve the priorities of the Accession partnership. The Government shall support the implementation of projects for improving the disadvantaged minority communities' living standards by improving education, health care, housing, and employment.

2.4 Contribution to National Development Plan (and/or Structural Funds Development Plan/SDP) – Not applicable

2.5 Cross Border Impact - Not applicable

3. Description

3.1 Background and justification:

The Programme of the Government "The People are the Wealth of Bulgaria" sets as a priority the integration of ethnic minorities in the Bulgarian society and improvement of the inter-ethnic relations. The Programme has confirmed its intention to monitor and report on the implementation of the Framework Programme for Equal Integration of Roma into Bulgaria society (Framework Programme) as a priority under the Accession Partnership. Following this, the Council of Ministers adopted with a Decision No 693 dated 6 October 2003 a short-term National Action Plan (2003 – 2004) for the implementation of the Framework Programme. The National Action Plan's objective is to enforce the policy of integration of the Roma into the Bulgarian society in the major sector of social life in view to achieving immediate sustainable progress of the Roma situation. The measures set out in the Action Plan aim at anti-discrimination protection, equal access to education, health care, decent housing conditions, child and youth protection, social support, employment generation, perseverance of Roma culture and identity as well as significant strengthening of the National Council on Ethnic and Demographic Issues (NCEDI) which is the government body in charge of minority issues and general coordination/regular monitoring of the Action Plan implementation. To address this urgent need on the 17 of December, 2004 the Council of Ministers adopted Decree ? 333 for the restructuring of the National Council on Ethnic and Demographic Issues (NCEDI). The NCEDI was transformed into a National Council for Cooperation on Ethnic and Demographic Issues (NCCEDI) and a special Directorate "Ethnic and Demographic Issues" was established to administratively assist the NCCEDI and actively participate in the formulation and conducting of the governmental policy in the field of multi-ethnic relations. *Unlike the NCEDI, the NCCEDI will have real power to fully influence the decision-making process, administrative and financial capacity, which will enable it to successfully fulfill its mission.*

A key function of the Directorate concerns its participation in the formulation, implementation and coordination of international projects and programmes, including those financed by EU pre-

accession and structural funds as well as other EU programmes. The directorate staff, which numbers totally 20 people, shall include experts in the field of EU pre-accession and project management. They are going to be recruited following an open recruitment procedure, which is expected to take place in 2005. A Commission on Roma Issues as a permanent structure attached to the NCCEDI will be established following the provisions of the Decree. The Commission will be chaired by the chairperson of the NCCEDI.

The Decree on Establishment of NCCEDI and the Directorate organigram is attached under Annex F.

10 years second National Action Plan (2005-2015) for the implementation of the Framework Programme has been elaborated with the participation of the MoES, MoH, MoI, MoLSP, MoRDPW, MoC and Roma NGOs' members of the NCCEDI. The Plan covers measures in the area of education, health, employment, urbanisation, protection against discrimination, culture. The Plan goals are in compliance with the initiatives of the Decade for Roma Inclusion. The project activities and objectives are within the scope and in line with the Plan activities and goals. The plan was adopted by the Government of Bulgaria on 14 April 2005. The Plan activities for the period 2005-2006 have been differentiated in a separate plan to highlight the measures until the year of accession.

In addition to the National Action Plan the following policy and implementation documents have been elaborated or are under elaboration:

In the area of Education

A Strategy for Integration of Children and Schoolchildren from Ethnic Minorities in the National Educational System (Education Strategy) was adopted by the Consultative Council on the Education of Children and Schoolchildren from Ethnic Minorities at the Ministry of Education and Science on the 23 of January, 2004 and approved by the Minister of Education and Science on the 11th of June, 2004.

A National Action Plan for the implementation of the Strategy covering a four years period (school year 2004/2005 – school year 2008/2009) has been prepared, consulted with concerned institutions and currently awaiting for the approval by the Minister of Education. (this will happen before the elections). The plan sets out activities and financial resources. The sources of funding are state budget, donor programmes and municipality budget. The state participates with in kind contribution through the input of the experts from the MoES. The allocation of state funds is fixed for the year 2005 only and amounts to 1 050 000 BGN. A forecast has been prepared for the budget of the following years. The exact budget amounts will be subject to approval prior to the start of the calendar year.

The Council of Ministers approved a Decree ? 4 on the 11 of January, 2005 for the establishment of a Centre for *Educational Integration of Children and Schoolchildren from Ethnic Minorities*. This is an administrative body that will assist the MoES in the implementation of the policy on educational integration. The Centre shall finance and support projects aimed at the fulfillment of the two priorities of the Educational Strategy in accordance with best practices.. The Centre will be managed by a director and a Management Board of 9 members: 4 from the MoES, 1 from the directorate "Demographic and Ethnic Integration", 1 from the Ministry of Finance, 3 from the NGOs'. From 2005 state budget 1 mln. BGN was allocated in the National Action Plan for the Implementation of the Education Strategy.

In the area of Health

Health Strategy for Disadvantaged Ethnic Minorities (Health Strategy) and a Three Years Action

Plan for its implementation has been elaborated by a working group nominated by the Minister of Health. Both documents are waiting for the approval of the Council of Ministers which is likely to occur by the end of April 2005. The plan sets out activities and financial resources. The sources of funding are state budget, donor programmes and municipality budget.

An amendment to the Law for Health Insurance (enacted in 2004) stipulates that as from 1 January 2005 the socially disadvantaged citizens that are entitled to monthly social financial assistance following the provisions of the Law for Social Support are health insured at the expense of the state budget.

In the area of Living Conditions

Upon the request of the Government of Bulgaria (through the Ministry of Regional Development and Public Works in coordination with the Minister without Portfolio and Chair of the NCCEDI), UNDP provided support to the NCCEDI and the MoRDPW in the *formulation of a National Programme for Improving the Living Conditions of Disadvantaged Ethnic Minorities in Urban Areas with Special Focus on Roma Population*. The Programme falls within the scope of the National Housing Strategy adopted by the Council of Ministers in April 2004. The Programme comprise:

- a 10-years (2005-2015) Technical and operational plan for the eradication of Roma slums based on international best practices and tailored to the specifics of the Bulgarian context;
- a design of a sustainable financial mechanism to facilitate the implementation of the Programme, including specification on the first steps needed to make it an operational mechanism.

The Programme will be adopted by the end of year 2005.

The Joint Inclusion Memorandum signed on 3 February 2005 (please see the paragraph below) stipulates the implementation of a number of programmes directly related to the problems of the vulnerable population groups and housing conditions. These programmes cover:

- Improvement of the Financial Credit and Tax System for the Housing Sector Programme;
- Ensuring Access to Housing for Low Income Families Programme;
- Management and Maintenance of the Existing Housing Fund Programme;
- Improvement of the Roma Housing Conditions Programme.

In order to implement the above-mentioned programmes appropriate amendments to the existing primary and secondary legislation shall be suggested and new legislative acts shall be drafted.

Joint Memorandum on Social Inclusion (JIM)

In accordance with the provisions of the Accession Partnership, the Government of the Republic of Bulgaria (Ministry of Labour and Social Policy) and the European Commission, Directorate-General for Employment and Social Affairs have drawn up and signed on 3 February 2005 a Joint Inclusion Memorandum, which is designed to prepare the country for full participation in the open method of coordination on social inclusion upon accession. The Memorandum outlines the principal challenges in relation to tackling poverty and social exclusion, presents the major policy measures taken by Bulgaria in the light of the agreement to start translating the EU's common objectives into national policies and identifies the key policy issues for future monitoring and policy review.

The present project fiche was *elaborated and designed* jointly by NCCEDI, *Roma experts specialists* in education, health care, housing and urbanization, the respective line ministries,

UNDP, non-Roma experts and organisations having already acquired significant experiences in the social integration of the Roma population.

The project fiche takes account of the findings and recommendations of all previous and current local, EU or other foreign donors' feasibility studies in the field of education, health and urbanization.

Roma Specialists will actively take part in the course of project implementation and monitoring:

- The process of the establishment of the Bulgarian National Working Group of the DECADE Roma Inclusion 2005- 2015 was finalized. The Roma Organizations in Bulgaria selected Roma representatives to become members of the *Country Working Group of the Roma DECADE*. They will be *involved* in the ToR's and the Technical Specifications' drafting and will participate in the project implementation and monitoring, along with the members of the PIU and Project Steering Committees.
- The regional experts on ethnic and demographic issues will also be consulted in the preparation of the ToR's and the Technical Specifications. Monitoring at regional levels will be part of their duties.
- Roma NGOs will be involved in the project activities. The latter turned out to be successful under the Phare projects BG0104.01 – Roma Population Integration and BG0104.02 – Ensuring Minority Access to Health Care where international consortia with the participation of Roma NGOs were contracted.
- The involvement of Roma experts throughout the project implementation and monitoring will be enhanced considerably by the establishment of a Commission on Roma Issues as a permanent structure attached to the NCCEDI as well through a new Roma Department in the Framework of the already establishment of new Directorate "Ethnic and Demographic Issues" (DEDI).

Project activities will be designed in a way that will ensure specific focus on local partnerships with regard to urbanisation. Municipal and regional authorities will be encouraged and institutionally supported to build partnerships with interested NGOs and Roma communities. This approach will be combined with a wide range of coherent interventions in the area of education, health and capacity building to respond to the multiple deprivations.

3.2 Sectoral rationale

For the provision of sustainable mechanisms for improvement of the situation of the disadvantaged ethnic minorities this project will also rely on the implementation of the measures set out in (1) the two National Action Plans (2003-2004 & 2005-2015) for the implementation of the Framework Programme, (2) Action Plan (school year 2004/2005 – school year 2008/2009) for the implementation of the Strategy for Integration of Children and Schoolchildren from Ethnic Minorities in the National Educational System, (3) Action Plan (2005-2007) for the implementation of the Health Strategy for Disadvantaged Ethnic Minorities, (4) National Programme for Improving the Living Conditions of Disadvantaged Ethnic Minorities in Urban Areas with Special Focus on Roma Population due to be elaborated, (5) Joint Memorandum on Social Inclusion. The future EU funded projects are sought for supporting irreplaceable auxiliary activities to the government measures that shall in the long run set a good example how the sustainable development model could be applied to disadvantaged ethnic minorities' issues.

3.2.1 Identification of projects

The latest census of the population, the dwelling fund and the agricultural farms carried out on 1 March 2001 indicate that the Bulgaria's total population is 7 928 901 people. Out of these, in accordance with the methodology used by the National Statistics Institute, the ones who identified themselves as belonging to the Roma ethnic group are 370 908 (4,68%). One has to take into consideration that there are around 350 000 people (according to experts' estimates), who share as a rule the same social characteristics, typical for the majority of the Roma population, but they themselves oppose that identification and identify themselves as Turks, Bulgarians and in a small percentage as Rumanians. As a rule, they share the same social characteristics, typical for the majority of the Roma population. All other ethnic groups amount to 121,773 (1,5%). The number of people who did not identify their ethnic origin is 67,640 (0,8%).

The political and economic reforms in Bulgaria were accompanied by falls in economic activity, employment and an increase in poverty. The reforms particularly affected mainly disadvantaged ethnic minorities especially the Roma. The Roma education presents high percentage of non-enrolled or drop-out Roma children, the share of the illiterate grown-up Roma increased by 60.6% during the period between the last two censuses (1992-2001). The Roma children's right to quality education has been hard to meet during the country's transition period. While a significant number of pre-primary, primary, basic and specialised schools closed on account of the falling birth rate, it was nonetheless impossible to maintain standards and renew resources, equipment and pedagogical approaches. While integrated education is prescribed by law, the reality is other with the average Roma child not making it pass fourth grade and just one percent being accepted at college level.

Increasing poverty due to the mass unemployment catalyses growing numbers of school drop-outs, illiteracy and malnutrition. Between the last two censuses the number of completely or functionally illiterate Roma (who dropped out of schools in the first 1-4 school grades) has increased by 38 548 persons and reached 198 516 persons. This makes 64% of the Roma over 7 years old according to the 2001 census data.

One priority of the Bulgarian educational system is the provision of equal access of all children to high-quality education. The analysis of educational conditions recognizes that most of the Roma children are disadvantaged in this respect. The material basis of the schools in Roma quarters in the big Bulgarian cities is inadequate and the quality of education very poor. This problem worsens by the fact that the majority of Roma children have a bad knowledge in Bulgarian.

The majority of Roma in the towns live in separated neighborhoods. As a result of this most of the pupils in the schools there are of Roma origin. This school segregation hampers the integration of Roma into the society and limits their opportunities for equal education.

The Bulgarian educational system at the moment is not prepared to provide high-quality education for Roma children. Special measures are needed to improve the qualification of the master teachers who have to work in multiethnic classes with Roma children. The teachers in the mainstream schools are not enough:

- qualified for working in ethnically mixed children classes with Roma pupils in them;
- familiar with the Roma culture and history;
- prepared to motivate Roma parents to assist their children in their schooling;
- prepared for the introduction of Roma children that are poorer and less adaptable to the new school environment.

Often teachers, parents and children from the receiving schools are prejudiced and biased against Roma. The near total absence of Roma personnel working in schools limits the accessibility of

education to Roma children. The integration of *Roma teacher assistants* into the national education system can facilitate interaction among Roma children, teachers and other pupils; ease Roma children's adaptation to the standards of the mainstream schools by helping them studying Bulgarian language; encourage the Roma pupils to regularly attend the classes; work with Roma parents; address the cultural barriers; serve as community leaders and provide role models for children.

Healthcare reform in Bulgaria brought to light some very alarming tendencies in Roma health: high morbidity, high mortality, low life expectancy. The average life expectancy among the Roma is 10 years less than the average for the country. These tendencies have been observed for more than a decade, but have become particularly pronounced in recent years due to overwhelming poverty, poor nutrition, permanent stress and lack of proper sanitary conditions. Infectious diseases have become a particularly serious problem for the Roma in Bulgaria. The most common among them are tuberculosis and viral hepatitis. According to the data presented by the St. Sofia Pulmonary hospital, 30% of the patients treated there are from Roma origin. Dr Turnev's study on common health problems among the Roma in the town of Kyustendil, Senovo and Tulovo demonstrates the high percentage of tuberculosis of the Roma population where approximately 25% of the cases involve children. According to data submitted by Dr. M. Dimitrova from the specialized Hospital for Active Treatment of Pulmonary Diseases in Sliven, 60% of the tuberculosis patients are Roma. Viral hepatitis is also a serious problem for Roma neighborhoods where incidents of Hepatitis A and B are very high. The number of disabled Roma is six times higher than the rest of the Bulgarian population.

The relations between the medical staff and the Roma communities is hampered by the often present problem that many general practitioners (GPs) who work in Roma neighborhoods are not familiar with the cultural differences and traditions of their patients. Poor Bulgarian language skills only aggravate the problem.

The main risk factors for Roma health have been identified as:

- Poverty and thus inability to pay health insurance contributions and to buy medicines
- Poor nutrition
- Lack of basic sanitary conditions
- Bureaucracy of the medical system and direct or indirect discrimination
- Lack of prevention activities
- Low educational level, including health education

In April 2001, the Government of Bulgaria adopted a National Health Strategy and an Action Plan for the period 2001-2006. The health assessment of the population contained in the National Health Strategy indicates a negative trend in the health of the population. The Strategy identifies a number of risk factors to which certain groups are particularly exposed and are thus particularly the victims of poor health and early death. One of the groups most exposed to the identified risk factors are ethnic minorities and particularly the Roma. Thus the Strategy concludes that "special attention should be attached to the health problems and special needs of the Roma ethnic community in the first place (on account of its numbers and aggravated economic and social status)".

The first strategic priority of the Action Plan for the period 2001-2006 is to implement "Measures for Improving the Health of the Nation", including reducing infant mortality, restricting the incidence rate and the mortality caused by socially significant diseases and reducing the health risk factors for disadvantaged social groups. The Ministry of Health is currently implementing

the Action Plan. For instance, with regards to tuberculosis specifically, the Ministry has adopted a *National Programme for the Prevention, Early Diagnosing and Treatment of Tuberculosis* (NPPEDDT). The latter envisages active screening and immunization, health awareness and media campaigns, medical check up with digital fluorographs of the vulnerable minority groups in epidemic regions. In this respect, the Ministry of Health developed a Methodology Guidelines for Diagnostics of Tuberculosis. For the implementation of the Programme the Government allocated 1.4 M. USD in 2001 and 300 000 USD for centralized medication supplies in 2002 and 2003.

The Ministry of Health, has *drafted a Programme for Fighting Epidemic and Parasitic Diseases* (the programme will be developed into a permanent nationwide screening of epidemic diseases, public awareness campaigns and upon outburst of epidemics establishment of temporary immunization focal points and preventive care units) and a Regulation for amending and supplementing the Ordinance No2 for types of immunizations and their time table in the Republic of Bulgaria. The Ministry of Health opened *immunization points* in each of the 28 Regional Inspectorate of Public Health Protection and Control (RIsPHPC) in the country that would provide for immunizations free of charge. However, these institutes *lack the capacity to effectively reach the Roma*. It is envisaged that they will have the capacity with 5 preventive care units to provide preventive health care services in 15 areas with dominating Roma population.

In its component dealing with health, the Programme of the Government of Bulgaria (PGB) notes a disturbing increase in the mortality rate and a general deterioration of the health indicators in the Roma population.

The actions that the PGB envisages to undertake to address these priority problems are:

- Identification of the health risk factors for these groups;
- Development and implementation of specific programmes for these groups, including
- prevention through health education and continuous monitoring;
- Capacity building of the GPs for working with such groups

Little quantitative data is available on the health status of Roma in Bulgaria. As regard **to health status of Roma population**, relatively less information is available. However, the existing information indicates disturbing inequalities between the Roma and the majority population. According to BBSS Gallup (2000) 40.4% of the Roma population has no family doctor. The mortality rate has been rising in recent years.

There are significant gaps between Roma and non-Roma in life expectancy, only 5% of the Roma reach retirement age, whereas for the rest of the population the corresponding figure is 35 %. Roma are also especially susceptible to communicable diseases mostly associated with poor living conditions and tuberculosis and hepatitis are widely spread. There is also evidence of declining levels of immunization coverage in some areas.

According to the Sociological Survey (2003) under the Phare project BG 0006.08 – Ensuring Minority Access to Health Care, the Roma survive more rarely in the following cases of illnesses that are the most widely spread diseases in the Roma community, which have brought to a lethal end for a member of the households under the observation: heart stroke (24%), apoplexy (24%) and malignant diseases (22%). This compared to the finding drawn from the Census 2001 that the Roma's behaviour to self-treatment practice have significantly deepened despite having the greatest number of children and the frequent illness among the children, the Roma turn to a pediatrician for medical aid almost three times more rarely than the Bulgarian do accordingly. The Sociological Survey also identifies Roma women and children in Bulgaria as a special risk group in terms of health, infant mortality, poverty, inadequate nutrition, limited access to

specialized health care, early marriages and early births. The Roma attitude to family planning indicates that the young Roma as well as the women are those, who accept more frequently the idea. The parents of 85% of the interviewed have more than 2 children. The alarming trend is that, nonetheless the stated decrease in the desired number of children, about 80% of the married couple use no contraception. This resulted in a considerable number of abortions (20% of the interviewed confessed that there have been one or more abortions in their families).

Small, medium and large Roma areas do not have access to the needed amount of health care services. A number of small Roma neighborhoods do not have health care facilities at all. In other cases there is a lack of equipment and medication.

Increasingly alarming indications are that Roma are more vulnerable to health risks associated with unhealthy life styles, including substance abuse and sexually transmitted diseases. Roma women face exceptional health challenges because of high birth and abortion rates and lack of awareness of appropriate nutrition and prenatal care, all of which are correlated with low levels of maternal education. The near absence of Roma personnel working in education, health and social protection limits the accessibility of services to Roma communities.

Lack of information is one of the biggest problems Roma have in accessing the health care system in general and health insurance in particular. In Roma villages people often do not know what they have to do to qualify for non contributory health insurance (e.g. the obligation to choose a family doctor within their region, information that unregistered unemployed would not be medically insured etc). In some cases, there is also resistance to vaccination. Information and awareness campaigns not only for the majority population but also for the more vulnerable Roma communities are therefore very important.

During the last 4 years the health care reform conducted by the Bulgarian government aimed to achieve better health care needs of the population, better health care services, better efficiency and effectiveness of the health care system and better to be inform the population regarding their rights and obligations.

In August 2004 a *Report for the Nation's Health* was published. The Report makes an assessment of the health status of the population, identifies the problems and considers measures for problems solution. The Report deals with the Roma health. It points out that the sick rate and the mortality rate are 3-5 times higher among the Roma patients. It also concludes that the low health and general culture of the Roma population makes their communication with the health services difficult. About 40% of Roma do not visit hospitals, one-third of them do not visit GP practices, 55% do not visit dentists. The health care services are difficult of access due to their remoteness. Furthermore a number of PG practices in remote poor areas have been closed down due to lack of incomes.

The aggravated Roma health status is basically due to the poor living conditions and limited access to the health care service. The *unregulated and with missing infrastructure housing* in the separated Roma neighbourhoods is one of the gravest social problems in Bulgaria. The share of illegal construction in the big urban neighbourhoods reaches 80%. This percentage is increasing with the migration of Roma from the rural areas. The illegal construction in many cases results in illegal connection to the electricity, water supply and sewerage networks, where such infrastructure exists, which endangers people's life and health. The "illegal existence" syndrome of the Roma neighbourhoods is identified by *Background Survey on Urbanisation and Roma Housing in the Republic of Bulgaria under the PPF Phare 2000* as deepening. The Survey covers 88 Roma urban settlements. Within the Survey case studies were carried out in selected Roma areas of 14 towns which revealed major problems in terms of living environment and

housing in Roma neighbourhoods. Existing constructions do not adhere to building, sanitary and hygienic norms. Below are the main conclusions drawn in the Survey:

Conclusions on Segregation Tendency and Roma Integration

1. There is some discrimination against Roma, due to lack of understanding and inertia.
2. Many Roma are reluctant to move from Roma neighbourhoods, which reinforces segregation.
3. Many Roma cannot afford to move out of their neighbourhoods.
4. Not all Roma are poor, and not all parts of Roma neighbourhoods are ghettos.
5. Roma are not sufficiently involved in decisions that affect them.
6. Roma representation lacks co-ordination and effectiveness.
7. Many Roma rely on public sector benefits, and have little opportunity or incentive to work.
8. The Roma housing problem needs to be solved to overcome segregation.
9. Roma, and others, need to earn sufficient money to be able to solve their housing problems.
10. High national unemployment provides little opportunity for Roma in the formal labour market.
11. Ongoing income generation is necessary to sustain housing improvements.

Conclusions on Municipal Capacity

1. Municipalities are responsible for infrastructure in Roma neighbourhoods.
2. Municipalities also have responsibility for ensuring housing needs are met.
3. Municipalities do not have the financial resources to meet their responsibilities.
4. Municipalities often cannot match-fund proposed international projects.
5. Central Government financial support of local infrastructure projects is small.
6. Municipalities have to rely on limited funds from international donors.
7. Funds are generally insufficient to provide ongoing maintenance of capital projects.

Conclusions on Housing Policy and Legal Framework for Territorial Planning

1. The housing market should be the basis for housing policy.
2. Land Use Zoning Plans are urgently needed.
3. Illegal substandard housing is the main urban problem.
4. Detailed Maps and Detailed Layout Plans are urgently needed.
5. Land Use Zoning Plans and Detailed Layout Plans can be prepared now.
8. The dwelling place needs to be both a place of residence and an attractive investment.

The Survey as well as the National Programme for Improving the Living Conditions of Disadvantaged Ethnic Minorities in Urban Areas with Special Focus on Roma Population *outline the following sequence of measures that have to be applied:*

- Amendments to the Law on Territory Layout with regard to the requirements towards the buildings erection;
- Identification of free territories (municipal or state-owned) for the purposes of moving families there;
- Elaboration of cadastre plans
- Elaboration of detailed layout plans
- Legalisation of the houses where possible, including improvements in order to be legalized and prescription of measures to avoid new illegal buildings
- Building of technical and social infrastructure

3.2.2 Sequencing

This Phare multi-annual project consists of several related components, planned for three consecutive programming years (2004, 2005 & 2006). Each phase is built upon the preceding one and at the same time adds up new measures in the area of education, health and urbanization.

With regard to education the activities proposed for financing support the implementation of the priorities of the Strategy for Educational Integration of the Children and School Children from the Ethnic Minorities namely:

(1) Full integration of Roma children and students through desegregation of the kindergartens and schools in the separated Roma neighbourhoods and providing conditions for equal access to qualitative education outside them;

(2) Optimisation of the school network in the municipalities with small and dispersed settlements, which shall include also assistance to the focal point schools in order to ensure qualitative education;

The approach applied encompass the simultaneous implementation of a number of interrelated measures such as teacher training, curriculum development, work with parents, involvement of teacher-assistants, extracurricular support.

Thus the first phase covers on a large scale desegregation measures for the *primary education* (up to 8th grade), supports the admittance of young Roma in the universities and contributes to the preparation of central, regional and local administration staff and policemen to work in multicultural environment.

The **second phase** continues the efforts towards desegregation through implementing measures in the field of *secondary education* in the towns (gymnasiums) and towards the strengthening the focal schools in the rural areas. A new and bridging element to the third phase will be the carrying out of a feasibility study for the *updating of the Education Management Information System*.

While continuing the support to the process of desegregation and optimization of the school network the **third phase** will cover the elaboration of the Information and Monitoring System, its commissioning and relevant training. Also a grant scheme will be developed to support the education of Roma students in the universities.

With regard to health care the activities proposed for financing support the implementation of the Health Strategy for the Disadvantaged Ethnic Minorities. The measures set out respond to the findings in the Report on Nation's Health published in 2004.

The **first phase** will support the implementation of measures for maternal and child health care, family planning as well as implementation of outreach programmes for primary health care, including training of medical staff.

The **second phase** builds on the experience already gained during previous Phare projects and will contribute with the elaboration of National Programme for Screening and Early Diagnostics of Oncological, Heart and Inherited Diseases as well as Tuberculosis and subsequent implementation of the Programme on a regional level. The Programme will complement the current operational Programmes with specific activities targeting the Roma population. The implementation of the Programme will be supported by the project through the supply of specialized equipment. The municipal social specialists will be trained to acquire specific skills to work in multiethnic environment.

The **third phase** will support the implementation of a needs assessment feasibility study and elaboration of a National Information and Monitoring system. Relevant training will be delivered.

With regard to urbanization the **first phase** will support the implementation of the recommendations drawn under the Background Survey on Urbanisation and Housing in Roma Neighborhoods concerning the elaboration of cadastre and detailed town plans and legalization schemes for illegal housing where it is possible. The latter is in line with the commitment taken by the Government within the framework of the Joint Inclusion Memorandum: “The programmes, which directly relate to the problems of the vulnerable population groups and social inclusion, are as follows:

Improvement of the Financial Credit and Tax System for the Housing Sector;
Ensuring Access to Housing for Low Income Families;
Management and Maintenance of the Existing Housing Fund;
Improvement of the Roma Housing Conditions.

For the purpose of implementing the programme included in the Strategy, appropriate amendments to the existing primary and secondary legislation will be suggested, and new legislative acts drafted.” Emphasis will be put on measures to support the elaboration of detailed town plans covering the Roma neighbourhoods. This phase will support though to a limited extent the construction and upgrading of public infrastructural facilities Infrastructure will be built in quarters with elaborated town plans. As far as the legalization is concerned it is currently possible within certain limits. Some modifications to the Law for the Territories Layout are being discussed in order to facilitate and extend the possibilities for legalization. Unemployed representatives of the disadvantaged ethnic minorities will be trained to acquire construction skills and have equal opportunity of being hired for the construction and upgrading activities.

In addition to the Background Survey the **second phase** considers the outputs of the National Programme for Improving the Living Conditions of Disadvantaged Ethnic Minorities in Urban Areas. The implementation of the activities will bring together local authority, ethnic minorities’ NGO’s, neighbourhoods to elaborate and launch the implementation of action plans for local community. A grant scheme will be established to provide finance to projects proposed by local authorities in partnership with Roma communities and NGOs’. This approach will ensure commitment on local level as well as clear vision about further actions in order to be eligible for financing. While continuing to support the construction and upgrading of public utilities in the quarters populated with disadvantaged ethnic minorities the **third phase** will support the elaboration and commissioning of a National Information and Monitoring System in the area of urbanization.

Along with providing support to the implementation of project activities TA component in phase 1 includes IB for the Regional Councils on Ethnic and Demographic Issues along with conduction of local training on procurement procedures. TA component under phase 2 will support the implementation of the grant schemes within the urbanization component.

The proposed project sequencing aims at designing a well targeted, systematic and integrated approach towards sustainable improvement of the situation of disadvantaged ethnic minorities and the population as a whole. The project activities shall ensure that multiethnic tolerance and respect are fostered instead of ethnic and racial alienation and capsulation.

3.3. Overall Results

It is envisaged that the proposed multi annual Phare project will substantially contribute to the improvement of the education and health status of the disadvantaged ethnic minorities as well as the living environment. The number of pupils graduating the secondary schools will increase. More young Roma will graduate universities. The average marks of the Roma pupils will increase.

With regard to health care and as a result of the widespread implementation of the pilot programmes significant proportion of the Roma population will be medically screened and subsequently subjected to treatment by the public health care services.

As far as the living conditions are concerned towards the end of project implementation considerable part of the quarters populated with disadvantaged ethnic minorities will have had territorial and cadastre plans and developed public facilities. The multi annual Phare project shall further provide affirmative measures for disadvantaged ethnic minorities' integration, thus have an impact on prevention on discrimination by:

1) improving the quality of life, hence the economic and social integration of the disadvantaged ethnic minorities; 2) preparing special modules and implementation for multi-cultural and human rights training of the education system staff, health workers, the local public administration, social workers and the police force; 3) promoting better understanding of the disadvantaged ethnic minorities for specialist working closely with them; 4) ensuring fair treatment of the disadvantaged ethnic minorities on the part of public institutions by raising awareness on minority and human rights issues and training of staff in dealing with disadvantaged ethnic minorities.

3.3.1. Results - Phase 1

Education

- prequalification of 400 kindergarten, pre-school teachers and school teachers that will result in 12 500 children receiving education in a multi-cultural, ethnic sensitive environment;
- provision of education for 80 young Roma to prepare them to work as teacher assistants (mediators-social workers with educational knowledge);
- involvement of 50 university/college lecturers in seminars/workshops to disseminate and exchange gained knowledge and experience on the implementation of multicultural and ethno-sensitive approach in the education system;
- 200 young Roma secondary school graduates will be supported to continuing their education in the universities;
- 80 representatives from the central, regional and local administration, including labour officers and social assistance services and 80 policemen will be trained to work with the disadvantaged ethnic minorities;
- improved material base of integrated kindergartens, preschools and schools in support of the curriculum and extra curriculum activities;
- pupils from socially disadvantaged families in the integrated kindergartens, pre-schools and basic schools will be supported with clothes, shoes, textbooks and other educational aids and materials;

Health

- disadvantaged ethnic minorities families will be educated on measures for preventive family health care;
- physicians, family practitioners, nurses and radiology technicians will be qualified to implement the pilot programme of primary and preventive health care directed to improvement of health status of 12 000 patients from disadvantaged ethnic minorities women and children;
- 2 mammography units + 2 ultrasounds units (cancer screening), 4 paediatric and 4 gynecology units all of them of mobile type will be purchased so that the above mentioned is supported;

Urbanisation

- cadastre maps and territorial plans will be elaborated for a considerable number of quarters populated with disadvantaged ethnic minorities;
- technical and social infrastructure in the areas populated with disadvantaged ethnic minorities will be improved;
- 200 unemployed people from the disadvantaged ethnic minorities will acquire construction skills;
- unemployment among disadvantaged ethnic minorities will be reduced;

IB for the NCCEDI and regional structures

- the administrative capacity of the NCCEDI and the Regional/Municipal Councils of Ethnic and Demographic Issues will be strengthened by means of training to manage successfully EU programmes and projects, and development of horizontal and vertical minority network of implementation structures including the regional structures, local communities and NGOs’.

3.3.2. Results - Phase 2

Education

- training of 100 gymnasium’s teachers in the towns and 100 focal-points schools teachers in the rural areas on use of the materials and the programmes for intercultural education elaborated under previous Phare and other projects and approved by the MoES;
- training of 100 gymnasium’s teachers in the towns and 100 focal-points schools teachers in the rural areas on use of interactive methods of teaching in multicultural environment;
- provision of intercultural pupils-oriented education for students in the gymnasiums and focal points schools;
- 100 Roma students prepared to successfully pass the exams for admission to gymnasiums;
- drafted feasibility study for the upgrade of the Education Management Information System;
- improved material base of gymnasiums in the town and focal point schools in the rural areas;
- students from gymnasiums supported with textbooks and other school aids and materials;

Health

- drafted National Programme and an Action Plan for Screening and early Diagnostics of Tuberculosis, Oncological, Heart and Inherited Diseases;
- disadvantaged ethnic minorities families educated on pressing health care issues;
- 100 representatives of Regional Inspectorates for Public Health Protection and Control, Regional Health Centres and NGOs’ trained to implement campaigns for health promotion and preventive measures;
- 50 municipal social experts additionally educated to acquire adequate knowledge and skills to work with Roma population;
- disadvantaged ethnic minorities families screened and diagnosticated;

- six mobile units for prophylactic examinations, quick blood and cholesterol examinations, electrocardiography and blood pressure meters supplied for the implementation of the pilot programme;

Urbanisation

- 20 towns with cadastre plans and detailed layout plans
- 5 towns with improved technical and/or social infrastructure
- established partnerships between municipal authorities, regional authorities, Roma NGO's in 40 towns
- 25 grant contracts concluded

3.4 Activities (including Means)

Phase 1 – Programming Year 2004

The proposed project activities under Phase 1 contain the following distinct but interrelated components.

3.4.1 Technical Assistance to the Implementation of Project Activities and Institutional Set-up for Disadvantaged Ethnic Minorities Issues with a Special Focus on roma – Project Component 1 (Institution Building)

There are two sub-components included:

3.4.1.1. Technical assistance provided in the form of ongoing technical support to the NCCEDI and all the partner ministries, agencies, municipalities and NGO sector that support the NCCEDI in implementing project activities to the end beneficiaries. More precisely TA will provide advice on appropriate strategies and mechanisms of implementation of project's activities, bottleneck resolution as well as properly qualified project staff to implement the education, health and urbanization components.

TA will support the institutional strengthening of the Regional/Municipal Councils on Ethnic and Demographic Issues having in mind their role in the process of identification of projects, formulation of criteria for selection of target sites, people, etc as well as monitoring and evaluation of activities at regional and local levels. A monitoring mechanism will be developed the implementation of which will be included in the duties of the regional experts on ethnic and demographic issues and will imply supervision and assessment of various projects' activities carried out within the Phare and any other support. The essence of the mechanism will be the elaboration of checklist with detailed indicators of achievement for the ongoing and completed projects on a regional level. The indicators will be then measured and the results will be reported to the NCCEDI which will further evaluate the sustainable effect of the projects objectives against set indicators on a national level.

As part of the TA component a number of local training sessions will be organised to raise the awareness of the local administrations, the NGO sector and Roma communities about the procurement procedures and requirements.

3.4.1.2 While performing the above activities TA will thoroughly study and analyze the stakeholders involved in solving disadvantaged ethnic minorities issues. An operational and adequate cross-sectoral institutional set up with clearly defined relationships will be proposed taking into account the relevant policies adopted by the Bulgarian Government. The roles and responsibilities of the parties formulating and

implementing the governmental policy with regard to disadvantaged ethnic minorities population will be coordinated by NCCEDI. The core line ministries (Ministry of Education and Science, Ministry of Health and Ministry of Regional Development and Public Works) will have the implementation responsibilities.

Thus on a gradual basis the set up of relevant governmental structures will be accomplished. Special attention will be paid to the role and involvement of the NGO sector in the solution of disadvantaged ethnic minorities issues. During phase 1 TA will provide the know-how and expertise to the NCCEDI staff to enable the latter carry out professionally and confidently the project activities under phase 2 and 3 without TA being directly responsible and involved. However TA components under phase 2 and phase 3 to ensure that the results achieved under phase 1 with regard to proper procedures management and coordination will be further refined during the subsequent two phases.

3.4.2 Support to kindergarten, pre-school, and schools for primary education (up to 8th grade) by removing the existing systematic barriers for the disadvantaged ethnic minorities - Project Component 2.

In support to the Strategy for the Educational Integration of Children and Schoolchildren from Ethnic Minorities in Bulgaria and the National Action Plan this project activity addresses the systematic barriers to high quality education that disadvantaged ethnic minorities, especially Roma face.

The project activities under phase 1 shall support integrated kindergartners and schools, and the related extracurricular activities in urban and poor rural areas.

3.4.2.1 Capacity Building (Institution Building)

Implementation of qualification and pre-qualification courses for 400 kindergarten, pre-school and school teachers, 80 teacher assistants, as well as involvement of 50 university/college lecturers in seminars/workshops to disseminate and exchange gained knowledge and experience on the implementation of multicultural and ethno-sensitive approach in the education system

Following the Phare projects BG 9907 – Promotion of the Integration of the Roma and BG 0104.01– Roma Population Integration, further qualification/training of pre-school teachers and school teachers must be continued in a resolute and targeted way in order to allow them to actively assist Roma youth in all areas of integrated, intercultural and interactive education.

Training will be provided for teachers' assistants (mediators-social workers with educational knowledge) to prepare them work with Roma children and their parents. The mediators (the teacher assistants) will help the teachers resolve conflict situations in schools, observe Roma students progress, assist the children in extra curriculum activities, accompany children from the neighbourhood to the integrated schools and are the link of the parents with the teachers. The mediators might also help the curriculum educational process in the kindergartens, pre-schooling and first grade.

The university and college lecturers will be given the possibilities to participate in national conferences as an open forum for exchanging experience and knowledge connected with the implementation of multicultural and ethno-sensitive approach in the education system.

Qualification of 80 representatives from the central, regional and local administration, including labour officers and social assistance services and 80 policemen to work with the disadvantaged ethnic minorities

The National Police Service has already set a good example to improve its interactions with disadvantaged ethnic minorities, including training of staff. There is a need to multiply this best practice further in the police structures as well as in other areas of social life (central and local administration) in order to foster good interethnic relations while preserving the identity of ethnic minority communities by establishing a favourable environment for mutual respect, tolerance and understanding.

The implementation of this component will require an assessment of the current situation in terms of the relations between central/local public service staff and the Roma minority. The TA experts will hold intensive and extensive consultations with NGOs, including Roma NGOs as a result of which two curricula will be drawn up – one for the administration staff and one for the police. The curricula be presented and discussed at two conferences gathering respectively the central/local public administration staff and police structures and NGOs. The project will proceed with the technical preparation and printing of curricula and available teaching materials for training of central/municipal administration, labour offices, social assistance services and police staff in working with the disadvantaged ethnic minorities. Qualification courses for the above mentioned staff shall be delivered in partnerships with national/local community groups and NGO's - the training process will cover the history, customs and traditions of the disadvantaged ethnic minorities, in view of upgrading interethnic relations throughout the country.

Support to 200 young Roma secondary school graduates to continuing their education in colleges and universities

Within the education and training of young Roma simultaneous efforts must be made to overcome the social disadvantage they face. Under this project proposal young people who have taken their final examinations at secondary school and who want to continue studying shall be given the opportunity to participate in high quality universities or college preparatory courses. Priority is given to enrolling young Roma in the fields of public administration, pedagogy, law, health care, social services (medical universities and nursery colleges) and law enforcement (Police Academy). Before project start young Roma graduated from the secondary level and high school shall be selected according to their preference after publishing this opportunity in two Romani and two Bulgarian newspapers. Selection criteria will be developed by a working group under the coordination of the NCCEDI. The criteria will be approved by the Project Steering Committee. The latter will approve the selected candidates. The minutes of the selection procedure will be forwarded for information to the ECD. The training of the selected Roma graduates will be complimented with an active internship programme in government institutions and/or the NCCEDI in a bid to increase Roma presence in the civil service.

Mechanisms of implementation of the activity

Appropriate legitimate training institutions experienced in the specific fields shall be selected through a tendering procedure. The training approach that shall bring about sustainable project results shall be “train-the-trainers”. All the training activities will imperatively take place in urban areas and poor rural areas where facilities will be refurbished and equipped. Upon completion of training of the trainers a thorough assessment will be made and lessons learned drawn. Upon project completion the trained trainers will disseminate training programmes on the same topics for their co-workers in the relevant fields to work in multicultural environment.

3.4.2.2 Improved Material Base and Educational Process of Integrated Kindergartens (for around 3000 pupils) and Schools (for 12500 pupils). (Investment)

This investment component is built upon the World Bank financed Feasibility Study “Evaluation of the Existing Educational Policies and Practices to Grant Equal Access to Education to Children from Minorities and Elaboration of Policy Recommendations for Sustainable Solutions of the Educational Issues of Minorities” The project will improve the material base of integrated kindergartens and schools in urban and poor rural areas characterized by ethnically mixed populations. The project will aim at improving the material base of the schools and kindergartens so as to increase the effectiveness of the education in these institutions and to raise the attractiveness of these institutions for children of all ethnic groups as well as to increase Roma attendance and reduce the number of dropouts. The investments shall include for example:

- Educational equipment (TV, video and audio players, computers and IT equipment, additional educational IT items, etc.);
- Textbooks, educational aids and materials, clothes and shoes;
- Furniture, food preparing and preservation facilities (e.g. refrigerators)
- Educational equipment and aids for extracurricular activities fostering the ethnic integration.

Mechanisms of Implementation of the Activity

The selection of the integrated schools and kindergartens will be done on the basis of a number of criteria to be further specified, including, the size of disadvantaged ethnic minorities’ population in the community, school related problems of the minorities (Roma) children, status of education buildings and pedagogical equipment, local resources for the project implementation (local authorities cooperativeness, community partnership, etc.). The final selection of beneficiary municipalities will be done by the Project Steering Committee.

3.4.3. Health promotion and preventive maternal and child health care services in favour of disadvantaged ethnic minorities with a special focus on Roma - Project component 3.

This project activity gives an important opportunity to scrutinize the previous Phare experience related to similar health promotion activities in favour of disadvantaged ethnic minorities and strengthen it thereafter. It also supports the implementation of the Framework Programme, Roma Health Strategy, National Strategy for Preventive Oncology Screening and National Programme for Reproductive Health. It also directly contributes to the implementation of the National Health Strategy and Action Plan for the period 2001-2006 specifically with:

- Identification of the health risk factors for the disadvantaged ethnic minorities;
- Development and implementation of specific programmes for them, including prevention through health education and continuous monitoring;
- Provision of a better access for the disadvantaged ethnic communities to preventive healthcare services by equipping the specialised healthcare system.

3.4.3.1 Capacity Building (Institution Building)

The capacity building of the pilot project for health promotion by provision of preventive maternal and child health care services and interactive health education in favour of disadvantaged ethnic minorities families shall focus on:

Implementation of the following outreach programmes and related quality assurance procedures according to the EU best practices:

- Primary health care programme for disadvantaged ethnic minority women and children – prenatal and postpartum care for mother and newborn, primary health care aiming at children's wellbeing, education for healthy upbringing of children, family planning and sexual health;
- Early diagnostics of breast and cervix cancers in areas with dominating disadvantaged minorities population as per internationally accepted standards and conditions set out in the National Strategy for Preventive Oncology Screening;
- Health education for self-help and family planning. Greater attention should be given to Roma men education about family planning and contraception with free medical services.

Qualification of physicians, family practitioners, nurses and radiology technicians to implement the primary/preventive and curative medical services directed to improvement of disadvantaged ethnic minorities women and children health status.

This activity shall support preventive women examinations for detecting breast and cervix cancer, primary gynecology and pediatric healthcare, education for marriage, responsible parenthood, the use of contraceptives and protection of mother and child rights. Special attention shall be given to training of midwives and nurses to support the project implementation within the targeted disadvantaged minorities. The main training modules shall cover making medical screening/checkups, consultations, health education for self-help and health promotion, all this delivered in an informal, interactive and culturally appropriate way.

Implementation of the Pilot Programme of Preventive Maternal and Child Health Care for Disadvantaged Ethnic Minorities Families with a Special Focus on Roma

This Pilot Programme will be implemented in selected areas characterized by a high concentration of disadvantaged ethnic minorities' population and shall be facilitated by the mobile units procured under activity 3.4.3.2 as well as:

- the GP practices furnished in 15 towns of Bulgaria for improving the Roma access to health care and the Roma mediators trained under the Phare project 2001 – BG 0104.02 – Ensuring Minority Access to Health Care;
- the lessons learned during the implementation of the outreach preventive healthcare services and health promotion/education about socially significant diseases under the Phare project 2003 – Educational and Medical Integration of Vulnerable Minority Groups with a Special Focus on Roma.

3.4.3.2 Equipment of the Health System to Ensure Access to Maternal and Child Health Care for disadvantaged ethnic minorities with a special focus on Roma (Investment)

This investment component is built upon a Phare financed Survey for the Health Profile of the Roma Population. The investment amounts and pilot programme related costs will be subject to a special feasibility study which results will be available by the end of 2004.

The investment is important for implementing the interactive and socially acceptable primary/preventive health care services to disadvantaged ethnic minorities families with an emphasis on women and children as it shall improve access to specialized health care as well as provide reliable information on the health status of the targeted groups and recommendations for further intervention by the Ministry of Health.

It is proposed that 2 mammography units + 2 ultrasounds units (cancer screening), 4 pediatric and 4 gynecology units all of them of mobile type are purchased so that the above mentioned pilot programme, which will be implemented in selected areas characterized by a high concentration of Roma communities.

Mechanisms of Implementation of the Activity

An expert group will develop criteria for the selection of the targeted regions, which will benefit from the programme. The final selection will be done by the Project Steering Committee.

The implementation of the pilot programme will be funded by the project. The Ministry of Health will bear all the expenses connected with the salaries of the medical teams and the drivers, the business trips allowance and the medical units consumables. The results of the pilot programme will be thoroughly assessed and lessons learned will be drawn from the pilot activity. After the completion of the pilot programme the provision of preventive women and child health care services, promotion and interactive education in favour of targeted disadvantaged ethnic minority families will be mainstreamed in the regular activities and funding from the Ministry of Health.

3.4.4 Improvement of the living conditions of disadvantaged ethnic minorities.

3.4.4.1 Urbanisation of existing disadvantaged ethnic minorities' neighbourhoods including legitimisation of illegal buildings.

This project activity covers part of the measures prescribed in the Background Survey on Roma Housing financed under PPF of Phare 2000 and the Framework Programme for Equal Integration of Roma into the Bulgarian Society, particularly urban planning and access to public infrastructure. The activities will cover urban planning by preparation (updating) cadastre maps, urban plans (zoning plans) and territorial plans (detailed layout plan for development plots).

This urbanization component shall also contribute to the improvement of the living conditions of disadvantaged ethnic minority communities in Bulgaria by upgrading the existing and constructing new public technical infrastructure (street network, electricity supply network, water distribution and sewerage system, sidewalks, public lighting) and related landscape improvements in selected areas of the country characterized by a high concentration of such populations.

3.4.4.2 Vocational Training of unemployed from disadvantaged ethnic minorities

Under this project activity and in co-operation with the local labour offices under the MoLSP an assessment of the unemployment situation among the selected areas will be made. On the basis of the expected works to be implemented vocational training courses in construction skills will be carried out for unemployed representatives of disadvantaged ethnic minorities.

3.4.4.3 Improve the social integration of disadvantaged ethnic minorities by upgrading electricity network and create conditions for energy efficiency.

This component will support measures recommended under the above mentioned government strategies aimed at setting up a culture of electricity consumption and conditions for energy efficiency among the population of Sheker, Harman, Hadji

Hassan neighbourhoods and the residential district of Stolipinovo in the city of Plovdiv. The activity component will also cover the refurbishment of the existing electricity network facilities, installation of new electricity consumption metres and stops for each household. The activity shall contribute to preventing future conflicts as well as keeping social peace sustainable. This project component shall also include training of Roma in energy-saving methods for taking measures for energy efficiency.

Mechanisms of Implementation of the Activity

The targeted settlements under the project activity 3.4.4.1 shall be selected by the project Steering Committee on a clear set of criteria according to the identified needs for intervention drawn up by the Background Survey for the preparation of Phare 2002 project, involvement of municipalities - project preparedness (updated designs for public infrastructure) and available budget under this project activity. As far as the selection of sites under activity 3.4.4.3 is concerned those sites were selected due to the very high concentration of illegal dwellings there with irregular electricity consumption. The consequences are cut of electricity by the Supplier which deprives a lot of proper payers from electricity due to the lack of individual meters in these quarters with concentrated illegal dwellings. This provokes constant social tension. Thus for example in the winter of 2002 in the mentioned above neighborhoods there were street protests as a result of electricity cut.

For the implementation of activities 3.4.4.1 and 3.4.4.3 appropriate legitimate entities shall be contracted to do the updating of the cadastre maps, the preparation of urban and territorial plans as well as the construction works and the related supervision.

For the implementation of activity 3.4.4.2 a training institution shall be contracted to deliver courses following the training manuals already approved by the Ministry of Labour and Social Policy. The selection of the candidates for the training will be performed by the local labour offices.

Phase 2 – Programming Year 2005

3.4.1 Technical Assistance to the Implementation of Project Activities

Technical Assistance will be provided to support the DEDI implement the project activities. Particularly the TA will be utilized to facilitate the implementation of the grant scheme under the Urbanisation component. To this end the TA will develop Guidelines for the implementation of the grant scheme including criteria for the selection of grant beneficiaries. The TA will assist the DEDI contract the grants and monitor their implementation. The TA will also conduct local/regional training programmes for the potential grant applicants. The training programme will also cover topics in the field of principles of setting up partnerships at local level to implement projects, the process of formulation of realistic and sound, the process of preparation of compliant proposals in line with PRAG requirements, etc. The TA will train DEDI staff to evaluate the grant proposals.

3.4.2 Expanding the measures of intervention over more education levels and activities in the disadvantaged ethnic minorities' education with a special focus on Roma

This project phase shall continue implementing activities for the completion of the desegregation process. At the same time it will launch preparatory activities for phase 3. During phase 2 the following measures recommended by the Strategy shall be implemented.

3.4.2.1 IB Component

Support to the gymnasiums with ethnically mixed classes

Implementation of qualification courses for gymnasium's teachers to work in multicultural and ethno-sensitive environment

The training of the teachers will seek two goals: (1) the first concerns training on the teaching methods application use of the materials and the programmes for intercultural education elaborated under previous Phare and other projects and approved by the MoES; (2) the second goal concerns training on interactive methods of teaching in multicultural environment.

The training will be implemented with the support of the MoES and its regional structures. The participants in the training will be appointed following a selection procedure. The Consultant will elaborate selection criteria. The criteria will be approved by the Project Steering Committee. The members of the selection committee will be nominated by the Consultant and approved by the project PIU.

Support to Roma pupils to continue their education in the gymnasiums

Under the project Roma pupils who have successfully finalized 7th/8th grades shall be given the opportunity to participate in courses to prepare themselves to successfully pass the exams for the gymnasiums.

The selection of the pupils will be done following publications in two Romani and two Bulgarian newspapers. Selection criteria will be developed by the Consultant. The criteria will be approved by the Project Steering Committee. The minutes of the selection procedure will be forwarded for information to the ECD. The training will be executed locally depending on the places of living of the pupils. The project will provide the books needed for the training.

Support to the focal points schools to improve the quality of education in them

The improvement of the quality of education in the focal points schools depends on the after school work with the pupils. . Proposals for after school education as well as out of school activities will be elaborated. The project will also concentrate on the work with the parents to motivate them send their children to the focal points schools. Furthermore the teachers will undergo training on (1) use of the materials and the programmes for intercultural education elaborated under previous Phare and other projects and approved by the MoES; (2) interactive methods of teaching in multicultural environment.

Feasibility study for the updating of the Information System for Education Management

The MoES will be supported to update the existing National Information System for Education Management.

Project will develop indicators for monitoring, research methodology, local (municipal) gathering of information, local input of the information, exchange of information between the municipalities, the MoES, the Statistical Institute, data processing and use, monitoring of the indicators, etc.

The existing system needs to be updated with information for never enrolled children. The study will also assess the need of software and hardware for the implementation of the System during the following phase. The Consultant has to ensure that the educational particularities regionally and locally have been taken into account.

3.4.2.2 Investment Component

Improved Material Base and Educational Process of Gymnasiums in the Towns and Focal Point Schools in Rural Areas

The project will improve the material base of the gymnasiums and focal points schools in the areas characterized by ethnically mixed populations. The project will aim at increasing the effectiveness of the education in these institutions and to raise the attractiveness of these institutions for children of all ethnic groups as well as to increase Roma attendance and reduce the number of dropouts. The investments shall include for example:

- Educational equipment (TV, video and audio players, computers and IT equipment, additional educational IT items, etc.);
- Textbooks for the gymnasiums
- Specialized furniture for the studies
- Commercial software for learning of foreign languages, natural sciences, etc.

The selection of the schools will be done on the basis of a number of criteria to be further specified, including, implementation of the Educational Strategy, the size of disadvantaged ethnic minorities' population in the municipality, status of education buildings and pedagogical equipment, local resources for the project implementation (local authorities cooperativeness, community partnership, etc.). The final selection of beneficiary municipalities and schools will be done by the Project Steering Committee.

3.4.3. Policy formulation to address disadvantaged ethnic minorities' health issue at national, regional and community level

The Roma are particularly disadvantaged in terms of health status and access to health services. The health services over the recent years have emphasized medical, rather than a public health model, focusing on treatment rather than prevention and on institutions and professionals rather than the people they served. This has been compounded with the lack of awareness among the most disadvantaged population of the value of the preventive services. Therefore one of the main challenges to the public health system is to move from a medical-or-disease oriented model to a preventive approach toward public health.

This project shall expand the areas of interventions for the sake of taking preventive measures.

3.4.3.1. IB Component

At national level, the Ministry of Health shall be supported to elaborate a National Programme and an Action Plan for Screening and Early Diagnostics of Tuberculosis, Oncological, Heart and Inherited Diseases. The plan will incorporate the local specifics. Close partnership with the Roma health working group at the Ministry of Health (as provided by the Framework Programme) as well as close liaison with various governmental institutions and other relevant stakeholders will be sought.

At community level, a mechanism for a comprehensive health promotion and preventive health care campaign for reaching the disadvantaged ethnic minorities shall be developed and implemented. The campaign shall be implemented jointly with local partners, that is to say the community development approach shall be enforced nationwide by the close partnership with the targeted population as planners, service providers and promoters within the health system. As an integral part of this activity

representatives of the regional health administrations such as the Regional Inspectorates for Public Health Protection and Control, Regional Health Centres, municipal experts in the field of health care and relevant NGOs' will be trained to implement campaigns to raise the awareness of the Roma population on pressing health care issues. The mediators already trained under previous Phare and other similar projects will assist the Consultant. The awareness campaigns will include the following issues: Information on how to make use the rights under the health care regulations; How to establish communication with health care providers; Why the GPs' refuse to add Roma to their list of clients; Lack of incentive of Roma to take good health care of themselves; Refusal to be immunized.

A mechanism for coordination of the promotion and educational activities between central and local level will be established. The project will also finance the design, production and distribution of relevant printed materials.

As a complementary activity within the health care sector this project phase will support the elaboration and implementation of programmes for additional education of the municipal social workers to acquire adequate knowledge and skills to work with the Roma population.

This project component will support the implementation of an outreach programme with the mobile equipment delivered under the investment component below. The programme will be implemented in selected areas characterized by a high concentration of Roma communities. Ministry of Health will coordinate the implementation of the programme and will provide financing for staff's salaries and the required consumables.

For the implementation of the pilot programme the project will mobilize mediators trained under previous Phare and other similar projects.

In order to enhance the impact of the interventions the areas selected will be preferably the ones in which the educational integration measures will be applied.

A needs assessment analysis for the establishment of a National Information and Monitoring system will be carried out as well.

3.4.3.2. Investment Component

Supply of Equipment to Implement a Pilot Programme for Screening, Early Diagnostics of Tuberculosis, Oncological, Heart and Inherited Diseases

Under this component the project will finance the supply of:

- Three mobile units equipped with supersonic devices and different probes to allow the use of the same equipment for various prophylactics activities and for patients of different ages
- Three mobile units for prophylactic examinations, quick blood and cholesterol examinations, electrocardiography and blood pressure meters.

3.4.4. Effective and sustainable improvement of disadvantaged ethnic minorities housing conditions

According to the recommendations of the Background Survey on Roma Housing in the Republic of Bulgaria in addition to some scarce provisions for improving the disadvantaged ethnic minorities housing conditions under the uniform national housing policy, there should be alternative solutions that would bring about effective and sustainable improvement in this area such as:

- a) amendments in the current legislation;

- b) elaboration of cadastre plans and detailed layout plans
- c) legalization of houses including their improvement;
- d) building of technical and social infrastructure
- e) new constructions in the existing neighbourhoods and on new land;

The National Programme for Improving the Living Conditions of Disadvantaged Ethnic Minorities in Urban Areas reconfirms the above mentioned steps.

In support to the above documents this project shall support measures (b) and (d). The Government of Bulgaria has committed itself to amend the current Law on Territory Layout with regard to the requirements for buildings erection in order to ensure legal decent living conditions for Roma population.

The project will finance two types of grant schemes. The first type will cover the elaboration of cadastre plans and detailed layout plans. The second type will finance the building of technical and social infrastructure in quarters with detailed layout plans. The criteria for financing will cover political will and commitment on local level, clear position on land ownership, participation of all concerned stakeholders – municipality, regional authority, NGOs', local communities, clear vision about actions, concerning the legalization process and the identification of new municipal or state owned territories to be inhabited by Roma families.

Phase 3 – Programming Year 2006

Education: Implementation and Commissioning of a National Information and Monitoring System. Implementation of a grant scheme to support the education of Roma students in the universities

This project phase shall support the elaboration and commissioning of a National Information and Monitoring System and appropriate training at all relevant levels. The Ministry of Education has to establish and update annually data base of the relevant mapping of the educational particularities regionally and locally.

Grant scheme approach for supporting the higher education of Roma students will be developed and implemented.

This project phase shall also realize practical schemes for implementing activities aimed at supporting the further development of the integration of ethnic minorities in the education.

Health Care: Assessment and monitoring of health status, and exposure to risk factors among the disadvantaged ethnic minorities with a special focus on Roma by elaboration and commissioning of a National Health Information and Monitoring System

The focus of this phase shall be to establish a monitoring mechanism for disadvantaged ethnic minorities health status, magnitude of socially significant diseases and respectfully outline need-oriented health promotion and preventive health care. The continuing mainstream services provision must be accompanied by specific programmes such as the one elaborated under the previous phase that expressly address and target particular needs of the disadvantaged ethnic minorities, especially the Roma. This shall be supported by flexibility in health services infrastructures and facilities that have regard to the particular needs of the minorities population and place a major emphasis on environmental health issues affecting the Roma. This activity shall establish a mechanism for monitoring outcomes during the course of implementing the National Programme for Screening of Diseases, Early Diagnostics and Treatment.

Very little is known about the disadvantaged ethnic minorities health status as there is no systematic or regular gathering of data relating to these issues. In certain areas, health information is available only from non-governmental sources. There is a need for investing in development and setting up national health information and monitoring system for disadvantaged ethnic minorities, especially Roma.

As a continuation to the preceding phase this one will support the training of mediators following the curriculum already elaborated and approved by the competent authorities.

This project phase shall also support provisions for better access of different ethnic minorities to preventive healthcare services by equipping the specialized healthcare system.

Living Conditions: Tools for Assessment and Monitoring of Disadvantaged Ethnic Minorities Housing Conditions in Place

The above mentioned Background Survey highlights as a problem the lack of an uniform system of tracking and registration of data on the disadvantaged ethnic minorities housing conditions and their access to technical and social infrastructure, ongoing changes in the demographic profile, housing stock at both local and central levels. Additionally, there is a mismatch of research methodologies applied by the state institutions. Therefore there is a need for capacity building and investing in the development and setting up of national information systems for disadvantaged ethnic minorities housing issues. This system shall be a tool for regular monitoring and assessing the living conditions of the most disadvantaged population in Bulgaria and propose relevant remedial measures.

This project phase shall also support the construction and upgrading of public utilities in the quarters populated with disadvantaged ethnic minorities.

3.5 Linked Activities:

- The Millennium Development Goals (MDGs), which all UN member countries committed themselves to at the UN Summit in New York in 2000 include monitoring of key indicators such as reducing the poverty, child and maternity mortality and expanding education enrolment between 2000 – 2015.
- The Bulgarian Government joined the initiative for improving the Roma situation “Decade of Roma Inclusion 2005 - 2015” launched in February 2004 and “International Roma Education Fund” launched in September 2003. The Decade goals aim at improving the economic status and social inclusion of the Roma Population, development and monitoring of national action plans to achieve these targets as well as establishing a Roma Education Fund supporting the disadvantaged ethnic minorities’ integration into the national educational system.
- In September 2002 the Ministry of Education and Science adopted “Instruction for the integration of children and schoolchildren from minorities” aiming at integrating and preserving the ethno-cultural identity of ethnic minorities’ children and schoolchildren and guaranteeing equal access to quality education.
- Starting from school year 2003/04 the alterations in the National Education Law(Official Gazette, issue 90 of 24.092002) came into force. These envisage that all children at pre-school age are subject to mandatory free of charge inclusion in preparatory groups of the kindergartens or in preparatory classes of the schools. Accordingly, funds to implement this policy were provided in the

State budget. This measure is most beneficial to children from Roma and Turkish origin.

- The Ordinance ? 6 of the Minister of Education and Science for teaching of children with special educational needs and/or suffering from chronic illnesses has been effective during the current school year. The ordinance puts an end to the unhindered admittance of children with normal mental capabilities to the specialised, so called 'assistance schools'. Since the new school year 2004/2005 the Ministry of Education is going to introduce the mainstream curricula for the first grade in 10 schools for children with special educational needs. The Ministry has allocated 73 000 BGL for retraining of teachers from the identified schools, providing training aids, equipping the class rooms and furnishing a room of the family in each of these schools. The National Action Plans outlines the following measures to deal with the problem:
 - Moving the children who do not meet the requirements for enrolment out of the special schools. Provision of education to these children in mainstream or professional schools;
 - Transformation of special schools into mainstream schools;
 - Control the enrolment process in the special schools by using testing methodologies in cooperation with NGOs with the aim to avoid the enrolment of children without disabilities;
- Phare 1999 – BG 9907 (completed) – Promoting the integration of the Roma. Under the project's components: 1) Access to education for Roma – qualification of teachers and training of teacher assistants to work in integrated classes; a job description for teacher assistants drafted and submitted to the Ministry of Education and Science for approval; elaborated and published notebook for the Roma students from the preparatory classes; elaborated guide to the textbooks in history for grades 1-4 involving elements of the Roma culture and history; training courses for Roma secondary school graduates to continue their education at Universities and Higher schools; a training course for Roma experts from the central and regional administrations and policemen working in multicultural environment. 2) Improving living conditions in Roma quarters: it included an amendment of the general town-planning scheme as well as architectural design, structural engineering, electrical power, sewage system and water in two pilot areas: Stara Zagora and Pazardjik and construction of 11 houses for socially disadvantaged Roma families.
- Phare 2001 – BG 0104.01 (supply component-completed) – Roma Population Integration. Delivery of school books, training aids, didactic games for 12 500 children enrolled in pre-school and 1 – 4 classes; sports, audio/visual and IT equipment for 10 integrated kindergartners and 20 integrated schools; cloths and shoes for 2550 Roma children was carried out in 32 municipalities.
- Phare 2001- BG 0104.01 (service component-completed). As a result of the project implementation (1) 300 teachers were trained to teach in multiethnic environment, (2) 92 young Roma were trained for the position of the teacher assistants, (3) young Roma were selected and prepared for work in the public administration.
- BG 0006.08/LCR Ensuring Minority Access to Health Profile – Sociological survey (completed). Under this project a detailed "need analysis" has been conducted examining the health and health related needs of the Roma ethnic minority. The project achieved the following results: conducted sociological

survey among 1000 Roma citizens located in the 15 major towns applying random sample techniques, face-to-face interviews; provided health profile of the Roma population; assessment of the awareness of the health system (rights and obligations) among the Roma population; evaluation of the access to information and health services.

- BG 0104.02 Ensuring minority access to Health care - The Phare 2001 – BG 0104.02 (service and supply -completed) – Ensuring Minority Access to Health Care is implemented by the beneficiary the Ministry of Health in cooperation with the NCEDI. The project wider objective is to improve the access for Roma to health care in 15 municipalities by equipping 15 GP practices as well as training of physicians, nurses and mediators with Roma origin aiming to health promotion amidst Roma population. The project improved the relationship between the Roma community and health care institutions through the involving Roma mediators. Under the project the following contracts were placed:
 - Delivery of medical equipment and non-medical equipment to 15 GP;
 - Refurbishment of 15 GP practices
 - Training of GPs, nurses and Roma mediators;
 - Roma Health Campaign;
- Phare project BG0204.01 “Urbanisation and Social Development of Areas with Disadvantaged Minority Populations” (under implementation). The projects objectives are to improve the living conditions, the access to public services and reduce unemployment among minority communities in 6 municipalities of Bulgaria (Duloovo, Venetz, Lom, Pazardjik, Stara Zagora, Omurtag) by: 1) building public technical and social infrastructure, including public utility infrastructure (water supply and sewerage systems, electricity network), street infrastructure, a kindergarten and a community centre; and 2) implementing a vocational training and temporary employment scheme as well as a pilot business support initiative. The results of the project implementation will be:
 - 49,920 m of water supply network constructed
 - 52,708 sq m of asphalt coverage of streets + side walks done
 - 3,867 m of sewerage network constructed
 - 305 m of public lighting built + 10 lamps installed
 - One electricity transformer + building constructed
 - One community centre built and equipped
 - One kindergarten built
- Police Force Training Project of the Bulgarian National Police and Metropolitan Police Service funded by the British Know How Fund consisted of qualification of policemen, sergeants and officers in applying the international standards for ethical behavior, culture of communication, human rights issues, abilities to work in multicultural environment with a special focus on Roma. The project was completed in December 2003 by the opening of a second national training centre in the town of Pleven in addition to the first one in Stolipinovo.
- A pilot Phare 2000 Access programme(BG 0010) Initiative for solving the problem with electricity consumption within the compact disadvantaged minorities populated neighbourhoods in the city of Plovdiv, implemented by the Foundation "Integration of Minorities".
- UNDP Institution Building Support to the NCCEDI – This support to the NCCEDI started in January 2004 consists of provision of technical assistance and training mechanism to improve policy and implementation capacity of the NCCEDI.

3.6 Lessons learned:

Participation of Roma community in Phare projects programming, implementation and monitoring.

The NCCEDI organizes regular meetings with representatives of the Roma NGOs irrespective of their affiliation to the Council so that the Phare projects activities, procedures and prospects are explained. The NCCEDI has involved Roma experts in the Phare projects programming, implementation (directly as partners of the projects consultants, as steering committees members as well as tender evaluators) and monitoring.

Elaborate a concrete action plan and financial framework to the Roma Framework Programme which improves implementation.

The Council of Ministers adopted a short-term National Action Plan (2003 – 2004) for the implementation of the Framework Programme in consultation with the line ministries and Roma NGOs and experts on 15 September 2003. At the end of January 2004 and in May 2004 the NCCEDI organized two monitoring meetings. The meeting was attended by officials from the respective ministries and state institutions responsible for implementing the Action Plan. It was agreed that the interministerial coordination in addressing Roma issues had been improved, some of the planned actions implemented on time and that further determined efforts would be needed to complete the Action Plan's objective in the major sector of social life in view to achieving immediate progress and sustainability of the Roma situation.

Adopt and start to effectively implement comprehensive anti-discrimination legislation transposing the EC anti-discrimination acquis.

In order to meet the requirements of the European Union's *acquis communautaire* and to ensure effective protection against discrimination in Bulgaria, the draft comprehensive law incorporating the European directives and establishing specific mechanisms for protection was adopted by the Bulgarian Parliament on 12 September 2003. On 1 January 2004 the law was enforced. Forthcoming is the establishment of a Commission for the Protection against Discrimination. Its members shall be nominated by the Parliament (5 persons) and the President (4 persons). The Commission should draft and adopt its working regulations and appoint its three permanent panels, one of which will be in charge of ethnic and racial equality. The Commission shall establish also its regional administrative units and conduct hearings in the regions.

The education of the teacher assistants

During the implementation of Phare 2001 project on Roma Population Integration the concerned parties from the Ministry of Education and Science (MoES), NCCEDI, NGO active in the field of Roma education reached consensus on the necessity to include the education for obtaining a diploma for a teacher assistant (TA) in the mainstream university system instead of project -based training. Phare 2003 will support the MoES to elaborate curricula for the university education of the teacher assistants.

As far as the *training of the mediators is concerned* and on the basis of lessons learned from the implementation of Phare 2001 programme the following approach was

chosen to be applied with regard to Phare 2003 : A thorough analysis will be made to review the activities implemented so far in the area of training of mediators. All the stake holders, including NGOs', MoLSP, MoH, MoES and other concerned institutions will be consulted in order to reach a common agreement on the type of the education/qualification needed for the mediators to enable them perform their duties. A starting point for the analysis will be the results and recommendations made under Phare 2001 Ensuring Minority Access to Health Care project. Once the analysis gets approved by the beneficiary institutions a curriculum will be developed and introduced in one to three medical colleges. The mediators will be then trained following this curriculum.

The lessons learned from the implementation of the outreach pilot programme and health promotion campaigns under Phare 2003 will be taken into account for the subsequent implementation of these activities under Phare 2004 and Phare 2005 pilot programs.

4. Institutional Framework

The Central Finance and Contracts Unit (CFCU) shall be the Implementing Agency. The ToR's and the Technical Specifications will be drawn up by the DEDI in cooperation with the line ministries and the technical assistance provided within this PF. The ToR's and the Technical Specifications will be approved by the Senior Project Officer.

The project involves cross-sectoral activities essentially in the field of education, health care and urbanisation. However, for the purposes of effective and efficient project implementation, the project needs to be coordinated by the national institution, which has cross-sectoral responsibilities in relation to ethnic minority issues, namely the NCCEDI. The project will be administered under the overall co-ordination of designated staff of the NCCEDI and experts from the beneficiary ministries that will form a Project Implementation Unit (PIU). By means of the TA component gradual handover of know-how to the DEDI AND PIU will be ensured.

A project Steering Committee (SC) shall be established as a governing body chaired by the Minister Without Portfolio and President of the NCCEDI. The SC will be the inter-institutional decision making body for the project and will be composed of representatives of the following institutions:

- Ministry of Education and Science
- Ministry of Health
- Ministry of Regional Development and Public Works
- Ministry of Labour and Social Policy
- State Agency for Children Protection
- Directorate "Ethnic and Demographic Issues"
- Five members, representing the disadvantaged ethnic minorities

The EC Delegation, possibly UNDP and the CFCU will be invited as observers in the Steering Committee.

The SC shall ensure that the project addresses national priorities, follows best practices, transparent management structure and in accordance with the needs and priorities of the disadvantaged minorities. For the implementation of the measures provided under the Action Plan and auxiliary activities under this multi-annual project fiche shall be facilitated by the following specialized structures: the Consultative Council on Education of Children and Students from the Ethnic Minorities under the Ministry of Education and Science, Roma Public Council on the Cultural Issues under the Ministry of Culture, Regional councils on the ethnic and demographic issues, the regional and municipal experts on the ethnic and demographic issues.

The institutional framework of each project phase shall ensure establishment of consultative and other appropriate mechanisms to facilitate the disadvantaged ethnic minorities' participation in the strategic process as well as the project implementation and monitoring. This shall be a good project outcome to systematically used in all relevant policies addressing the disadvantaged ethnic minorities' issues on local, regional and national levels.

Representatives of the EC Delegation and Phare National Aid Coordinator services will be invited to participate in the evaluation mission towards the end of implementation of phase 1.

A mission report will be prepared under the TA component to assess the sustainability of activities already carried out with regard to the forthcoming phases 2 & 3.

5. Detailed Budget

	<i>Phare Support</i>				
<i>Year 2004 /Phase 1</i>	<i>Investment Support (I)</i>	<i>Institution Building (IB)</i>	<i>Total Phare (=I+IB)</i>	<i>National Co-financing</i>	<i>TOTAL</i>
Project Activity 1 – <i>Technical Assistance</i>	-				
<i>Establishment of a Project Office</i>		0,700	0,700		0,700
Project Activity 2 – <i>Support to kindergartens, pre-school and schools for primary education</i>					
<i>Improvement of Material Base and Educational Process of Integrated Kindergartens and Schools</i>	1,900		2,950	0,634	3,584
<i>Capacity Building (Institution Building)</i>		0,900		-	
Project Activity 3- <i>Health promotion, preventive maternal/child health care</i>					
<i>Equipment for the Health System</i>	1,800		2,500	0,600	3,100
<i>Capacity Building (Institution Building)</i>		0,450		-	
Project Activity 4 – <i>Improvement of the living conditions of disadvantaged ethnic minorities</i>					

-Urbanisation (upgrading the existing and constructing new public infrastructure in disadvantaged ethnic minorities' neighbourhoods, Upgrading Electricity network)	2,650			0,884	
- Cadastre maps, preparation of urban plans and territorial plans, legitimisation of illegal buildings			3,250		4,134
- Vocational Training of unemployed from disadvantaged ethnic minorities		0,600		-	
- Training in energy efficiency methods					
Total	6,350	2,650	9,000	2,118	11,118

Year 2005 / Phase 2	Phare/Pre-Accession Instrument support	Co-financing			Total Cost
€M		National Public Funds (*)	Other Sources (**)	Total Co-financing of Project	
Investment support jointly co funded					
Sub-project 1 Improvement of the material basis and educational process of gymnasiums and focal schools – repairs and works	1,500	0,500		0,500	2,000
Sub-project 2 Improvement of the material basis and educational process of gymnasiums and focal schools – supply Supply of textbooks and software	1,000	0,334		0,334	1,334
Sub-project 3 Supply of equipment for specialized preventive healthcare services	1,200	0,400		0,400	1,600
Sub-project 4 Elaboration of detailed layout and cadastre plans and construction and upgrading of technical and social infrastructural facilities – grant scheme	3,750	1,250		1,250 –	5,000
Investment support – sub-total	7,450	2,484		2,484	9,934
% of total public funds	max 75 %	min 25 %			

In case of parallel co-funding (per exception to the normal rule, see special condition as indicated below: **Not applicable**

Year 2005 Institution Building support (a)					
Sub-project 1 TA for management of the grant scheme	0,300				0,300
Sub-project 2 Educational Integration -	1,200				1,200
Sub-project 3 Medical Integration	0,800				0,800
IB support	2,300				2,300

Total project 2005	9.750	2,484		2,484	12,234
---------------------------	--------------	--------------	--	--------------	---------------

(*) contributions from National, Regional, Local, Municipal authorities, FIs loans to public entities, funds from public enterprises

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

(a) Detailed breakdown per activities is presented in Annex H

<i>Indicative Year 2006 Investment support</i>	8,150	2,717			10,867
<i>Indicative Year 2006 IB support</i>	2,850				2,850
Total (indicative) project 2006	11,000	2,717			13,717

6. Implementation Arrangements

6.1 Implementing Agency

The implementing agency of the project will be the CFCU. The Project Authorizing Officer will be Mr. Tencho Popov, Secretary General of Ministry of Finance; Rakovski Blv 102, 1040 Sofia (tel: + 359 2 9859 2772; fax: +359 2 9859 2773; e-mail: cfcu@minfin.bg).

The substantive co-ordination of the project will be the responsibility of the Senior Project Officer who will be Mr. Michail Ivanov, Secretary to the NCCEDI in the Council of Ministers; Dondukov Blv 1, 1194 Sofia (tel: +359 2 940 20 15; e-mail: m.ivanov@government.bg).

The day-to-day administration of the project will be a responsibility of a PIU.

Through this PF technical assistance will be provided to the DEDI, PIU and the beneficiary ministries for the technical implementation of the project as well as ensure institutional support through monitoring and evaluation.

Final beneficiaries:

The final beneficiaries of the project will be the Ministry of Education and Science, Ministry of Health, Ministry of Interior, Ministry of Regional Development and Public Works, Ministry of Labour and Social Policy and Ministry of Energy and Energy Resources, targeted municipalities and minority populations. The project will contribute to resolving local social problems and to reducing sources of social tension. The active co-operation of the municipalities will be sought in all aspects of project activities.

6.2 Twinning – Not applicable

6.3 Non-standard aspects – Not applicable

6.4 Contracts

Under the framework of the **programming year 2004 (Phase 1)** the following contracts are envisaged:

- One service contract between a Contractor and the CFCU for the TA component
- Supply contract/contracts under Support to Integrated Education component
- Service contract/contracts under Support to Integrated Education component
- Supply contract/ contracts under Child and Women's Health Services component
- Service contract/ contracts under Child and Women's Health Services component
- Service contract/ contracts under Improvement of Living Conditions component
- Work contract/contracts under Improvement of Living Conditions component

Under the framework of the **programming year 2005 (Phase 2)** the following contracts are envisaged:

- One contract for the TA component
- One Supply contract targeting the improvement of the technical basis of the gymnasiums with mixed classes and the focal schools under Educational Integration component
- One Works contract targeting the improvement of the technical basis of the gymnasiums with mixed classes and the focal schools under Educational Integration component
- One Service contract for the Educational IB component
- One Service contract for Health IB component
- One Supply contract for equipment for provision of preventive healthcare services under Health component
- Grant Scheme for the Urbanisation component

7. Implementation Schedule Phase 1

7.1 Start of tendering/call for proposals- 2nd quarter of 2005

7.2 Start of project activity - 2nd quarter 2005

7.3 Project completion - October 2008

Implementation Schedule Phase 2

7.1 Start of tendering/call for proposals- 4th quarter of 2006

7.2 Start of project activity – 4th quarter 2007

7.3 Project completion - October 2009

8. Equal Opportunity

The project will ensure that equal opportunities are provided to women both in the management of the project and its implementation.

9. Environment

A global environmental impact assessment has not been prepared for the whole project. However, taking into consideration the infrastructure works to be carried out it can already be anticipated that the project will have a positive environmental impact.

10. Rates of return – Not applicable

11. Investment criteria (applicable to all investments)

11.1 Catalytic effect

The Catalytic effect of the project has several dimensions, as follows:

- in the course of the project implementation the relationships between disadvantaged minorities and majority will improve;
- the cooperation between Roma population and the public administration institutions providing different public services will become more intensive.

11.2 Co-financing

The Government will co-finance the implementation of this project as indicated in the detailed budget table (MEUR 2,484 for year 2005).

11.3 Additionality

The project does not displace any other financing, be it from the IFIs or the private sector.

11.4 Project readiness and size

All necessary actions will be taken by the beneficiary ministries to ensure that by the time the Phare 2004-2006 funding becomes available, all the conditions for its rapid contracting will have been fulfilled. By then and prior to the project start all necessary strategic studies should have been completed. The overall project size is 37,069 MEUR (including the co-financing).

11.5 Sustainability

The sustainability of the project activities will be ensured by the actions taken by the responsible state authorities to continue multiplying the achieved results by adopting appropriate and financially supported mechanisms and tools. The curricula developed within the project will be officially introduced in the universities. The government will allocate sufficient funds to support the various successful initiatives targeting the completion of the integration (desegregation) process at all levels of education. The relevant health, education and urbanization authorities at central, regional and local levels will continue to maintain the monitoring systems and make maximum use of

them. The results of the health component will be sustained by state supported treatment. The Ministry of Health undertakes to provide the costs for the operation of the mobile units during the pilot programme and beyond. The Ministry of Health will be the owner of the mobile equipment purchased under this PF. The MoH with the support of the TA under Phare 2003 will develop mechanism to place the equipment at the disposal of medical entities against a special agreement. Also maintenance of the equipment purchased and the infrastructure created under this project will be ensured by the Ministry of Education and Science, Ministry of Health, Ministry of Regional Development and Public Works and municipalities.

With regard to the institutional set up the main ministries concerned will actively participate in the project implementation through the specialized units. UNDP will ensure on the job training and transfer of know-how to the PIU and concerned line ministries. The involvement of the regional experts on ethnic and demographic issues will guarantee the involvement of the local level expertise.

The Government of Bulgaria has already made a financial commitment for the improvement of the Roma situation. Under the budget of the Centre for Educational Integration of Children and Schoolchildren from Ethnic Minorities for the years 2005 a sum of 1 MBGN is released from the 2005 national budget. National budget resources will be further allocated to the 2005-2006 Action Plan for the implementation of the Framework Programme for Equal Integration of Roma in the Bulgarian Society.

Health Strategy for Disadvantaged Ethnic Minorities (Health Strategy) and a Three Years Action Plan for its implementation has been elaborated by a working group nominated by the Minister of Health. Both documents are waiting for the approval of the Council of Ministers which is likely to occur by the end of April 2005. The plan sets out activities and financial resources. The sources of funding are state budget, donor programmes and municipality budget. The annual budget foreseen in the Three Years Action Plan for Health Strategy is 930 000 BGN from the state budget, the municipal budgets and donor programmes except for the Phare Programme.

11.6 Compliance with state aids provisions – Not applicable

12. Conditionality and sequencing

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

- The national authorities will make available 7,069 MEURO as a financial contribution to the project following an application to the Ministry of Finance by beneficiary institutions.
- Adopted by the Government 2005-2006 Action Plan for the implementation of the Framework Programme for Equal Integration of Roma into the Bulgarian Society
- Strengthened Directorate in line with the provisions of the Decree 333 dated 17 December 2004
- Implementation of needs assessment for the investment health component
- Sufficient clarity concerning the position of the teacher assistant
- Sufficient clarity concerning the position of the mediator
- Needs assessment for investment components

Both concepts, the assistant teacher as well as the health mediator will have to be sufficiently anchored in the Bulgarian educational and medical system and budgets. Following previous projects in this area (Phare 2003), these posts will have to be integrated in the mainstream educational and health system, meaning that the training of teacher assistants should be provided by universities and that the health mediator should be educated by Medical Colleagues to provide appropriate occupation for the graduates. (In that respect, the DEDI prepares letters to the MoES and the MoH.)

- Adopted Strategy and Action Plan for Roma Health
- Adopted Strategy and Action Plan for Roma Educational Integration

ANNEXES TO PROJECT FICHE

1. Logframe in standard format– Annex A
2. Detailed implementation chart -Annex B
3. Contracting and disbursement schedule, by quarter, for full duration of project - Annex C
4. For all projects: reference list of feasibility/pre-feasibility studies, indepth ex ante evaluations or other forms of preparatory work. – Annex D
5. Reference list of relevant laws and regulations – Annex E
6. Decree for the establishment of the NCCEDI and organigram of the Directorate “Ethnic and Demographic Issues”– Annex F
7. ECOTEC’s Interim Evaluation Report - Annex G
8. Detailed breakdown per IB activities Year 2005 – Annex H

ANNEX A

Phare log frame

LOGFRAME PLANNING MATRIX FOR PROJECT Integrated sustainable improvement of the disadvantaged ethnic minorities situation with a special focus on Roma		Programme name and number Improvement of the situation and inclusion of the disadvantaged ethnic minorities with a special focus on Roma	
		Contracting period Phase 2 expires November 2007	Disbursement period Phase 2 expires November 2009
		Total budget Phase 2 : 12.234 M€	Phare budget Phase 2 : 10.0 M€
Overall objective	Objectively Verifiable Indicators	Sources of Verification	
<ul style="list-style-type: none"> ▪ Inclusion of the disadvantaged ethnic minorities into the Bulgarian society with a special focus on Roma 	At the end of the project: <ul style="list-style-type: none"> ▪ percentage of Roma school students graduate secondary schools; ▪ all Roma students graduate primary school; ▪ considerable progress towards completed desegregation; ▪ percentage of reduced mortality rate; ▪ percentage of increased life expectancy; ▪ percentage of Roma living in normal urbanised living environment 	<ul style="list-style-type: none"> ▪ Statistical data and sociological survey ▪ EC Regular Report for Bulgaria 	
Project purpose	Objectively Verifiable Indicators	Sources of Verification	Assumptions
Improvement of the situation of disadvantaged ethnic minorities with a special focus on Roma by systematically implementing specific measures with regard to education, health and urbanization and establishment of all levels institutional set up.	<ul style="list-style-type: none"> ▪ percentage of Roma student integrated in all levels of the Bulgarian educational system; <i>OVI Phase 2/Year 2005</i> <ol style="list-style-type: none"> 1. percentage of Roma students integrated in gymnasiums, 2. percentage of Roma students graduated gymnasiums; 3. number of students from disadv. ethnic min. in the focal point schools, 	<ul style="list-style-type: none"> ▪ Ongoing project monitoring within the sectoral sub-committee reporting ▪ Interim and Final External Evaluation of the Project ▪ Statistical data and sociological survey 	<ul style="list-style-type: none"> ▪ Approval of Long-Term National Action Plan ▪ Implementation of a feasibility study for investment needs in the health sector

	<ul style="list-style-type: none"> ▪ all Roma students graduate primary school ▪ percentage of Roma, covered by medical screening, early diagnostics and prophylactics <p>OVI Phase 2/Year 2005</p> <p>4. Health Programmes in force and wide application;</p> <ul style="list-style-type: none"> ▪ percentage of urbanized territories; OVI Phase 2/Year 2005 5. percentage of territories (inhabited with disadv. ethnic min.) with developed cadastral and urbanization plans; 		
Results	Objectively Verifiable Indicators	Sources of Verification	Assumptions
<p>▪ At the end of the project - ensured access to integrated education, specialised health care services and public infrastructure for disadvantaged ethnic minorities with a special focus on Roma;</p> <p>Education</p> <ul style="list-style-type: none"> ▪ improved teaching in a multi -cultural ethnic sensitive environment; <p>Result Phase 2/Year 2005</p> <p>1. improved teaching in gymnasium classes and focal point schools;</p> <ul style="list-style-type: none"> ▪ improved material base of selected integrated kindergartens and schools with ethnically mixed classes; <p>Result Phase 2/Year 2005</p> <p>2. improved mat. base of gymnasiums and focal</p>	<p>Education</p> <ul style="list-style-type: none"> ▪ number qualified school teachers for working in a multi-cultural ethnic sensitive environment; <p>OVI Phase 2/Year 2005</p> <p>1. number of trained teachers from gymnasium classes incl. focal point school classes;</p> <ul style="list-style-type: none"> ▪ number of newly trained teacher assistants; ▪ number teacher assistants employed; 	<ul style="list-style-type: none"> ▪ Ongoing project monitoring within the sectoral sub-committee reporting ▪ Interim and Final External Evaluation of the Project ▪ EC Regular Report for Bulgaria (2005) 	<ul style="list-style-type: none"> ▪ Allocation of national funds to ensure the sustainability of the project's results ▪ Maintenance and use of the elaborated Information and Monitoring Systems ▪ Good co-operation with ethnic minority communities and their representatives at the local level prevails ▪ Efficient project co-ordination between all parties is ensured (assumption)

<p>point schools;</p> <ul style="list-style-type: none"> created conditions for social integration of young Roma through participation in higher education; <p>Result Phase 2/Year 2005</p> <p>3. preparation of Roma students for the entrance exams in the universities;</p> <ul style="list-style-type: none"> improved interactions between the persons from the disadvantaged ethnic minorities and central/local public administration and police structure; 	<ul style="list-style-type: none"> number of prepared new teaching materials for education in multicultural environment; % of Roma students enrolled in the integrated schools; <p>OVI Phase 2/Year 2005</p> <p>4. number of Roma students integrated in the gymnasium classes;</p> <p>5. number of diadv. ethnic minority students studying in the focal point schools;</p> <ul style="list-style-type: none"> percentage of Roma school students graduating secondary schools – <i>OVI Phase 2/Year 2005</i>; all Roma students graduate primary school ; number of Roma students in the out of school activities - <i>OVI Phase 2/Year 2005</i>; number of preparatory courses for school graduates and number of young Roma attending them and preparing themselves for gymnasium exams - <i>OVI Phase 2/Year 2005</i>; number of kindergartens and schools with ethnically mixed classes with up-to date educational equipment & improved material conditions; <p>OVI Phase 2/Year 2005</p> <p>7. number of gymnasiums with mixed classes and. focal point schools properly equipped;</p>		
---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--	--

<p>Health</p> <ul style="list-style-type: none"> ▪ improved health status of Roma; ▪ performed preventive health care services, health promotion and education; <p>Result Phase 2 /Year 2005</p> <p>5. National programme for screening of diseases, early diagnostics and prophylactics elaborated and under implementation;</p> <p>6. local self-government implementation mechanisms for the Programme developed;</p> <p>7. mediators trained to support Programme implementation ;</p>	<ul style="list-style-type: none"> ▪ number of officials from municipal administration, labour offices, social assistance services and police officers trained in working in multiethnic environment; ▪ number of prepared new teaching materials for multicultural education and for qualification of, policemen and other civil servants working with representatives of disadvantaged minority groups; <p>Health</p> <ul style="list-style-type: none"> ▪ number of health care professionals qualified to implement the pilot programme of preventive health care directed to improvement of disadvantaged ethnic minorities women and children health status; ▪ provision of preventive health care; ▪ ensured equal access to public health care; ▪ equal access to public health care to maternal and child; ▪ number of persons medically screened for cancer and other diseases ; ▪ number of persons sent for active medical treatment as a result ; <p>OVI Phase 2/Year 2005</p> <p>8. number of Roma screened, with set diagnosis as a result of the implemented National Programme;</p> <ul style="list-style-type: none"> ▪ number of qualified municipal specialists to support the implementation of the National Programme - <i>OVI Phase 2/Year 2005</i>; 		
----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--	--

<p>Urbanisation</p> <ul style="list-style-type: none"> ▪ improved living conditions (housing) and environment; ▪ improved technical and social infrastructure for Roma by upgrading the existing public infrastructure and building new one; ▪ measures taken for legalising the illegal houses where possible; <p>Result Phase 2 /Year 2005</p> <p>8. More areas inhabited with disadv. ethnic minorities with elaborated and legalized urbanization plans, technical infrastructure as continuation of Phare 2002 and phase I activities;</p>	<ul style="list-style-type: none"> ▪ number of prepared new teaching materials for work with disadv. ethnic min. communities for social workers, medical doctors and nurses; <p>Urbanisation</p> <ul style="list-style-type: none"> ▪ percentage of territories with developed cadastral and urbanization plans; ▪ percentage of territories with rehabilitated and newly build technical and social infrastructures in the areas inhabited with disadv. ethnic min. population; ▪ percentage of legalized, illegally build, houses, where possible; <p>9. percentage of urbanized territories, providing living environment (street network, electricity supply network, water distribution and sewerage system, sidewalks, public lighting) and related landscape improvements - <i>OVI Phase 2/Year 2005</i>;</p> <p><i>OVI Phase 2/Year 2005</i></p> <ul style="list-style-type: none"> ▪ percentage of disadv. ethnic minority population benefiting the measures <ul style="list-style-type: none"> ▪ length of new roads, sewage system and canalization in Roma neighbourhoods; ▪ number of Roma households with their own electricity consumption measuring devices; ▪ number of skilled Roma for construction professions; 		
------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--	--

<p>.....</p> <ul style="list-style-type: none"> developed sustainable state policies and implementable information management and monitoring mechanisms; <p>Capacity Building</p> <ul style="list-style-type: none"> developed sustainable administrative capacity in the NCCEDI at central and regional levels; <p>Result Phase 2 /Year 2005</p> <p>9.DEDI staff trained to managing grant schemes;</p>	<p>.....</p> <ul style="list-style-type: none"> elaborated National Information and Monitoring system with a mechanism for monitoring of the disadvantaged minorities educational status; degree of operational readiness of the national health information system and monitoring system for disadvantaged minorities, especially Roma; degree of operational readiness of the national system for state support and monitoring the minorities housing issues; <p>Capacity Building</p> <ul style="list-style-type: none"> number of grant contracts awarded 		
Activities – Phase 2/ Year 2005	Means – Phase 2/Year 2005		Assumptions
<p>Activity 1 – Support to NCCEDI to manage the project activities especially the Urbanisation component (IB).</p> <p>Activity 2 - Implementation of practical schemes over more educational levels and activities targeting provision of quality education to the disadvantaged ethnic minorities</p>	<p>One TA service contract – EUR 300 000</p> <p>Service contracts for the IB component – EUR 1 200 000</p> <p>Supply contracts for the Investment component – EUR 3 334 000</p>		<ul style="list-style-type: none"> The project beneficiaries recruit and retain adequate staff Effective co-operation with other institutions (line ministries, training institutions) Government funding for the project is approved and made available on time (assumption)

<p>i.e. gymnasium educational level, education in focal point schools.</p> <p>Continuing the desegregation process at primary educational level (up to 8th grade), including extra curricula activities on the basis of the products of Phare 2001, Phare 2003 and phase I;</p> <p>Activity 3 - Policy formulation addressing the disadvantaged ethnic minorities health issue at national, regional and community level - formulation of National, Regional & Community Programmes for screening of diseases, early diagnostics and prophylactics on the basis of the results of Phare 2001, Phare 2003 Training of mediators to support the implementation of the programmes;</p> <p>Activity 4 - Effective and sustainable improvement of disadvantaged ethnic minorities living conditions Elaboration and implementation of a grant scheme</p>	<p>Service contracts for the IB component – EUR 800 000 Supply contracts for the Investment component – EUR 1 600 000</p> <p>Awarded grants for the amount of EUR 4 000 000</p>		

Annex B

Improvement of the situation and inclusion of the disadvantaged ethnic minorities with a special focus on Roma Phare 2004

Project implementation chart

	2005												2006												2007												2008												
	J	F	M	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	J	F	M	A	M	J	J	A	S	O	N		
Technical Assistance				X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
Support to all levels integrated education						X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X												
Child and women’s health services						X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
Improvement of the living conditions of disadvantaged ethnic minorities							X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		

Improvement of the situation and inclusion of the disadvantaged ethnic minorities with a special focus on Roma Phare 2005

Project implementation chart

	2006												2007												2008												2009											
	J	F	M	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	J	F	M	A	M	J	J	A	S	O	N	
Technical Assistance																			X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
Support to all levels integrated education																					X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X			
Support to Formulate and Implement preventive health measures																					X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X			
Improvement of the living conditions of disadvantaged ethnic minorities																					X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X			

Annex C

Improvement of the situation and inclusion of the disadvantaged ethnic minorities with a special focus on Roma

CUMULATIVE CONTRACTING AND DISBURSEMENT SCHEDULE (MEUR) (including the co-financing) Phare 2004

Date	1.Q.05	2.Q.05	3.Q.05	4.Q.05	1.Q.06	2.Q.06	3.Q.06	4.Q.06	1.Q.07	2.Q.07	3.Q.07	4.Q.07	1.Q.08	2.Q.08	3.Q.08	4.Q.08	TOTAL
Contracted		0,700				10,718											11,118
Disbursed		0,150					6,060	8,500	9,000		9,510			10,900		11,118	11,118

CUMULATIVE CONTRACTING AND DISBURSEMENT SCHEDULE (MEUR) (including the co-financing) Phare 2005

Date	1.Q.06	2.Q.06	3.Q.06	4.Q.06	1.Q.07	2.Q.07	3.Q.07	4.Q.07	1.Q.08	2.Q.08	3.Q.08	4.Q.08	1.Q.09	2.Q.09	3.Q.09	4.Q.09	TOTAL
Contracted							3,300	12,234									12,234
Disbursed									4,500		6,050	7,600	9,000	10,500	11,500	12,234	12,234

Annex D

REFERENCE TO FEASIBILITY STUDIES

Under the institutional support to NCEDI component of the World Bank grant “Minorities’ Integration” the following studies were carried out:

- Assessment of the Implementation of the Framework Program for Equal Integration of Roma into Bulgarian Society and Elaboration of an Operational Action Plan;
- Survey of the Major Problems Facing Economically Underdeveloped Regions with Mixed Population;
- Assessment of Existing National, Regional or Municipal Policies and Elaboration of a Strategy for Development of the Regions with Mixed Population.

Background Survey on Urbanization and Housing in Roma Neighborhoods – project preparation of the Phare project 2002 – Urbanisation and Social development of Areas with Dominating Minorities Population. The study has the objectives to provide a clear picture of the existing living situation in the areas with dominating minorities population; to survey existing Roma housing and urbanization policies; to extend possible know-how and expertise upon the good territorial planning and urbanisation practises towards improving the Roma minorities’ living conditions favouring at the same time their integration into the mainstream society. The background study was finalized by the selected Framework Contractor by June 2003. It is being considered by experts of the Ministry of Regional Development and Public Works before its approval by the Project Steering Committee.

Sociological Survey for the Health Profile of the Roma Population under the Phare project 2001 – BG 0104.02 Ensuring Minority Access to the Health Care. The survey is expected to conduct a detailed " need analysis" examining the health and health related needs of the Roma ethnic minority. The project also aims to account for the cultural specifics forming the attitude to health awareness. The goals of the project are to provide a health profile of the Roma population; assess the awareness of the existing health system (rights and obligations) among the Roma population; measure the present degree of the health awareness; evaluate the access to information and health services and provide a strategic action plan to address the issues as defined. The survey was finalized by the selected Framework Contractor by May 2003 and approved by the Project Steering Committee. It was carried out in 90 towns with Roma population. The project results includes recommendations for policy making as well as for elaboration of town zoning plans and legalising schemes for the existing illegal housing where it is possible.

Annex E

Legislative framework in terms of the education and health care for the vulnerable minorities groups in the Republic of Bulgaria

- “Framework Convention for Protection of National Minorities” of the Council of Europe;
- “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);
- Comprehensive Law on Prevention against Discrimination.
- Law for the Protection against Discrimination
- The Programme of the Council of Ministers of Republic of Bulgaria “People are the wealth of Bulgaria”, Section “Integration of Minorities”;

National legislation and strategic programmes concerning the health of vulnerable minorities:

1. Act for National Health Care.
2. National Programme for Prevention, Early Diagnostic and Treatment of Tuberculoses in Republic of Bulgaria – 2000 – 2003 (Decision No 236/02.05.2000 of the Council of Ministers).
3. Developed Methodology Guidelines for Diagnostics of Tuberculoses.
4. National Strategy for HIV/AIDS and STIs (Decision No 58/09.02.2001 of the Council of Ministers).
5. National Health Strategy and Action Plan 2001 – 2006 (Decision No 267/23.04.2001 of the Council of Ministers).
6. Order No RD09-514 dated 03.07.2000 of the Ministry of Health according to the paragraph 18 of the Act for National Health Care for regulating the obligatory immunizations and reimmunizations.
7. Programme for Fighting Epidemic and Parasitic Diseases – under consideration by a working group of the Ministry of Health. It will regulate the permanent nationwide screening of epidemic diseases, public awareness campaigns and upon outburst of epidemics establishment of temporary immunization focal points and mobile units.
8. Regulation for amending and supplementing the Order No2 for types of immunizations and implementation schedule in the Republic of Bulgaria.
9. National Programme *For the Children of Bulgaria* adopted by the Council of Ministers. For the implementation of this programme a Memorandum of Understanding between the UN SDU and the Ministry of Education signed and in force from 1 July 2002 in the part concerning introduction of life skills-based health education into the school curriculum.

National legislation and strategic programmes concerning the vulnerable minorities’ education:

1. Primary and Secondary legislation of the National Education Act.
2. Regulation No4 dated 18 September 2000 for Pre-school Education and Training.
3. The Amendment of the National Education Act adopted by the National Assembly passed in September 2002 (published in State Gazette, issue 90 from 24.09.2002).
4. The Order No 6 of the Ministry of Education dated 19 August 2002 for the education of children with specific educational requirements and chronicle diseases.

5. Attachment 10 issued by the Minister of Education “*Guidelines on the integration of minority children and pupils*” for the school year 2002 – 2003.
6. National Strategy for the Integration of Children and Schoolchildren of Ethnic Minorities.

National legislation and strategic programmes concerning the minorities housing:

1. State Property Act, Municipal Property Act and Rules and Regulations for their Implementation.
2. Ownership Act, and Rules and Regulations concerning the management, order and supervision of condominium property.
3. Law concerning the housing issues of citizens with many years of save-for –housing accounts.
4. Spatial Development Act, and Ordinance No5: Rules and Norms of Spatial Development.
5. Local Taxes and Levies Act.
6. State Budget of the Republic of Bulgaria.
7. National Housing Strategy.

Annex F

DECREE N 333 **of 10 December 2004**

establishing the National Council for Ethnic and Demographic Issues Cooperation at the Council of Ministers, and adopting Rules of Procedure for its activity

THE COUNCIL OF MINISTERS DECREED:

Article 1

The National Council for Ethnic and Demographic Issues Cooperation is established at the Council of Ministers.

Article 2

The Rules of Procedure of the National Council for Ethnic and Demographic Issues Cooperation activity, at the Council of Ministers (CM) shall be adopted, as referred to the Annex.

Final Provisions

§ 1. The following shall be repealed:

1. The Council of Ministers Decree N 449 /1997, establishing the National Council for Ethnic and Demographic Issues at the Council of Ministers, and adopting Rules of Procedure for its activity (Darzhaven Vestnik (DV), N118/1997).
2. The Rules of Procedure and operation organisation of the National Council for Ethnic and Demographic Issues at the Council of Ministers, adopted with the CM Decree N449 of 1997 (Published, DV, N118/1997, amended N103/1999; N3 and 96/2000; and M118/2002).

§ 2. In Article 3, item 5 of the Rules of Procedure of the National Council on Rehabilitation and Social Integration, and its criteria of representation, adopted with a MC Decree N 112/1996 (Published, DV N46/1996; amended and supplemented by N96/2000, N109/2001, N79/2002, and N83/2003), the words “the National Council for Ethnic and Demographic Issues at the Council of Ministers” shall be replaced by: “The National Council for Ethnic and Demographic Issues Cooperation, at the Council of Ministers”.

§ 3. The Rules of Procedure of the Council of Ministers and its administration, adopted by CM Decree N209/1999, (Published DV. N103/1999; amended and supplemented by N4 and N26/2002; amended N27/2000; amended and supplemented by N 44, 74, 87,/2001; N81/2002; N20 and 75/2003, and N21, 24, 33, and 97/2004) is amended as follows:

1. In Article 88, Paragraph 1, the figure “391” shall be replaced by “406”.
2. In Article 99, Paragraph 2, new item 11 shall be added:

“11. *Ethnic and Demographic Issues Directorate*”.

3. In Article 107b, Paragraph 1, after the words “The National Council for Trilateral Cooperation”, the coma is replaced by: “and of”, while the words: “and of the National Council of Ethnic and Demographic Issues, at the Council of Ministers” shall be deleted.
4. In Article 107b, Paragraph 2, the words: “and of”, before the words: “the secretary of the Security Council”, shall be replaced by a coma, and after the words: “The Security Council at the Council of Ministers”, shall be added: “and of the Secretary of the National Council of Ethnic and Demographic Issues Cooperation at the Council of Ministers”.
5. Article 107c shall be created:

“Article 107c. *The Ethnic and Demographic Issues Directorate* shall:

1. provide information and analyses about the conditions of the interethnic relations and demographic processes in the country;
2. provide strategy drafting and programmes on conducting the governmental policy in relations to the demographic development, as well as in the area of the inter-ethnic relations, protection of rights of persons, belonging to ethnic minorities and their integration in society;
3. participate in preparing drafts of regulative acts, relating to the interethnic relations, protection of rights of persons, belonging to ethnic minorities, and their integration in society;
4. participate in drafting, implementation and coordination of international projects and programmes, including projects funded by the EU Pre-Accession and Structural funds and programmes, referring to the interethnic relations and integration of persons, belonging to the ethnic minorities, in the society and demographic development;
5. perform coordination and current control on the implementation of the Framework Programme for Equal Integration of the Roma People in the Bulgarian Society and of other programmes, directed to equal integration in society of persons, who are in unequal position, belonging to the ethnic minorities;
6. provide organisationally and technically the operation of the National Council for Ethnic and Demographic Issues Cooperation, by assisting the Chairperson of the Council in reference to his/her competences;
7. assist for the cooperation and coordination between the non-profit associations of Bulgarian nationals, belonging to the ethnic minorities, other non-profit associations, which work in the area of the interethnic relations, and/or of demographic development, and the state bodies;
8. assist the activities of non-profit associations of Bulgarian nationals, belonging to ethnic minorities, as well as of other non-profit associations while conducting projects in the area of interethnic relations, and, relating to preserving and development of the original culture of the ethnic minorities;
9. prepare statements on documents and drafts of acts, introduced to the Council of Ministers, relating to the demographic processes, as well as to the interethnic relations, protection of rights of persons, belonging to the ethnic minorities, and their integration in society;

10. provide methodical assistance to the regional governors , to the Regional Councils for Ethnic and Demographic Issues Cooperation, to the experts in the regional administrations, which have the tasks to work on the ethnic and demographic issues, and to the municipality mayors and their administrations in the area of the ethnic and demographic issues cooperation;
11. perform contacts and coordination connection with analogical administrative units, as well as with international organisations, which deal with demographic processes, and with protection of persons, belonging to ethnic, religious and language minorities, and interethnic relations;
12. organise the publishing of a periodical journal of the National Council for Ethnic and Demographic Issues Cooperation, and maintain an internet site;

6. The Annex to Article 88, Paragraph 2, contains the following amendments:

- a) in the line of: “*Specialised Administration*”, the figure “142” is replaced with “157”;
- b) in the line of: “*Advisory Administration Directorate*, at the Council of Ministers”, the figure “14” is replaced with “9”, and the following new line is added:

“: *Ethnic and Demographic Issues Directorate* 20”;

- c) in the line of: “Total number of employees in the Council of Ministers Administration”, the figure “391” is replaced by “406”.

§4. The Decree is adopted in reference to Article 21 of the Law on the Administration.

Prime Minister:
Simeon Saxe-Coburg Gotha

General Secretary of the Council of Ministers:
Sevdalin Mavrov

ANNEX TO ARTICLE 2

RULES OF PROCEDURE

of the National Council for Ethnic and Demographic Issues Cooperation at the Council of Ministers

Article 1

- (1) The National Council for Ethnic and Demographic Issues Cooperation at the Council of Ministers (hereinafter called “the Council”) shall be a consultative and coordinating body, which shall support the Council of Ministers to perform the state policy in respect to the ethnic and demographic issues.
- (2) The Council shall support cooperation and coordination between the public authorities and associations of Bulgarian nationals from different ethnic minorities and other associations, working in the area of interethnic relations and/or demographic development, which are registered under the Law on the Non-profit Legal Persons.

Article 2

- (1) The Council shall discuss and propose to the Council of Ministers, and after approval, shall monitor, analyse and coordinate the adopted measures focused on:
 1. ensuring the right of human development;
 2. protecting and strengthening ethnic tolerance and understanding;
 3. establishing and developing conditions, which are necessary for the Bulgarian nationals, belonging to ethnic minorities to keep and develop their culture, and to preserve the most important elements of their identity – religion, language, traditions and cultural heritage;
 4. establishing complete and effective equality between Bulgarian nationals, belonging to ethnic minorities and those from the majority of the population in all areas of the economic, social, political and cultural life;
 5. regulation of the demographic processes in the Republic of Bulgaria to attain sustainable and harmonises demographic development on the basis of strategies and programmes adopted by the government;
 6. ensuring interrelation and coordination between the policy for the population and policy for sustainable development in the area of healthcare, education and science, culture, sport, protection of the Bulgarian spiritual space, economy, employment, social assistance, regional development and welfare, environment, development of human resources, child protection, family protection, ensuring gender equality, young people promotion, disadvantaged people, belonging to ethnic minorities integration, etc.;

7. observing the obligations of the Republic of Bulgaria in respect to the rights of the Bulgarian nationals, belonging to ethnic minorities deriving from international legal acts to which Bulgaria is a party;
 8. implementing the objectives of the Action Programme adopted in Cairo on 13 of September 1994 by the International Conference on Population and Development, and approved by the UN General Assembly on 19 of December 1994;
 9. implementing the Framework Programme for Equal Integration of Roma People in the Bulgarian Society and of other public bodies programme documents in the area of interethnic relations and ethnic minorities;
 10. conducting researches for the ethnic minorities history, traditions, culture and specific problems and surveys of the ethnic minorities current situation;
 11. conducting surveys, analyses and assessment of the demographic processes;
 12. participation of the Republic of Bulgaria in international projects and programmes on sustainable and harmonised demographic development, as well as on ensuring equal participation in the society of people, belonging to ethnic minorities, including projects funded by the Pre-Accession and Structural funds, and EU programmes;
 13. participation of the Republic of Bulgaria in international cooperation in the area of demographic development;
 14. participation of the Republic of Bulgaria in international cooperation in the area of protection of rights of people from national or ethnic, religious, or language minorities, including in drafting international treaties, declarations and other instruments;
 15. participation in drafting reports on fulfilling the obligations of the Republic of Bulgaria in these areas.
- (2) Performing its functions the Council shall work together with:
1. Regional Councils for Ethnic and Demographic Issues Cooperation, local governance bodies, non-profit legal persons, high schools, scientific institutes and other independent units;
 2. similar foreign and international agencies public bodies.
- (3) The Council shall:
1. discuss and propose draft strategies and programmes in the area of the demographic development and interethnic relations, protection of the rights of people, belonging to ethnic minorities and their integration in the society;
 2. discuss and adopt statements on drafts of laws and other regulatory acts in relation to its activity;
 3. discuss other issues in relation to demographic processes, as well as to interethnic relations, protection of rights of Bulgarian nationals, belonging to ethnic minorities and their integration in the society;
 4. discuss and adopt decisions on current issues from mutual interest for its members;
 5. submit annual report on its activity to the Council of Ministers.

Article 3

- (1) The Council shall consist of Chairperson and members.
- (2) The Chairperson of the Council shall be the Minister without Portfolio.
- (3) The members of the Council shall be:
 1. one Deputy Minister of: Labour and Social Policy; Economy; Regional Development and Welfare; Defence; Interior; Finance; Foreign Affairs; Justice; Agriculture and Forestry; Education and Science; Health; Culture; Environment and Water; Youth and

- Sport; as well as Heads of National Statistical Institute, State Agency for Child Protection, State Agency for Bulgarians Abroad, State Agency for the Refugees, National Employment Agency and the Agency for Social Assistance;
2. one representative of the Bulgarian Academy of Science and national Association of the Municipalities in the Republic of Bulgaria;
 3. representatives of associations of Bulgarian nationals, belonging to ethnic minorities, which are registered under the Law on the Non-profit Legal Persons, which have statute objectives, and at least two years implemented socially useful activity with national importance complying with the objectives under Article 2, Paragraph 1, and, which have approved to be represented in the Council after permission by the Chairperson of the Council;
 4. representatives of other non-profit legal persons, registered as socially useful under the Law on the Non-profit Legal Persons which have statute objectives, and at least two years implemented socially useful activity with national importance complying with the objectives under Article 2, Paragraph 1, and, which have approved to be represented in the Council after permission by the Chairperson of the Council;
- (1) The Deputy ministers under Paragraph 3, point 1 shall be appointed by the respective ministers.
 - (2) Two persons per each ethnic minority shall represent the associations under Paragraph 3, point 3 in the Council. The respective for each ethnic minority associations shall reach an agreement at the beginning of each calendar year to appoint the two representatives and one deputy representative for the term of one year.
 - (3) Three persons shall represent the legal persons under Paragraph 3, point 4 in the Council. They shall reach an agreement in the beginning of each calendar year to appoint the three representatives and one deputy representative for the term of one year.
 - (4) Representatives and deputy representatives under Paragraphs 5 and 6 may be only adult Bulgarian nationals who have been convicted.
 - (5) The associations under Paragraph 3, points 3 and 4, which are willing to be represented in the Council, shall submit to its Chairperson formal application, approved by the Chairperson with court certificate of current status. The Chairperson shall pronounce upon the application in one-week term after its submission.
 - (6) A high level civil servant from Directorate Ethnic and Demographic Issues at the Council of ministers shall act as a Secretary of the Council.

Article 4

- (1) The Council shall meet at least once per 3 months called by the Chairperson or upon a request of at least one third of its members.
- (2) The agenda proposal and the documents for the meeting shall be sent to the members at least 5 working days before the date of the meeting. Each member of the Council may introduce motivated proposals for changes in the agenda not later than 3 working days before the meeting. The Council members shall vote the agenda at the respective meeting.
- (3) The meetings shall be deemed regular if half of its members are present. Decisions shall be taken with majority of two thirds of the members present.
- (4) A protocol shall be recorded for every meeting of the Council. The Chairperson and the Secretary shall sign the protocol, and a copy shall be sent to the members within 5

days. The decisions taken shall be recorded in the protocol and the reviewed documents shall be attached to the copy.

Article 5

- (1) A Commission for integration of the Roma people, called hereinafter “The Commission” shall be established under the Council, which shall consult the Council on issues, related to the formulation and conducting the state policy for equal integration of the Roma people in the Bulgarian society.
- (2) Chairperson of the Commission shall be the Minister without a Portfolio.
- (3) Members of the Commission shall be:
 1. the members of the Council, as per Article 3, Paragraph 3, points 1 and 2, but not the heads of the state Agency for the Bulgarians abroad, and the State Agency for Refugees;
 2. representatives of the associations of persons, belonging to the Roma minority, who have been accepted to be represented in the Council with a decision of the Council Chairperson, under Article 3, Paragraph 3, point 3.
- (4) The functions of the Commission Secretary shall be performed by a civil servant in the Ethnic and Demographic Issues Directorate at the Council of Ministers.
- (5) Other commissions and work groups may be established under the Council.

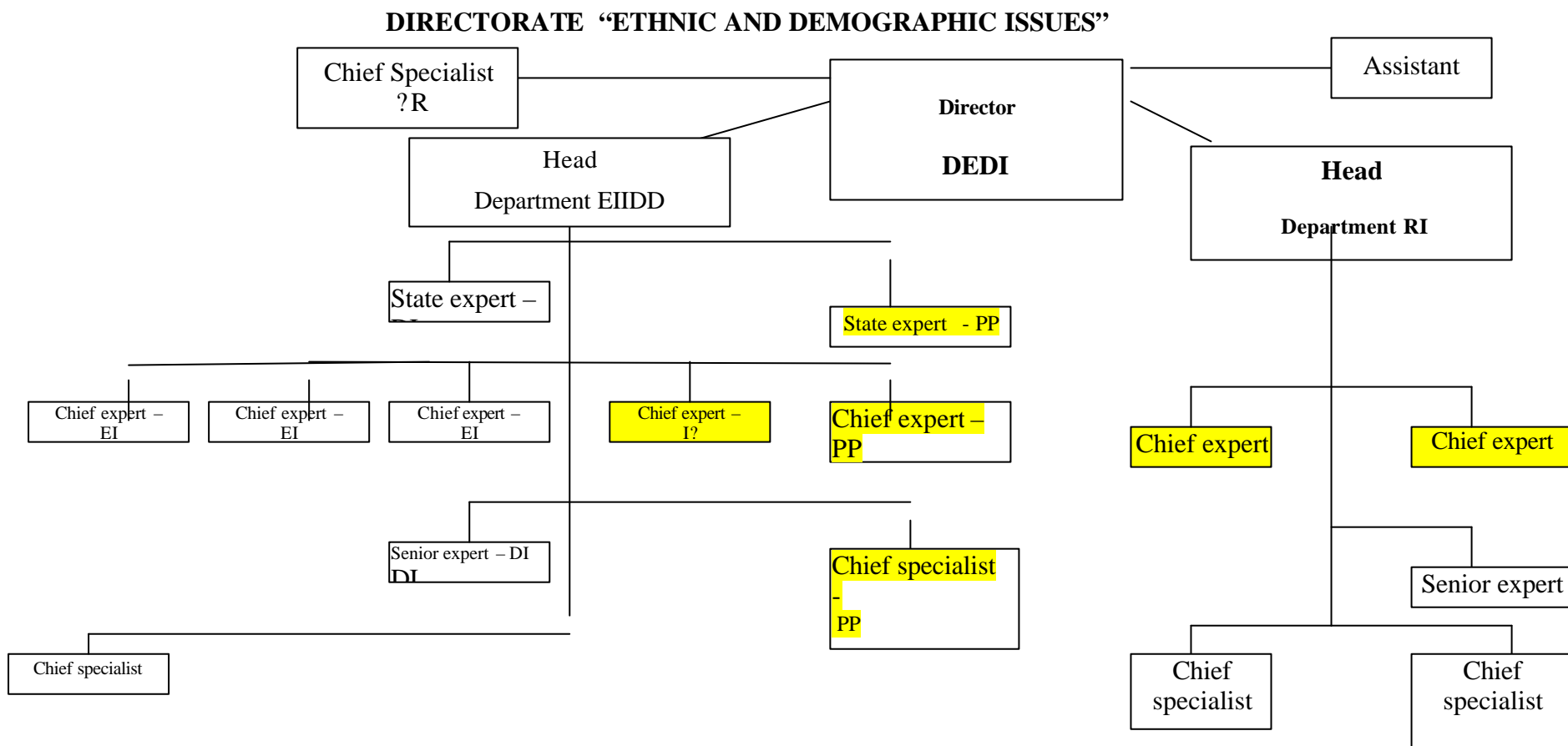
Article 6

- (1) The Chairperson of the Council shall:
 1. represent the Council;
 2. appoint and chair the meetings and run the Council work;
 3. control the implementation of the Council decisions;
 4. introduce for discussion to the Council of Ministers the proposals and statements, adopted by the Council;
 5. invite for participation in the Council work representatives and other state bodies, regional councils for cooperation in the ethnic and demographic issues, local governmental bodies and other organisations, not included in its staff, but having relation to the Council’s activity.
- (2) The chairperson’s functions in his/her absence shall be performed by Council members, assigned by him/her.
- (3) The Council members shall:
 1. participate in the Council meetings and introduce for inclusion into the agenda discussion issues, related to the subject of its activity;
 2. provide for the Council the needed for its activity information and expert assistance on concrete issues, which are of their competence.
- (4) The Ethnic and Demographic Issues Directorate at the Council of Ministers shall:
 1. organise the preparation and holding the Council meetings;
 2. prepare the Council meetings records;
 3. account for the Council statements and decisions;
 4. organise and coordinate the implementation of the Council decisions and the needed exchange of information between the interested parties;

5. assist the Council chairperson at his/her work;
6. keep the Council documents;
7. organise the work of the Commission for integration of the Roma people, and of the other commissions and work groups, established under the Council.

Article 7

- (1) Under the regional administrations, regional councils shall be established for cooperation in the ethnic and demographic issues, called hereinafter “the regional councils”, which shall perform the activities under Article 2, Paragraph 1, items from 1-11 on the territory of the relevant region. The regional councils shall adopt their rules of procedure, which shall be approved by the regional governors, and shall adopt and coordinate the implementation of the regional strategies and programmes on the ethnic and demographic issues.
- (2) Chairperson of the regional council shall be the regional governor, or a deputy regional governor, assigned by him/her, and the secretary of the council shall be an expert in the regional administration, who has been assigned to work on the ethnic and demographic issues.
- (3) Members of the regional council shall be the deputy mayors in charge of the ethnic and demographic issues in the municipalities on the region territory and are representing: the association of Bulgarian nationals, belonging to the ethnic minorities, registered on the Law on the Non-profit Legal Persons, which have statute objectives and have had at least two years actively worked for the public, in reference to their objectives, pointed out in Article 2, Paragraph 1, and which have been accepted for members of the regional council with a decision by the chairperson of the regional council; of cultural centres; of: the regional inspectorate of education; the regional health centre; the regional environment and water inspectorate; the regional directorate of national construction control, the regional employment office; the regional social assistance office; the territorial statistic office; the regional interior directorate; the regional “Agriculture and forests” directorate, and other institutions having relation with the municipality activity.



Legend:

DEDI– Directorate “Ethnic and Demographic Issues;

EIIDD– Ethnic Identity and Integration and Demographic Development;

RI – Roma Integration;

EI – Ethnic Issues;

DI – Demographic Issues;

IC – International Cooperation

PP – Projects and Programmes

The shaded area represents the team that will be responsible for the implementation of Phare Programme.

Annex G

ECOTEC's Interim Evaluation Report

Recommendations for the MES, NCEDI					
No.	Conclusion	Recommendation	Output	Deadline	Action
4.	BG-0104.01 <i>Roma population integration</i> Roma teacher assistants cannot be appointed to work in the classrooms unless regulations under the relevant act are amended and sufficient financial resources are made available for their employment.	MES should draw up the required regulations and provide funding for the Roma teacher assistants.	School directors will be able to hire Roma teacher assistants for classes with Roma.	Soonest.	Letter sent to the MoES requesting actions to secure the professional realisation of the TA
Recommendations for the MH					
No.	Conclusion	Recommendation	Output	Deadline	Action
5.	BG-0104.02 <i>Ensuring minority access to health care</i> Municipalities will have to decide the rent for the refurbished GP practices.	A decision on the employment status of the Roma health mediators should be taken.	Market pricing of medical services.	Soonest.	An annual allocation of BGL 480 000 have been included in the Action Plan for the Implementation of the Health Strategy for the Disadvantaged Ethnic Minorities due to be approved by the Government by the end of April 2005
Recommendations for the MH					
No.	Conclusion	Recommendation	Output	Deadline	Action
6.	BG-0104.02 <i>Ensuring minority access to health care</i> Municipalities will have to decide the rent for the refurbished GP practices.	Municipalities should set a market-based rent for the renovated and newly equipped GP's practices.	Market pricing of medical services.	Soonest.	The GP practices have been handed over to the Municipalities with a recommendation for reasonable rent.. All of them are operational.

Recommendations for the NCEDI, CoM Municipality of Stara Zagora					
No.	Conclusion	Recommendation	Output	Deadline	Action
7.	BG-0204.01 <i>Urbanisation and social development of areas with disadvantaged minority</i> There is no certainty as to the final use of the community centre that was funded as a venue for promoting social integration in Stara Zagora, when it becomes the property of the municipality.	The NCEDI should sign a contract with the municipality of Stara Zagora to ensure that the use of the building continues to be the same as that given in the project fiche.	Proper designated use of Phare funded assets.	After completion of the building.	It will be done.
Recommendations for the					
No.	Conclusion	Recommendation	Output	Deadline	Action
10.	BG-0204.01 <i>Urbanisation and social development of areas with disadvantaged minority population.</i> The project fiche is partly incorrect. The infrastructure for 11 houses in quarter 539 has already been completed under BG-9907.02. The NCEDI now plans to build this infrastructure on quarter 540.	The project fiche should be amended and approved for the infrastructure to be built in the new quarter.	The project fiche corrected to reflect the real situation.	Soonest.	Done

Annex H

Detailed breakdown per IB activities

Year 2005 Institution Building support					
Sub-project 1 TA for management of the grant scheme	0,300				0,300
Sub-project 2 *EI - Qualification courses for gymnasiums' and focal point schools' teachers to work in multi cultural environment	0,500				0,500
Sub-project 3 EI - Support to Roma pupils to continue their education in the gymnasiums	0,100				0,100
Sub-project 4 EI - Feasibility study for the establishment of a National Information and Monitoring System	0,600				0,600
Sub-project 5 **MI - Elaboration of National Programme for Screening of the Diseases, Early Diagnostics and Treatment	0,150				0,150
Sub-project 6 MI - Development and implementation of mechanisms for health promotion and preventive healthcare	0,250				0,250
Sub-project 7 MI - Elaboration and implementation of programmes for additional education of municipal social workers to work with Roma population	0,100				0,100
Sub-project 8 MI - Needs Assessment for the establishment of Health National Information Monitoring System	0,300				0,300
IB support	2,300				2,300

* Educational Integration

** Medical Integration

